



National Cohesion and Integration Commission
Britam Tower, 17th Floor, Hospital Rd., Upper Hill
P. O. Box 7055-00100
Nairobi, Kenya
www.cohesion.or.ke

Counties Vol. II

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National Cohesion and Integration Commission

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ABBREVIATIONS AND ACRONYMS

CASB	County Assembly Service Board
CCOs	County Chief Officers
CECM	County Executive Committee
CGA	County Governments Act
CGAA	County Governments (Amendment) Act
CoG	Council of Governors
CoK	Constitution of Kenya
CPSB	County Public Service Board
DAct	Disability Act
EACC	Ethics and Anti-Corruption Commission
ICESCR	International Covenant on Economic, Social and Cultural Rights
IGRTC	Intergovernmental Relations Technical Committee
IPDS	Integrated Payroll Data System
KNBS	Kenya National Bureau of Statistics
NCI Act	National Cohesion and Integration Act
NCIC	National Cohesion and Integration Commission
NCPWD	National Council for Persons with Disabilities
NGEC	National Gender and Equality Commission
MOICNG	Ministry of Interior and Coordination of National Government
OAG	Office Of the Auditor General
PWDs	Persons With Disabilities
UNDP	United Nations Development Program

PREFACE

The turning point in Kenya's balancing of power and responsibilities from national Government to the 47 elected County Governments is the Kenya's Constitution 2010. Article 176 of the Constitution spells out the devolution of power for among other objects, to foster national unity by recognizing diversity. Consequently, the County Governments ought to have provided an equal platform where minority communities get a representation in the sharing of public resources that include employment at the county public service that commands a workforce of 183,645.

Further, existing laws specifically the County Government Act (CGA) 2012 stipulates consideration when employing at the County Government Public Service to ensure inclusivity of the minority ethnic communities. Additionally, institutions such as the National Cohesion and Integration Commission have remained steadfast in ensuring that public employment represents the face of Kenya. It is against this setting that the Commission undertook the second Ethnic Diversity Audit for the County Public Service. For the past seven months (February-September 2023), the Commission has worked tirelessly to gather and analyze data from 47 counties thus producing the 2023, Ethnic and Diversity Audit Report for County Governments.

The study has established that only 28% (13) counties out of the 47 have complied with the existing legal framework on ethnic diversity. These include Narok, Tharaka Nithi, Taita Taveta, Embu, Busia, Trans-Nzoia, Nakuru, Isiolo, Mombasa, Nairobi, Tana River, Lamu and Marsabit counties. Certainly, we applaud their deliberate efforts towards enhancing inclusivity in employment at the county level. Further, from the 2016 recommendations of our inaugural Ethnic and Diversity Audit report, we are glad to note that minority communities such as the Elmolo, Dasenach, Pokomo, Gosha, Malakote Munyoyaya, Somali, among others have been considered in employment across county governments. Indeed, this is commendable and we wish to encourage more representation of the minority ethnic communities.

The study has established, that 34 counties, a whopping 72% have contravened section 65 (1) (e) of the County Government Act of 2012 with overrepresentation of the dominant communities in their staff. The main culprits have over 90% ethnic dominance. Ethnically skewed employment undermines the social cohesion fabric amongst different ethnic communities, reduces levels of mutual trust and slows down the socio-economic development of the country; thus defeating one of the key objectives of devolution.

Further to the findings of the study, the Commission has proffered key recommendations to correct the drift already created. With this, we call upon respective county governments to arrest the worrying trend by upholding the rule of law in every aspect including diversity and inclusion in line with the spirit of devolution. By so doing, it is envisaged that peace and cohesion shall become the norm across the country, thus attainment of Vision 2030. We reiterate our key role as the conscience and voice of reason on all matters peace, cohesion, diversity, and inclusion in Kenya.

We are confident that this Report will act as a guiding policy framework and a human resource recruitment reference point to all the counties. As well the Report will be handy to the national government, private sector and other stakeholders in shaping key policy and strategic interventions that are geared towards an all-inclusive nation, as we strive to 'Leave No One Behind.'



Rev. Dr. Samuel Kobia CBS
Chairman

National Cohesion and Integration Commission

ACKNOWLEDGEMENTS

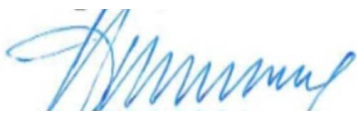
Among the key mandates of the National Cohesion and Integration Commission is to ensure ethnic diversity in employment in public institutions. The Commission undertook the first Ethnic Diversity Audit for County Government Public Service in 2016. With 10 years into the devolved system of Government, NCIC found it crucial to assess progress towards enhancing ethnic diversity in the County Public Service, hence jerked the process of the second Ethnic Diversity Audit for the County Public Service (February - September, 2023). This has been an intense but fulfilling process, with 99% response rate from the 47 county governments. Certainly, this Report would not have been possible without the support of various key individuals and partners who largely contributed the information required for analysis.

Foremost, I thank the offices of the Governors in all counties for facilitating the process of gathering data from different employing organs of counties i.e. the county executive, County Public Service Boards (CPSBs), and County Assembly Service Boards (CASBs).

Secondly, I thank the NCIC policy makers, led the Chairman Rev. Dr. Samuel Kobia, Vice Chairperson, Ms. Wambui Nyutu, and all the Commissioners for their strategic policy guidance while ensuring quality reporting of this Ethnic Audit. Certainly, their role as policy makers cannot be overemphasized since they have remained the voice of reason on all matters peace and cohesion in Kenya. Special appreciation goes to the Technical Committee chaired by Commissioner Dr. Danvas Makori, for prioritizing and approving the Ethnic Audit at the county level. We recognize the key role of Commissioner Hon. Abdulaziz Farah who worked very closely with the technical team in putting this report together. Definitely, without his positive criticism and advanced guidance, this Report would not have been possible.

Thirdly, special recognition goes to the NCIC technical staff, led by the Director for Research and Knowledge Management, Ms. Millicent Okatch, Ms. Olive C Metet, Ms. Jescah Otieno, Ms. Nancy Mulu, Ms. Catherine Njuki, Mr. Dahiye Mohammed, Mr. Brian Enzoveli, Mr. Daniel Mado, Ms. Mary Kabiru, Ms. Roseline Kamau, Ms. Purity Githaiga, Ms. Irene Susu, Admin and Legal units for the different roles they played in the research process, right from conceptualization, data collection, data cleaning, analysis, report compilation, editing, and publication.

Finally, NCIC sincerely thanks the United Nation Development Program (UNDP), whose financial support has enabled the undertaking of this project and publication of this Report. Definitely, their immense support has continued to shape policy within the Commission.



Mr. Harrison Kariuki

Ag. COMMISSION SECRETARY/CEO

EXECUTIVE SUMMARY

Peace, cohesion and national integration are a critical enabler for the realization of Kenya's long-term development plans, which aims to make Kenya a middle-income country by 2030. The social cohesion pillar is essential for ensuring that all Kenyans benefit from the country's development, regardless of their ethnicity, religion, or gender. Similarly, the Bottom Up Transformation Agenda aims to improve the lives of Kenyans at the grassroots level and is based on the principle of devolved government, which proffers more power to local communities to make decisions about their own development. In line with this vision, NCIC commissioned the second Ethnic and Diversity Audit of county governments following the inaugural study released in 2016. The primary objective of this audit was to assess the progress made towards achieving inclusivity in employment post-10 years of devolution.

The essence of diversity in Kenya goes beyond mere representation. It lies in recognizing and embracing the different ethnic groups that make up the country's population. Several legal provisions support diverse representation in the public service, as well as the promotion of inclusivity, equality, and fairness. Article 232 of the Constitution provides for representation of Kenya's diverse communities, and 'affording adequate and equal opportunities for appointment, training, advancement at all levels of the public service of... the members of all ethnic groups.' On the other hand, Section 7(1) of the NCI Act stipulates that 'All public establishments shall seek to represent the diversity of the people of Kenya in the employment of staff'. By embracing diversity, Kenya aims to foster a tolerant and inclusive society that values and respects all its citizens.

To achieve this objective, the study utilized a mixed methods approach to provide a detailed analysis of employee data through examining various employee demographics including job group, designation, ethnic community, sub-tribe, home and work county, as well as date of appointment. Focus group discussions and key informant interviews were also conducted with select stakeholders to gain a deeper understanding of employees' experiences related to inclusivity and diversity in the workplace.

The study has not only laid bare the inequitable distribution of employment opportunities in the County Public Service, but also revealed that its skewed nature towards the dominant ethnic communities, over above the myriad challenges facing counties as they grapple with achieving a balanced ethnic diversity. Out of the 45 ethnic communities in Kenya, 10 communities dominate the county public service i.e. Kalenjin 15.45% - Kikuyu 15.40%, Luhya 13.00%, Luo 9.15%, Kamba 8.73%, Kisii 7.50%, Mijikenda 5.08%, Meru 4.78%, Somali 4.31%, and Maasai 4.00%.

The audit has once again reinforced the fact that counties command a massive workforce of 184,876, with Nairobi County as the biggest employer (13,513), followed by Kakamega (7,087), Bungoma (6,477), Kisii (5,965), Machakos (5,777), Mombasa (5,739) and Nakuru (5,681). Out of the 47 counties only 13 (28%) have complied with Section 65 1 (e) of the CGA. These include Narok, Tharaka Nithi, Taita Taveta, Embu, Busia, Trans Nzoia, Nakuru, Isiolo, Mombasa, Nairobi, Tana River, Lamu and Marsabit counties. This is testament that counties can indeed comply with the principles of diversity and inclusivity.

A closer scrutiny of the data reveals that 18 counties (40%) have significantly dropped in compliance with the provisions of the CGA with over 90% ethnic composition of the dominant community in the county. The worst performing counties in this regard include: Bomet 97.35%, Elgeyo Marakwet 96.41%, Vihiga 95.98%, Nandi 95.85%, Nyandarua 95.64%, Nyamira 94.75%, Kisii 94.37%, Mandera 93.49%, Kericho 93.31%, Wajir 93.18%, Makueni 92.52%, Nyeri 92.38%, Murang'a 92.22%, Kirinyaga 92.20, West Pokot 91.45%, Kakamega 90.80%, and Siaya 90.43%. Key informant interviews conducted in 24 counties has narrowed down to a few broad challenges and constrains that are a hindrance to achieving ethnic balance namely: Staff inherited from the defunct local authorities, who were grossly drawn from the locals; poor county infrastructure that is proving non attractive professional and

skilled personnel from non-dominant communities; political interference of employment in county public service; lack of clear framework to guide intercounty transfers; rural counties being unattractive to skilled personnel thus giving the county boards an upper hand to employ locals from dominant communities; Laxity by oversight organs in holding employing organs accountable; low awareness on diversity laws by boards and county officials, the public are also not conversant with what the law provides for them

In terms of new appointments, the 47 counties have since employed 98,299 public servants from 2016 to date. Worth noting is that the highest number of new county public service staff are from Kenya's dominant ethnic groups, namely; Kikuyu (16.29%), Kalenjin (14.42%), Luhya (12.02%), Kamba (8.64%), Luo (8.54%) and Kisii (6.54%). Notably, the minority communities have been side-lined with less than 1% representation of the new hires.

The study confirms the underrepresentation of minority communities in the county public service, with the most represented minority communities occupying only 12.9% (Somali 4.4%, Maasai 4.1%, Turkana 1.8%, Taita 1.6%, and Borana 1%) of the employment positions compared to the majority Kalenjin who command a workforce of 15.83%. In fact, the overall employment data points to the fact that 29 minority communities hold less than 1% of the jobs in the county public service. This calls for interrogation of the existing policy interventions towards reducing the gap on marginalized and minority communities, their effectiveness and the emerging gaps or challenges.

The study augments the fact that the cities of Nairobi, Mombasa and Nakuru are the most ethnically diverse, with over 30 ethnic groups represented in each of the county's public service. This might be attributed to fact that their population is diverse and cosmopolitan in nature; coupled with a good development infrastructure; a diverse economic base which proves to be an attraction to employees. All these opportunities offer excellent environment for rural-urban migration in search of employment opportunities, thus attracting diverse population largely from non dominant communities. Sadly though, Kisumu county is among the counties that have contravened the CGA 2012. They have failed to seize the opportunity of its diverse population, as it is the case of other cosmopolitan counties. Commendably, Kilifi and Marsabit counties also achieved this threshold at 31 and 30 respectively, even without the city status. Conversely, Vihiga, Elgeyo Marakwet and Nandi counties have less than 10 ethnic group representation in their county public service. Garissa remains a special case, as their data is incomplete- only County Assembly submitted data. Follow-ups by the Commission to have the county submit data for its employees from the office of the Governor and the CPSB, bore no fruit.

Observations made from this study affirm that counties with a wider inter-ethnic representation tended to adhere to legal expectations, when measured against the stipulation of the CGA. Similarly, counties with leaner ethnic group representation tended to flout the provision in the CGA.

The study findings point a strong correlation between the ethnicity of the governor of county governments in Kenya and the composition of the senior-level cadres. Majority of counties (85.10%) have similar ethnic communities at the governor, top-level management and the county's dominant community positions. In fact, 72.34% of the counties are homogenous in terms of the ethnic community of the Governor, Deputy Governor, the top-level dominant community, and the county's dominant community. Further statistics point to the fact that in at least 72.34% of the counties are homogeneous in nature in the sense that they are drawn from one ethnic community. The findings indicate that appointments have a bias towards individuals from one's own community due to shared ethnic and cultural ties, trust, or a desire to consolidate power.

The study further reveals that the county executive committee of 12 counties¹ including the county public service board, county executive committee members, and county chief officers, have tended to exhibit homogeneity by drawing employees primarily from

¹Wajir, Turkana, Samburu, Kericho, Nyandarua, West Pokot, Uasin Gishu, Makeni, Kisii, Siaya, Bomet and Elgeyo Marakwet

one ethnic community. This homogeneity in ethnic representation within the county government can be attributed to recruitment bias as these organs hold significant decision-making power over budgeting, policy-making, as well as recruitment and selection processes within the counties.

The study conducted a comparative analysis of the 2023 vs 2016 ethnic diversity data and ascertained that compliance with CGA, has changed from better to worse. Findings reveal that while only 15 counties complied with the CGA in 2016, only 13 counties have since complied with the provisions of the law in 2023. This implies that increasingly, more counties continue to contravene the law and most new appointments have not addressed the ethnic imbalance in employment at the counties more than 10 years post-devolution.

Worth recognizing, is that 11 counties have improved their compliance levels with the most improved being Nairobi County by 11.88%. Other counties that have made improvement from 2016 to date, albeit minimal, include Mombasa, Nakuru, Busia, Mbu, Tharaka Nithi, Laikipia, Kakamega, Kirinyaga, Murang'a and Nyeri counties. On the flip side, 36 counties have regressed in their compliance levels with the provisions of the CGA 2012. West Pokot is the most retrogressed county by 42.35%. Other counties that have regressed significantly are Kajiado (32.29%), Kwale (16.83%), Kilifi (16.62%), Uasin Gishu (16%), Wajir (14.58%), Turkana (14.36%), Taita Taveta (13.65%), Samburu (11.59%) and Siaya (11.53%) counties.

Counties have made big strides in adherence to the two thirds gender rule where 96% of the counties have achieved or surpassed the threshold, save for Mandera (23.2%), Kiambu (30.9%) and Wajir (32.2%) counties whose disparity of the male and female employees falls below 33.3%. Worth noting also is that access to employment in the public sector is limited for PWDs with a paltry 1% representation in the country's county public service, which contravenes the Persons with Disabilities Act of 2003. Of the 47 counties, only Uasin Gishu County has a representation of above 2.5% of PWDs in its county public service, which is still below the required threshold.

In terms of recruitment practices, the study found that efforts has been made to enhance diversity by implementing targeted outreach programs and equal opportunity initiatives. However, there were indications of unconscious bias during the selection process, resulting in the underrepresentation of specific ethnic groups. Furthermore, the study highlighted the need for increased diversity training and awareness programs within the county public service. The findings demonstrated that enhancing cultural competency and fostering an inclusive work environment were crucial factors in achieving meaningful progress towards inclusivity in employment.

To address these challenges and promote inclusivity, several recommendations have been proposed that include: The County Public Service Boards should prepare and implement a county employment equity plan for purposes of eliminating ethnic imbalance; County governments to liaise with the Intergovernmental Relations Technical Committee (IGRTC) and the Council of Governors (CoG) to implement standardized county-level recruitment guidelines, career progression policies, transition frameworks for contract schemes to allow for inter-county transfers, and salary structures to ensure consistent and equitable employment practices across all counties; Counties to better their infrastructure in order to attract professionals; empower county employment organs to fulfil their recruitment mandate without undue interference from national or county leadership; Launch targeted sensitization campaigns for county governments, educating county boards, political leaders, and county staff on the legal implications of diversity and inclusivity issues.

Additionally, County Governments to draw actionable policies and strategies on curing the widening ethnic imbalance; establishing diversity targets and monitoring mechanisms to ensure progress, implementing unconscious bias through training, expanding outreach programs to diverse communities, and enhancing diversity initiatives at senior management levels; County Assemblies be held accountable over lapse on their oversight role on the county executives and CPSB, they must strive to enforce ethnic diversity at the

point of new recruitments, promotions in in alignment with Section 12(7) and 35(2) CGA. Likewise, a motion be tabled in parliament for renaming of counties that are identified by a specific ethnic group i.e. Meru, Tharaka Nithi, Nandi, Kisii which has entrenched a sense of entitlement by some communities leading to overrepresentation; NCIC to monitor compliance on annual basis, and prepare diversity Audits every three years and Ethnic Diversity Audit Report be Parliament tabled in the two houses i.e. National Assembly and Senate to enforce compliance.

On the overall, the findings of the study suggest that although some progress has been made towards attaining inclusivity in employment within the county public service, notable challenges and disparities exist. There exist numerous policy guidelines for ensuring diversity and inclusion which seems not to be working. A closer view of the proffered recommendations points to laxity in enforcement. County executives, other national institutions charged with oversight roll, to be held accountable. NCIC calls for conscious and concerted efforts by all stakeholders towards improving compliance in a bid to cultivate a more inclusive and diverse workforce that reflects the values of the community it serves.

CHAPTER ONE:

BACKGROUND

1.0 INTRODUCTION

The challenges to enhancing national cohesion and integration in Kenya date back to the colonial era, where race was a major determinant of status. The Kenya National Dialogue and Reconciliation Agreement (2008)², which restored order following the post-election crisis of 2007/2008, identified the broad factors responsible for lack of national cohesion and integration including: constitutional, institutional and legal limitations, lack of consolidation of national unity, as well as mismanagement of diversities. These diversities including culture, ethnicity, race, religion, gender, age, and socio-economic status have further interacted with intervening factors, such as the criteria designed by the state to share or access scarce resources and opportunities.

The Kenyan Public servants perpetuated the inequalities established by the colonialists by reinforcing educational barriers to job access that limited entry to those with high educational attainment, ensuring that the children of the existing educational elite staffed public services. To the extent that wealth and educational attainment was unevenly distributed during the colonial era, this class-based structure would exacerbate existing structural inequalities between regions and ethnic groups³.

The inequalities of ethnic distribution in public jobs could be attributed to various factors including past laws, policies and practices, which were discriminatory originating from the colonial era. The colonial government established an independent public service commission in the late 1950s to manage the appointment, promotion and dismissal of public servants⁴. By the 2000s, 80% of Kenyan public servants employees had at least four years of secondary school education implying that only the communities that had access to educational opportunities benefitted. At the onset, some communities benefited from educational and training opportunities provided by the colonialists either by collaborating with the colonialists or due to proximity. As a result, some communities had an advantage over other communities due to their alignment with the colonial government benefiting from educational and training opportunities (Koigi wa Wamwere, 2003).

Politicians use public employment as a control tool to buy the support of politically influential individuals or groups. Kitschelt, Wilkinson and Hicken (2007) define clientelism as a 'contingent exchange', where a client is rewarded with a public sector job or other benefit in exchange for delivering votes or other forms of political support⁵. Clientelism in Kenya is thought to be organised along ethnic lines, as ethnicity provides the trust and social sanctioning mechanisms that enable the exchange. Ethnic leaders use state resources to reward trusted members of their own ethnic groups who will in turn share resources with co-ethnics further down the chain, creating cascading, ethnically based patron-client networks. In Kenya, it is evident that the ethnic groups of past or present presidents are overrepresented relative to their population share⁶.

In 2010, Kenya enacted a new Constitution that introduced major changes in the country's governance structure, including a shift from a purely centralized to a decentralized system, establishing 47 semi-autonomous county governments complete with legislative assemblies. The primary objective of decentralization was to devolve power, resources and representation to the local level. The objects of devolution of government in Kenya are anchored on the need to promote democratic and accountable exercise of power; foster national unity by recognising diversity; protect and promote the interests and rights of minorities and marginalised communities; ensure equitable sharing of national and local resources; give powers of self-governance to the people and enhance the participation of the people in the exercise of the powers of the State and in making decisions affecting them; and recognize the right of communities to manage their own affairs and further their development.

1.1 Study Rationale

Inequitable distribution of public resources has been cited as one of the root causes of ethnic animosity and ethnic conflict in Kenya. Whereas there are different causes of conflicts, the

National Cohesion and Integration Commission (NCIC) in its over 13 years of existence, has established that inequity in sharing of public resources is one of the fundamental issues exacerbating conflict (NCIC, 2014; 2022).

Ensuring diversity in employment by including diverse Kenyan communities in the county public service is not only a legal obligation but also a path to achieving national unity. The Constitution of Kenya Art 232(h) stipulates that the values and principles of public service include representation of Kenya's diverse communities. Section 7(1) of the National Cohesion and Integration Act (NCI), 2008 states that all public establishments shall seek to represent the diversity of the people of Kenya in the employment of staff. Likewise, Section 65 1(e) of the County Government Act, 2012, obligates county governments to ensure at least 30 percent of public positions be filled by people not from the dominant ethnic community in the county.

With a history of ethnic violence in Kenya, and the recurrent ethnic/clan conflicts at the county level, it is vital to ensure that all ethnic groups are represented in the public service, both at national and county levels. The NCIC inaugural Ethnic Diversity Audit 2016 Study⁷ established that employment opportunities in 30 out of the 47 counties were disproportionately favouring the dominant communities. With 10 years post-devolution, a subsequent Ethnic Diversity Audit is not only necessary as a legal requirement, but is imperative to interrogate whether there has been improvement in the ethnic diversity of county public servants following the release of the maiden report. A subsequent study will also enable citizens to hold their leaders accountable; hence preventing corruption and abuse of power, as well as enhancing inclusion of minority and marginalized communities in the county public service. Embracing diversity in the workplace does not only promote understanding and appreciation of socio-cultural differences, but also enhances productivity, in the end improving the economic conditions of the people.

1.2 Study Objectives

The main objective for undertaking a second *Ethnic and Diversity Audit* of the county public service was to ascertain the progress made towards attaining inclusivity in employment post-10 years of devolution, in line with the CGA No. 17 of 2012, and other legal provisions on enhancing inclusivity and diversity in the workplace.

Specifically, the study sought to:

1. Assess the proportion of ethnic groups within the county public service;
2. Ascertain the status of compliance with legal provisions of entrenching inclusivity and diversity at the workplace;
3. Conduct a comparative analysis of the current status and that of 2016;
4. Unravel the existing challenges to meeting ethnic inclusivity within the county public service and make policy recommendations.

1.3 Definition of terms

County Public Service Board: The County Public Service Board (CPSB) is a body within the County Government composed of a group of officers charged with the responsibility of establishment and abolishment of offices in the County Public Service. The Board is also mandated to appoint persons to hold or act in offices of the County Public Service including in the boards of cities and urban areas within the county and to confirm appointments. The Board is established under Section 58 of the County Government Act, and appointed by the County Governor. The Act stipulates that they should comprise of not less than three but not more than five other members.

County Assembly Service Board: The County Assembly Service Board (CASB) is the body

within the County Assembly composed of a group of people charged with the responsibility of constituting offices, as well as appointing and supervising office holders in the County Assembly. The Board is established under Section 12(7) of the CGA.

County Executive Committee: The Chief Executive Committee (CECM) consists of persons appointed by the Governor, under Section 30 (1d) of the CGA. Additionally, Section 35(1) requires the Governor to ensure these members reflect the community and cultural diversity of the County. The Committee is charged with the responsibility of implementing county legislation, and coordinating the functions of the county administration and its departments.

Compliance: Compliance means acting in accordance with a request or a command, rule or instruction. In this context, compliance means the process by which an organization ensures that it observes the statutory laws including the Constitution, the NCI Act, and the CGA.

Community: Community is a group of persons who acknowledge their interconnectedness, have a sense of their common purpose, participate in common practices, are coupled with safeguarded social and regional boundaries, and identify themselves as part of something larger than the sum of their individual relationships.

Ethnic Audit: This is the process of examining the extent to which diversity on the basis of ethnicity is being institutionalized to help identify skewed representation, and point towards effective and efficient ways of ethnic balancing in public employment. For NCIC, the main purpose of conducting an ethnic audit is to create an encouraging environment for reflection, analysis, and open discussions on the challenges Kenyans face on matters of ethnicity, in this case, employment. The aim is to identify best practices from balanced county governments, and demonstrate that it is not only crucial, but also practical to attain inclusivity.

Ethnic Group: is a grouping of people who identify with each other on the basis of perceived shared attributes that distinguish them from other groups. Those attributes can include common sets of traditions, ancestry, language, history, society, nation, religion, or social treatment within their residing area. The NCI Act defines ethnic group as a group of persons defined by reference to colour, race, religion, and ethnic or national origins.

General Staff: This study christens the 'general staff' to employees within a given county who comprise of staff inherited from the defunct local authorities, staff deployed to county governments since their establishment following the March 2013 general elections, and staff recruited by counties since March 2013.

New Appointments/Recruits: These consist of staff recruited by Counties from 2016 onwards.

Marginalized Community: As defined in Article 260 of the Constitution is - (a) a community that, because of its relatively small population or for any other reason, has been unable to fully participate in the integrated social and economic life of Kenya as a whole; (b) a traditional community that, out of a need or desire to preserve its unique culture and identity from assimilation, has remained outside the integrated social and economic life of Kenya as a whole; (c) an indigenous community that has retained and maintained a traditional lifestyle and livelihood based on a hunter or gatherer economy; or pastoral persons and communities, whether they are— (i) nomadic; or (ii) a settled community that, because of its relative geographic isolation, has experienced only marginal participation in the integrated social and economic life of Kenya as a whole.

Marginalized Group: as defined in Article 260 of the Constitution is - a group of people who, because of laws or practices before, or after the effective date, were or are disadvantaged by discrimination on one or more of the grounds in Article 27 (4) of the Constitution.

Inclusion: This study borrows from Miller & Katz's (2002) definition of inclusion who define 'inclusion' as more than just the state of being 'included'; to a sense of belonging, feeling respected, valued for who one is, feeling a level of supportive energy and commitment from others so that one can do their best. It is the practice of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Ethnic Identity and Categorization in Kenya: There is no unanimous definition of ethnic group in the Kenyan context. For the purpose of including all communities, this audit used the Housing and Population Census, 2019 to operationalize the ethnic categories (see Annex 1).

1.4 Structure of the report

This report is divided into six chapters. *Chapter One* sets the background and tone by providing an overview of national cohesion and integration in Kenya, while focusing on employment as a public resource. *Chapter Two* encompasses the literature reviewed on the legal framework on inclusivity and diversity - specifically the county public service within a devolved system of governance. *Chapter three* outlines the methodological concepts adopted to arrive at the study findings, while *Chapter Four* gives the general findings processed into interpretable information. *Chapter Five* delves into county-specific ethnic and diversity findings, and *Chapter Six* recapitulates and concludes the study while providing policy recommendations.

CHAPTER TWO:

LEGAL FRAMEWORK ON DIVERSITY AND INCLUSIVITY OF THE COUNTY PUBLIC SERVICE

2.0 INTRODUCTION

The 2010 Constitution opened doors for devolution in Kenya causing a major shift in

management of the public work force that had largely been centralised. Among the core objects of devolution is the obligation to ensure equitable sharing of national and local resources. Public employment is one key public resource, which is the national and county government's expense to the citizens. Article 235 of the Constitution places the responsibility on each county to have its own public service through the setting up of the County Public Service. Article 260 and 265 provide guidelines of what constitutes the county public service and how it should be governed. This Chapter explores the relevant international, regional and national legal and policy guidelines governing employment within the county public service while enhancing ethnic diversity.

2.1 International and Regional Policy and Legal Frameworks

Kenya has demonstrated its commitment to promoting diversity and equal access to economic resources and employment for all by ratifying and becoming a party to various international and regional frameworks including:

Protocol to the African Charter on Human and People's Rights

Ratified in 1992, the protocol to the African Charter on Human and People's Rights in Article 2 enshrines the principle of non-discrimination on the grounds of race, ethnic group, colour, sex, language, religion, political, or any other opinion, national and social origin, fortune, birth or other status⁸.

ILO Discrimination (Employment and Occupation) Convention (No.111)

The Discrimination Convention (No. 111) was formally adopted in 1958 and entered into force by Kenya in 2001. The Convention lays out a definition for discrimination and forbids distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction, or social origin. Parties to the Convention are required to set up and align national policies to guarantee equality of treatment and opportunity⁹.

International Covenant on Economic, Social and Cultural Rights

Kenya is one of the states that have ratified the International Covenant on Economic, Social and Cultural Rights (ICESCR). Article 6 (1) of the convention recognizes the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts, and the state will take appropriate steps to safeguard this right. Article 6 (2) states the steps to be taken by a State to achieve the full realisation of this right including technical and vocational guidance and training programmes, policies and techniques to achieve steady economic, social and cultural development and full and productive employment under conditions safeguarding fundamental political and economic freedoms to the individual¹⁰.

The Framework Convention for the Protection of National Minorities

The Framework Convention for the Protection of National Minorities (FCNM) is a multilateral treaty of the Council of Europe aimed at protecting the rights of minorities. It came into effect in 1998 and by 2009, it had been ratified by 39 member states including Kenya. The state is obligated to ensure equal participation and access of minority groups to national resources including employment opportunities.

2.2 National Policy and Legal Frameworks

8 <https://www.african-court.org/wpafc/wp-content/uploads/2020/10/2-PROTOCOL-TO-THE-AFRICAN-CHARTER-ON-HUMAN-AND-PEOPLES-RIGHTS-ON-THE-ESTABLISHMENT-OF-AN-AFRICAN-COURT-ON-HUMAN-AND-PEOPLES-RIGHTS.pdf>

9 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_Ilo_Code:C111

10 <https://www.equalityhumanrights.com/en/our-human-rights-work/monitoring-and-promoting-un-treaties/international-covenant-economic-social#:~:text=ICESCR%20is%20an%20international%20human,education>

The Constitution of Kenya 2010

Chapter 11 of the Constitution of Kenya, 2010 specifically provides for the setting up of the County Governments. Article 174(b) of the Constitution outlines one of the objectives of devolution is to foster national unity by recognizing diversity. Additionally, Article 174(g) of the Constitution avers that devolution should ensure equitable sharing of national and local resources. One can identify three types of resources, infrastructural, human and financial resources. Employment (human resource) is one of the public resources now localized through the establishment of the County public service vide Article 235 of the Constitution which requires each county to have its own public service¹¹.

Public Service (Values and Principles) Act

The Public Service (Values and Principles) Act, 2015 gives effect to Article 232 of the Constitution. The Act allows public institutions, for purposes of ensuring representation of men and women, persons with disabilities and members of all ethnic communities, not to unduly rely on merit in making appointments¹².

National Cohesion and Integration Act

The NCI Act, 2008 prohibits a single community from occupying more than a third of employment positions in State-owned firms. Section 7(1) and (2) of the Act states that all offices shall seek to represent the diversity of the people of Kenya in the employment of staff, and that no public institution shall have more than one-third of its staff from the same community¹³. Section 11(1) (2) proscribes discrimination in access to and distribution of public resources.

- (1) *Public resources shall be distributed equitably as far as is practicable geographically to take into account Kenya's diversity population and poverty index*
- (2) *It shall be unlawful for any public officer, while in charge of public resources and without justification, to distribute resources in an ethnically inequitable manner*

Diversity Policy for the Public Service

Diversity Policy for the Public Service, 2016 requires every public service institution shall foster, cultivate and preserve a culture of respect for diversity by embracing and encouraging an inclusive workforce in terms of age, color, minority and marginalized, disability, ethnicity, family or marital status, gender, language, physical and mental ability, race, religion¹⁴.

Employment Act, 2007

The Employment Act, 2007 demands that employers promote equal opportunity in order to eliminate discrimination in employment policies and practice. Direct or indirect discrimination with regards to recruitment, training, promotion, terms and conditions of service, and other matters arising out of employment is prohibited. The Act further clarifies that taking affirmative action measures consistent with promotion of equality or

11 <https://klrc.go.ke/index.php/constitution-of-kenya/139-chapter-eleven-devolved-government/part-1-objects-and-principles-of-devolved-government/343-174-objects-of-devolution>

12 <https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/101064/121598/F-2001559592/KEN101064.pdf>

13 http://kenyalaw.org/kl/fileadmin/pdfdownloads/Acts/NationalCohesionandIntegrationAct_No12of2008.pdf

14 [file:///C:/Users/Nancy.Woche/Downloads/PSC%20diversity%20policy%20may%202016%20\(7\).pdf](file:///C:/Users/Nancy.Woche/Downloads/PSC%20diversity%20policy%20may%202016%20(7).pdf)

elimination of discrimination at the workplace is not discrimination¹⁵.

Public Officer Ethics Act

The Public Officer Ethics Act, 2003 seeks to create an environment that nurtures respect for diversity and call on a public officer to discharge his or her duties in a professional manner and to treat the public and fellow public officers with courtesy and respect¹⁶.

Establishment of the County Public Service (CPS)

Article 260, defines public service to mean the collectivity of all individuals, other than State officers, performing a function within a State organ. Similarly, public office is defined to include offices in the county governments. Article 235 of the Constitution establishes the county public service and gives it the responsibility to establish and abolish offices in its public service; appoint persons to hold or act in those offices, and confirm appointments; and exercise disciplinary control over and remove persons holding or acting in those offices. By the provisions of Section 1(3) of the Constitution, a County Assembly and a County Executive are State Organs, which constitute a County Government. The County Government exercises powers and authority delegated by the sovereign; i.e. the people of Kenya.

County Government Act 2012

Section 55 of the CGA, sets the objectives of the CPS as follows: (c) provide for institutions, systems and mechanisms for human resource utilization and development in a manner that best enhances service delivery by county public service institutions; (d) provide a framework of uniform norms and standards to be applied in all counties; (e) provide for the promotion of the values and principles set out in Articles 10 and 232 of the Constitution in the county public service¹⁷;

Structure of the County Government

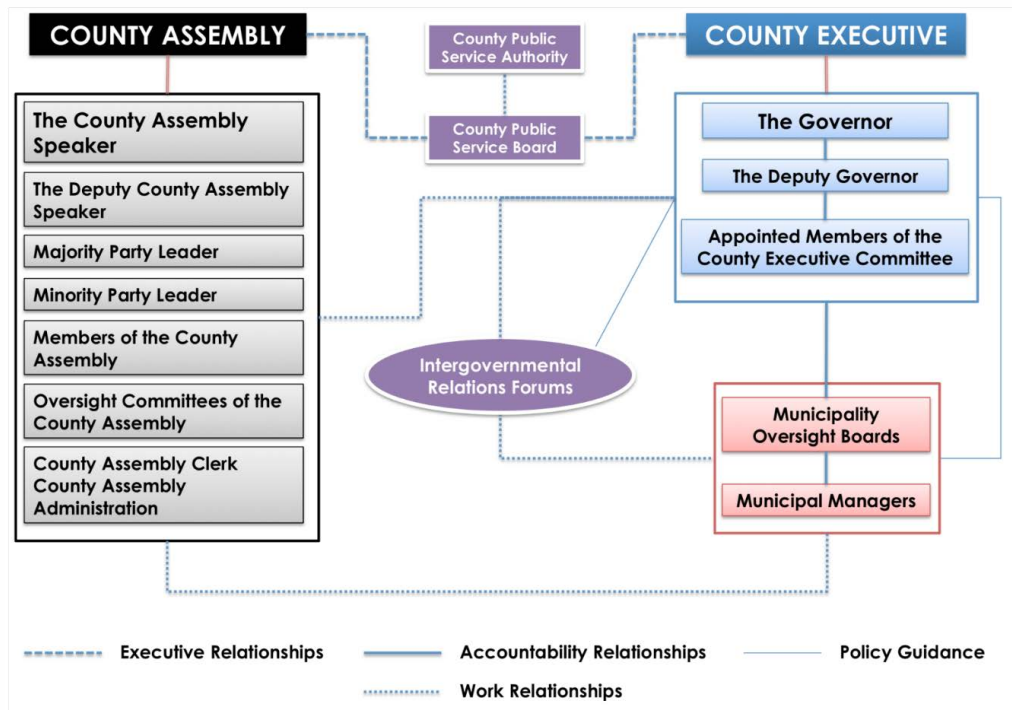


Figure 1: The Structure of the County

2.3 Employment at County Level

As guided by the CGA, the three organs charged with the mandate to employ is the Governor, the County Public Service Board, and the County Assembly Service Board discussed in detail below.

2.3.1 Governor

The executive arm of the county comprises of the Governor, the Deputy Governor and the executive committee of not more than ten members. Article 179(4) of the Constitution, states that the governor is the chief executive of the county. He/she is mandated to appoint the County Executive Committee members, the County Public Service Board members and County Chief Officers.

Section 30 (1d) of the County Government Act gives the Governor the mandate to appoint, the County Executive Committee with the approval of the County Assembly, in accordance with Article 179 (2b) of the Constitution.

Section 45 of the County Government Act provides the Governor with the powers to nominate qualified and experienced County Chief Officers from persons competitively sourced and recommended by the County Public Service Board and appoint them with the approval of the county assembly.

Section 58(1) of the Act establishes the public service board, which should comprise of not

less than three but not more than five other members nominated and appointed by the county governor, with the approval of the County Assembly. There should also be a certified public secretary of good professional standing nominated and appointed by the governor, with the approval of the County Assembly.

In performing his/her functions, Section 35(1&2) requires the governor to promote democracy, good governance, unity and cohesion as well as peace and order. When nominating members of the executive committee, he/she is to ensure the composition of the executive committee reflects the community and cultural diversity of the county; takes into account the principles of affirmative action as provided for in the Constitution. As a matter of fact, the county assembly is not to approve nominations for appointment to the executive committee that do not take into account — (a) not more than two thirds of either gender; (b) representation of the minorities, marginalised groups and communities; and (c) community and cultural diversity within the county.

2.3.2 County Assembly

The legislative arm comprises members of the County Assembly elected from wards and representation from the special interest groups. Each County Assembly has a Speaker who presides over the proceedings of the assembly.

Among key roles of the County Assembly provided in Section 8(1a) of the County Government Act is to vet and approve nominees for appointment to county public offices as provided for in the Act or any other law. Section 35(2) of CGA also obligates the County Assembly not to approve any nominations for appointment if they do not take into account representation of the minorities, marginalized groups and communities. Additionally, Section 12 (7) of the CGA specifies that constituting offices, appointing and supervising office holders in the County Assembly Service is vested on the County Assembly Service Board.

The County Assembly therefore provides oversight of business conduct in County Governments.

2.3.3 County Public Service Board

The biggest mandate in regard to employment in the counties is vested on the County Public Service Board, which is established under section 58 of the County Government Act. Section 59 (1) sets out the functions of the board which include the establishment and abolishment of offices in the county public service and the appointment of persons to hold or act in offices of the county public service including in the boards of cities and urban areas within the county and to confirm appointments.

In setting a concrete threshold, section 65(1) Matters to take into account during appointments, etc. (1) In selecting candidates for appointment, the County Public Service Board shall consider— (a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution; (e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county; and (2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county.

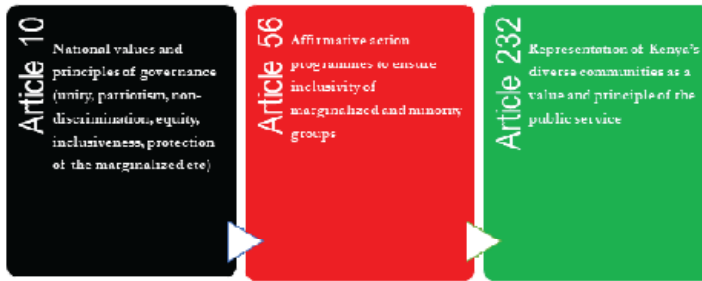


Figure 2: Summary of Constitutional Obligations on Representation of Diversity

Further, the CG Act (Section 65 [1e]) requires the board to ensure that at least 30% of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county. Further, section 3(3) of the Employment Act presupposes that both levels of government are under an obligation to promote equality in access to employment opportunities. Under Section 5, the minister for labour is particularly charged with the promotion of equality of opportunity in employment in order to eliminate discrimination.

This notwithstanding, Article 234(2i) of the Constitution stipulates that the Public Service Commission should among other functions, hear and determine appeals in respect of county governments' public service. The Constitution as well as the CGA 2012, has placed the responsibility of ensuring equitable distribution of employment in the all organs of the county. It is therefore the responsibility of the County Public Service Board to undertake audits on the status of ethnic diversity in the county public service. The board should therefore record information on all employees within the county whether recruited by it or not.

CHAPTER THREE:

METHODOLOGY

3.0 INTRODUCTION

This Chapter takes a look at the steps the Commission used to gather and analyse data from the different County employment organs in order to gauge levels of progress made towards attaining inclusivity in employment and entrenching diversity within the devolved units of county government, in line with the relevant Constitutional provisions, County Government Act 2012 other relevant laws.

The chapter discusses the Ethnic Audit exercise strategy and design, as well as quality control approaches used to complete the study and publish the report. The county organs involved in the exercise include the County Government executive, County Public Service Boards and County Assembly Service Boards.

3.1 Target Population and Audit Approach

A target population is any set of persons, organizations, events, objects or items that possesses at least one common characteristic of interest, (Busha, C.H. and Harter, S.P. (1980) and in our case, the 47 counties of Kenya. In carrying out the Ethnic/Diversity Audit, the Commission chose to follow the traditional retrospective and cross-sectional approach which emphasises on the use of objective, reliable and scientific methods that any institution or body could be able to replicate for purposes of comparative analysis and generalizable knowledge. In fact, the existing 2016 Ethnic Report formed the baseline for this study by assuming that similar approach was used in deriving the county level statistics as well as the Kenya National Bureau of Statistics (KNBS) Census dataset of 2019 as source of the county level demographics.

Request e-mails and structured soft questionnaires were sent out to all the County Assemblies and County Public Service Boards, with copies to their respective Governors. The audit therefore relied heavily on quantitative data submitted by these different county organs.

3.2 Audit Strategy and Design

This was a national exercise incorporating all the 47 counties and down to their employment arms, hence no sampling was required but rather population measurement strategies. Every hiring arm had to submit data on all staff members drawing salaries from their payrolls. The table below explains both the 'what' and the 'why' - i.e. the 12 data items (fields) that the Commission collected, a column with brief description and why it was chosen in realizing the Ethnic/Diversity Audit objective:

Table 1: Ethnic Data Schema

#	Data Item	Description of Data Item	Reason Needed	Data Type Remarks
1	No	Serial number/ Record No	Used for cross-reference in case of query during validation	Alphanumeric
2	Name	Name of staff member	Used for cross-reference in case of query during validation	Character Type e.g. "David"
3	Gender	Gender (Male or Female)	Used for Gender Inclusivity Analysis	Character e.g. Male/Female

#	Data Item	Description of Data Item	Reason Needed	Data Type Remarks
4	PLWD	Person Living with Disability	Used for PLWD Inclusivity Analysis	Character e.g. Yes/No
5	Highest Education Level	Certificate, Diploma, Degree, Etc.	Used for Inclusivity by Levels of Education	Character Type
6	Job Group	Grouping in Alphabetical Order	Used for Inclusivity by Staff cadre and seniority	E, F, G, H, ..., S, T, Etc.
7	Designation	Official role given to the staffer	Used for determining appointees of various Arms	Character Type
8	Subtribe	Subtribe if any within the main	Can be used to break down the Ethnic Statistics to sub levels	Character Type
9	Ethnic Community	Main ethnic group as per KNBS	Used for Inclusivity by Levels of Ethnic Groups	Character Type
10	Home County	County of Origin for the staffer	Used to identify the county of origin analysis	Character Type
11	Work County	County of Employment from 47	Used for County breakdown of the diversity statistics	Character Type
12	Date of Appointment	Date when person was hired	Used to segment the data for latest/new employments	[YYYY/MM/DD] format

As can be seen in the foregoing table 1 above, the audit involved the systematic collection and analysis of all the structured numerical data submitted.

3.3 Data Collection and Quality Control Method

The primary data was collected via a pre-designed Excel spreadsheet template that each institution needed to populate with their payroll information for all employees under their jurisdiction. The quantitative design of the exercise therefore involved methods that were of a census nature, viz:

- Obtaining data by actual measurements in employment records;
- Obtaining data already existing in county datasets (governor's appointees, etc).

This research study applied mainly quantitative research method drawing data from county Integrated Payroll Data System (IPPD); with limited qualitative data gathered during the validation exercise. Besides the request e-mails, printed letters were also sent out via courier to all the 47 counties' relevant bodies as defined by law, with specific reporting template for filtering and compiling employment data.

As the duly filled template files trickled in, special teams checked the data columns for completeness and accuracy by running scripts that identified missing data elements as well as located data discrepancies. The identified inconsistencies and any errors would then be promptly reported back to the source agency in the county for correction, confirmation and re-submission. Where an employee failed to fill in their ethnic identification or in cases of dual ethnic identification, the policy of the Commission was to label cases as 'Other Kenyan' in order to avoid inconsistent national totals for all the listed ethnic groups and possibilities of skewed averages.

The process of data collection, analysis, compilation, report writing and validation spanned over five months. All the 47 counties responded to the Commission's request for submission of ethnic diversity data notwithstanding a few challenges such as delayed responses, incomplete and mislabeled data. This necessitated back and forth communication between NCIC and the county teams.

3.4 Data Analysis and Interpretation Method

The resultant ethnic audit dataset was analysed using STATA and R Statistical Software. The charts were entirely generated using the standard Microsoft Excel spreadsheets and, maps were a product of Corel Draw GRAPHICS Suite. On the quantitative side, we summarised the data with key descriptive statistics. The ethnic audit data was also examined for patterns and observable relationships between different variables that represented diversity. Then, depending on further queries, made use of inferential statistical tests using Correlation and Regression analyses.

The outcome was the Ethnic and Diversity Audit Report that was subsequently subjected to thorough internal validation by NCIC management staff and the commissioners before being externally confirmed by stakeholders drawn from representations of county government officials, national government and interested civil society organizations. Further validation was conducted in 24 counties¹⁸ to corroborate the findings ahead of validation of the report.

In conclusion, this chapter had commenced by restating the audit objective and question that the planned exercise needed to answer, thereafter presenting a systematic county-by-county data capture process in response to the problem. A quantitative methodological approach was therefore undertaken based on the tables of inclusivity parameters and data available in existing datasets like the KNBS plus comparisons drawn against a similar audit carried out earlier in 2016. The next chapter therefore will apply the above methodology to present the result of analysis of the data showing important inclusivity statistics that tell about the status of ethnic diversity in the various county employment ranks.

3.5 Study Limitations

Not all counties submitted complete data as in the case of Garissa County which only submitted data for one employment organ, which is the County Assembly. They failed to submit data for the office of Governor and county Public Service Board. As such, their analysis is incomplete, and not comprehensive. Whereas the study would have taken a period of five months, it took seven months due to the slow response of counties to submit their employment data.

¹⁸ Mombasa, Taita Taveta, Makueni, Nairobi, Kisumu, Nakuru, Nyandarua, Kirinyaga, Trans Nzoia, West Pokot, Baringo, Siaya, Homa Bay, Busia, Mandera, Bomet, Narok, Nandi, Vihiga, Nyamira, Meru, Isiolo, Marsabit, and Kiambu

CHAPTER FOUR:
GENERAL FINDINGS OF ETHNIC AND DIVERSITY
AUDIT FOR COUNTY GOVERNMENTS

4.0 INTRODUCTION

Among the core objects of devolution is to ensure equitable sharing of national and local resources. With employment scoring big as a public resource, it is important for NCIC to examine how counties have distributed this important resource among different ethnic communities of Kenya, as per Section 65 (1) (e) of CGA 2012 that requires the county boards to ensure at least 30% of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county. Section 3 (3) of the Employment Act 2007 presupposes that both levels of government are under an obligation to promote equality in access to employment opportunities.

This chapter presents the general findings of the county public service employees' diversity status, compliance levels, and emerging issues from the findings.

4.1 Ethnic Diversity in County Public Service Employment

4.1.1 Counties as Big Employers

Counties command a big workforce of **184,826**, of which **53%** (98,001) are female while **47%** (85,644) are male. **Nairobi** is the biggest employer with a workforce of **13,513**, followed by **Kakamega (7,087)**, **Bungoma (6,477)**, **Kisii (5,965)**, **Machakos (5,777)** and **Nakuru (5,681)** in that order. It is also worth noting that counties have managed to bring on board only **1.13%** (2,087) employees with disability.

Table 2: Representation of Employees in the County Public Service

Code	County	Number of Employees in each County	Percentage
47	Nairobi	13,513	7.31
37	Kakamega	7,087	3.83
39	Bungoma	6,477	3.5
45	Kisii	5,965	3.23
16	Machakos	5,777	3.13
1	Mombasa	5,739	3.11
32	Nakuru	5,681	3.07
12	Meru	5,521	2.99
33	Narok	5,451	2.95
43	Homa Bay	4,711	2.55
3	Kilifi	4,621	2.5
34	Kajiado	4,569	2.47
42	Kisumu	4,534	2.45
46	Nyamira	4,520	2.45
40	Busia	4,161	2.25
15	Kitui	4,011	2.17
8	Wajir	4,009	2.17

Code	County	Number of Employees in each County	Percentage
35	Kericho	3,990	2.16
30	Baringo	3,980	2.15
17	Makueni	3,892	2.11
23	Turkana	3,887	2.1
21	Murang'a	3,832	2.07
26	Trans Nzoia	3,613	1.95
29	Kiambu	3,565	1.93
22	Nandi	3,576	1.93
38	Vihiga	3,507	1.9
2	Kwale	3,494	1.89
44	Migori	3,437	1.86
9	Mandera	3,425	1.85
36	Bomet	3,357	1.82
6	Taita Taveta	3,348	1.81
27	Uasin-Gishu	3,329	1.8
24	West-Pokot	3,206	1.73
19	Nyeri	3,048	1.65
14	Embu	2,947	1.59
41	Siaya	2,793	1.51
13	Tharaka Nithi	2,687	1.45
10	Marsabit	2,629	1.42
18	Elgeyo-Marakwet	2,579	1.4
28	Nyandarua	2,578	1.39
20	Kirinyaga	2,513	1.36
31	Laikipia	2,439	1.32
4	Tana-River	2,256	1.22
11	Isiolo	1,733	0.94
25	Samburu	1,729	0.94
5	Lamu	977	0.53
7	** Garissa The County submitted incom- plete data	183	0.1
	Total	184,876	100

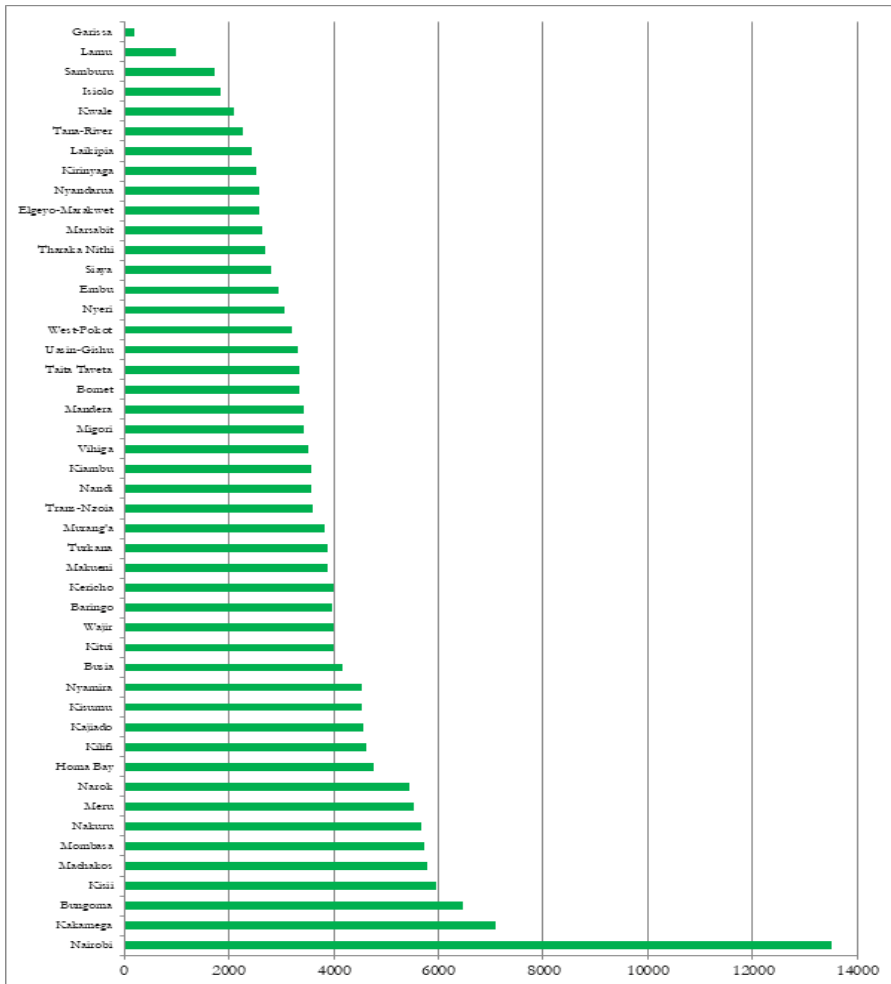


Figure 3: Representation of Employees in the County Public Service

4.1.2 Compliance Levels within the County Public Service

The County Governments Act 2012 requires County Governments to ensure inclusivity in public resource distribution, hence the obligation by county public service (CPS) employment organs to preserve 30% of entry-level positions to the non-dominant communities in their county. Counties who employ more than 70% of their workforce from one community are deemed to contravene the law (CGA, 2012, Section 65 (1) (e)).

As a result, the study audited the employment of staff in the CPS as per the required legal provisions. Data reveals that 13 counties (28%) out of the 47 have complied with section 65(e) of the CGA 2012. The compliant counties are; Narok, Tharaka Nithi, Taita Taveta, Embu, Busia, Trans Nzoia, Nakuru, Isiolo, Mombasa, Nairobi, Tana River, Lamu and Marsabit. This is a testament that counties can indeed comply with the principles of diversity and inclusivity. Conversely, 34 counties (72%) have contravened the CGA 2012 by employing more than 70% of their staff from the dominant ethnic community as shown in the table below:

Table 3: Ethnic Diversity Status and Compliance Levels

Code	County	Dominant Ethnic group	% Dominance	Compliance Status
036	Bomet	Kalenjin	97.35	Contravened
028	Elgeyo-Marakwet	Kalenjin	96.41	Contravened
038	Vihiga	Luhya	95.98	Contravened
029	Nandi	Kalenjin	95.85	Contravened
018	Nyandarua	Kikuyu	95.64	Contravened
046	Nyamira	Kisii	94.75	Contravened
045	Kisii	Kisii	94.37	Contravened
009	Mandera	Somali	93.49	Contravened
035	Kericho	Kalenjin	93.31	Contravened
008	Wajir	Somali	93.18	Contravened
017	Makueni	Kamba	92.52	Contravened
019	Nyeri	Kikuyu	92.38	Contravened
021	Murang'a	Kikuyu	92.22	Contravened
020	Kirinyaga	Kikuyu	92.20	Contravened
007	Garissa	Somali	91.80	Contravened
024	West Pokot	Kalenjin	91.45	Contravened
037	Kakamega	Luhya	90.80	Contravened
041	Siaya	Luo	90.43	Contravened
012	Meru	Meru	89.22	Contravened
030	Baringo	Kalenjin	88.42	Contravened
022	Kiambu	Kikuyu	88.16	Contravened
016	Machakos	Kamba	87.06	Contravened
042	Kisumu	Luo	86.57	Contravened
015	Kitui	Kamba	86.46	Contravened
025	Samburu	Samburu	85.19	Contravened
039	Bungoma	Luhya	83.76	Contravened
023	Turkana	Turkana	81.66	Contravened
003	Kilifi	Mijikenda	81.02	Contravened
002	Kwale	Mijikenda	80.48	Contravened
027	Uasin Gishu	Kalenjin	80.90	Contravened
043	Homa Bay	Luo	77.07	Contravened
044	Migori	Luo	71.76	Contravened
031	Laikipia	Kikuyu	71.75	Contravened
034	Kajiado	Maasai	70.69	Contravened
033	Narok	Maasai	68.74	Complied
013	Tharaka Nithi	Meru	68.41	Complied
006	Taita Taveta	Taita	66.46	Complied

Code	County	Dominant Ethnic group	% Dominance	Compliance Status
014	Embu	Embu	54.80	Complied
040	Busia	Luhya	54.12	Complied
026	Trans Nzoia	Luhya	52.31	Complied
011	Isiolo	Borana	48.99	Complied
032	Nakuru	Kikuyu	47.83	Complied
001	Mombasa	Mijikenda	41.07	Complied
047	Nairobi	Kikuyu	39.92	Complied
004	Tana River	Somali	37.72	Complied
005	Lamu	Mijikenda	33.92	Complied
010	Marsabit	Borana	33.41	Complied

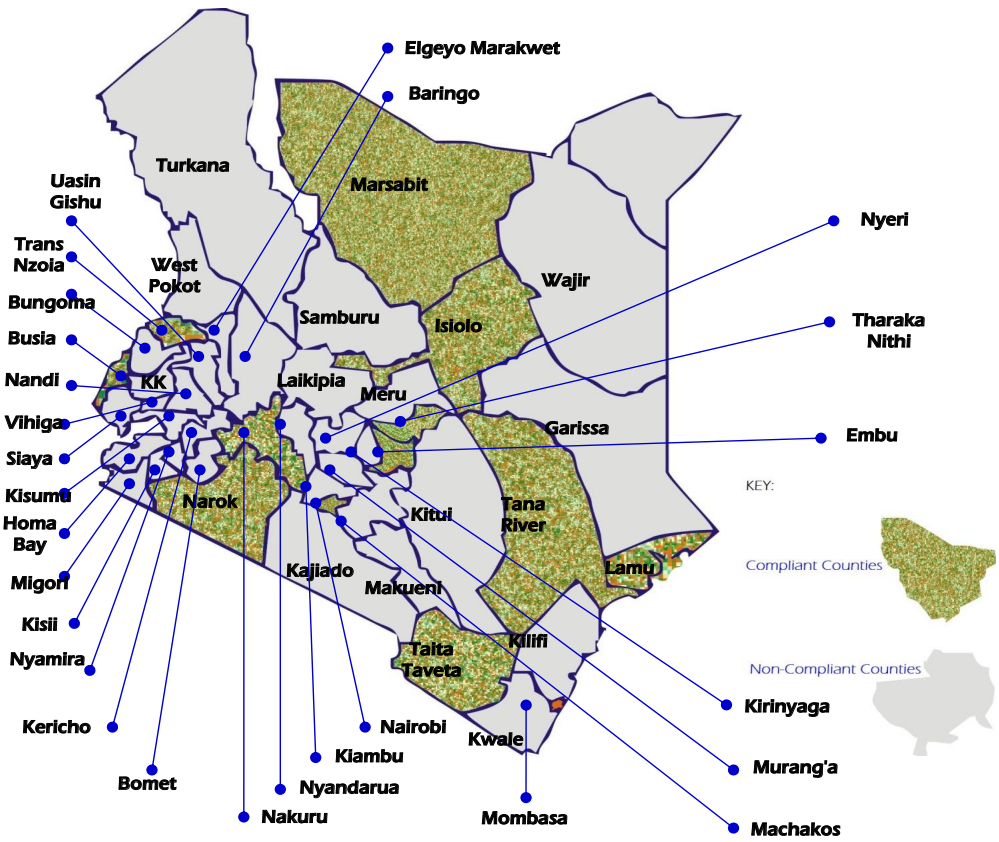


Figure 4: Compliant and Non-Compliant Counties

4.2 Diversity in the Workplace

4.2.1 Exclusion of Minority Communities in the County Public Service

There is overwhelming evidence for the notion that diversity in the workplace brings unique perspectives, skills, and experiences, which contribute to organizational success. Inclusion of diverse teams not only promotes a sense of belonging, inclusion, and equality, which contributes to increased employee engagement and satisfaction, but also tends to ensure innovation and effective in problem-solving compared to homogeneous teams, and are better equipped to adapt and respond to ever-changing environments.

The study findings reveal that 10 communities dominate the county public service that is, Kalenjin 15.45%, Kikuyu 15.40%, Luhya 13.00%, Luo 9.15%, Kamba 8.73%, Kisii 7.50%, Mijikenda 5.08%, Meru 4.78%, Somali 4.31%, and Maasai 4.00% as demonstrated in the table below. On the other hand, only four minority ethnic groups are the most represented in CPS: mainly, Somali 4.31%, Maasai 4.00%, Turkana 1.92% and Taita 1.56%. This validates the fact that minority groups are still far from achieving adequate representation in county employment post 10 years of devolution. This therefore, calls for interrogation of the existing policies and interventions towards reducing the gap on marginalized and minority communities, their effectiveness and the emerging gaps or challenges.

Overall, employment data points to the fact that 29 minority communities hold less than 1% jobs in county public service, while another six dominate, between 7.5% - 15.6%, that is, Kalenjin, Kikuyu, Luhya, Luo, Kamba and Kisii. Counties should strive to deliberately develop and implement diversity and equity plans, to remedy the growing levels of inequalities between dominant and minority communities; adopt strategies such as targeted recruitment, in order to increase diversity levels, as well as bring on board the under represented minority groups.

Table 4: Ethnic Distribution of Employees across 47 counties

No.	Community	Freq.	Percentage
	Kalenjin	28,556	15.45
	Kikuyu	28,462	15.40
	Luhya	24,039	13.00
	Luo	16,920	9.15
	Kamba	16,148	8.73
	Kisii	13,857	7.50
	Mijikenda	9,392	5.08
	Meru	8,832	4.78
	Somali	7,970	4.31
	Maasai	7,400	4.00
	Turkana	3,555	1.92
	Taita	2,890	1.56
	Embu	2,396	1.29
	Borana	1,912	1.03

No.	Community	Freq.	Percentage
	Teso	1,803	0.98
	Samburu	1,750	0.95
	Pokomo	1,050	0.57
	Suba	881	0.48
	Orma	773	0.42
	Bajun	748	0.40
	Mbeere	738	0.40
	Kuria	720	0.39
	Tharaka	715	0.39
	Swahili	633	0.34
	Gabra	624	0.34
	Rendille	375	0.20
	Taveta	343	0.19
	Kenyan-Arab	261	0.14
	Burji	249	0.13
	Ilchamus	232	0.13
	Other Kenyan	212	0.11
	Sakuye	111	0.06
	Kenyan Asian	86	0.05
	Arab	73	0.04
	Dorobo	39	0.02
	Waata	39	0.02
	Foreigner	23	0.01
	Dasenach	19	0.01
	Konso	17	0.01
	El-Molo	13	0.01
	Nubi	9	0.00
	Wayyu	9	0.00
	Asian	7	0.00
	Gosha	1	0.00
	Malakote	1	0.00
	Kenyan European	1	0.00
	Total	184,876	100

The study reveals that the most represented ethnic communities occupy 87.6% of all the positions, leaving only 12.4% for the remaining 35 communities of Kenya as shown in the figure below:

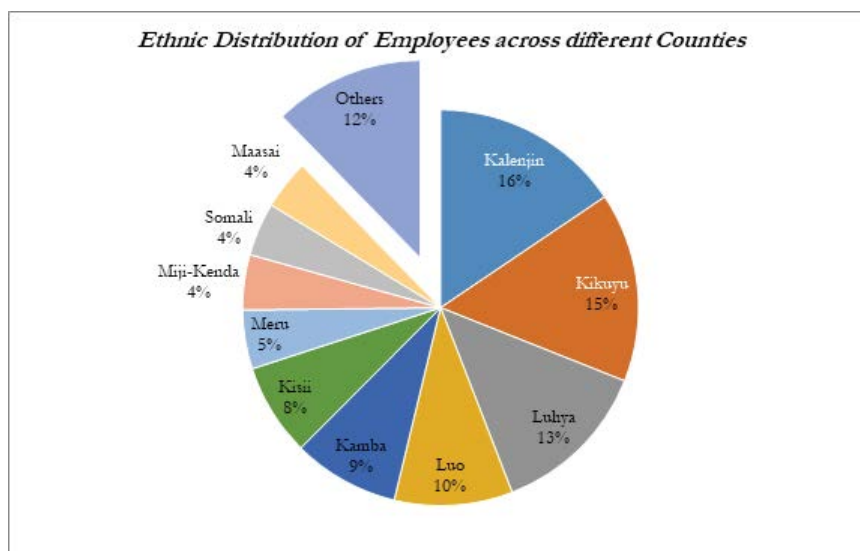


Figure 5: Ethnic Distribution of Employees across different Counties

The study further assessed the percentage of jobs taken by the ethnic communities of Kenya, vis-à-vis their representation as per the 2019 Housing and Population Census Report. Findings point to the fact that some communities including the Kalenjin, Kisii, Meru, and Maasai have consumed more than their representation in the country as shown below:

Table 5: Ethnic Distribution versus Population Distribution

No.	Ethnic Group	% of Jobs Taken	% of 2019 Population
	Kalenjin	15.45	13.40
	Kikuyu	15.40	17.10
	Luhya	13.00	14.30
	Luo	9.15	10.70
	Kamba	8.73	9.80
	Kisii	7.50	5.70
	Mijikenda	5.08	5.20
	Meru	4.78	4.20
	Somali	4.31	5.80
	Maasai	4.00	2.50
	Turkana	1.92	2.10
	Taita	1.56	
	Embu	1.29	
	Non-Kenyans	0.01	1.00
	Others	0.07	8.20

Population Data source: KNBS 2019 Census Report

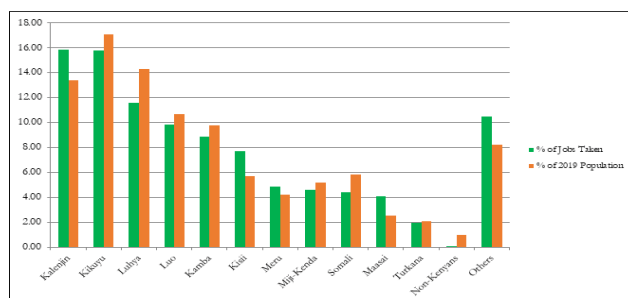


Figure 6: Ethnic Distribution versus 2019 Census Population Data-edit

4.2.2 Inter-ethnic Interaction in the County Public Service

Recognizing that counties are diverse employers, the study investigated how counties create opportunities for other ethnic groups in their public service. Overall, 32 counties (68%) have employed more than 20 ethnic groups, with the following employing more than 30 ethnic groups: Nairobi (38), Nakuru (32), Mombasa (31), Kilifi (31), and Marsabit (30). Findings point to the fact that the more inter-ethnic interactive a county is, the more likely it is to comply with the provisions of the law.

Table 6: Ethnic Count in the County Public Service

Code	County	Number of Ethnic Communities
047	Nairobi	38
032	Nakuru	32
001	Mombasa	31
003	Kilifi	31
010	Marsabit	30
031	Laikipia	26
034	Kajiado	25
042	Kisumu	25
016	Machakos	25
009	Mandera	25
006	TaitaTaveta	25
004	Tana River	25
005	Lamu	24
011	Isiolo	25
033	Narok	24
030	Baringo	23
015	Kitui	23
014	Embu	23
027	Uasin Gishu	23
039	Bungoma	23

Code	County	Number of Ethnic Communities
021	Muranga	22
002	Kwale	21
037	Kakamega	21
022	Kiambu	21
026	Trans Nzoia	21
044	Migori	20
023	Turkana	20
012	Meru	20
024	West Pokot	20
017	Makueni	20
008	Wajir	20
035	Kericho	20
045	Kisii	19
019	Nyeri	18
025	Samburu	18
013	Tharaka Nithi	17
043	Homa Bay	16
046	Nyamira	15
036	Bomet	14
020	Kirinyaga	14
018	Nyandarua	13
041	Siaya	10
028	Elgeyo Marakwet	9
007	Garissa	8
029	Nandi	7
038	Vihiga	6

4.3 Cosmopolitanism vs Compliance

In an inter-ethnic society such as Kenya, it is essential to promote diversity inclusion and equal opportunities for all citizens. While some cities and cosmopolitan counties such as *Mombasa, Nairobi, Nakuru, Trans Nzoia, Busia, and Narok* have complied with Sec 65 1(e) of the CGA, there is compelling evidence to demonstrate overrepresentation of the dominant ethnic groups. Towns and cosmopolitan counties such as *Kajiado, Kisumu, Kiambu, Laikipia, Machakos, Uasin Gishu, and Kericho* despite their ethnic diversity and demographics have failed to comply with the employment requirements for individuals from non-dominant ethnic communities, leading to exclusion and marginalization of minority communities in the said counties. Out of the available 13 cosmopolitan counties including the four cities, seven have contravened the law by employing more than 70% from the dominant ethnic community.

Table 7: Cosmopolitan Counties and/ or Counties with City Status vs Compliance Levels

No	County	% Dominant Ethnic Group	Status
	Nairobi	39.92	Complied
	Mombasa	41.07	Complied
	Nakuru	47.83	Complied
	Busia	54.12	Complied
	Narok	68.73	Complied
	Kericho	93.31	Contravened
	Uasin Gishu	91.13	Contravened
	Kiambu	88.16	Contravened
No	County	% Dominant Ethnic Group	Status
	Machakos	87.02	Contravened
	Kisumu	86.57	Contravened
	Laikipia	71.75	Contravened
	Kajiado	70.69	Contravened

A closer look at the data also reveals that 71.42% of the seven contravened cities and cosmopolitan counties have a noticeable absence of individuals from the minority communities in positions of influence, decision-making roles, and senior management positions. Out of the seven counties that have contravened CGA 2012, only Kajiado and Laikipia have included non-dominant ethnic groups in senior level management, while the remaining four counties portray a dominant outlook. Such exclusionary practices perpetuate ethnic imbalance, hinder social cohesion, slows down socio-economic development and prevents fair representation in local governance structures.

Table 8: Cosmopolitan Counties vis a vis dominant ethnic communities in Senior Management

	Kajiado	69.42	Complied
	Laikipia	68.15	Complied
	Uasin Gishu	86.55	Contravened
	Kiambu	85.92	Contravened
	Kisumu	79.92	Contravened
	Machakos	79.52	Contravened
	Kericho	78.57	Contravened

The study further analysed the compliance levels of the towns that were the headquarters of the former regional administrative units. First, these towns had a diverse pool of individuals as they attracted individuals from different ethnic backgrounds before the advent of devolution. As such, it is expected that the said counties would comply with sec 65 of the CGA for improved service delivery, cultural sensitivity, and the promotion of inclusion of marginalized groups. However, out of the eight counties that hosted the former regional administrative units, only four have complied with the legal provisions as shown in the table below:

Table 9: Counties that hosted Regional Administrative Units and their Compliance Status

No	Province	County	% Dominant Ethnic Group	Status
	Nairobi	Nairobi	39.92	Complied
	Coast	Mombasa	41.07	Complied
	Rift Valley	Nakuru	47.83	Complied
	Eastern	Embu	54.80	Complied
	Nyanza	Kisumu	86.57	Contravened
	Western	Kakamega	90.80	Contravened
	North Eastern	Wajir	93.18	Contravened
	Central	Nyeri	92.38	Contravened

4.4 Comparative Analysis of Ethnic Diversity study findings for 2016 and 2023

4.4.1 Compliance Levels

In 2016, NCIC conducted the inaugural Ethnic and Diversity Audit for county governments. Hence, this study sought to establish the levels of compliance in comparison to ethnic diversity audit conducted in 2016. Out of the 47 county governments audited in 2016, 21 counties complied with sec 65 1(e) of the CGA by ensuring that at least 30% of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county. In 2023, the situation continues to deteriorate with only 13 out of the 47 counties complying with the required legal provisions. This implies that increasingly, more counties have not complied and most new appointments have not addressed the ethnic imbalance in employment, more than ten (10) years post devolution.

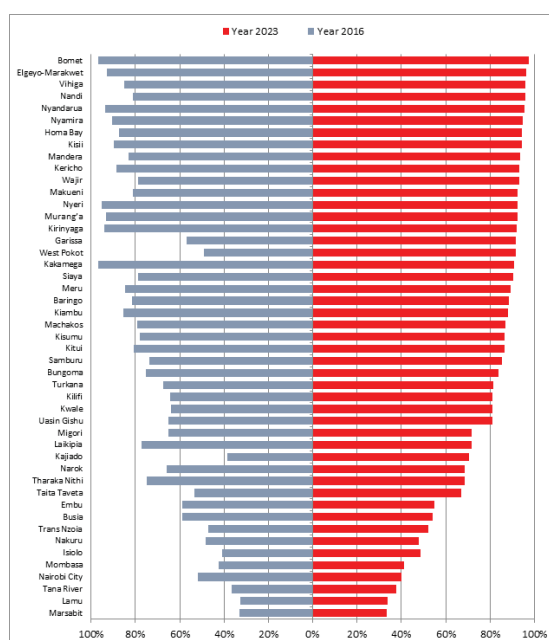


Figure 7: Ethnic Diversity Status in 2016 versus 2023

A closer look at the data reveals that while 11 counties have improved in terms of compliance (**Nairobi, Mombasa, Nakuru, Busia, Embu, Tharaka Nithi, Laikipia, Kakamega, Kirinyaga, Nyeri and Murang'a**), 36 counties have regressed. Worth nothing is that 17 of the 36 counties (47.2%) have significantly dropped in compliance levels, with over 90% dominance of one ethnic group in their county public service. The worst performing counties in this category include: **Bomet 97.35%, Elgeyo-Marakwet 96.41%, Vihiga 95.98%, Nandi 95.85%, Nyandarua 95.64%, Nyamira 94.75%, Kisii 94.37%, Mandera 93.49%, Kericho 93.31%, Wajir 93.18%, Makueni 92.52%, Nyeri 92.38%, Murang'a 92.22%, Kirinyaga 92.20, West Pokot 91.45%, and Siaya 90.43%** as shown in the table below:

Table 10: Ethnic Diversity Status 2016 versus 2023

No.	County	2023	2016	Variance	Comment
1.	Marsabit	33.41%	33.2%	-0.21%	Regressed
2.	Lamu	33.92%	32.7%	-1.22%	Regressed
3.	Tana River	37.72%	36.5%	-1.22%	Regressed
4.	Nairobi City	39.92%	51.8%	11.88%	Most Improved
5.	Mombasa	41.07%	42.3%	1.23%	Improved
6.	Isiolo	48.58%	41.0%	-7.58%	Regressed
7.	Nakuru	47.83%	48.4%	0.57%	Improved
8.	Trans Nzoia	52.31%	47.3%	-5.01%	Regressed
9.	Busia	54.12%	58.8%	4.68%	Improved
10.	Embu	54.80%	58.8%	4.00%	Improved
11.	Taita Taveta	67.05%	53.4%	-13.65%	Regressed
12.	Tharaka Nithi	68.41%	74.7%	6.29%	Improved
13.	Narok	68.74%	66.0%	-2.74%	Regressed
14.	Kajiado	70.69%	38.4%	-32.29%	Regressed
15.	Laikipia	71.75%	77.1%	5.35%	Improved
16.	Migori	71.76%	65.2%	-6.56%	Regressed
17.	Uasin Gishu	80.90%	64.9%	-16.00%	Regressed
18.	Kwale	80.93%	64.1%	-16.83%	Regressed
19.	Kilifi	81.02%	64.4%	-16.62%	Regressed
20.	Turkana	81.66%	67.3%	-14.36%	Regressed
21.	Bungoma	83.76%	75.2%	-8.56%	Regressed
22.	Samburu	85.19%	73.6%	-11.59%	Regressed
23.	Kitui	86.46%	80.6%	-5.86%	Regressed
24.	Kisumu	86.57%	78.0%	-8.57%	Regressed
25.	Machakos	87.06%	79.0%	-8.06%	Regressed
26.	Kiambu	88.16%	85.4%	-2.76%	Regressed
27.	Baringo	88.42%	81.5%	-6.92%	Regressed
28.	Meru	89.22%	84.6%	-4.62%	Regressed

No.	County	2023	2016	Variance	Comment
29.	Siaya	90.43%	78.9%	-11.53%	Regressed
30.	Kakamega	90.80%	96.6%	5.80%	Improved
31.	West Pokot	91.45%	49.1%	-42.35%	Most Regressed
32.	Garissa	91.80%	56.9%	-34.90%	Regressed
33.	Kirinyaga	92.20%	93.9%	1.70%	Improved
34.	Murang'a	92.22%	93.4%	1.18%	Improved
35.	Nyeri	92.38%	95.3%	2.92%	Improved
36.	Makueni	92.52%	81.1%	-11.42%	Regressed
37.	Wajir	93.18%	78.6%	-14.58%	Regressed
38.	Kericho	93.31%	88.4%	-4.91%	Regressed
39.	Mandera	93.49%	83.0%	-10.49%	Regressed
40.	Kisii	94.37%	89.9%	-4.47%	Regressed
41.	Homa Bay	77.07%	87.4%	10.33%	Improved
42.	Nyamira	94.75%	90.4%	-4.35%	Regressed
43.	Nyandarua	95.64%	93.7%	-1.94%	Regressed
44.	Nandi	95.85%	81.0%	-14.85%	Regressed
45.	Vihiga	95.98%	85.1%	-10.88%	Regressed
46.	Elgeyo-Marakwet	96.41%	93.0%	-3.41%	Regressed
47.	Bomet	97.35%	96.6%	-0.75%	Regressed

4.4.2 New Appointments 2016 to Date

New appointments across the 47 counties since 2016 to date stand at 98,299. Findings point to the fact that new appointments have contravened the law with 34 out of the 47 county governments according more than 30% of the vacancies at entry level to members of ethnic groups that are not from the dominant communities.

Table 11: New Appointments 2016 to Date

	Ethnic Group	% of Dominant Ethnic Group	Dominant Group	Status
	Elgeyo-Marakwet	99.55	Kalenjin	Contravened
	Nandi	99.24	Kalenjin	Contravened
	Bomet	98.27	Kalenjin	Contravened
	Nyamira	97.31	Kisii	Contravened
	Kisii	97.16	Kisii	Contravened
	Siaya	97.04	Luo	Contravened
	Nyandarua	96.86	Kikuyu	Contravened
	Vihiga	96.55	Luhya	Contravened
	Kericho	96.42	Kalenjin	Contravened
	Makueni	96.25	Kamba	Contravened

	Ethnic Group	% of Dominant Ethnic Group	Dominant Group	Status
	Kisumu	95.41	Luo	Contravened
	Machakos	95.26	Kamba	Contravened
	Wajir	95.02	Somali	Contravened
	Kakamega	94.48	Luhya	Contravened
	Mandera	94.38	Somali	Contravened
	West-Pokot	94.27	Kalenjin	Contravened
	Meru	93.76	Meru	Contravened
	Nyeri	92.90	Kikuyu	Contravened
	Garissa	92.42	Somali	Contravened
	Murang'a	92.35	Kikuyu	Contravened
	Baringo	92.04	Kalenjin	Contravened
	Uasin Gishu	91.13	Kalenjin	Contravened
	Kiambu	90.59	Kikuyu	Contravened
	Kirinyaga	90.37	Kikuyu	Contravened
	Kitui	90.34	Kamba	Contravened
	Homa Bay	89.65	Luo	Contravened
	Kilifi	88.08	Mijikenda	Contravened
	Bungoma	85.21	Luhya	Contravened
	Samburu	84.16	Samburu	Contravened
	Kajiado	82.24	Maasai	Contravened
	Kwale	80.90	Mijikenda	Contravened
	Turkana	79.33	Turkana	Contravened
	Migori	77.20	Luo	Contravened
	Taita Taveta	71.99	Taita	Contravened
	Narok	69.89	Maasai	Complied
	Laikipia	69.49	Kikuyu	Complied
	Embu	65.20	Embu	Complied
	Tharaka Nithi	62.76	Meru	Complied
	Trans-Nzoia	54.48	Luhya	Complied
	Isiolo	51.57	Borana	Complied
	Busia	51.22	Luhya	Complied
	Nakuru	49.59	Kikuyu	Complied
	Tana River	38.93	Pokomo	Complied
	Nairobi	38.37	Kikuyu	Complied
	Mombasa	37.60	Mijikenda	Complied
	Marsabit	35.64	Borana	Complied
	Lamu	34.22	Bajun	Complied

Further scrutiny reveals that the highest number of new employees in the county public service staff are from Kenya's dominant ethnic groups, namely Kikuyu (15.9%), Kalenjin (14.1%), Luhya (13.8%), Kamba (8.64%), Luo (8.54%) and Kisii (6.54%). The minority communities have been sidelined with less than 1% representation of the new hires. Further, the appointments continue to skew employment in county public service public in favour of dominant communities while entrenching marginalization of minority communities. This implies that in spite of the existing law and the numerous awareness strategies that have been employed within the seven years (2016-2023), new recruitments continue to contravene the provisions of the law.

Table 12: Ethnic Distribution of New Employees (from 2016-2023)

	Ethnic Group	Number	Percentage
	Kikuyu	15,646	15.92
	Kalenjin	13,877	14.12
	Luhya	13,526	13.76
	Kamba	8,300	8.44
	Luo	8,204	8.35
	Kisii	6,288	6.40
	Meru	4,798	4.88
	Mijikenda	4,786	4.87
	Maasai	4,756	4.84
	Somali	4,204	4.28
	Turkana	2,799	2.85
	Taita	2,027	2.06
	Embu	1,309	1.33
	Borana	1,197	1.22
	Teso	1,114	1.13
	Samburu	919	0.93
	Tharaka	528	0.54
	Bajun	518	0.53
	Swahili	485	0.49
	Gabra	414	0.42
	Mbeere	412	0.42
	Pokomo	386	0.39
	Kuria	342	0.35
	Taveta	296	0.30
	Orma	283	0.29
	Rendille	262	0.27
	Burji	161	0.16
	Kenyan-Arab	110	0.11
	Other Kenyan	75	0.08

	Sakuye	72	0.07
	Arab	39	0.04
	Dorobo	33	0.03
	Kenyan Asian	28	0.03
	Dasenach	15	0.02
	Ilchamus	15	0.02
	Suba	17	0.02
	Waata	17	0.02
	Konso	12	0.01
	El-Molo	9	0.01
	Foreigner	8	0.01
	Nubi	4	0.00
	Wayyu	3	0.00
	Asian	3	0.00
	Gosha	1	0.00
	Malakote	1	0.00
	Total	98,299	100

4.5 Correlation between dominant ethnic community and Senior Management in the County Public Service

Data reveals a strong correlation between the ethnicity of the governor of a County and those in top-level cadres. Majority of counties 85.10% have similar ethnic groups at the governor level, top-level management and the county's dominant ethnic group. Specifically, where the governor belongs to a certain ethnic community, there is a high likelihood that individuals from the governor's community will occupy the top-level cadre positions, and the officers in the top cadres who are the county employment organs will subsequently employ individuals from their ethnic groups. This suggests that county appointments are skewed towards the governor's ethnic community.

Furthermore, 72.34% of the counties are homogenous in terms of the ethnic community of the Governor, Deputy Governor, the top-level dominant community, and the county's dominant community. When closely interpreted, this could portray tokenism of county employment as a reward for being in favour with the county executive. Non-dominant communities are only considered merely to comply with the law. Achieving a higher threshold of ethnic inclusion in both county and national public service would enhance trust in a country's overall leadership thus leading to greater production, nationhood and ultimately social cohesion. Counties should therefore strive to move beyond compliance and normalize inclusivity in employment.

Table 13: Correlation between Dominant Ethnic Group and that of County Top Leadership

No.	County	Governor's Ethnic Group	Deputy Governor's Ethnic Group	Senior Level Dominant ethnic Group	County's Dominant Ethnic Group
	Mombasa	Bajun	Mijikenda	Mijikenda	Mijikenda
	Kwale	Mijikenda	Mijikenda	Mijikenda	Mijikenda
	Kilifi	Mijikenda	Mijikenda	Mijikenda	Mijikenda
	Tana River	Pokomo	Orma	Pokomo	Pokomo
	Lamu	Bajun	Kikuyu	Bajun	Bajun
	Taita Taveta	Taita	Taita	Taita	Taita
	**Garissa	Somali	Somali	Incomplete data	Incomplete data
	Wajir	Somali	Somali	Somali	Somali
	Mandera	Somali	Somali	Somali	Somali
	Marsabit	Borana	Burji	Gabra	Borana
	Isiolo	Borana	Turkana	Borana	Borana
	Meru	Meru	Meru	Meru	Meru
	Tharaka-Nithi	Meru	Meru	Meru	Meru
	Embu	Embu	Embu	Embu	Embu
	Kitui	Kamba	Kamba	Kamba	Kamba
	Machakos	Kamba	Kamba	Kamba	Kamba
	Makueni	Kamba	Kamba	Kamba	Kamba
	Nyandarua	Kikuyu	Kikuyu	Kikuyu	Kikuyu
	Nyeri	Kikuyu	Kikuyu	Kikuyu	Kikuyu
	Kirinyaga	Kikuyu	Kikuyu	Kikuyu	Kikuyu
	Murang'a	Kikuyu	Kikuyu	Kikuyu	Kikuyu
	Kiambu	Kikuyu	Kikuyu	Kikuyu	Kikuyu
	Turkana	Turkana	Turkana	Turkana	Turkana
	West Pokot	Kalenjin	Kalenjin	Kalenjin	Kalenjin
	Samburu	Samburu	Samburu	Samburu	Samburu
	Trans-Nzoia	Luhya	Kalenjin	Luhya	Luhya
	Uasin Gishu	Kalenjin	Kalenjin	Kalenjin	Kalenjin
	Elgeyo-Marakwet	Kalenjin	Kalenjin	Kalenjin	Kalenjin
	Nandi	Kalenjin	Kalenjin	Kalenjin	Kalenjin
	Baringo	Kalenjin	Kalenjin	Kalenjin	Kalenjin
	Laikipia	Kikuyu	Kikuyu	Kikuyu	Kikuyu
	Nakuru	Kikuyu	Kalenjin	Kikuyu	Kikuyu
	Narok	Maasai	Kalenjin	Maasai	Maasai
	Kajiado	Maasai	Maasai	Maasai	Maasai
	Kericho	Kalenjin	Kalenjin	Kalenjin	Kalenjin

No.	County	Governor's Ethnic Group	Deputy Governor's Ethnic Group	Senior Level Dominant ethnic Group	County's Dominant Ethnic Group
	Bomet	Kalenjin	Kalenjin	Kalenjin	Kalenjin
	Kakamega	Luhya	Luhya	Luhya	Luhya
	Vihiga	Luhya	Luhya	Luhya	Luhya
	Bungoma	Luhya	Kalenjin	Luhya	Luhya
	Busia	Luhya	Teso	Luhya	Luhya
	Siaya	Luo	Luo	Luo	Luo
	Kisumu	Luo	Luo	Luo	Luo
	Homa Bay	Luo	Luo	Luo	Luo
	Migori	Luo	Kuria	Luo	Luo
	Kisii	Kisii	Kisii	Kisii	Kisii
	Nyamira	Kisii	Kisii	Kisii	Kisii
	Nairobi	Luhya	Kikuyu	Kikuyu	Kikuyu

The findings suggest that appointments have been undertaken with a bias towards individuals from the county executives' ethnic community possibly due to shared ethnic and cultural ties, trust or a desire to consolidate power. This preference seems to extend to top-level cadre positions, enabling the county executive to exercise control over administrative decisions, influence policies, and maintain a sense of loyalty and trust within their administration.

4.6 Compliance of the County Executive Committee

Article 179 of the Constitution holds that the executive authority of the county is vested in, and exercised by, a County Executive Committee. This committee consists of the County Governor, the deputy County Governor and members appointed by the County Governor, with the approval of the assembly, from among persons who are not members of the assembly. Section 35(1) of the CGA provides that the governor shall ensure that the composition of the executive committee reflects the community and cultural diversity of the county and shall take into account the principles of affirmative action as provided for in the Constitution. Diverse representation of communities and cultures within the county is pertinent in this organ if section 35 of the CGA is to be attained.

The study uncovers evidence suggesting that the county employment organs of 14 counties out of the 47 counties (29.78%), including the county public service board, county executive committee members, and county chief officers, tend to exhibit homogeneity by drawing employees primarily from one ethnic community. This homogeneity in ethnic representation within the county government can be attributed to recruitment bias as these employment organs hold significant decision-making power over the recruitment and selection processes within the counties.

Table 14: Compliance Levels of the County Executive Committee

No.	County	Dominant Ethnic communities		
		CCOs	CEC Members	CPSB Members
	Wajir	Somali	Somali	Somali
	Mandera	Somali	Somali	Somali
	Turkana	Turkana	Turkana	Turkana
	Samburu	Samburu	Samburu	Samburu
	Kericho	Kalenjin	Kalenjin	Kalenjin
	Nyandarua	Kikuyu	Kikuyu	Kikuyu
	West Pokot	Kalenjin	Kalenjin	Kalenjin
	Uasin Gishu	Kalenjin	Kalenjin	Kalenjin
	Vihiga	Diversified	Luhya	Luhya
	Nyamira	Kisii	Diversified	Kisii
	Makueni	Kamba	Kamba	Kamba
	Kisii	Kisii	Kisii	Kisii
	Homa Bay	Diversified	Diversified	Diversified
	Siaya	Luo	Luo	Luo
	Bomet	Kalenjin	Kalenjin	Kalenjin
	Meru	Diversified	Meru	Meru
	Kirinyaga	Diversified	Kikuyu	Kikuyu
	Kisumu	Diversified	Luo	Luo
	Lamu	Diversified	Diversified	Diversified
	Kiambu	Diversified	Diversified	Kikuyu
	Elgeyo-Marakwet	Kalenjin	Kalenjin	Kalenjin
	Kakamega	Diversified	Luhya	Diversified
	Kwale	Mijikenda	Diversified	Diversified
	Murang'a	Diversified	Diversified	Kikuyu
	Machakos	Diversified	Kamba	Diversified
	Kitui	Kamba	Diversified	Diversified
	Nandi	Kalenjin	Diversified	Kalenjin
	Kajiado	Diversified	Diversified	Diversified
	**Garissa	Missing data	Missing data	Missing data
	Tharaka Nithi	Diversified	Diversified	Meru
	Marsabit	Diversified	Diversified	Diversified
	Migori	Diversified	Diversified	Diversified
	Nairobi	Diversified	Diversified	Diversified
	Nakuru	Diversified	Diversified	Diversified
	Mombasa	Diversified	Diversified	Diversified
	Kilifi	Diversified	Diversified	Diversified
	Tana River	Diversified	Diversified	Diversified
	Bungoma	Diversified	Diversified	Diversified

No.	County	Dominant Ethnic communities		
		CCOs	CEC Members	CPSB Members
	Busia	Diversified	Diversified	Diversified
	Embu	Diversified	Diversified	Diversified
	Isiolo	Diversified	Diversified	Diversified
	Laikipia	Diversified	Diversified	Diversified
	Narok	Diversified	Diversified	Diversified
	Nyeri	Diversified	Diversified	Diversified
	Taita Taveta	Diversified	Diversified	Diversified
	Trans Nzoia	Diversified	Diversified	Diversified

All public institutions are expected to ensure representation of Kenya's diverse communities while undertaking recruitment of officers to serve in public institutions. In this case, County Public Service Boards are charged with the responsibility to oversight matters employments in county governments by ensuring ethnic diversity and within county public service as well as gender and disability inclusivity. Going by the findings of this study, it points to significant gaps in entrenching compliance of ethnic diversity. The drive to consolidate power by the county executives have overshadowed principles of good governance under article 10 of the constitution. If this trend is sustained, there is the danger of counties becoming ethnic enclaves thus defeating the basic principle of public service, as espoused in Article 232 of the constitution.

4.7 Representation of Other Special Interest Groups

4.7.1 Representation of Persons with Disability

The Constitution of Kenya 2010 under Article 27 (3) guarantees equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. Article 27 (4) and (5) prohibits discrimination on any ground, inter alia disability. Further, Article 54 (2) and the Persons with Disabilities Act 2003 requires that all public and private sector employers reserve 5% of jobs for disabled persons. The table below illustrates the level of compliance with Persons with Disabilities (PWDs) representation.

Table 15: PWD Representation in the County Public Service

	Number	Percentage (%)
Non-disabled	182,789	98.87
PWDs	2,087	1.13
Total	184,876	100

As depicted above, only 1.14% of the Country's County Public Service staff are PWDs. Equally disappointing is the fact that none of the 47 counties attained the 5% minimum threshold in the representation of Persons with Disabilities as illustrated in Table 15 above. This underscores the need for more policy enforcement, implementation and advocacy towards increasing representation of PWDs in adherence with the Constitution of Kenya and the PWD Act 2003.

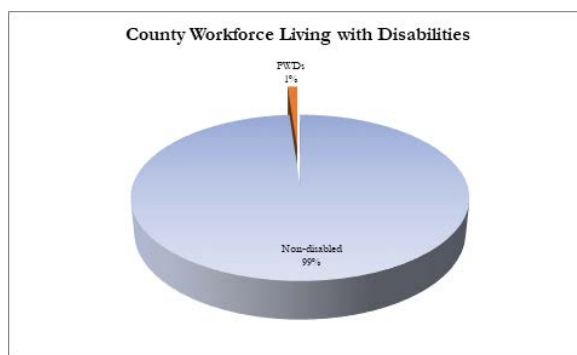


Figure 8: Distribution of PWD in the County Public Service

In terms of representation of PWDs in each county, findings demonstrate that none of the 47 counties attained the 5% threshold in terms of representation of PWDs in the county public service as depicted in the table below:

Table 16: PWD Distribution by County

No.	County	Non-disabled	PWDs
1.	Baringo	99.0%	1.0%
2.	Bomet	99.3%	0.7%
3.	Bungoma	99.0%	1.0%
4.	Busia	98.8%	1.2%
5.	Elgeyo-Marakwet	99.1%	0.9%
6.	Embu	99.1%	0.9%
7.	**Garissa	100.0%	0.0%
8.	Homa Bay	99.0%	1.0%
9.	Isiolo	97.9%	2.1%
10.	Kajiado	99.5%	0.5%
11.	Kakamega	99.2%	0.8%
12.	Kericho	99.0%	1.0%
13.	Kiambu	99.3%	0.7%
14.	Kilifi	99.2%	0.8%
15.	Kirinyaga	98.7%	1.3%
16.	Kisii	98.7%	1.3%
17.	Kisumu	98.6%	1.4%
18.	Kitui	99.3%	0.7%
19.	Kwale	99.6%	0.4%
20.	Laikipia	98.7%	1.3%
21.	Lamu	99.8%	0.2%
22.	Machakos	97.9%	2.1%
23.	Makueni	98.1%	1.9%
24.	Mandera	98.7%	1.3%

4.7.2 Gender Representation

The Constitution 2010 in Articles 27 (8), 81 (b) and 197 requires that not more than two-thirds of the members of elective and appointive bodies should be of the same gender. Additionally, Sections 2, 3 (g), 35 (i), 53, 58 and 59 of the CGA 2012 provide for inclusion and diversity in the workforce. Further, the National Gender and Equality Act, 2011 established the National Gender and Equality Commission whose functions include inter alia, promoting equality and freedom from discrimination and mainstreaming issues of gender, persons with disabilities and other marginalized groups in national development including development of affirmative action policies. The table below shows the level of compliance with gender representation:

Table 17: Distribution of Gender in the County Public Service

Gender	Number	Percentage
Female	98,701	53.39
Male	86,175	46.61
Total	184,876	100

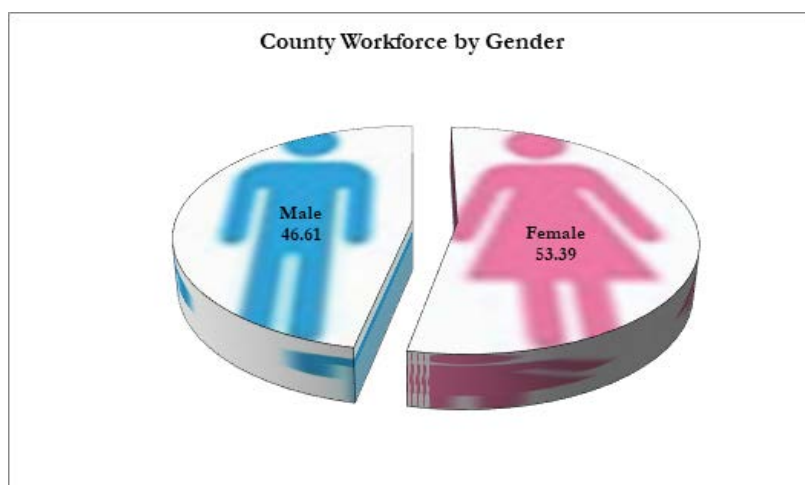


Figure 10: Gender Distribution

The statistics above indicate that majority of the Country's County Public Service employees (53.4%) are of the female gender. This implies that as a whole, the County Government has complied with the two-thirds gender rule in its appointments in favour of women. This is commendable especially noting that most public and private institutions are still struggling to ensure fair gender representation in their staff composition.

However, singularly, three counties have not adhered to the two-thirds rule i.e. Wajir at 32.2% (Women), Kiambu at 30.9% (Men) and Mandera at 23.2% (Women), which, in the latter's case, translates to only 796 women out of its entire workforce of 3,425 employees. Once again, this calls for targeted strategies in the aforementioned counties to realize the required threshold.

Table 18: Gender Distribution by County

No.	County	Male	Female
1.	Baringo	38.5%	61.5%
2.	Bomet	41.8%	58.2%
3.	Bungoma	43.2%	56.8%
4.	Busia	48.9%	51.1%
5.	Elgeyo-Marakwet	36.7%	63.3%
6.	Embu	39.3%	60.7%
7.	Garissa	59.6%	40.4%
8.	Homa Bay	44.3%	55.7%
9.	Isiolo	54.0%	46.0%
10.	Kajiado	57.4%	42.6%
11.	Kakamega	38.7%	61.3%
12.	Kericho	39.0%	61.0%
13.	Kiambu	30.9%	69.1%
14.	Kilifi	44.4%	55.6%
15.	Kirinyaga	38.6%	61.4%
16.	Kisii	50.1%	49.9%
17.	Kisumu	46.1%	53.9%
18.	Kitui	53.2%	46.8%
19.	Kwale	50.5%	49.5%
20.	Laikipia	41.0%	59.0%
21.	Lamu	46.0%	54.0%
22.	Machakos	38.0%	62.0%
23.	Makueni	39.9%	60.1%
24.	Mandera	76.8%	23.2%
25.	Marsabit	58.4%	41.6%
26.	Meru	37.5%	62.5%
27.	Migori	51.5%	48.5%
28.	Mombasa	54.4%	45.6%
29.	Murang'a	33.6%	66.4%
30.	Nairobi	46.2%	53.8%
31.	Nakuru	41.7%	58.3%
32.	Nandi	36.7%	63.3%
33.	Narok	56.7%	43.3%
34.	Nyamira	43.7%	56.3%
35.	Nyandarua	41.6%	58.4%
36.	Nyeri	44.5%	55.5%
37.	Samburu	64.4%	35.6%

No.	County	Male	Female
38.	Siaya	45.1%	54.9%
39.	Taita Taveta	43.9%	56.1%
40.	Tana-River	62.0%	38.0%
41.	Tharaka Nithi	44.1%	55.9%
42.	Trans-Nzoia	43.0%	57.0%
43.	Turkana	65.5%	34.5%
44.	Uasin-Gishu	54.2%	45.8%
45.	Vihiga	40.3%	59.7%
46.	Wajir	67.8%	32.2%
47.	West-Pokot	53.8%	46.2%
	National	46.6%	53.4%

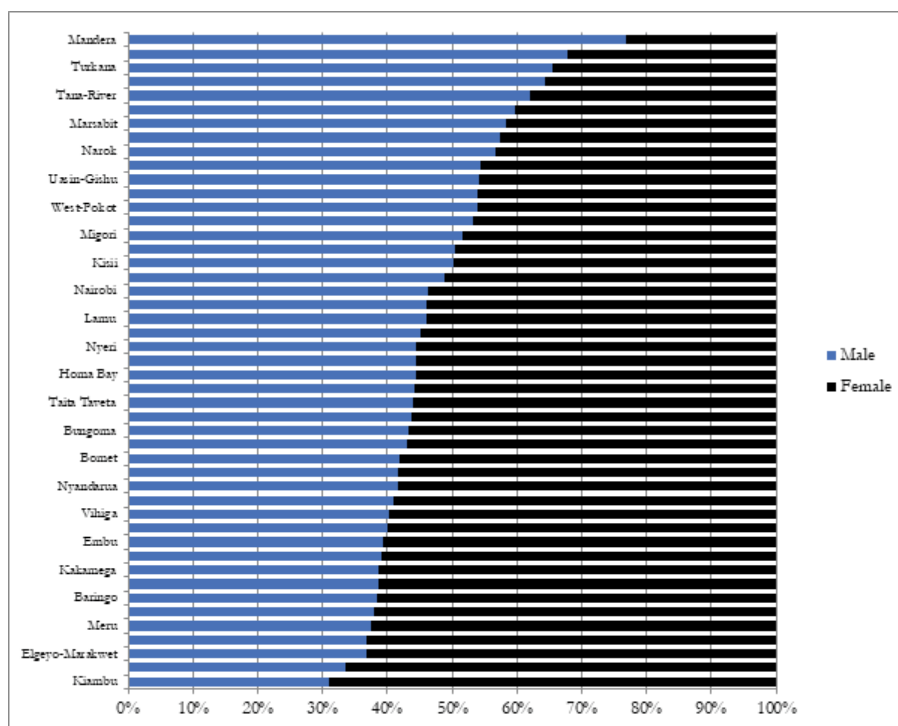


Figure 11: Gender Distribution by County

CHAPTER FIVE:

COUNTY-SPECIFIC ETHNIC AND DIVERSITY AUDIT FINDINGS

5.0 INTRODUCTION

Kenya, with its 47 counties, is a microcosm of diversity, where different ethnic groups coexist, contributing to the rich tapestry of its identity. To better comprehend the intricate dynamics and the interplay of employment of various ethnic groups within Kenya's counties, this chapter presents the ethnic and diversity audit findings of each of the 47 counties of Kenya. The findings are presented as per the regions under which every county is domiciled i.e Coast, Eastern, Central, Nyanza, Rift Valley, Western, and Nairobi.

5.1 COAST REGION

The Coast Region is one of Kenya's former eight provinces located on the country's coastline on the Indian Ocean. It was inhabited majorly by the Mijikenda and Swahili community, among others communities. The province covered an area of 79,686.1 km². After promulgation of the 2010 Kenyan Constitution, the region was divided into six counties, namely: Mombasa, Lamu, Kilifi, Kwale, Taita Taveta, and Tana River.

5.1.1 MOMBASA COUNTY

Mombasa County borders Kilifi County to the North, Kwale County to the South West and the Indian Ocean to the East. The County has a population of 1,208,333 (2019 Census). Mombasa County has six sub-counties, namely: *Changamwe, Jomvu, Kisauni, Nyali, Likoni, and Mvita*. The County is cosmopolitan in nature and considered the oldest city in Kenya having acquired the status in 1895. Administratively, it was the headquarters of Coast province before devolution.

General Findings

The County has 5,739 members of staff within the CPS, of which 54.43% (3,124) are male and 45.57% (2,615) are female. Out of the 5,739 employees only, 0.84% (48) represent PWDs. The table below illustrates the levels of ethnic diversity.

Table 19: General Ethnic Distribution of the County Public Service in Mombasa County

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Mijikenda	2357	41.07	17.	Taveta	37	0.64
2.	Swahili	478	8.33	18.	Embu	29	0.51
3.	Luo	443	7.72	19.	Borana	26	0.45
4.	Kamba	348	6.06	20.	Maasai	17	0.30
5.	Luhya	340	5.92	21.	Kuria	8	0.14
6.	Kikuyu	309	5.38	22.	Mbeere	7	0.12
7.	Bajun	270	4.70	23.	Samburu	5	0.09
8.	Taita	263	4.58	24.	Teso	5	0.09
9.	Kisii	172	3.00	25.	Suba	3	0.05
10.	Kenyan-Arab	170	2.96	26.	Tharaka	3	0.05
11.	Somali	121	2.11	27.	Orma	2	0.03

12.	Meru	102	1.78		28.	Turkana	2	0.03
No.	Ethnic Group	Number	Percentage		No.	Ethnic Group	Number	Percentage
13.	Kalenjin	75	1.31		29.	Burji	1	0.02
14.	Pokomo	63	1.10		30.	Foreigner	1	0.02
15.	Kenyan Asian	41	0.71		31.	Kenyan European	1	0.02
16.	Other Kenyan	40	0.70					
						Total	5,739	100

The Mijikenda form majority of employees at Mombasa County standing at 41.07% (2,357) followed by Swahili at 8.33% (478) and Luo at 7.72% (443). This County has complied with the CGA 2012 section 65 1(e). The county has employed 31 ethnic groups out of 45, and is among top three most diverse counties and cities in Kenya. Worth noting is that the county has employed minority communities such as the Kenyan European, Foreigner, Burji, Turkana, and Orma among others, which is very commendable.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Mombasa County are as presented in the table below:

Table 20: Ethnic Distribution of the CECMs, CCOs and CPSB Members in Mombasa County

No.	Ethnic Group	Number	Percentage
	Swahili	6	23.08
	Luo	4	15.38
	Mijikenda	4	15.38
	Bajun	3	11.54
	Kenyan Arab	2	7.69
	Kisii	2	7.69
	Somali	2	7.69
	Kamba	1	3.85
	Kikuyu	1	3.85
	Luhya	1	3.85
	Total	26	100

Ten (10) ethnic groups make up the 26 employees, with Swahili dominating at 23.08%.

In terms of distribution, the County Executive Committee members, County Chief Officers and CPSB members for Mombasa County are as presented in the table below:

Table 21: Ethnic Distribution of CECM, CCOs & CPSB Members in Mombasa County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Mijikenda	3	21.43	4	28.57	0	0
2.	Swahili	2	14.29	0	0.00	3	42.86
3.	Luo	2	14.29	2	14.29	0	0
4.	Bajun	2	14.29	0	0.00	1	14.29
5.	Kenyan-Arab	1	7.14	2	14.29	0	0
6.	Luhya	2	14.29	0	0.00	0	0
7.	Somali	1	7.14	1	7.14	1	14.29
8.	Kikuyu	0	0.00	0	0.00	1	14.29
9.	Kamba	0	0.00	1	7.14	0	0
10.	Orma	0	0.00	1	7.14	0	0
11.	Pokomo	0	0.00	1	7.14	0	0
12.	Taita	0	0.00	1	7.14	0	0
12.	Kisii	1	7.14	1	7.14	1	14.29
	Total	14	100	14	100	7	100

It is worth noting that the Mombasa County Executive Committee membership includes minorities such as Kenyan-Arab, Bajun and Somali communities. Worth noting is that the Mijikenda are the majority at 21.43% followed by the Swahili, Luo, Bajun and Luhya tying at 14.29% in representation. Among the seven (14) county chief officers, Mijikenda is leading in representation at 28.57%. Seven ethnic groups also make up the county public service board and their representation is as follows: Swahili 42.86% (3), Bajun 14.29% (1), Kikuyu 14.29% (1), Kisii 14.29% (1) and Somali 14.29% (1). The Swahili still dominates in the category.

County Assembly Staff

Mombasa County Assembly has 310 members of staff as presented in the table below:

Table 22: Ethnic Distribution of County Assembly Staff of Mombasa County

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Mijikenda	165	53.23	10.	Somali	8	2.58
2.	Luo	34	10.97	11.	Swahili	4	1.29
3.	Kamba	15	4.84	12.	Pokomo	2	0.65
4.	Bajun	14	4.52	13.	Kalenjin	1	0.32
5.	Kenyan-Arab	14	4.52	14.	Kenyan Asian	1	0.32
6.	Taita	14	4.52	15.	Maasai	1	0.32
7.	Luhya	13	4.19	16.	Meru	1	0.32
8.	Kikuyu	11	3.55	17.	Taveta	1	0.32
9.	Kisii	11	3.55				
	Total				Total	310	100

The Mijikenda community dominates the Mombasa County Assembly at 53.23%. The County Assembly of Mombasa complies with the CGA 2012, section 65 1(e).

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented in the table below:

Table 23: Ethnic Distribution of New Appointments in Mombasa County

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage	
1.	Mijikenda	1007	37.6	14	Kalenjin	27	1.01	
2	Swahili	411	15.35	15	Pokomo	24	0.9	
3	Luo	262	9.78	16	Borana	20	0.75	
4	Luhya	166	6.2	17	Embu	11	0.41	
5	Bajun	125	4.67	18	Maasai	11	0.41	
6	Kamba	125	4.67	19	Kenyan-Asian	11	0.41	
7	Kikuyu	97	3.62	20	Samburu	5	0.19	
8	Taita	92	3.44	21	Other Kenyan	3	0.11	
9	Kisii	88	3.29	22	Teso	2	0.07	
10	Somali	65	2.43	23	Basuba	1	0.04	
11	Kenyan-Arab	61	2.28	24	Kuria	1	0.04	
12	Meru	33	1.23	25	Orma	1	0.04	
13	Taveta	28	1.05	26	Turkana	1	0.04	
						Total	2,678	100

The county has employed 2,678 members of staff since 2016. The table above shows that the Mijikenda make up 37.60% of the new appointees and 26 ethnic groups have been considered in the new appointments. Generally, the County has complied with the provisions of the CGA 2012 section 65 (1) (e) in the new appointments.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 24: Comparative Analysis of Ethnic Diversity within the Mombasa County CPS

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Mijikenda	2357	41.07	Mijikenda	1647	42.30
	Swahili	478	8.33	Kamba	360	9.20
	Luo	443	7.72	Kikuyu	269	6.90
	Kamba	348	6.06	Luhya	265	6.80
	Luhya	340	5.92	Luo	253	6.50
	Kikuyu	309	5.38	Taita	225	5.80
	Bajun	270	4.70	Bajun	144	3.70
	Taita	263	4.58	Swahili	126	3.20
	Kisii	172	3.00	Kisii	106	2.70
	Kenyan-Arab	170	2.96	Kenyan Arab	93	2.40
	Somali	121	2.11	Meru	71	1.80
	Meru	102	1.78	Pokomo	62	1.60
	Kalenjin	75	1.31	Kalenjin	51	1.33
	Pokomo	63	1.1	Somali	47	1.20
	Kenyan Asian	41	0.71	Other Kenyan	39	1.00
	Other Kenyan	40	0.70	Kenyan Asian	37	0.90
	Taveta	37	0.64	Embu	27	0.70
	Embu	29	0.51	Borana	13	0.30
	Borana	26	0.45	Mbeere	10	0.30
	Maasai	17	0.30	Taveta	11	0.30
	Kuria	8	0.14	Nubi	9	0.20
	Mbeere	7	0.12	Kuria	7	0.20
	Samburu	5	0.09	Maasai	6	0.10
	Teso	5	0.09	Teso	5	0.10
	Suba	3	0.05	Suba	4	0.10
	Tharaka	3	0.05	Tharaka	3	0.08
	Orma	2	0.03	Burji	3	0.08
	Turkana	2	0.03	Orma	2	0.08
	Burji	1	0.02	Samburu	1	0.03
	Foreigner	1	0.02			
	Kenyan Euro- pean	1	0.02			
	Total	5,739	100	Total	3,896	100

Mombasa County's workforce has grown from 3,896 employees to 5,739 in 2023 and notably the representation of ethnic communities has increased from 29 to 31 ethnic groups. In terms of compliance, there is a positive variance of 1.23%. This demonstrates that increasingly the county is working towards enhancing inclusivity and diversity, hence the

reason of maintaining compliance status.

Ethnic Distribution across Job Cadres

The table below presents the ethnic composition of all employees in Mombasa County Public Service across the three (3) different job cadres namely; *Senior level (Job Group P and above)*, *Middle level (Job Group L, M, N, O)* and *Entry level (Job Group K and below)*.

Table 25: Ethnic Distribution by Cadres in Mombasa County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Mijikenda	78	18.18	241	24.12	2,038	47.27
2.	Swahili	40	9.32	82	8.21	356	8.26
3.	Luo	31	7.23	76	7.61	336	7.79
4.	Kamba	29	6.76	71	7.11	248	5.75
5.	Luhya	18	4.20	84	8.41	238	5.52
6.	Bajun	26	6.06	36	3.60	208	4.82
7.	Kikuyu	20	4.66	100	10.01	189	4.38
8.	Taita	15	3.50	79	7.91	169	3.92
9.	Kisii	10	2.33	43	4.30	119	2.76
10.	Somali	21	4.90	26	2.60	74	1.72
11.	Kenyan-Arab	69	16.08	35	3.50	66	1.72
12.	Meru	6	1.40	30	3.00	66	1.72
13.	Kalenjin	3	0.70	28	2.80	44	1.02
14.	Pokomo	3	0.70	17	1.70	43	1.01
15.	Taveta	1	0.23	4	0.40	32	0.74
16.	Embu	1	0.23	8	0.80	20	0.46
17.	Borana	1	0.23	8	0.80	17	0.39
18.	Other Kenyan	18	4.66	6	0.60	14	0.32
19.	Maasai	2	0.47	2	0.20	13	0.30
20.	Mbeere	0	0.00	3	0.30	4	0.09
21.	Kuria	0	0.00	5	0.50	3	0.07
22.	Samburu	0	0.00	2	0.20	3	0.07
23.	Teso	0	0.00	2	0.20	3	0.07
24.	Basuba	0	0.00	1	0.10	2	0.05
25.	Kenyan-Asian	33	7.69	6	0.60	2	0.05
26.	Tharaka	1	0.23	0	0.00	2	0.05
27.	Orma	0	0.00	1	0.10	1	0.02
28.	Turkana	0	0	1	0.10	1	0.02
29.	Burji	0	0	1	0.10	0	0.00

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
31.	Foreigner	1	0.23	0	0.00	0	0.00
	Total	427	100	999	100%	4,311	100

The senior level cadre has been dominated by Mijikenda at 18.18% (78), Kenyan-Arab 16.08% (69), Swahili 9.32% (40) and Kenyan-Asian 7.69% (33) communities. It is worth noting that minority communities including the Tharaka, Taveta, Borana and Maasai among others have been considered for employment in the County.

Out of the 999 staff within the middle level cadres, majority have been drawn from five communities i.e. Mijikenda 24.12% (241), Kikuyu 0.01% (100), Luhya 8.41% (84), Swahili 8.21% (82), and Taita 7.91% (71). The entry-level category comprises of 28 ethnic groups with the majority being the Mijikenda community at 47.27% (2,038).

Overall, Mombasa county has performed favourably well on matters compliance, ethnic diversity and gender inclusion. What they must seek to improve on is PWD inclusion.

5.1.2 KWALE COUNTY

Kwale County borders the Republic of Tanzania to the South West, Taita Taveta to the West, Kilifi to the North and Mombasa to the North East with a population of 866,820 (2019 Census). Kwale County has four sub-counties, namely: *Msambweni, Matuga, Kinango, and Lunga Lunga*.

General Findings

The County has 3,494 members of staff in its county public service. Out of this, 48.48% (1,694) are male and 51.52% (1,800) are female, with only a meagre 0.23% (8) representation of PWDs. The table below illustrates the levels of ethnic diversity:

Table 26: General Ethnic Distribution of Kwale County CPS

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Mijikenda	2812	80.48	12	Pokomo	8	0.23
2.	Kamba	356	10.19	13	Somali	7	0.2
3.	Kikuyu	58	1.66	14	Bajun	6	0.17
4.	Taita	48	1.37	15	Maasai	5	0.14
5.	Luo	46	1.32	16	Embu	4	0.11
6.	Luhya	38	1.09	17	Kenyan Asian	4	0.11
7.	Kisii	35	1	18	Borana	2	0.06
8.	Other Kenyan	23	0.66	19	Kenyan-Arab	2	0.06
9.	Kalenjin	15	0.43	20	Teso	2	0.06
10.	Meru	11	0.31	21	Asian	1	0.03
11.	Swahili	10	0.29	22	Tharaka	1	0.03
	Total	3,494	100				

This County has contravened section 65 1(e) of the CGA 2012, despite having 22 ethnic groups within its CPS. The Mijikenda forms majority of its employees at 80.48% (2,812). Notably, despite being in contravention, minority communities have been considered, such as; Tharaka, Borana, Somali, among others.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members are composed of 35 employees as presented in the table below:

Table 27: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kwale County

No.	Ethnic Group	Number	Percentage
1.	Mijikenda	31	88.57
2.	Kamba	2	5.71
3.	Luhya	2	5.71
	Total	35	100

Three ethnic groups make up the 35 employees, with the Mijikenda dominating.

The distribution of the County Chief Officers, CECM and CPSB members in Kwale County is as illustrated in the table below:

Table 28: Ethnic Distribution of Kwale County CECM, CCOs and CPSB Members

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Mijikenda	3	75.00	22	91.67	6	85.71
2.	Luhya	1	25.00	1	4.17	1	14.29
3.	Kamba	0	0	1	4.17		
	Total	4	100	24	100	7	100

The County Executive Committee members of Kwale County is dominated by the Mijikenda ethnic group, who take up the lion share across the three offices i.e. CECM, CCO and CPSB jobs.

County Assembly Staff

Kwale County Assembly has a total of 73 members staff as presented in the table below:

Table 29: Ethnic Distribution of Kwale County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Mijikenda	63	86.3
2.	Kamba	4	5.48
3.	Kikuyu	3	4.11
4.	Luo	1	1.37

No.	Ethnic Group	Number	Percentage
5.	Maasai	1	1.37
6.	Taita	1	1.37
	Total	73	100

The Mijikenda community dominates the Assembly at 86.30% (63 staff). The County Assembly contravenes section 65 1(e) of the CGA 2012.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented in the table below:

Table 30: Ethnic Distribution of Kwale County New Appointments

No.	Ethnic Group	Number	Percentage
1	Mijikenda	1,695	80.95
2	Kamba	206	9.84
3	Luhya	30	1.43
4	Kikuyu	29	1.38
5	Kisii	28	1.34
6	Taita	26	1.24
7	Luo	19	0.91
8	Kalenjin	12	0.57
9	Swahili	10	0.48
10	Bajun	6	0.29
11	Pokomo	6	0.29
12	Meru	5	0.24
13	Kenyan Asian	4	0.19
14	Maasai	4	0.19
15	Somali	4	0.19
16	Borana	2	0.1
17	Embu	2	0.1
18	Kenyan-Arab	2	0.1
19	Teso	2	0.1
20	Foreigner	1	0.05
21	Tharaka	1	0.05
	Total	2,094	100

The county hired 2,094 members of staff as at the date of submission of data. It contravenes the provisions of the CGA 2012 as the community with the highest number of staff, the Mijikenda, make up 80.95% of the new appointees. Worth noting is that the county employed people from minority communities i.e., Kenyan-Arab, Asians, Teso, Somali, and Maasai.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 31: Comparative Analysis of Ethnic Diversity within the Kwale County CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Miji-Kenda	2812	80.48	Mijikenda	913	64.1
2.	Kamba	356	10.19	Kamba	135	9.5
3.	Kikuyu	58	1.66	Kikuyu	96	6.8
4.	Taita	48	1.37	Taita	71	5
5.	Luo	46	1.32	Luhya	53	3.7
6.	Luhya	38	1.09	Luo	29	2
7.	Kisii	35	1	Meru	22	1.5
8.	Other Kenyan	23	0.66	Kalenjin	20	1.4
9.	Kalenjin	15	0.43	Kisii	19	1.3
10.	Meru	11	0.31	Pokomo	15	1.1
11.	Swahili	10	0.29	Other Kenyan	9	0.6
12.	Pokomo	8	0.23	Embu	7	0.5
13.	Somali	7	0.2	Kenyan Arab	7	0.5
14.	Bajun	6	0.17	Swahili	6	0.4
15.	Maasai	5	0.14	Bajun	4	0.3
16.	Embu	4	0.11	Somali	4	0.3
17.	Kenyan Asian	4	0.11	Taveta	3	0.2
18.	Borana	2	0.06	Kenyan Asian	3	0.2
19.	Kenyan-Arab	2	0.06	Teso	2	0.1
20.	Teso	2	0.06	Maasai	2	0.1
21.	Asian	1	0.03	Mbeere	1	0.1
22.	Tharaka	1	0.03	Kuria	1	0.1
				Samburu	1	0.1
				Burji	1	0.1
	Total	3,494	100	Total	1,424	100

Kwale County's workforce has grown from 1,424 employees in the year 2016 to 3,494 employees. The majority representation remains for the Mijikenda ethnic group with a significant increase from 913 to 2,812 employees. Worth noting is that the number of ethnic communities has reduced from 24 to the current 22.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Kwale County Public Service across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 32: Ethnic Distribution by Cadres in Kwale County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1	Miji-Kenda	58	81.69	151	74.75	2,603	80.81
2	Kamba	4	5.63	19	9.41	333	10.34
3	Kikuyu	3	4.23	8	3.96	47	1.46
4	Taita	0	0.00	2	0.99	46	1.43
5	Luo	2	2.82	7	3.47	37	1.15
6	Luhya	1	1.41	2	0.99	35	1.09
7	Kisii	0	0.00	2	0.99	33	1.02
8	Other Kenyan	0	0.00	1	0.50	22	0.68
9	Kalenjin	0	0.00	0	0.00	15	0.47
10	Meru	0	0.00	1	0.50	10	0.31
11	Swahili	1	1.41	2	0.99	7	0.22
12	Pokomo	0	0.00	1	0.50	7	0.22
13	Somali	0	0.00	3	1.49	4	0.12
14	Bajun	0	0.00	0	0.00	6	0.19
15	Maasai	0	0.00	1	0.50	4	0.12
16	Embu	0	0.00	0	0.00	4	0.12
17	Kenyan Asian	2	2.82	0	0.00	2	0.06
18	Borana	0	0.00	0	0.00	2	0.06
19	Kenyan-Arab	0	0.00	1	0.50	1	0.03
20	Teso	0	0.00	0	0.00	2	0.06
21	Asian	0	0.00	1	0.00	0	0.00
	Total	71	100	202	100	3221	100

The senior level has been dominated by the Mijikenda ethnic group with 81.69% (58), which also cuts across middle and entry levels. Out of 202 employees in the middle level, the majority are Mijikenda at 74.75% (151), with another 80.81% (2,603) at entry level.

5.1.3 KILIFI COUNTY

Kilifi County borders Tana River to the North, Kilifi to the West, Mombasa and Kwale to the South. The county has a population of 1,453,787 (2019 Census), and seven sub counties namely *Kilifi South, Kilifi North, Ganze, Malindi, Magarini, Rabai, and Kaloleni*.

General Findings

The County has 4,621 employees, out of which 44% (2,052) are male and 56% (2,569) are female and only 0.84% (39) are PWDs. The table below illustrates the levels of ethnic diversity in the county.

Table 33: General Ethnic Distribution of Kilifi County CPS

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1	Mijikenda	3,744	81.02	17	Suba	6	0.13
2	Taita	119	2.58	18	Embu	5	0.11
3	Kamba	118	2.55	19	Asian	4	0.09
4	Kikuyu	116	2.51	20	Swahili	4	0.09
5	Luo	80	1.73	21	Borana	3	0.06
6	Luhya	74	1.6	22	Maasai	3	0.06
7	Bajun	68	1.47	23	Teso	3	0.06
8	Pokomo	58	1.26	24	Nubi	2	0.04
9	Kisii	44	0.95	25	Taveta	2	0.04
10	Kalenjin	37	0.8	26	Burji	1	0.02
11	Arab	35	0.76	27	El-Molo	1	0.02
12	Meru	35	0.76	28	Mbeere	1	0.02
13	Somali	22	0.48	29	Orma	1	0.02
14	Kenyan-Arab	15	0.32	30	Samburu	1	0.02
15	Waata	11	0.24	31	Turkana	1	0.02
16	Kenyan Asian	7	0.15				
Total						4,621	100%

Kilifi County has employed 31 ethnic groups with the Mijikenda dominating with a representation of 81.02% (3,744) followed at a distant second by Taita at 2.58% (119) and Kamba 2.55% (118). Some of the minority communities included in the county public service are; El-Molo, Mbeere, Samburu, Orma, Turkana, and Burji. Kilifi County has contravened section 65 1(e) of the the CGA 2012, amongst other diversity legislations.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members comprise of 46 employees spread across nine ethnic groups as presented in the table below:

Table 34: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kilifi County

No.	Ethnic Group	Number	Percentage
	Mijikenda	32	69.57
	Kamba	3	6.52
	Luhya	3	6.52
	Somali	3	6.52
	Arab	1	2.17
	Bajun	1	2.17
	Kenyan-Arab	1	2.17
	Luo	1	2.17
	Suba	1	2.17
	Total	46	100

The Mijikenda community dominates at 69.57% (32), followed by Kamba 6.52% (3), Luhya 6.52% (3) and Somali 6.52% (3) while the Arab, Bajun, Kenyan-Arab, Luo, and Suba comprising of 2.17% (1 employee) respectively.

In terms of distribution, the CECMs, CCOs and CPSB Members of Kilifi County as presented below:

Table 35: Ethnic Distribution of CECM, CCOs and CPSB Members in Kilifi County

No.	Ethnic Group	CECM		CCOs		CPSB Members	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Mijikenda	15	75	13	61.90	4	80.00
2.	Arab	1	5	0	0	0	0
3.	Kamba	1	5	1	4.76	1	20.00
4.	Kenyan-Arab	1	5	0	0	0	0
5.	Somali	1	5	2	9.52	0	0
6.	Suba	1	5	0	0	0	0
7.	Bajun	0	0	1	4.76	0	0
8.	Luhya	0	0	3	14.29	0	0
9.	Luo	0	0	1	4.76	0	0
	Total	20	100	21	100	5	100

From the above, the Mijikenda are the majority ethnic group across the three organs of the county executive office.

County Assembly Staff

Kilifi County Assembly has 126 staff as presented in the table below:

Table 36: Ethnic Distribution of Kilifi County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Mijikenda	115	91.27
	Kikuyu	2	1.59
	Luhya	2	1.59
	Pokomo	2	1.59
	Taita	2	1.59
	Bajun	1	0.79
	Kalenjin	1	0.79
	Luo	1	0.79
	Total	126	100

The Mijikenda ethnic group still dominate at 91.27% (115), with seven other ethnic groups sharing the remaining 8.73% of the positions.

Ethnic Composition of New Appointments

The ethnic composition of new employees since 2016 is as presented in the table below:

Table 37: Ethnic Distribution of New Appointments in Kilifi County

No.	Ethnic Group	Number	Percentage
1	Mijikenda	1825	88.08
2	Bajun	33	1.59
3	Kamba	32	1.54
4	Taita	32	1.54
5	Luo	27	1.30
6	Luhya	19	0.92
7	Kikuyu	16	0.77
8	Somali	13	0.63
9	Arab	12	0.58
10	Pokomo	12	0.58
11	Kalenjin	10	0.48
12	Kisii	10	0.48
13	Meru	8	0.39
14	Kenyan-Arab	6	0.29
15	Waata	5	0.24
16	Swahili	4	0.19
17	Asian	2	0.10
18	Suba	2	0.10
19	Embu	1	0.05
20	Kenyan Asian	1	0.05
21	Orma	1	0.05
22	Samburu	1	0.05
	Total	2,072	100

The county has employed 2,072 staff since 2016 to date, with the Mijikenda taking the lion share at 88.08% (1,825).

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 38: Comparative Analysis of Ethnic Diversity within the Kilifi County CPS

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Mijikenda	3,744	81.02	Mijikenda	1,360	64.40
2.	Taita	119	2.58	Kikuyu	118	5.60
3.	Kamba	118	2.55	Taita	107	5.10
4.	Kikuyu	116	2.51	Kamba	99	4.70
5.	Luo	80	1.73	Luhya	62	2.90
6.	Luhya	74	1.60	Pokomo	53	2.50
7.	Bajun	68	1.47	Meru	42	2.00
8.	Pokomo	58	1.26	Luo	42	2.00
9.	Kisii	44	0.95	Kisii	36	1.70
10.	Kalenjin	37	0.80	Kalenjin	40	1.90
11.	Arab	35	0.76	Other Kenyan	23	1.10
12.	Meru	35	0.76	Bajun	21	1.00
13.	Somali	22	0.48	Kenya Arab	21	1.00
14.	Kenyan-Arab	15	0.32	Somali	17	0.80
15.	Waata	11	0.24	Swahili	14	0.70
16.	Kenyan Asian	7	0.15	Kenyan Asian	8	0.35
17.	Suba	6	0.13	Embu	6	0.30
18.	Embu	5	0.11	Maasai	5	0.20
19.	Asian	4	0.09	Borana	5	0.20
20.	Swahili	4	0.09	Orma	5	0.20
21.	Borana	3	0.06	Foreigner	4	0.20
22.	Maasai	3	0.06	Taveta	4	0.20
23.	Teso	3	0.06	Teso	4	0.20
24.	Nubi	2	0.04	Burji	2	0.10
25.	Taveta	2	0.04	Mbeere	2	0.10
26.	Burji	1	0.02	Kuria	2	0.10
27.	El-Molo	1	0.02	Suba	2	0.10
28.	Mbeere	1	0.02	Gabra	2	0.10
29.	Orma	1	0.02	Rendille	2	0.10
30.	Samburu	1	0.02	Sakuye	1	0.05
31.	Turkana	1	0.02	Tharaka	1	0.05
32.				Samburu	1	0.05
	Total	4,621	100	Total	2,111	100

In terms of compliance, Kilifi County has contravened the CGA 2012 section 65 1(e), a big departure from its previous audit in 2016, where it had complied. In fact, the county has regressed by -16.62%. Worth noting is that in 2016, 32 groups were represented in the CPS

while in 2023 the county has 31, resulting to a regression of one.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees within Kilifi CPS across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 39: Ethnic Distribution across the Kilifi County Cadres

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
1	Mijikenda	84	65.12	481	63.62	3179	85.09
2	Taita	5	3.88	25	3.31	89	2.38
3	Kamba	3	2.33	37	4.89	78	2.09
4	Kikuyu	12	9.30	31	4.10	73	1.95
5	Luo	5	3.88	26	3.44	49	1.31
6	Luhya	8	6.20	27	3.57	39	1.04
7	Bajun	1	0.78	12	1.59	55	1.47
8	Pokomo	0	0.00	22	2.91	36	0.96
9	Kisii	1	0.78	13	1.72	30	0.80
10	Kalenjin	0	0.00	12	1.59	25	0.67
11	Arab	3	2.33	24	3.17	8	0.21
12	Meru	1	0.78	5	0.66	29	0.78
13	Somali	4	3.10	10	1.32	8	0.21
14	Kenyan-Arab	1	0.78	7	0.93	7	0.19
15	Waata	0	0.00	2	0.26	9	0.24
16	Kenyan Asian	1	0.78	5	0.66	1	0.03
17	Suba	0	0.00	2	0.26	4	0.11
18	Embu	0	0.00	2	0.26	3	0.08
19	Asian	0	0.00	4	0.53	0	0.00
20	Swahili	0	0.00	2	0.26	2	0.05
21	Borana	0	0.00	1	0.13	2	0.05
22	Maasai	0	0.00	1	0.13	2	0.05
23	Teso	0	0.00	2	0.26	1	0.03
24	Nubi	0	0.00	1	0.13	1	0.03
25	Taveta	0	0.00	1	0.13	1	0.03
26	Burji	0	0.00	0	0.00	1	0.03
27	El-Molo	0	0.00	1	0.13	0	0.00
28	Mbeere	0	0.00	0	0.00	1	0.03
29	Orma	0	0.00	0	0.00	1	0.03

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
31	Turkana	0	0.00	0	0.00	1	0.03
	Total	129	100	756	100	3,736	100

The senior level comprises of 13 ethnic groups while middle level 26. The Mijikenda ethnic group dominates the two cadres at 65.12% (84) and 63.62% (481) respectively. The middle level depicts a better representation, with additional 13 ethnic groups being included. The entry-level category comprises of 29 ethnic groups, and out of the 3,736 employees, the Mijikenda ethnic group dominates at 85.09% (3,179), thus contravening the CGA 2012 section 65 1(e).

5.1.4 TANA RIVER COUNTY

Tana River County occupies an area of 35,375.8 square kilometres and has a population of 315,943 (2019 Census). The County borders Kitui County to the West, Garissa County to the North East, Isiolo County to the North, Lamu County to the South East and Kilifi County to the South. The administrative headquarter of the county is Hola. The County has three sub counties, *Tana North, Tana River and Tana Delta*.

General Findings

The County has 2,256 employees, out of which 62% (1,400) are male and 38% (856) are female. Among the county staff, only 0.75% (17) are PWDs. The table below illustrates the levels of ethnic diversity in the county.

Table 40: General Ethnic Distribution of the Tana River County Public Service

No.	Ethnic Group	Number	Percentage
	Pokomo	851	37.72
	Orma	738	32.71
	Mijikenda	112	4.96
	Swahili	98	4.34
	Kikuyu	67	2.97
	Kamba	65	2.88
	Kisii	55	2.44
	Luhya	47	2.08
	Luo	40	1.77
	Somali	31	1.37
	Borana	26	1.15
	Bajun	24	1.06
	Kalenjin	23	1.02
	Taita	21	0.93
	Meru	17	0.75
	Watta	17	0.75

No.	Ethnic Group	Number	Percentage
	Arab	9	0.4
	Embu	4	0.18
	Mbeere	3	0.13
	Maasai	2	0.09
	Teso	2	0.09
	Turkana	2	0.09
	Kuria	1	0.04
	Sakuye	1	0.04
	Total	2,256	100

Tana River County is amongst the 13 counties that has complied with section 65 1 (e) of the CGA 2012. The Pokomo community form the majority of employees at 37.72% (851), followed closely by the Orma at 32.71% (738). Worth noting is that the County has brought on board some minority communities such as the Teso, Turkana, Kuria, and Sakuye into its public service.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Tana River County comprise of 28 employees as presented below:

Table 41: Ethnic Distribution of CECMs, CCOs and CPSB Members in Tana River County

No.	Ethnic Group	Number	Percentage
	Pokomo	14	50.00
	Orma	10	35.71
	Kikuyu	1	3.57
	Luhya	1	3.57
	Luo	1	3.57
	Swahili	1	3.57
	Total	28	100

Six ethnic groups make up the 28 officers representing the CECMs, CCOs and CPSB Members, with Pokomo dominating at 50%, followed by the Orma at 35.71%, while the Kikuyu, Luhya, Luo and Swahili ethnic groups are each represented at 3.57%.

The ethnic distribution of County Chief Officers, CECM and CPSB members is as illustrated in the table below:

Table 42: Ethnic Distribution of Tana River County CECM, CCOs and CPSB Members

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Orma	5	50	3	21.43	2	50
2.	Pokomo	3	30	10	71.43	1	25
3.	Kikuyu	1	10	0	0	0	0
4.	Luhya	1	10	0	0	0	0
5.	Luo	0	0	1	7.14	0	0
6.	Swahili	0	0	0	0	1	25
Total		11	100	13	100	6	100

There is a fair distribution of the CECMs, CCOs and CPSB Members across the Pokomo and the Orma. As earlier observed, this County is compliant with the CGA 2012 section 65 1 (e), which is also reflected in the appointments of CECMs, COOs and the CPSB members where minority communities such as the Kikuyu, Luo, Luhya, and Swahili have also been included.

County Assembly Staff

Tana River County Assembly has 73 staff as presented in the table below:

Table 43: Ethnic Distribution of Tana River County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Orma	41	56.16
	Pokomo	21	28.77
	Somali	4	5.48
	Borana	3	4.11
	Embu	1	1.37
	Kisii	1	1.37
	Mijikenda	1	1.37
	Swahili	1	1.37
	Total	73	100

The Assembly has complied with the CGA 2012 section 65 1 (e) with the dominant Orma ethnic group at 56.16% followed by the Pokomo at 28.77%. It is key to note that the Assembly has six other ethnic groups represented, including minorities such as the Borana, Somali, Mijikenda, and Swahili communities.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented below:

Table 44: Ethnic Distribution of New Appointments in Tana River County

No.	Ethnic Group	Number	Percentage
	Pokomo	299	38.93
	Orma	255	33.2
	Swahili	41	5.34
	Luhya	23	2.99
	Kikuyu	22	2.86
	Kamba	20	2.6
	Mijikenda	17	2.21
	Kisii	15	1.95
	Somali	15	1.95
	Luo	14	1.82
	Bajun	11	1.43
	Borana	11	1.43
	Kalenjin	7	0.91
	Watta	6	0.78
	Meru	4	0.52
	Taita	3	0.39
	Arab	1	0.13
	Embu	1	0.13
	Mbeere	1	0.13
	Sakuye	1	0.13
	Teso	1	0.13
	Total	768	100

The CPS hired 768 new staff since 2016 with a representation of 21 ethnic groups. The county has complied with the provisions of the CGA, 2012, section 65 1(e) as the community with the highest number of staff, the Pokomo, make up 299 (38.93%) of the new appointees. Minority communities such as the Teso, Sakuye, Arab, Watta, Bajun, and Mbeere are amongst the new hires.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

A comparative analysis of the 2016 and 2023 ethnic composition of Tana River County is presented below:

Table 45: Comparative Analysis of Ethnic Diversity within the Tana River CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Pokomo	851	37.72	Pokomo	465	36.5
	Orma	738	32.71	Orma	161	12.6
	Mijikenda	112	4.96	Wardei	111	8.7
	Swahili	98	4.34	Mijikenda	101	7.9
	Kikuyu	67	2.97	Kikuyu	75	5.9
	Kamba	65	2.88	Kamba	58	4.5
	Kisii	55	2.44	Malakote	37	2.9
	Luhya	47	2.08	Luhya	33	2.6
	Luo	40	1.77	Kisii	31	2.4
	Somali	31	1.37	Luo	29	2.3
	Borana	26	1.15	Swahili	26	2.1
	Bajun	24	1.06	Kalenjin	23	1.8
	Kalenjin	23	1.02	Somali	23	1.8
	Taita	21	0.93	Bajun	21	1.6
	Meru	17	0.75	Meru	17	1.3
	Watta	17	0.75	Taita	17	1.3
	Arab	9	0.4	Borana	13	1.0
	Embu	4	0.18	Waata	7	0.5
	Mbeere	3	0.13	Embu	6	0.5
	Maasai	2	0.09	Malwana/Malakote	6	0.5
	Teso	2	0.09	Kenyan Arab	3	0.2
	Turkana	2	0.09	Taveta	3	0.2
	Kuria	1	0.04	Kuria	2	0.2
	Sakuye	1	0.04	Maasai	2	0.2
				Turkana	2	0.2
				Mbeere	1	0.1
				Sakuye	1	0.1
				Teso	1	0.1
	Total	2,256	100	Total	1,275	100

The study observes that there is a reduction of four ethnic groups employed in 2023 in comparison to 2016. Although the County is compliant with the CGA, the representation of Pokomo who are the dominant ethnic group, increased by 1.22%. The representation of the Orma community has also increased significantly by 20.22%.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Tana River County Public Service across the three (3) different job cadres.

The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 46: Ethnic Distribution across the Tana River County Cadres

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Ethnic Group	Percentage
1	Pokomo	28	37.33	101	38.85	722	37.58
2	Orma	22	29.33	61	23.46	655	34.10
3	Mijikenda	6	8.00	24	9.23	82	4.27
4	Swahili	0	0.00	3	1.15	95	4.95
5	Kikuyu	1	1.33	11	4.23	55	2.86
6	Kamba	1	1.33	7	2.69	57	2.97
7	Kisii	2	2.67	10	3.85	43	2.24
8	Luhya	1	1.33	9	3.46	37	1.93
9	Luo	5	6.67	7	2.69	28	1.46
10	Somali	3	4.00	7	2.69	21	1.09
11	Borana	0	0.00	3	1.15	23	1.20
12	Bajun	3	4.00	0	0.00	21	1.09
13	Kalenjin	0	0.00	4	1.54	19	0.99
14	Taita	0	0.00	5	1.92	16	0.83
15	Meru	2	2.67	2	0.77	13	0.68
16	Watta	0	0.00	0	0.00	17	0.88
17	Arab	0	0.00	6	2.31	3	0.16
18	Embu	1	1.33	0	0.00	3	0.16
19	Mbeere	0	0.00	0	0.00	3	0.16
20	Maasai	0	0.00	0	0.00	2	0.10
21	Teso	0	0.00	0	0.00	2	0.10
22	Turkana	0	0.00	0	0.00	2	0.10
23	Kuria	0	0.00	0	0.00	1	0.05
24	Munyoyaya	0	0.00	1	0.38	0	0.00
25	Sakuye	0	0.00	0	0.00	1	0.05
	Total	75	100.00	260	100	1921	100

The County's senior management is dominated by the Pokomo and Orma communities at 37.3% and 29.3% respectively. At the entry level, the Orma has the most representation first, followed closely by Swahili and Mijikenda at 4.95% and 4.27%, respectively. The entry level is composed of 24 diverse ethnic communities. The County has employed staff within the required threshold, thus remaining compliant across all the cadres.

5.1.5 LAMU COUNTY

Lamu County has a population of 143,920 (2019 Census) with its county headquarters located in Lamu town. The County covers a strip of North Eastern coastal mainland and over 65 islands that form the Lamu Archipelago. It occupies an area of 2,422.1 square kilometres. The County has two sub-counties namely Lamu West and Lamu East.

General Findings

Lamu County has employed 977 staff in its county public service. Out of this 45.98% (446) are male, 54.02% (528) are female and 17 (0.21%) PWDs. The table below illustrates the levels of ethnic diversity in the county.

Table 47: General Ethnic Distribution of Lamu County Public Service

No.	Ethnic Group	Number	Percentage %
	Bajun	334	34.19
	Kikuyu	251	25.69
	Mijikenda	77	7.88
	Luhya	40	4.09
	Luo	31	3.17
	Kenyan-Arab	30	3.07
	Kamba	29	2.97
	Somali	28	2.87
	Pokomo	23	2.35
	Arab	22	2.25
	Kisii	18	1.84
	Orma	18	1.84
	Kalenjin	17	1.74
	Meru	16	1.64
	Taita	15	1.54
	Embu	10	1.02
	Swahili	8	0.82
	Nubi	3	0.31
	Maasai	2	0.20
	Total	977	100

Lamu County has complied with CGA 2012 section 65 1 (e) with the Bajun forming the majority of its employees, at 34.19% (334) and closely followed by the Kikuyu at 25.69% (251). On the overall, 19 ethnic groups are included within the the the CPS. Worth noting is the inclusion of minority communities such as the Nubi and Maasai. This demonstrates that the County is doing well on ethnic inclusion.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members consist of 36 employees as presented below:

Table 48: Ethnic Distribution of CECMs, CCOs and CPSB Members in Lamu County

No.	Ethnic Group	Number	Percentage
1.	Bajun	19	52.78
2.	Kikuyu	7	19.44
3.	Kenyan-Arab	4	11.11
4.	Mijikenda	2	5.56
5.	Somali	2	5.56
6.	Kamba	1	2.78
7.	Luhya	1	2.78
	Total	36	100

Five ethnic groups make up the 36 CECMs, CCOs and CPSB Members, with Bajun dominating at 52.78% (19), and Kikuyu at 19.44% (7) among others.

In terms of distribution, the County Chief Officers, CECM and CPSB members of Lamu County are as illustrated in the table below:

Table 49: Ethnic Distribution of CECM, CCOs and CPSB Members in Lamu County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Bajun	5	71.43	12	48	2	50
2.	Kikuyu	1	14.29	5	20	1	25
3.	Luhya	1	14.29	0	0	0	0
4.	Kenyan-Arab	0	0	3	12	1	25
5.	Mijikenda	0	0	2	8	0	0
6.	Somali	0	0	2	8	0	0
7.	Kamba	0	0	1	4	0	0
	Total	7	100	25	100	4	100

The CECMs, CCOs and CPSB Members are predominantly composed of the Bajun community, who take up the lion share of CECM, CCOs and CPSB jobs, closely followed by the Kikuyu ethnic group.

County Assembly Staff

Lamu County Assembly has 46 members of staff as presented below:

Table 50: Ethnic Distribution of Lamu County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Bajun	16	34.78
	Kenyan-Arab	10	21.74
	Kikuyu	10	21.74

No.	Ethnic Group	Number	Percentage
	Mijikenda	3	6.52
	Orma	2	4.35
	Luo	1	2.17
	Maasai	1	2.17
	Meru	1	2.17
	Pokomo	1	2.17
	Swahili	1	2.17
	Total	46	100

The Bajun, Kenyan-Arab and Kikuyu communities closely dominate the Lamu County Assembly, at 34.78% (16), 21.74% (10) and 21.74% (10) respectively. As such, the Assembly complies with the CGA 2012.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented below:

Table 51: Ethnic Distribution of New Appointments in Lamu County

No.	Ethnic Group	Number	Percentage
1.	Bajun	316	33.94
	Kikuyu	240	25.78
	Mijikenda	75	8.06
	Luhya	39	4.19
	Luo	30	3.22
	Kamba	29	3.11
	Somali	28	3.01
	Arab	22	2.36
	Kenyan-Arab	22	2.36
	Pokomo	22	2.36
	Kisii	18	1.93
	Kalenjin	17	1.83
	Orma	17	1.83
	Meru	15	1.61
	Taita	15	1.61
	Embu	10	1.07
	Swahili	7	0.75
	Nubi	3	0.32
	Burji	1	0.11
	Foreigner	1	0.11
	Maasai	1	0.11
	Malakote	1	0.11

No.	Ethnic Group	Number	Percentage
	Mbeere	1	0.11
	Teso	1	0.11
	Total	931	100

Lamu County hired 931 new staff as at the date of data submission. The diversity of the new hires is 24 ethnic groups, which is commendable. This elucidates why the County is compliant with the legal provisions of diversity.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

A comparative analysis of the 2016 and 2023 ethnic composition of Lamu County is presented below:

Table 52: Comparative Analysis of Ethnic Diversity within the Lamu County Pub

No.	Ethnic Group	2023		Ethnic Group	2016	
		Number	Percentage		Number	Percentage
1.	Bajun	245	25.26	Bajun	329	33.92
2.	Kikuyu	157	16.19	Kikuyu	250	25.77
3.	Mijikenda	111	11.44	Mijikenda	77	7.94
4.	Pokomo	51	5.26	Luhya	39	4.02
5.	Kamba	33	3.40	Luo	31	3.2
6.	Taita	22	2.27	Kenyan-Arab	30	3.09
7.	Kenyan Arab	21	2.16	Kamba	29	2.99
8.	Luhya	18	1.86	Somali	28	2.89
9.	Luo	13	1.34	Pokomo	23	2.37
10.	Meru	12	1.24	Arab	22	2.27
11.	Kisii	12	1.24	Kisii	18	1.86
12.	Somali	10	1.03	Orma	18	1.86
13.	Other Kenyan	8	0.82	Kalenjin	17	1.75
14.	Kalenjin	7	0.72	Meru	16	1.65
15.	Orma	7	0.72	Taita	15	1.55
16.	Embu	5	0.52	Embu	10	1.03
17.	Swahili	5	0.52	Swahili	8	0.82
18.	Maasai	3	0.31	Nubi	3	0.31
19.	Burji	2	0.21	Maasai	2	0.21
20.	Teso	2	0.21			
21.	Suba	1	0.10			
22.	Borana	1	0.10			
23.	Kenya Asian	1	0.10			
24.	Taveta	1	0.10			
25.	Turkana	1	0.10			
	Total	970	100%	Total	749	100

Lamu County included six additional ethnic groups in its CPS in 2023, as compared to 19 ethnic groups in 2016. Generally, the County is compliant with the CGA 2012.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Lamu County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 53: Ethnic Distribution across Cadres in Lamu County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	No.	Ethnic Group	Number
1.	Bajun	26	47.27	31	43.06	272	32.27
2.	Kikuyu	9	16.36	13	18.06	228	27.05
3.	Mijikenda	2	3.64	1	1.39	74	8.78
4.	Luhya	0	0.00	3	4.17	36	4.27
5.	Luo	0	0.00	3	4.17	28	3.32
6.	Kenyan-Arab	8	14.55	4	5.56	18	2.14
7.	Kamba	2	3.64	0	0.00	27	3.20
8.	Somali	2	3.64	1	1.39	25	2.97
9.	Pokomo	0	0.00	0	0.00	23	2.73
10.	Arab	2	3.64	8	11.11	12	1.42
11.	Kisii	0	0.00	0	0.00	18	2.14
12.	Orma	1	1.82	3	4.17	14	1.66
13.	Kalenjin	0	0.00	1	1.39	16	1.90
14.	Meru	1	1.82	1	1.39	14	1.66
15.	Taita	0	0.00	1	1.39	14	1.66
16.	Embu	0	0.00	0	0.00	10	1.19
17.	Swahili	1	1.82	1	1.39	6	0.71
18.	Nubi	0	0.00	1	1.39	2	0.24
19.	Maasai	0	0.00	0	0.00	2	0.24
20.	Burji	0	0.00	0	0.00	1	0.12
21.	Foreigner	1	1.82	0	0.00	0	0.00
22.	Malakote	0	0.00	0	0.00	1	0.12
23.	Mbeere	0	0.00	0	0.00	1	0.12
24.	Teso	0	0.00	0	0.00	1	0.12
Total		55	100	72	100	843	100

The Bajun community takes up the majority of jobs across the three cadres; senior, middle and entry at 47.27% (26), 43.06% (31), 32.27% (272) respectively, followed closely by the Kikuyu ethnic group.

The positions are fairly distributed among the diverse ethnic groups; hence, the County is compliant with diversity laws.

5.1.6 TAITA TEVETA COUNTY

Taita-Taveta County lies approximately 200Kms North West of Mombasa and 360 km South East of Nairobi, with a population of 340,671 persons (2019 Census) and its headquarter is in Mwatate. Mwatate is the fourth-largest town after Voi, Wundanyi and Taveta in that order. The County has four sub-counties namely: Taita, Voi, Mwatate, and Taveta.

General Findings

Taita Taveta County has 3,348 county public servants. Out of which 43.88% (1,469) are male, 56.12% (1,879) are female and only 0.48% (16) being those with PWD. The table below illustrates the levels of ethnic diversity in the County.

Table 54: General Ethnic Distribution of the Taita Taveta County Public Service

No.	Ethnic Group	Number	Percentage
	Taita	2225	66.46
	Taveta	296	8.84
	Kamba	239	7.14
	Kikuyu	120	3.58
	Miji-Kenda	111	3.32
	Luhya	105	3.14
	Kisii	56	1.67
	Luo	48	1.43
	Kalenjin	39	1.16
	Meru	25	0.75
	Maasai	20	0.60
	Embu	14	0.42
	Somali	13	0.39
	Bajun	8	0.24
	Kenyan-Arab	7	0.21
	Mbeere	5	0.15
	Pokomo	5	0.15
	Borana	4	0.12
	Teso	2	0.06
	Foreigner	1	0.03
	Kenyan Asian	1	0.03
	Kuria	1	0.03
	Orma	1	0.03
	Other Kenyan	1	0.03
	Samburu	1	0.03
	Total	3,348	100

This County has complied with the CGA 2012, section 65 1 (e). Taita ethnic group are the majority at 66.46% (2225) followed at a distant by Taveta at 8.84% (296) and Kamba at 7.14% (239). The County has employed staff from 25 ethnic groups out of which minority communities such as Teso, Samburu, Orma and Kenyan-Asian are included.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Taita Taveta County comprises of 24 employees as presented below:

Table 55: Ethnic Distribution of CECMs, CCOs and CPSB Members in Taita Taveta County

No.	Ethnic Group	Number	Percentage
1.	Taita	15	65.22
2.	Taveta	4	17.39
3.	Kamba	3	13.04
4.	Kalenjin	1	4.35
	Total	23	100

Only four ethnic groups make up the 23 employees of the Governor's office, with the Taita dominating at 65.22% (15), Taveta 17.39% (4), Kamba 13.04% (3) and Kalenjin 4.35% (1) in that order.

In terms of ethnic distribution, the County Chief Officers, CECM and CPSB members are as illustrated in the table below:

Table 56: Ethnic Distribution of CECM, CCOs and CPSB Members in Taita Taveta County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Taita	4	66.67	7	63.64	4	66.67
2.	Taveta	1	16.67	2	18.18	1	16.67
3.	Kalenjin	0	0	1	9.09	0	0
4.	Kamba	1	16.67	1	9.09	1	16.67
	Total	6	100	11	100	6	100

The Taita community forms the majority of the CECMs, CCOs and CPSB Members at 66.67%, 63.64 and 66.67% respectively as depicted above, followed by the Taveta and Kamba communities who each occupy one slot. Despite this, the County is compliant with the ethnic diversity laws.

County Assembly Staff

The Taita Taveta County Assembly has 106 members of staff as presented below:

Table 57: Ethnic Distribution of Taita Taveta County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Taita	78	73.58
	Taveta	19	17.92
	Mijikenda	3	2.83
	Kamba	2	1.89
	Kikuyu	2	1.89
	Kisii	1	0.94

	Luo	1	0.94
	Total	106	100

The Taita community dominates the County Assembly jobs by taking up 73.58% (78 out of the 106) jobs, followed at a distance by the Taveta ethnic group at 17.92%. There is fair distribution of opportunities across different ethnic groups in comparison to counties, which have contravened the CGA 2012.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented below:

Table 58: Ethnic Distribution of Taita Taveta County New Appointments

No.	Ethnic Group	Number	Percentage
1.	Taita	1755	71.99
	Taveta	263	10.79
	Kamba	147	6.03
	Miji-Kenda	58	2.38
	Luhya	53	2.17
	Kikuyu	45	1.85
	Kisii	36	1.48
	Kalenjin	22	0.90
	Maasai	16	0.66
	Meru	15	0.62
	Embu	7	0.29
	Bajun	4	0.16
	Somali	4	0.16
	Kenyan-Arab	2	0.08
	Luo	2	0.08
	Mbeere	2	0.08
	Pokomo	2	0.08
	Teso	2	0.08
	Borana	1	0.04
	Foreigner	1	0.04
	Kuria	1	0.04
	Total	2,438	100

The County has employed 2,438 staff since 2016. Regrettably, it has contravened the law by employing 71.99% (1755) staff from the one dominant ethnic group. On the overall, there is fair distribution of opportunities across the diverse ethnic groups, 21 in total, with minority communities such as the Kuria, Teso, Mbeere and Bajun being included. The county executive must therefore strive to lower the percentages, to ensure inclusivity within the CPS.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

A comparative analysis of the 2016 and 2023 ethnic composition of Taita Taveta County is presented below:

Table 59: Comparative Analysis of Ethnic Diversity within the Taita Taveta County Public Service

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Taita	2225	66.46	Taita	753	53.4
2.	Taveta	296	8.84	Kamba	119	8.4
3.	Kamba	239	7.14	Kikuyu	118	8.4
4.	Kikuyu	120	3.58	Taveta	107	7.6
5.	Miji-Kenda	111	3.32	Mijikenda	90	6.4
6.	Luhya	105	3.14	Luhya	49	3.5
7.	Kisii	56	1.67	Luo	41	2.9
8.	Luo	48	1.43	Kisii	28	2.0
9.	Kalenjin	39	1.16	Kalenjin	28	2.0
10.	Meru	25	0.75	Meru	19	1.3
11.	Maasai	20	0.60	Swahili	9	0.6
12.	Embu	14	0.42	Embu	8	0.6
13.	Somali	13	0.39	Somali	8	0.6
14.	Bajun	8	0.24	Pokomo	7	0.5
15.	Kenyan-Arab	7	0.21	Kenyan Arab	6	0.4
16.	Mbeere	5	0.15	Maasai	5	0.4
17.	Pokomo	5	0.15	Mbeere	4	0.3
18.	Borana	4	0.12	Kenyan-Asian	3	0.2
19.	Teso	2	0.06	Bajun	2	0.1
20.	Foreigner	1	0.03	Other Kenyans	2	0.1
21.	Kenyan Asian	1	0.03	Ilchamus	1	0.1
22.	Kuria	1	0.03	Kuria	1	0.1
23.	Orma	1	0.03	Rendille	1	0.1
24.	Other Kenyan	1	0.03			
25.	Samburu	1	0.03			
	Total	3,348	100%	Total	1,409	100

As compared to 2016 where only 23 ethnic groups were represented, the County has employed additional two ethnic groups, which translates to a positive variance of 8.7% in 2023. Among the minorities employed, include the Samburu, Orma, Mbeere, ilchamus, Bajun, Kuria among other communities.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Taita Taveta CPS across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 60: Ethnic Distribution by Cadres in Taita Taveta County Public Service

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
1.	Taita	64	47.41	210	47.73	1,971	71.08
2.	Taveta	12	8.89	47	10.68	295	10.64
3.	Kamba	11	8.15	36	8.18	173	6.24
4.	Kikuyu	14	10.37	37	8.41	63	2.27
5.	Mijikenda	9	6.67	33	7.50	69	2.49
6.	Luhya	4	2.96	28	6.36	67	2.42
7.	Kisii	2	1.48	10	2.27	43	1.55
8.	Kalenjin	2	1.48	10	2.27	27	0.97
9.	Meru	1	0.74	8	1.82	16	0.58
10.	Maasai	1	0.74	4	0.91	15	0.54
11.	Embu	1	0.74	3	0.68	10	0.36
12.	Somali	3	2.22	8	1.82	2	0.07
13.	Bajun	2	1.48	1	0.23	4	0.14
14.	Kenyan-Arab	5	3.70	1	0.23	1	0.04
15.	Mbeere	0	0.00	1	0.23	4	0.14
16.	Pokomo	0	0.00	1	0.23	4	0.14
17.	Borana	2	1.48	0	0.00	2	0.07
18.	Luo	0	0.00	1	0.23	2	0.07
19.	Teso	0	0.00	0	0.00	2	0.07
20.	Foreigner	1	0.74	0	0.00	0	0.00
21.	Kenyan Asian	1	0.74	0	0.00	0	0.00
22.	Kuria	0	0.00	0	0.00	1	0.04
23.	Orma	0	0.00	1	0.23	0	0.00
24.	Samburu	0	0.00	0	0.00	1	0.04
25.	Other Kenyan	0	0.00	0	0.00	1	0.04
Total		135	100	440	100	2773	100

From the analysis, the senior, middle and entry levels are dominated by the Taita community at 47.41% (64), 47.73% (210), 71.08% (1971) respectively. The jobs have been distributed across (25) ethnic groups and it is worth noting that minority communities such as orma, Borana, Samburu, and Kuria communities have been included

5.2 North Eastern Region

The North Eastern Region is one of Kenya's former eight provinces and is composed of three counties: Garissa, Mandera and Wajir. The following is a detailed discussion of the ethnic and diversity audit findings for the counties based in this region.

5.2.1 GARISSA COUNTY

Garissa County borders Somalia to the East, Wajir County and Isiolo County to the North, Tana River County to the West, and Lamu County to the South. Garissa County covers an area of 44,736 Km² and has a population of 841,353 (2019 Census). The County has six sub-counties namely: Dujis, Balambala, Lagdera, Ijara, Dadaab, and Fafi.

* The Commission had a challenge in obtaining ethnic diversity data for Garissa County.

County Assembly Staff

The County Assembly of Garissa has 183 employees with the Somali being the majority ethnic group at 91.80 (168) as illustrated in the table below:

Table 61: Ethnic Distribution of Garissa County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Somali	168	91.80
2.	Kamba	7	3.83
3.	Kikuyu	2	1.09
4.	Meru	2	1.09
5.	Bajuni	1	0.55
6.	Borana	1	0.55
7.	Kalenjin	1	0.55
8.	Kisii	1	0.55
Total		183	100

The Somali ethnic group are the majority at 91.80%, followed by Kamba at a distant 3.83%. Seven other ethnic groups have been included in the County Assembly but with very minimal percentages. The County should seek to increase the current 8.2% representation of the minority ethnic groups as presented above.

5.2.2 WAJIR COUNTY

Wajir County borders Mandera County to the North and North East, Somali to the East, Garissa County to the South and South West, Isiolo County and Marsabit County to the West and Ethiopia to the North West. It covers an area of 56,773.1 Km² with a population of 781,263 (2019 Census). Wajir has six sub-counties mainly: *Wajir East, Wajir West, Wajir North, Wajir South, Eldas, and Tarbaj*.

General Findings

The County has 4,009 members of staff in its county public service. Out of this 68 (2,718) are male, while 32 (1,291) are female and 2.3% (91) are PWDs. Wajir is the third out of the four counties with more than 2% of employees with disability (Uasin Gishu comes 1st (2.7%), followed by Turkana (2.4%) and Machakos 4th (2.1%). The table below illustrates the levels of ethnic diversity.

Table 62: General Ethnic Distribution of Wajir County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Somali	3731	93.07	11.	Embu	5	0.12
2.	Kikuyu	72	1.75	12.	Kenyan-Arab	5	0.12
3.	Kisii	37	0.92	13.	Teso	2	0.05
4.	Kamba	36	0.90	14.	Tharaka	2	0.05
5.	Meru	31	0.77	15.	Burji	1	0.02
6.	Luhya	24	0.60	16.	Gabra	1	0.02
7.	Luo	21	0.52	17.	Nubi	1	0.02
8.	Kalenjin	20	0.50	18.	Suba	1	0.02
9.	Mijikenda	8	0.20	19.	Taita	1	0.02
10.	Borana	6	0.15	20.	Turkana	1	0.02
Total						4,009	100

The County has contravened the CGA 2012 with the Somali community forming majority of the employees at 93.07 (3,731) of the workforce. As much as the County has contravened the CGA 2012 section 65 1 (e), it is worth noting that it has considered 19 other ethnic groups in the CPS. Wajir County being one of the marginalized counties with the Somalis as the indigenous has included minority groups such as the Burji, Gabra, Nubi, Suba, Taita, Turkana, and Teso communities.

Ethnic Distribution among CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Wajir County comprises of 32 employees, as illustrated in the table below:

Table 63: Ethnic Distribution of Governor's Appointees in Wajir County

No.	Ethnic Group	Number	Percentage
1.	Somali	32	100
Total		32	100

In terms of ethnic distribution, the CECM, County Chief Officers and CPSB members in Wajir County are entirely from one ethnic group as illustrated in the table below:

Table 64: Ethnic Distribution of CECM, CCOs & CPSB Members in Wajir County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Somali	6	100	22	100	4	100
Total		6	100	22	100	4	100

The above data demonstrates that all the CECMs, CCOs and CPSB Members are mono-ethnic and skewed towards the Governor's ethnic group. This goes against the core tenets of the constitution Article 232, which seeks to enhance of representation of Kenyans diverse communities. Indeed, such exclusionary practices perpetuate ethnic animosity, which if left unchecked could easily trigger inter-ethnic conflict due to prolonged feelings of exclusion arising from discrimination in sharing of employment opportunities.

In an inter-ethnic county such as Wajir County, with a long history of marginalization, it is essential to share equal opportunities as key public resource with all ethnic group living within the County.

County Assembly Staff

The County Assembly of Wajir has 175 members with the Somali being the majority ethnic group as illustrated in the table below:

Table 65: Ethnic Distribution of County Assembly Staff in Wajir County

No.	Ethnic Group	Number	Percentage
1.	Somali	174	99.43
2.	Kisii	1	0.57
Total		175	100

The Somali are the majority ethnic Group at 99.43% (174) within the Wajir County Assembly. Regrettably, the County Assembly's appointments is almost similar to County Executive save for one staff who is drawn from the non-dominant ethnic group i.e Kisii. Such discriminatory practices give the non-dominant communities feelings of exclusion thus, hindering social cohesion and integration.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 66: Ethnic Distribution on New Appointments in Wajir County

No.	Ethnic Group	Number	Percentage
1.	Somali	1660	95.02
2.	Kikuyu	19	1.09
3.	Kamba	13	0.74
4.	Kisii	13	0.74
5.	Luhya	13	0.74
6.	Meru	8	0.46
7.	Kalenjin	7	0.40
8.	Embu	3	0.17
9.	Luo	3	0.17
10.	Other Kenyan	3	0.17
11.	Kenyan-Arab	2	0.11
12.	Mijikenda	2	0.11
13.	Teso	1	0.06
Total		1,747	100

The County has employed 1,747 new staff since 2016. It has remained in contravention of the CGA 2012 section 65 1 (e) despite significant increase in new appointees. As is the trend, the Somali community dominates in representation at 95.02% followed at a distant by Kikuyu

at 1.09%.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 67: Comparative Analysis of Ethnic Diversity within the Wajir County Public Service

No.	2023			Ethnic Group	2016	
	Ethnic Group	Number	Percentage		Number	Percentage
1.	Somali	3731	93.18	Somali	925	78.6
2.	Kikuyu	72	1.75	Kikuyu	66	5.6
3.	Kisii	37	0.92	Luo	45	3.8
4.	Kamba	36	0.90	Meru	32	2.7
5.	Meru	31	0.77	Kamba	28	2.4
6.	Luhya	24	0.60	Kisii	25	2.1
7.	Luo	21	0.52	Luhya	17	1.4
8.	Kalenjin	20	0.50	Kalenjin	16	1.4
9.	Mijikenda	8	0.20	Borana	10	0.8
10.	Borana	6	0.15	Mijikenda	4	0.3
11.	Embu	5	0.12	Embu	4	0.3
12.	Kenyan-Arab	5	0.12	Maasai	4	0.3
13.	Teso	2	0.05	Kenyan-Arab	3	0.3
14.	Tharaka	2	0.05			
15.	Burji	1	0.02			
16.	Gabra	1	0.02			
17.	Nubi	1	0.02			
18.	Suba	1	0.02			
19.	Taita	1	0.02			
20.	Turkana	1	0.02			
	Total	4,009	100	Total	1,179	100

Wajir County's workforce has grown from 1,179 employees to 4,009 in 2023. Notably, the representation of ethnic communities has increased from 14 to 20 ethnic groups. However, the Somali remain predominant at 93.18% in 2023 as compared to 78.6% in 2016. This is a difference of -9.58% variance.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Wajir County Public Service across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 68: Ethnic Distribution by Cadres in the Wajir County Public Service

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage	Number	Percentage %
1.	Somali	273	97.15	399	90.07	3059	93.26
2.	Kikuyu	5	1.42	12	2.71	55	1.65
3.	Kisii	0	0.00	12	2.71	25	0.76
4.	Kamba	2	0.71	2	0.45	32	0.98
5.	Meru	0	0.00	3	0.68	28	0.85
6.	Luhya	0	0.00	2	0.45	22	0.67
7.	Luo	1	0.36	4	0.90	16	0.49
8.	Kalenjin	1	0.36	3	0.68	16	0.49
9.	Mijikenda	0	0.00	2	0.45	6	0.18
10.	Borana	0	0.00	3	0.68	3	0.09
11.	Embu	0	0.00	0	0.00	5	0.15
12.	Kenyan-Arab	0	0.00	0	0.00	5	0.15
13.	Teso	0	0.00	0	0.00	2	0.06
14.	Tharaka	0	0.00	0	0.00	2	0.06
15.	Burji	0	0.00	0	0.00	1	0.03
16.	Gabra	0	0.00	0	0.00	1	0.03
17.	Nubi	0	0.00	0	0.00	1	0.03
18.	Suba	0	0.00	0	0.00	1	0.03
19.	Taita	0	0.00	1	0.23	0	0.00
20.	Turkana	0	0.00	0	0.00	1	0.03
21.	Other Kenyan	0	0.00	2	0.45	1	0.03
	Total	282	100	445	100	3282	100

From the analysis, the senior, middle and entry levels are dominated by the Somali community at 97.15% (273), 90.07% (399), 93.26% (3,059) respectively.

The middle level comprises of 11 ethnic communities as shown above.

5.2.3 MANDERA COUNTY

Mandera County borders Ethiopia to the North, Somalia Republic to the East and Wajir County to the South and South West. It covers an area of 25,991.8 Km² with a population of 867,457 people (2019 Population and Housing Census). The six sub-counties include *Banissa, Mandera West, Mandera East, Lafey, Mandera North, and Mandera South*.

General Findings

The County has 3,425 members of staff in its county public service. Out of this, 76.8 (2,629) are male while 23.2 (796) are female and only 1.3% (43) being PWDs. The table below illustrates the levels of ethnic diversity.

Table 69: General Ethnic Distribution of the Mandera County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Somali	3202	93.49	14.	Gabra	2	0.06
2.	Luhya	33	0.96	15.	Pokomo	2	0.06
3.	Kikuyu	32	0.93	16.	Swahili	2	0.06
4.	Kisii	30	0.88	17.	Tharaka	2	0.06
5.	Kalenjin	29	0.85	18.	Kenyan-Arab	1	0.03
6.	Kamba	28	0.82	19.	Burji	1	0.03
7.	Meru	19	0.55	20.	Giriama	1	0.03
8.	Luo	18	0.53	21.	Maasai	1	0.03
9.	Mbeere	7	0.21	22.	Nubi	1	0.03
10.	Mijikenda	3	0.09	23.	Rendille	1	0.03
11.	Samburu	3	0.09	24.	Taita	1	0.03
12.	Borana	2	0.06	25.	Teso	1	0.03
13.	Embu	2	0.06	26.	Turkana	1	0.03
Total						3,425	100

The County has contravened the CGA 2012 section 65 1 (e), with the Somali forming majority of the employees at 93.49 (3,202) of the workforce. The County has employed an additional 26 ethnic groups represented in the CPS. It is equally commendable that the County has employed minorities from the Mbeere, Nubi, Burji, Rendille, Borana, Tharaka, and Turkana ethnic communities.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The County Chief Officers, CECM and CPSB members in Mandera County are as illustrated in the table below:

Table 70: Ethnic Distribution of County Chief Officers, CECMs and CPSB Members in Mandera County

No.	Ethnic Group	Number	Percentage
1.	Somali	49	100
Total		49	100

Their ethnic distribution is as illustrated in the table below:

Table 71: Ethnic Distribution of CECM, CCOs and CPSB Members in Mandera County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Somali	10	100	32	100	7	100
Total		10	100	32	100	7	100

Statistics reveal that the appointments of County Chief Officers, CECM and CPSB members

in Mandera County are mono-ethnic and skewed towards the Governor's ethnic group. This goes against the core tenets of the Constitution Article 232, which seeks to enhance representation of Kenya's diverse communities.

County Assembly Staff

The County Assembly of Mandera has 96 staff cutting across three (3) ethnic groups as illustrated in the table below:

Table 72: Ethnic Distribution of Mandera County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Somali	94	97.92
2.	Kamba	1	1.04
3.	Samburu	1	1.04
Total		96	100

The County Assembly of Mandera is dominated by a workforce from the same ethnic community, the Somali at 97.92 (94). This is in contravention of key policies on ethnic inclusion. The County executive must seek to reverse this trend of exclusionary tendencies that undermining social cohesion.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 73: Ethnic Distribution of New Appointments in Mandera County

No.	Ethnic Group	Number	Percentage
1.	Somali	1860	94.27
2.	Luhya	20	1.01
3.	Kalenjin	19	0.96
4.	Kamba	17	0.86
5.	Kikuyu	16	0.81
6.	Kisii	14	0.71
7.	Meru	10	0.51
8.	Luo	9	0.46
9.	Mbeere	3	0.15
10.	Gabra	2	0.1
11.	Mijikenda	1	0.05
12.	Nubi	1	0.05
13.	Samburu	1	0.05
Total		1,973	100

The County has employed 1,973 new staff since 2016. Despite the increase in new appointees, it has remained in contravention of the CGA 2012 section 651 (e), with the Somali community taking up the lion share of the new appointments. The County leadership has missed the opportunity to correct the ethnic imbalance from the vacancies created since 2016.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 74: Comparative Analysis of Ethnic Diversity within the Mandera County Public Service

No.	Ethnic Group	2023		Ethnic Group	2016	
		Number	Percentage		Number	Percentage
1.	Somali	3202	93.49	Somali	1399	83.0
2.	Luhya	33	0.96	Kikuyu	48	2.7
3.	Kikuyu	32	0.93	Kalenjin	36	2.1
4.	Kisii	30	0.88	Kisii	33	2.0
5.	Kalenjin	29	0.85	Meru	32	1.9
6.	Kamba	28	0.82	Luhya	27	1.6
7.	Meru	19	0.55	Borana	22	1.3
8.	Luo	18	0.53	Kamba	22	1.3
9.	Mbeere	7	0.21	Luo	20	1.2
10.	Mijikenda	3	0.09	Other Kenyans	13	0.8
11.	Samburu	3	0.09	Mijikenda	7	0.4
12.	Borana	2	0.06	Burji	7	0.4
13.	Embu	2	0.06	Embu	6	0.4
14.	Gabra	2	0.06	Mbeere	3	0.2
15.	Pokomo	2	0.06	Samburu	3	0.2
16.	Swahili	2	0.06	Teso	2	0.1
17.	Tharaka	2	0.06	Swahili	2	0.1
18.	Kenyan-Arab	1	0.03	Tharaka	1	0.1
19.	Burji	1	0.03	Turkana	1	0.1
20.	Giriama	1	0.03	Taita	1	0.1
21.	Maasai	1	0.03			
22.	Nubi	1	0.03			
23.	Rendille	1	0.03			
24.	Taita	1	0.03			
25.	Teso	1	0.03			
26.	Turkana	1	0.03			
Total		3,425	100	Total	1,685	100

Mandera County's workforce has grown from 1,685 employees in 2016 to 3,425 employees

in 2023. Notably, the representation of ethnic communities has also increased from 20 to 26 ethnic groups. However, the Somali ethnic group dominates with a significant increase from 1,399 to 3,202 employees, which if translated is a negative variance of 10.49%.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Mandera County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 75: Ethnic Distribution across Cadres in Mandera County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
1.	Somali	181	93.78	353	97.25	2668	92.99
2.	Luhya	1	0.52	2	0.55	30	1.05
3.	Kikuyu	1	0.52	2	0.55	29	1.01
4.	Kisii	1	0.52	1	0.28	28	0.98
5.	Kalenjin	2	1.04	0	0.00	27	0.94
6.	Kamba	1	0.52	1	0.28	26	0.91
7.	Meru	0	0.00	0	0.00	19	0.66
8.	Luo	2	1.04	1	0.28	15	0.52
9.	Mbeere	0	0.00	0	0.00	7	0.24
10.	Mijikenda	1	0.52	0	0.00	3	0.10
11.	Samburu	0	0.00	0	0.00	3	0.10
12.	Borana	0	0.00	1	0.28	1	0.03
13.	Embu	0	0.00	0	0.00	2	0.07
14.	Gabra	0	0.00	1	0.28	1	0.03
15.	Pokomo	0	0.00	0	0.00	2	0.07
16.	Swahili	1	0.52	1	0.28	0	0.00
17.	Tharaka	0	0.00	0	0.00	2	0.07
18.	Arab	0	0.00	0	0.00	1	0.03
19.	Burji	0	0.00	0	0.00	1	0.03
20.	Maasai	0	0.00	0	0.00	1	0.03
21.	Nubi	0	0.00	0	0.00	1	0.03
22.	Rendille	1	0.52	0	0.00	0	0.00
23.	Taita	1	0.52	0	0.00	0	0.00
24.	Teso	0	0.00	0	0.00	1	0.03
25.	Turkana	0	0.00	0	0.00	1	0.03
Total		193	100	363	100	2,869	100

From the analysis, the senior, middle and entry levels are dominated by the Somali ethnic group at 93.78% (181), 97.25% (353) and 92.99% (2,668) respectively.

5.3 EASTERN REGION

The Eastern Region of Kenya is one of the eight former Provinces of Kenya. Its boundaries run from the Ethiopian border, North Eastern and Coast region. The region is comprised of the following eight counties, namely Marsabit, Isiolo, Meru, Tharaka Nithi, Embu, Machakos, Kitui, and Makueni.

5.3.1 MARSABIT COUNTY

Marsabit County is located in the Central North of Kenya. To the North it borders Ethiopia; to the West Turkana County; to the South, Samburu County and Isiolo County; and to the East, Wajir County. The county has a total population of 459,785 people (2019 Population and Housing Census) and is comprised of four Sub Counties namely Moyale, North Horr, Saku, and Laisamis.

General Findings

The county has 2,629 members of staff in CPS, of which 58.4% (1,535) are male and 41.6% (1,094) are female. PWDs make up 1.93% of the county staff. The table below presents the ethnic distribution of the County's Public Service employees:

Table 76: General Ethnic Distribution of the Marsabit County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Borana	878	33.40	16.	Luo	16	0.61
2.	Gabra	563	21.41	17.	Kamba	15	0.57
3.	Rendille	353	13.43	18.	Waata	11	0.42
4.	Burji	225	8.56	19.	Wayyu	9	0.34
5.	Somali	179	6.81	20.	El-Molo	8	0.30
6.	Samburu	71	2.70	21.	Other Kenyan	8	0.30
7.	Meru	64	2.43	22.	Arab	5	0.19
8.	Kikuyu	63	2.40	23.	Embu	3	0.11
9.	Turkana	38	1.45	24.	Mijikenda	3	0.11
10.	Sakuye	21	0.80	25.	Kenyan-Arab	2	0.08
11.	Kalenjin	20	0.76	26.	Mbeere	2	0.08
12.	Luhya	19	0.72	27.	Maasai	1	0.04
13.	Konso	17	0.65	28.	Orma	1	0.04
14.	Dasenach	16	0.61	29.	Teso	1	0.04
15.	Kisii	16	0.61	30.	Tharaka	1	0.04
Total						2,629	100

This County is one of the most compliant and diverse counties in terms of ethnic diversity, with a work base of 30 ethnic groups. It has complied with the CGA 2012, section 65 1 (e) across all cadres of employment. The dominant ethnic group is Borana at 33.4%. This is

followed closely by Gabras at 21.41% and Rendille at 13.43%. The minority groups such as Konso, Dasenach, Sakuye, Waata, Wayu, and Elmolo have also been represented. This is one among the few counties that have sustained their compliance status as per NCIC's inaugural report of 2016.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The Marsabit County CECMs, CCOs and CPSB Members comprises of 41 employees as illustrated below:

Table 77: Ethnic Distribution of CECMs, CCOs and CPSB Members in Marsabit County

No.	Ethnic Group	Number	Percentage
1.	Borana	13	31.71
2.	Gabra	8	19.51
3.	Somali	8	19.51
4.	Burji	4	9.76
5.	Rendille	3	7.32
6.	Samburu	2	4.88
7.	Dasenach	1	2.44
8.	Konso	1	2.44
9.	Turkana	1	2.44
Total		41	100

The ethnic composition of the County Chief Officers, CECM and CPSB members in Marsabit County are as illustrated in the table below:

Table 78: Ethnic Distribution of CECMs, CCOs & CPSB Members in Marsabit County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
	Borana	4	33.33	9	36.00	2	33.33
	Gabra	3	25.00	5	20.00	1	16.67
	Somali	2	16.67	4	16.00	1	16.67
	Burji	1	8.33	2	8.00	1	16.67
	Rendille	1	8.33	1	4.00	1	16.67
	Samburu	1	8.33	1	4.00	0	0
	Dasenach	0	0	1	4.00	0	0
	Konso	0	0	1	4.00	0	0
	Turkana	0	0	1	4.00	0	0
Total		10	100	25	100	6	100

The CECMs, CCOs and CPSB Members are from diverse ethnic groups with representation from nine ethnic communities. It is worth noting that in all the 47 counties, the said members in Marsabit County are the most diverse. The dominant Borana community has a representation of 33.33% followed by the Gabra 25% and Somali at 16.67%.

The county's Chief Officers come from nine ethnic group with the highest representation from the Borana community at 36%. Minority communities such as the Turkana, Samburu, Konso, and Dasnach also have representation within the CECM cadre.

Marsabit CPSB has six members with the majority representation drawn from one of the of the county's minority communities, i.e. Somali at 33.33% and equal representation from the Borana, Burji, Gabra, and Rendille communities at 16.67% each.

County Assembly Staff

The County Assembly has a workforce of 141 staff as presented below:

Table 79: Ethnic distribution of the Marsabit County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Gabra	37	26.24
	Boran	33	23.40
	Rendille	29	20.57
	Burji	19	13.48
	Other Kenyan	5	3.55
	Gurreh	4	2.84
	Somali	3	2.13
No.	Ethnic Group	Number	Percentage
	Turkana	3	2.13
	Dasenach	1	0.71
	Elmolo	1	0.71
	Kenyan-Arab	1	0.71
	Luhya	1	0.71
	Luo	1	0.71
	Mijikenda	1	0.71
	Sakuye	1	0.71
	Samburu	1	0.71
	Total	141	100

The Assembly has complied with the CGA with the Gabra making up majority of the employees at 26.24%.

Worth noting is that the Assembly has a wide representation of 16 ethnic groups including minority communities such as the Dasnach-Shangil and the El-molo. The county leadership has done remarkably well in terms of ethnic inclusion.

Ethnic Composition of New Appointments (2016-2023)

Marsabit County has hired 1,645 members of staff since 2016 as illustrated in the table below:

Table 80: Ethnic Distribution of New Appointments in Marsabit County

No.	Ethnic Group	Number	Percentage
	Borana	617	35.64
	Gabra	376	21.72
	Rendille	251	14.5
	Burji	148	8.55
	Somali	124	7.16
	Samburu	45	2.6
	Turkana	25	1.44
	Meru	21	1.21
	Sakuye	15	0.87
	Dasenach	14	0.81
	Kikuyu	14	0.81
	Konso	12	0.69
	Luo	12	0.69
	Luhya	11	0.64
	Kalenjin	10	0.58
	Other Kenyan	6	0.35
	Waata	6	0.35
	Arab	4	0.23
	El-Molo	4	0.23
	Kisii	4	0.23
	Mijikenda	3	0.17
	Wayyu	3	0.17
	Kenyan-Arab	2	0.12
	Embu	1	0.06
	Kamba	1	0.06
	Mbeere	1	0.06
	Teso	1	0.06
	Total	1695	100

The highest representation of new employees is from the Borana community at 35.64% followed by the Gabra at 21.72%. The County has complied with the required legal provisions.

Comparative Analysis of 2016 and 2023 Ethnic Diversity Status

The Marsabit County ethnic distribution in 2023 and 2016 respectively is as presented below:

Table 81: The comparative analysis of ethnic Diversity within CPS

		2023		2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Borana	878	33.40	Borana	251	33.2
	Gabra	563	21.41	Gabra	112	14.8
	Rendille	353	13.43	Rendille	70	9.2
	Burji	225	8.56	Burji	64	8.5
	Somali	179	6.81	Meru	49	6.5
	Samburu	71	2.70	Kikuyu	46	6.1
	Meru	64	2.43	Somali	41	5.4
	Kikuyu	63	2.40	Kamba	19	2.5
	Turkana	38	1.45	Samburu	18	2.4
	Sakuye	21	0.80	Luhya	14	1.7
	Kalenjin	20	0.76	Kalenjin	12	1.6
	Luhya	19	0.72	Turkana	10	1.3
	Konso	17	0.65	Other Kenyan	9	1.2
	Dasenach	16	0.61	Kisii	8	1.1
	Kisii	16	0.61	Luo	8	1.1
	Luo	16	0.61	Embu	6	0.8
	Kamba	15	0.57	Mijikenda	5	0.7
	Waata	11	0.42	Mbeere	5	0.7
	Wayyu	9	0.34	Bajun	3	0.4
	El-Molo	8	0.30	Maasai	3	0.4
		2023		2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Other Kenyan	8	0.30	Gosha	1	0.1
	Arab	5	0.19	Konso	1	0.1
	Embu	3	0.11	Sakuye	1	0.1
	Mijikenda	3	0.11	Waat	1	0.1
	Kenyan-Arab	2	0.08			
	Mbeere	2	0.08			
	Maasai	1	0.04			
	Orma	1	0.04			
	Teso	1	0.04			
	Tharaka	1	0.04			
	Total	2593	100	Total	757	100

The County has increased the number of ethnic groups represented in the CPS from 24 in 2016 to 30 in 2023. The Borana community's representation has increased by a meagre 0.2% while the representation of the Gabra ethnic group has increased significantly by 6.61%, which is still commendable.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Marsabit County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 82: Ethnic Distribution by Cadres in the Marsabit County Public Service

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Borana	39	29.10	65	29.55	774	34.02
2.	Gabra	41	30.60	49	22.27	473	20.79
3.	Rendille	15	11.19	30	13.64	308	13.54
4.	Burji	13	9.70	19	8.64	193	8.48
5.	Somali	11	8.21	11	5.00	157	6.90
6.	Samburu	3	2.24	6	2.73	62	2.73
7.	Meru	0	0.00	9	4.09	55	2.42
8.	Kikuyu	2	1.49	6	2.73	55	2.42
9.	Turkana	2	1.49	1	0.45	35	1.54
10.	Sakuye	0	0.00	1	0.45	20	0.88
11.	Kalenjin	0	0.00	1	0.45	19	0.84
12.	Luhya	2	1.49	4	1.82	13	0.57
13.	Konso	1	0.75	1	0.45	15	0.66
14.	Dasenach	1	0.75	1	0.45	14	0.62
15.	Kisii	1	0.75	2	0.91	13	0.57
16.	Luo	0	0.00	5	2.27	11	0.48
17.	Kamba	0	0.00	4	1.82	11	0.48
18.	Waata	0	0.00	0	0.00	11	0.48
19.	Wayyu	1	0.75	1	0.45	7	0.31
20.	El-Molo	0	0.00	1	0.45	7	0.31
21.	Other Kenyan	1	0.75	1	0.45	6	0.26
22.	Arab	0	0.00	0	0.00	5	0.22
23.	Embu	0	0.00	0	0.00	3	0.13
24.	Mijikenda	1	0.75	1	0.45	1	0.04
25.	Kenyan-Arab	0	0.00	1	0.45	1	0.04
26.	Mbeere	0	0.00	0	0.00	2	0.09
27.	Maasai	0	0.00	0	0.00	1	0.04
28.	Orma	0	0.00	0	0.00	1	0.04
29.	Teso	0	0.00	0	0.00	1	0.04
30.	Tharaka	0	0.00	0	0.00	1	0.04
Total		134	100	220	100	2275	100

The Gabra community occupies 30.60% of the senior level positions, followed closely by the Borana at 29.10%. The mid-level management position is equally occupied by Borana and the Gabra at 29.55% and 22.27% respectively, indicating compliance with the CGA. Further, the Borana community at 34.02% dominate the entry-level position and is the most diverse cadre with 30 communities represented.

5.3.2 ISIOLO COUNTY

Isiolo County border several counties -Marsabit to the north, Wajir to the east, Garissa and Tana River to the south east, Meru to the south, Laikipia to the southwest and Samburu to the west. The County has a population of 268,002 persons (2019 census) of which 139,510 are male and 128,483 are female. It occupies an area of 66,923.1 square kilometres and has three sub-counties namely Merti, Garbatula and Isiolo. The County is multi-cultural and multi-ethnic: consisting of diverse cultures of the Turkana, Borana, Meru, and the Somali people.

General Findings

The County has 1,836 members of staff fairly distributed across both genders with a representation of 54.9% (1,008) males and 45.1% (828) female, out of which 2.07% are PWDs. From the findings of this study, Isiolo is ranked five after Uasin Gishu 2.7%, Turkana 2.4%, Wajir 2.3%, and Machakos 2.1% counties in that order. The table below illustrates the levels of ethnic diversity:

Table 83: General Ethnic Distribution of Isiolo County Public Service

No.	Ethnic Group	Number	Percentage
	Borana	849	48.99
	Meru	279	16.10
	Somali	143	8.25
	Kikuyu	89	5.14
	Sakuye	86	4.96
	Turkana	75	4.33
	Samburu	56	3.23
	Gabra	38	2.19
	Kisii	16	0.92
	Luo	16	0.92
	Luhya	14	0.81
	Embu	11	0.63
	Kamba	11	0.63
	Other Kenyan	11	0.63
	Kalenjin	9	0.52
	Mbeere	7	0.40
	Bajun	5	0.29
	Burji	5	0.29
	Maasai	4	0.23
	Rendille	4	0.23

	Orma	2	0.12
	Kenyan-Arab	1	0.06
	Pokomo	1	0.06
	Swahili	1	0.06
	Total	1,733	100

This County has complied with the CGA 2012, section 65 1 (e). The Borana ethnic group are dominant at 48.99%, followed by the Meru at 16.10%, and Somali at 8.25%. The County is equally very diverse and has brought on board 23 other ethnic groups, with the minority communities such as the Orma, Pokomo and Bajuni being represented.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The Isiolo County CECMs, CCOs and CPSB Members consists of 37 staff as presented below:

Table 84: Ethnic Distribution of CECMs, CCOs and CPSB Members in Isiolo County

No.	Ethnic Group	Number	Percentage
1.	Borana	21	56.76
2.	Somali	5	13.51
3.	Meru	4	10.81
No.	Ethnic Group	Number	Percentage
4.	Sakuye	2	5.41
5.	Samburu	2	5.41
6.	Kikuyu	1	2.70
7.	Maasai	1	2.70
8.	Turkana	1	2.70
	Total	37	100

The dominant ethnic group is Borana at 56.76% followed closely by Somali at 13.51% and Meru at 10.81%.

In terms of ethnic distribution, the Isiolo County CECMs, CCOs and CPSB Members are as distributed below:

Table 85: Ethnic Distribution of CECM, CCO and CPSB members in Isiolo County

No.	Ethnic Group	CECM		CCO		CPSB	
		Number	Percentage	Number	Percentage	Number	Percent
	Borana	3	37.50	15	71.43	1	16.67
	Somali	3	37.50	1	4.76	1	16.67
	Samburu	1	12.50	1	4.76	0	0
	Meru	1	12.50	2	9.52	1	16.67
	Turkana	0	0	1	4.76	0	0
	Kikuyu	0	0	1	4.76	0	0
	Sakuye	0	0	0	0	2	33.33
	Maasai	0	0	0	0	1	16.67
	Total	8	100	21	100	6	100

The findings above depict that the Borana and Somali ethnic groups dominate Isiolo CPS. However, the jobs have also been shared with other eight other ethnic groups namely Samburu, Meru, Turkana, Kikuyu, among others, thus making the county diverse. Isiolo has complied with the provisions of CGA 2012 on ethnic diversity, which is quite commendable.

County Assembly Staff

The Isiolo County Assembly has 191 employees as illustrated below:

Table 86: Ethnic Distribution of Isiolo County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Borana	111	58.12
	Somali	22	11.52
	Meru	19	9.95
	Turkana	11	5.76
	Sakuye	9	4.71
No.	Ethnic Group	Number	Percentage
	Samburu	9	4.71
	Gabra	5	2.62
	Burji	2	1.05
	Kikuyu	2	1.05
	Rendille	1	0.52
	Total	191	100

Majority of the Assembly's staff are from the dominant Borana ethnic group at 58.12%, followed by the Somali at 11.52%. Minorities such as the Burji and the Rendile are also included.

Ethnic Composition of New Appointments (2016-2023)

Isiolo County has hired 865 employees from 2016 to date, as presented in the table below:

Table 87: Ethnic Distribution of New Appointments in Isiolo County

No.	Ethnic Group	Number	Percentage
	Borana	457	52.83
	Meru	93	10.75
	Somali	78	9.02
	Sakuye	51	5.90
	Turkana	47	5.43
	Samburu	42	4.86
	Kikuyu	30	3.47
	Gabra	24	2.77
	Kisii	11	1.27
	Embu	7	0.81
	Luhya	4	0.46
	Luo	4	0.46
	Kalenjin	3	0.35
	Kamba	3	0.35
	Other Kenyan	3	0.35
	Bajun	2	0.23
	Orma	2	0.23
	Burji	1	0.12
	Maasai	1	0.12
	Mbeere	1	0.12
	Pokomo	1	0.12
	Total	865	100

The Borana ethnic group has the highest representation of new employees at 52.83% followed at a distance by the Meru community at 10.75%.

The County is compliant with the CGA in its new appointments.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The tables below present Isiolo CPS ethnic distribution of employees in 2023 and 2016 respectively:

Table 88: Comparative Analysis of Ethnic Diversity within the Isiolo County Public Service

Ethnic Group	2023		Ethnic Group	2016	
	Number	Percentage		Number	Percentage

Borana	849	48.99	Borana	511	41.0
Meru	279	16.10	Meru	395	31.7
Somali	143	8.25	Kikuyu	110	8.8
Kikuyu	89	5.14	Somali	74	5.9
Sakuye	86	4.96	Turkana	39	3.1
Turkana	75	4.33	Samburu	22	1.8
Samburu	56	3.23	Embu	16	1.3
Gabra	38	2.19	Luo	16	1.3
Kisii	16	0.92	Luhya	14	1.1
Luo	16	0.92	Kamba	10	0.8
Luhya	14	0.81	Sakuye	16	1.3
Embu	11	0.63	Kisii	7	0.6
Kamba	11	0.63	Kalenjin	5	0.4
Other Kenyan	11	0.63	Burji	4	0.3
Kalenjin	9	0.52	Gabra	4	0.3
Mbeere	7	0.40	Maasai	1	0.1
Bajun	5	0.29	Kenyan Arab	1	0.1
Burji	5	0.29	Mijikenda	1	0.1
Maasai	4	0.23			
Rendille	4	0.23			
Orma	2	0.12			
Kenyan-Arab	1	0.06			
Pokomo	1	0.06			
Swahili	1	0.06			
Total	1,733	100	Total	1,246	100

The County has remained compliant with the CGA 2012, section 65(1e) both in 2016 and now 2023, even though an increase of 7.48% of the Borana ethnic group is evident in 2023. The County has expanded its ethnic diversity from 18 in 2016 to 24 in 2023. Worth noting is that minority communities such as the Bajun, Orma and El-molo have been included.

Ethnic Distribution by Job Cadres in the County

The table below illustrates the ethnic composition of all employees in Isiolo County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 89: Ethnic Distribution by Cadres in Isiolo County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Borana	54	51.43	113	42.16	682	50.15
	Meru	8	7.62	51	19.03	220	16.18
	Somali	14	13.33	27	10.07	102	7.50
	Kikuyu	6	5.71	18	6.72	65	4.78

	Sakuye	7	6.67	4	1.49	75	5.51
	Turkana	3	2.86	10	3.73	62	4.56
	Samburu	3	2.86	7	2.61	46	3.38
	Gabra	3	2.86	5	1.87	30	2.21
	Kisii	1	0.95	3	1.12	12	0.88
	Luo	1	0.95	7	2.61	8	0.59
	Luhya	0	0.00	6	2.24	8	0.59
	Embu	1	0.95	4	1.49	6	0.44
	Kamba	1	0.95	3	1.12	7	0.51
	Other Kenyan	0	0.00	2	0.75	9	0.66
	Kalenjin	0	0.00	0	0.00	9	0.66
	Mbeere	0	0.00	2	0.75	5	0.37
	Bajun	0	0.00	1	0.37	4	0.29
	Burji	1	0.95	1	0.37	3	0.22
	Maasai	1	0.95	2	0.75	1	0.07
	Rendille	1	0.95	1	0.37	2	0.15
	Orma	0	0.00	0	0.00	2	0.15
	Kenyan-Arab	0	0.00	1	0.37	0	0.00
	Pokomo	0	0.00	0	0.00	1	0.07
	Swahili	0	0.00	0	0.00	1	0.07
	Total	105	100	268	100	1360	100

The senior management comprises of 15 ethnic groups with the highest representation from the Borana Community at 51.43%, followed by the Somali at 13.33%.

The middle cadre comprises of 268 employees, which is also dominated by the Borana at 42.16% followed by the Meru community at 19.03%.

The entry-level has the most employees standing at 1,360. The Borana community dominates this cadre-occupying half of the entry-level positions. Despite this, the County is compliant with the CGA on diversity threshold, with diverse ethnic group represented across the three cadres.

5.3.3 MERU COUNTY

Meru County is located on the Eastern side of Mt. Kenya and borders Isiolo, Tharaka Nithi, Nyeri, and Laikipia Counties. It has a total population of 987,653 people (2019 Population and Housing Census) and occupies 7,006 square kilometres. The County has nine sub counties namely *Igembe North, Igembe Central, Igembe South, Tigania East, Tigania West, Buuri, Imenti Central, Imenti South, and Imenti North*.

General Findings

The County has 5,521 employees of which 62.5% (3,451) are female and 37.5% (2,070) male. Out of this, only 0.98% (54) are PWD. The table below presents the ethnic distribution of the employees:

Table 90: General Ethnic Distribution of the Meru County Public Service

No.	Ethnic Group	Number	Percentage
	Meru	4827	89.11
	Kikuyu	232	4.28
	Tharaka	80	1.48
	Kamba	76	1.40
	Embu	66	1.22
	Kisii	25	0.46
	Luhya	23	0.42
	Mbeere	22	0.41
	Luo	16	0.30
	Kalenjin	12	0.22
	Borana	8	0.15
	Turkana	8	0.15
	Somali	6	0.11
	Taita	5	0.09
	Maasai	3	0.06
	Samburu	3	0.06
	Gabra	2	0.04
	Burji	1	0.02
	Orma	1	0.02
	Suba	1	0.02
	Total	5521	100

This County has contravened the CGA 2012, section 65 1 (e) as the largest ethnic group make up over 70%. The Meru ethnic group accounts for 89.11% of the total employees, followed at a distance by the Kikuyu at 4.28%. In terms of diversity, the County has a representation of 20 ethnic groups including minority communities such as Burji, Suba, Taita, and Orma.

Ethnic Composition of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members are 24 employees as illustrated in the table below:

Table 91: Ethnic Distribution of Governor's Appointees in Meru County

No.	Ethnic Group	Number	Percentage
	Meru	23	95.83
	Kikuyu	1	4.17
	Total	24	100

The CECMs, CCOs and CPSB Members are all largely from the Meru ethnic group (95.83%), which is the dominant community, a clear contravention of the CGA and other legislations in the appointments.

In terms of ethnic composition, the County Chief Officers, CECM are as illustrated in the table below:

Table 92: Ethnic Distribution of CECM, CCOs & CPSB Members in Meru County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Meru	10	100	6	85.71	7	100
2.	Kikuyu	0	0	1	14.29	0	0
Total		10	100	7	100	7	100

County Assembly Staff

The County Assembly has 87 staff as demonstrated below:

Table 93: Ethnic Distribution of the Meru County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Meru	82	94.25
2.	Kikuyu	2	2.3
3.	Embu	1	1.15
4.	Kalenjin	1	1.15
5.	Luo	1	1.15
Total		87	100

The Meru ethnic group take up the bulk of the county assembly jobs at 94.25%, followed at a distance by the Kikuyu at 2.3%, the Embu, Kalenjin and Luo at a paltry 1.15%.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees in Meru County since 2016 is as depicted in the table below:

Table 94: Ethnic Distribution of New Appointments in Meru County

No.	Ethnic Group	Number	Percentage
	Meru	3093	93.76
	Tharaka	68	2.06
	Kikuyu	53	1.61
	Kamba	20	0.61
	Embu	12	0.36
	Kisii	11	0.33
	Luhya	11	0.33
	Luo	10	0.3
	Turkana	7	0.21
	Kalenjin	5	0.15
	Mbeere	3	0.09

	Borana	2	0.06
	Maasai	1	0.03
	Samburu	1	0.03
	Suba	1	0.03
	Taita	1	0.03
	Total	3299	100

The County has contravened the provision the CGA section 65(1) e. The new appointments are skewed in favour of the Meru ethnic group bagging 93.76%. Despite the contravention, the County has included 16 ethnic groups in its new hires.

Comparative Analysis of 2023 & 2016 Ethnic Diversity Status

The tables below present the ethnic distribution of employees in Meru County in 2023 in 2016.

Table 95: Comparative Analysis of Ethnic Diversity within the Meru County Public Service

No.	Ethnic Group	2023		Ethnic Group	2016	
		Number	Percentage		Number	Percentage
	Meru	4,926	89.22	Meru	2404	84.6
	Kikuyu	234	4.24	Kikuyu	226	7.9
	Tharaka	80	1.45	Embu	70	2.5
	Kamba	76	1.38	Kamba	53	1.8
	Embu	67	1.21	Mbeere	19	0.7
	Kisii	25	0.45	Kisii	12	0.5
	Luhya	23	0.42	Borana	11	0.4
	Mbeere	22	0.4	Luhya	10	0.4

Luo	17	0.31	Kalenjin	6	0.2
Kalenjin	13	0.24	Tharaka	5	0.1
Borana	8	0.14	Luo	3	0.1
Turkana	8	0.14	Taita	3	0.1
Somali	6	0.11	Somali	3	0.1
Taita	5	0.09	Gabra	2	0.08
Maasai	3	0.05	Maasai	2	0.08
Samburu	3	0.05	Mijikenda	2	0.08
Gabra	3	0.05	Samburu	2	0.08
Suba	1	0.02	Teso	2	0.08
Oromo	1	0.02	Swahili	1	0.04
Burji	1	0.02	Sakuye	1	0.04
			Taveta	1	0.04
			Turkana	1	0.04
			Other Kenyan	1	0.04
Total	5521	100	Total	2840	100

The County has less ethnic group representation in 2023 as compared to 2016 when there were 23 ethnic groups. There is also a 4.62% increase of the Meru ethnic group who are the dominant, a clear indication of a downward trend in terms of compliance. The County is in violation of the CGA 2012.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Meru CPS across the three (3) job cadres senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 96: Ethnic Distribution by Cadres in Meru County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Meru	128	76.19	566	73.60	4232	92.32
	Kikuyu	20	11.90	85	11.05	129	2.81
	Tharaka	2	1.19	9	1.17	69	1.51
	Kamba	6	3.57	31	4.03	39	0.85
	Embu	4	2.38	27	3.51	36	0.79
	Kisii	2	1.19	11	1.43	12	0.26
	Luhya	2	1.19	8	1.04	13	0.28
	Mbeere	2	1.19	5	0.65	15	0.33
	Luo	0	0	5	0.65	12	0.26
	Kalenjin	1	0.60	5	0.65	7	0.15
	Borana	0	0	3	0.39	5	0.11

Turkana	0	0	2	0.26	6	0.13
Somali	0	0	5	0.65	1	0.02
Taita	1	0	0	0	4	0.09
Maasai	0	0	1	0.13	2	0.04
Samburu	0	0	1	0.13	2	0.04
Gabra	0	0	2	0.26	0	0
Burji	0	0	1	0.13	0	0
Orma	0	0	1	0.13	0	0
Suba	0	0	1	0.13	0	0
Total	251		1323		4107	

The Meru ethnic group takes up a significant share of senior and middle level jobs with over 70%, followed at a distance by the Kikuyu at 11.9%. The situation has been perpetuated further at the entry-level cadre, with the Meru taking over 90%, which is complete violation of the CGA. The county leadership must strive to reduce its ethnic imbalance as required by the law, to enhance unity and integration of all communities living in Meru.

5.3.4 THARAKA NITHI COUNTY

Tharaka Nithi County borders Meru, Kitui and Embu Counties. The County has a population of 393,177 (2019 Population and Housing Census) and occupies an area of 2,609 square kilometres. The County has four sub counties namely: *Tharaka North, Tharaka South, Meru South, and Maara.*

General Findings

The County has 2,687 employees who are fairly distributed across genders with female employees being 55.87% (1,490) and male at 44.13% (1,197). Disability representation stands at 0.87%. The table below presents the ethnic distribution of the employees:

Table 97: General Ethnic Distribution of the Tharaka Nithi County Public Service

No.	Ethnic Group	Number	Percentage
	Meru	1,840	68.48
	Tharaka	570	21.21
	Kikuyu	120	4.47
	Embu	60	2.23
	Kamba	36	1.34
	Mbeere	18	0.67
	Kisii	11	0.41
	Kalenjin	10	0.37
	Luhya	9	0.33
	Luo	5	0.19
	Somali	2	0.07
	Burji	1	0.04
	Gabra	1	0.04

Mijikenda	1	0.04
Other Kenyan	1	0.04
Suba	1	0.04
Turkana	1	0.04
Total	2,687	100

This County is compliant with the CGA 2012 section 65 1(e). It has a representation of 17 ethnic groups of which the Meru are the dominant group at 68.48%, followed at a distance by the Tharaka at 21.21%. The minority communities such as Turkana, Suba, Somali, Burji, Ogaden, Burji, among others are equally represented, even though at minimal percentages.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The Tharaka Nithi County CECMs, CCOs and CPSB Members consists of 37 employees as illustrated in the table below:

Table 98: Ethnic Distribution of Governor's Appointees in Tharaka Nithi County

Ethnic Group		Number	Percentage
	Meru	29	78.38
	Tharaka	7	18.92
	Kamba	1	2.70
Total		37	100

Three ethnic groups take up all positions in the Governor's office, namely the Meru, Tharaka and Kamba communities with the highest representation from the Meru community at 78.38%.

The ethnic composition of County Chief Officers, CECM and CPSB members in Tharaka Nithi County are illustrated in the table below:

Table 99: Ethnic Distribution of CECM, CCOs & CPSB Members in Tharaka Nithi County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Meru	8	80	11	64.71	10	100
2.	Tharaka	2	20	5	29.41	0	0
3.	Kamba	0	0	1	5.88	0	0
Total		10	100	17	100	10	100

The Meru dominates across the cadres CECM at 80%, CCOs at 64.71%, and CPSB at 100%. The Tharaka ethnic group have only featured in senior and middle levels with less than 30%. The CPSB is mono-ethnic with all the positions being taken up by the Meru.

County Assembly Staff

The County Assembly has 72 employees as illustrated below:

Table 100: Ethnic Distribution of Tharaka Nithi County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Meru	47	65.28
2.	Tharaka	22	30.56
3.	Kikuyu	2	2.78
4.	Suba	1	1.39
	Total	72	100

The Meru, Tharaka, Kikuyu, and Suba communities occupy the 72 County Assembly positions, of which 65.28% are from the Meru, followed by the Tharaka, at 30.56%.

Ethnic Composition of New Appointments (2016-2023)

The County has hired 1,266 new staff since 2016 as demonstrated below:

Table 101: Ethnic Distribution of New Appointments in Tharaka Nithi County

No.	Ethnic Group	Number	Percentage
1.	Meru	791	62.48
2.	Tharaka	420	33.18
3.	Kikuyu	22	1.74
4.	Kamba	10	0.79
5.	Mbeere	9	0.71
6.	Embu	6	0.47
7.	Kalenjin	4	0.32
8.	Luhya	2	0.16
9.	Kisii	1	0.08
10.	Suba	1	0.08
	Total	1,266	100

The Meru ethnic group are the majority in terms of representation at 62.48%, followed by the Tharaka at 33.18%. Tharaka Nithi County has largely complied with the laws on representation of diversity.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The table below presents a comparison of ethnic distribution of employees in 2023 and 2016:

Table 102: Comparative Analysis of Ethnic Diversity within the Tharaka Nithi County Public Service

No.	2023				2016		
	Ethnic Group	Number	Percentage		Ethnic Group	Number	Percentage
1.	Meru	1817	68.41		Tharaka	1249	74.7
2.	Tharaka	563	21.20		Meru	161	9.6
3.	Kikuyu	120	4.52		Embu	94	5.6
4.	Embu	60	2.26		Kikuyu	88	5.3
5.	Kamba	35	1.32		Kamba	30	1.8
6.	Mbeere	18	0.68		Luhya	10	0.6
7.	Kisii	11	0.41		Kisii	9	0.5
8.	Kalenjin	10	0.38		Mbeere	8	0.5
9.	Luhya	9	0.34		Luo	7	0.4
10.	Luo	5	0.19		Kalenjin	5	0.3
11.	Turkana	1	0.04		Mijikenda	4	0.2
12.	Suba	1	0.04		Borana	2	0.1
13.	Somali	1	0.04		Swahili	1	0.1
14.	Other Kenyan	1	0.04		Gabra	1	0.1
15.	Ogaden	1	0.04		Somali	1	0.1
16.	Mijikenda	1	0.04		Teso	1	0.1
17.	Gabra	1	0.04				
18.	Burji	1	0.04				
	Total	2,656	100		Total	1,671	100

The County has remained compliant with the CGA 2012 and made improved on its compliance levels by 6.29%, which is quite significant. The county has also increased the diversity of its staff by including the minority communities such as Suba, Turkana, Burji and other Kenyan.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Tharaka Nithi County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 104: Ethnic Distribution across Job Cadres in Tharaka Nithi County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Meru	54	47.37	186	59.24	1,600	70.83
2.	Tharaka	26	22.81	39	12.42	505	22.36
3.	Kikuyu	17	14.91	42	13.38	61	2.70
4.	Embu	3	2.63	21	6.69	36	1.59
5.	Kamba	5	4.39	13	4.14	18	0.80
6.	Mbeere	1	0.88	1	0.32	16	0.71
7.	Kisii	2	1.75	3	0.96	6	0.27
8.	Kalenjin	2	1.75	1	0.32	7	0.31
9.	Luhya	1	0.88	4	1.27	4	0.18
10.	Luo	1	0.88	2	0.64	2	0.09
11.	Somali	1	0.88	1	0.32	0	0.00
12.	Burji	0	0.00	0	0.00	1	0.04
13.	Gabra	0	0.00	1	0.32	0	0.00
14.	Mijikenda	0	0.00	0	0.00	1	0.04
15.	Other Kenyan	0	0.00	0	0.00	1	0.04
16.	Suba	1	0.88	0	0.00	0	0.00
17.	Turkana	0	0.00	0	0.00	1	0.04
	Total	114	100.00	314	100.00	2259	100.00

The Meru are highest in representation followed by the Tharaka and Kikuyu ethnic groups. The Meru have taken over 70.83% jobs at the entry cadre, which is slightly above the required threshold of CGA 65 1(e) by 0.83%.

5.3.5 EMBU COUNTY

Embu County borders Kirinyaga, Tharaka Nithi and Machakos counties with a population of 608,599 people (2019 Population and Housing Census). It occupies an area of 2,821 square kilometres. The County consists of four sub-counties namely Manyatta, Runyenjes, Mbeere North, and Mbeere South.

General Findings

The county has 2,947 staff of whom 60.71% (1,789) are female and 39.29% (1,158) male. Disability representation stands at 0.88%. The table below outlines the ethnic representation of employees:

Table 105: General Ethnic Distribution of the Embu County Public Service

No.	Ethnic Group	Number	Percentage
	Embu	1615	54.80
	Mbeere	541	18.36
	Kikuyu	366	12.42
	Kamba	192	6.52
	Meru	145	4.92
	Luhya	16	0.54
	Kisii	14	0.48
	Luo	14	0.48
	Kalenjin	12	0.41
	Tharaka	8	0.27
	Borana	4	0.14
	Taita	4	0.14
	Pokomo	3	0.10
	Somali	3	0.10
	Kuria	2	0.07
	Gabra	1	0.03
	Kenyan Asian	1	0.03
	Kenyan-Arab	1	0.03
	Maasai	1	0.03
	Mijikenda	1	0.03
	Other Kenyan	1	0.03
	Teso	1	0.03
	Turkana	1	0.03
	Total	2,947	100

The County is compliant with CGA 2012 section 65 1(e). The Embu ethnic group forms the majority accounting for 54.8% of all the employees, followed by the Mbeere and the Kikuyu at 18.36% and 12.42%. Other communities include the Teso, Kuria, Mijikenda, Turkana, Kenyan Arab, and Kenyan Asian.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The Embu County CECMs, CCOs and CPSB Members consists of 42 employees as illustrated in the table below:

Table 106: Ethnic Distribution of CECMs, CCOs and CPSB Members in Embu County

	Ethnic Group	Number	Percentage
	Embu	32	76.19
	Mbeere	5	11.90
	Kamba	2	4.76
	Kikuyu	2	4.76
	Tharaka	1	2.38
	Total	42	100

The Embu ethnic group has taken up 76.19% of the jobs, followed at a distance by the Mbeere Community at 11.90%.

In terms of ethnic distribution, the County Chief Officers, CECM and CPSB members in Embu County are entirely from one ethnic community as illustrated in the table below:

Table 107: Ethnic Distribution of CECM, CCOs & CPSB Members in Embu County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
	Embu	12	92.31	16	66.67	4	80
	Mbeere	0	0	4	16.67	1	20
	Kamba	0	0	2	8.33	0	0
	Kikuyu	1	7.69	1	4.17	0	0
	Tharaka	0	0	1	4.17	0	0
	Embu	0	0	16	66.67	0	0
	Total	13	100	24	100	5	100

As illustrated above, only two communities occupy the CECM positions while five ethnic groups occupy the CCO positions. The Embu ethnic group have dominated the three levels with over 60% representation across however; the CECM is leaning towards mono-ethnic.

County Assembly Staff

The Embu County Assembly has 97 employees as highlighted below:

Table 108: Ethnic Distribution of Embu County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Embu	45	46.39
	Mbeere	29	29.9
	Kikuyu	10	10.31
	Kamba	7	7.22
	Meru	3	3.09
	Kisii	1	1.03
	Luo	1	1.03
	Somali	1	1.03
	Total	97	100

The Embu still dominate the County Assembly at 46.39%, followed by the Mbeere (29.90%), Kikuyu (10.31%) and Kamba (7.22%). The minority communities in the county such as Kisii, Luo and Somali each only hold 1.03% of the positions. The County Assembly has a fair representation on diversity front.

Ethnic Composition of New Appointments (2016-2023)

The county has employed 1,474 new employees from 2016 to-date as shown below:

Table 109: Ethnic Distribution of New Appointments in Embu County

No.	Ethnic Group	Number	Percentage
	Embu	961	65.2
	Mbeere	327	22.18
	Kamba	98	6.65
	Kikuyu	43	2.92
	Meru	16	1.09
	Tharaka	6	0.41
	Kalenjin	5	0.34
	Kisii	4	0.27
	Luhya	4	0.27
	Luo	3	0.2
	Borana	2	0.14
	Kenyan Asian	1	0.07
	Mijikenda	1	0.07
	Pokomo	1	0.07
	Somali	1	0.07
	Taita	1	0.07
	Total	1,474	100

The Embu ethnic group dominates the new appointments at 65.2%, but remains compliant with the CGA 2012 on diversity inclusion. There is inclusion of 15 other non-dominant communities.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The table below presents a comparative analysis of ethnic distribution of employees in 2023 and 2016.

Table 110: Comparative Analysis of Ethnic Diversity within the Embu County Public Service

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Embu	1615	54.8	Embu	2028	58.8
	Mbeere	541	18.36	Kikuyu	502	14.5
	Kikuyu	366	12.42	Mbeere	454	13.1
	Kamba	192	6.52	Meru	230	6.6
	Meru	145	4.92	Kamba	153	4.4
	Luhya	16	0.54	Luhya	19	0.6
	Kisii	14	0.48	Kalenjin	16	0.5
	Luo	14	0.48	Luo	15	0.4
	Kalenjin	12	0.41	Kisii	13	0.4
	Tharaka	8	0.27	Borana	4	0.1
	Borana	4	0.14	Mijikenda	4	0.1
	Taita	4	0.14	Taita	4	0.1
	Pokomo	3	0.1	Turkana	3	0.1
	Somali	3	0.1	Maasai	2	0.1
	Kuria	2	0.07	Samburu	2	0.1
	Gabra	1	0.03	Somali	2	0.1
	Kenyan Asian	1	0.03			
	Kenyan-Arab	1	0.03			
	Maasai	1	0.03			
	Mijikenda	1	0.03			
	Other Kenyan	1	0.03			
	Teso	1	0.03			
	Turkana	1	0.03			
	Total	2,947	100	Total	3,451	100

The findings indicate that county employees have reduced by 504 in 2023 but on a positive note, the County has diversified its ethnic composition in 2023 by 4%.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Embu County Public Service across the three (3) job cadres i.e senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 111: Ethnic Distribution across Job Cadres in Embu County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Embu	75	49.67	212	40.69	1328	58.37
2.	Mbeere	15	9.93	60	11.52	466	20.48
3.	Kikuyu	30	19.87	137	26.30	199	8.75
4.	Kamba	18	11.92	28	5.37	146	6.42
5.	Meru	8	5.30	50	9.60	87	3.82
6.	Luhya	0	0.00	7	1.34	9	0.40
7.	Kisii	2	1.32	4	0.77	8	0.35
8.	Luo	0	0.00	8	1.54	6	0.26
9.	Kalenjin	0	0.00	3	0.58	9	0.40
10.	Tharaka	1	0.66	1	0.19	6	0.26
11.	Borana	0	0.00	2	0.38	2	0.09
12.	Taita	0	0.00	1	0.19	3	0.13
13.	Pokomo	0	0.00	1	0.19	2	0.09
14.	Somali	1	0.66	2	0.38	0	0.00
15.	Kuria	0	0.00	1	0.19	1	0.04
16.	Gabra	0	0.00	0	0.00	1	0.04
17.	Kenyan Asian	0	0.00	1	0.19	0	0.00
18.	Kenyan-Arab	0	0.00	0	0.00	1	0.04
19.	Maasai	0	0.00	1	0.19	0	0.00
20.	Mijikenda	1	0.66	0	0.00	0	0.00
21.	Other Kenyan	0	0.00	1	0.19	0	0.00
22.	Teso	0	0.00	0	0.00	1	0.04
23.	Turkana	0	0.00	1	0.19	0	0.00
	Total	151	100	521	100	2,275	100

The senior level cadre has 151 staff members, with the Embu ethnic group taking the lion share of 49.67% followed by the Kikuyu at 19.87%. Worth noting is the inclusion of minority communities such as the Mijikenda and Somali.

40.69% of the middle level cadre is occupied by the Embu, followed by the Kikuyu, at 26.30%. The Embu dominate the entry-level cadre with 58.37%, followed by the Mbeere at 20.48%. In general, the County complies with the CGA.

5.3.6 KITUI COUNTY

Kitui County borders Tana River, Taita Taveta, Embu, Tharaka, Meru, Makueni and Machakos counties, and hosts a population of 1,136,187 of which 549,003 are males and 587,151 females. It occupies an area of 30,429.5 square kilometers. The population is mostly made up of people of the Akamba ethnic group, Tharaka people, a section of the Ameru and a growing Somali presence. The County has 16 administrative sub counties namely

Kitui Central, Lower Yatta, Kitui West, Kisasi, Nzambani, Mutitu, Mutomo, Ikutha, Katulani, Matinyani, Mwingi Central, Mwingi East, Tseikuru, Muumoni, Kyuso, and Migwani.

General Findings

The County has 4,011 staff distributed across genders with 53.20% (2,134) being male and 46.80% (1,877) being female. The CPS has 0.75% (30) representation of PWDs.

The table below presents ethnic distribution of Kitui staff:

Table 112: General Ethnic Distribution of the Kitui County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
	Kamba	3,468	86.46	12.	Mijikenda	7	0.17
	Kikuyu	169	4.21	13.	Somali	6	0.15
	Meru	72	1.8	14.	Taita	4	0.1
	Luo	54	1.35	15.	Pokomo	3	0.07
	Luhya	52	1.3	16.	Borana	2	0.05
	Embu	44	1.1	17.	Ogaden	2	0.05
	Kisii	44	1.1	18.	Kenyan-Asian	2	0.05
	Kalenjin	27	0.67	19.	Teso	2	0.05
	Mbeere	18	0.45	20.	Bajun	1	0.02
	Tharaka	16	0.4	21.	Taveta	1	0.02
	Swahili	11	0.27	22.	Other Kenyan	1	0.02
					Total	4,011	100

The County is in contravention of the CGA 2012 section 65 1 (e), as the Kamba make up the majority of its public service with 86.46%, followed at a distant by Kikuyu, who take up a paltry 4.21%. On matters diversity, the County has done considerably well with a representation of an additional 21 other communities. However, the County ought to improve on the number in a bid to move towards compliance. They should not stop at ethnic inclusion but rather endeavour to enhance quality – which is in the number of people from minority communities being considered in the available employment opportunities.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The Kitui County CECMs, CCOs and CPSB Members comprise of 47 employees as illustrated in the table below.

Table 113: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kitui County

No.	Ethnic Group	Number	Percentage
1.	Kamba	45	95.74
2.	Tharaka	1	2.13
3.	Borana	1	2.13
	Total	47	100

Out of the 47 appointees, 95.74% (45) are from the dominant Kamba community, while Tharaka and Boran each take up 2.13% (1).

In terms of ethnic distribution, the County Executive Committee (CECM), County Chief Officers (CCOs) and CPSB members in Kitui County are from the Kamba, Tharaka and Borana ethnic groups as illustrated in the table below:

Table 114: Ethnic Distribution of CECM, CCOs and CPSB Members in Kitui County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kamba	9	81.82	30	100	6	85.71
2.	Tharaka	1	11.11	0	0	0	0.00
3.	Borana	0	0.00	0	0	1	14.29
	Total	11	100	30	100	7	100

The findings illustrate that the majority of the CECMs, CCOs and CPSB Members are from the dominant group, which is the Kamba community. The CECMs take up 81.82% of the positions while 11.11% are occupied by the Tharaka ethnic group. Similarly, the CCOs is predominated by the Kamba community where all the positions have been allocated at 100%. For the CPSB appointees, representation stands at 85.71% taken by the Kamba community, followed by the Borana at 14.29%. The Governor has contravened diversity laws in his appointments as espoused in Article 232 of the constitution, which seeks to enhance representation of Kenya's diverse population as a value principle of public service.

The County Assembly Staff

Kitui County assembly has 85 staff as listed in the table below:

Table 115: Ethnic Distribution of the Kitui County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Kamba	80	94.12
	Embu	2	2.35
	Kikuyu	2	2.35
	Luo	1	1.18
	Total	85	100

The dominant ethnic group, the Kamba, occupy 94.12% of the County Assembly positions while the Embu and Kikuyu communities have a representation of 2.35% each. The appointments are in violation of the diversity laws.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 116: Ethnic Distribution of New Appointments in Kitui County

No.	Ethnic Group	Number	Percentage
	Kamba	1,965	90.34
	Kikuyu	49	2.25
	Luo	36	1.66
	Luhya	28	1.29
	Kisii	27	1.24
	Kalenjin	24	1.1
	Meru	12	0.55
	Embu	11	0.51
	Swahili	6	0.28
	Mbeere	5	0.23
	Somali	4	0.18
	Tharaka	4	0.18
	Borana	1	0.05
	Kenyan Asian	1	0.05
	Pokomo	1	0.05
	Teso	1	0.05
	Total	2175	100

Out of the 2,175 staff recruited by the County, 90.34% are drawn from the Kamba ethnic group. Kitui County contravenes the provisions of sec 65 of the CGA and other diversity laws as already stated in the earlier sections of the report.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to compare the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 117: Comparative Analysis of Ethnic Diversity within the Kitui County Public Service

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kamba	3,468	86.46	Kamba	1,965	90.34
	Kikuyu	169	4.21	Kikuyu	49	2.25
	Meru	72	1.8	Luo	36	1.66
	Luo	54	1.35	Luhya	28	1.29
	Luhya	52	1.3	Kisii	27	1.24
	Embu	44	1.1	Kalenjin	24	1.1
	Kisii	44	1.1	Meru	12	0.55
	Kalenjin	27	0.67	Embu	11	0.51
	Mbeere	18	0.45	Swahili	6	0.28

	Tharaka	16	0.4		Mbeere	5	0.23
	Swahili	11	0.27		Somali	4	0.18
	Mijikenda	7	0.17		Tharaka	4	0.18
	Somali	8	0.2		Borana	1	0.05
	Taita	4	0.1		Kenyan Asian	1	0.05
	Pokomo	3	0.07		Pokomo	1	0.05
	Borana	2	0.05		Teso	1	0.05
	Kenyan-Asian	2	0.05				
	Teso	2	0.05				
	Bajun	1	0.02				
	Taveta	1	0.02				
	Other Kenyan	1	0.02				
	Total	4,011	100		Total	2175	100

As much as the County is in contravention with the CGA 2012, it has made considerable improvement by reducing its non-compliance levels by 3.88% in 2023 as opposed to 2016, where it was at 90.34%. Currently, it stands at 86.46%. The County has also brought on board five more ethnic communities as evidenced above.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Kitui County Public Service across the three (3) job cadres, which are senior level (Job Group P and above), Middle level (Job Group L, M, N, O) and Entry level (Job Group K and below).

Table 118: Ethnic Distribution across Cadres in Kitui County

No	Ethnic Group	SENIOR LEVEL		MIDDLE LEVEL		ENTRY LEVEL	
		(Job Grp P & above)		(Job Grp L, M, N, O)		(Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Kamba	115	83.33	585	75.88	2,768	89.23
	Kikuyu	5	3.62	61	7.91	103	3.32
	Meru	1	0.72	22	2.85	49	1.58
	Luo	2	1.45	18	2.33	34	1.10
	Luhya	2	1.45	18	2.33	32	1.03
	Embu	2	1.45	16	2.08	26	0.84
	Kisii	3	2.17	16	2.08	25	0.81
	Kalenjin	0	0.00	10	1.30	17	0.55
	Mbeere	2	1.45	4	0.52	12	0.39
	Tharaka	2	1.45	0	0.00	14	0.45
	Swahili	0	0.00	3	0.39	8	0.26
	Somali	2	1.45	3	0.39	3	0.10
	Mijikenda	0	0.00	3	0.39	4	0.13

	Taita	1	0.72	3	0.39	0	0.00
	Kenyan-Arab	0	0.00	3	0.39	0	0.00
	Pokomo	0	0.00	1	0.13	2	0.06
	Borana	0	0.00	0	0.00	2	0.06
	Kenyan Asian	0	0.00	2	0.26	0	0.00
	Maasai	0	0.00	0	0.00	2	0.06
	Teso	0	0.00	1	0.13	1	0.03
	Bajun	0	0.00	1	0.13	0	0.00
	Other Kenyan	1	0.72	0	0.00	0	0.00
	Taveta	0	0.00	1	0.13	0	0.00
	Total	138	100.00	771	100	3102	100.00

From the above findings, the Kamba ethnic group dominates all the three cadres i.e. the senior, middle and entry levels at 83.33% (115), 75.88% (585) and 89.23% (2,768) respectively, with the middle level comprising of 19 ethnic communities. It is worth noting that minority communities such as the Swahili, Tharaka among others have also been considered.

5.3.7 MACHAKOS COUNTY

Machakos County is situated in the lower parts of the former Eastern province with its headquarters in Machakos town. It borders eight counties namely Embu, Kitui, Makueni, Kajiado, Nairobi, Kiambu, Murang'a and Kirinyaga. The County has a population of 1,421,932 (2019 census) and occupies an area of 30,429.5 square kilometres. It is divided into eight sub-counties, namely Yatta, Kangundo, Masinga, Mwala, Mavoko, Kathiani, Matungulu, and Machakos Town.

General Findings

Machakos CPS has 5,777 employees, which is comprised of 62.02% (3,583) females and 37.98% (2,194) male. The county has a representation of 2.08% (120) PWDs. The table below outlines the ethnic distribution of the Machakos County staff.

Table 119: General Ethnic Distribution of the Machakos County Public Service

No.	Ethnic Group	Number	Percentage	No	Ethnic Group	Number	Percentage
	Kamba	5027	87.02	14	Bajun	4	0.07
	Kikuyu	269	4.66	15	Kuria	4	0.07
	Meru	104	1.80	16	Teso	4	0.07
	Luhya	94	1.63	17	Other Kenyan	3	0.05
	Kisii	78	1.35	18	Tharaka	3	0.05
	Luo	51	0.88	19	Borana	2	0.03
	Embu	44	0.76	20	Kenyan Indian	2	0.03
	Kalenjin	38	0.66	21	Suba	2	0.03
	Maasai	13	0.23	22	Swahili	2	0.03
	Mbeere	8	0.14	23	Kenyan Arab	1	0.02

	Somali	8	0.14		24	Gabra	1	0.02
	Mijikenda	7	0.12		25	Nubi	1	0.02
	Taita	6	0.10		26	Samburu	1	0.02
						Total	5,777	100

The County contravenes the CGA 2012 section 65 (1) (e) as the Kamba make up the majority of its staff at 87.02%. Despite this, the county hosts a diverse range of ethnic groups in its CPS, 26 in total as outlined above.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The Machakos County CECMs, CCOs and CPSB Members has 37 employees as presented below:

Table 120: Ethnic Distribution of CECMs, CCOs and CPSB Members in Machakos County

No.	Ethnic Group	Number	Percentage
	Kamba	31	83.78
	Kikuyu	1	2.70
	Kisii	1	2.70
	Luhya	1	2.70
	Luo	1	2.70
	Maasai	1	2.70
	Somali	1	2.70
	Total	37	100

Employees from the Kamba community make up 83.78% of the staff, while the Kikuyu, Kisii, Luhya, Luo, Maasai, and Somali have a representation of 2.70% each.

In terms of ethnic distribution, the County Chief Officers, CECM and CPSB members in Machakos County as illustrated in the table below:

Table 121: Ethnic Distribution of CECM, CCOs and CPSB Members in Machakos County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kamba	8	100	19	79.17	4	80
2.	Kikuyu	0	0	1	4.17	1	20
3.	Kisii	0	0	1	4.17	0	0
4.	Luo	0	0	1	4.17	0	0
5.	Maasai	0	0	1	4.17	0	0
6.	Somali	0	0	1	4.17	0	0
	Total	8	100	24	100	5	100

The Machakos County CECM is composed of eight members, all from the Kamba ethnic group. The County Chief Officers are composed of 24 employees, majority being from the Kamba community at (79.17%), while the Kikuyu, Kisii, Luo, Maasai, and Somali Communities make up 4.17% of the employees each.

The CPSB members are from two communities, i.e the Kamba and Luhya with the Kamba taking majority of the positions at 80%.

County Assembly Staff

The Machakos County Assembly is composed of 113 employees as tabulated below:

Table 122: Ethnic Distribution of the Machakos County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Kamba	104	92.04
	Meru	5	4.42
	Kikuyu	3	2.65
	Kalenjin	1	0.88
	Total	113	100

The Kamba make up the majority of the Assembly's employees at 92.04%, followed by the Meru community at 4.42%. This is in contravention with the diversity laws, which seek to enhance representation of Kenyans diverse population.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 123: Ethnic Distribution of New Appointments in Machakos County

No.	Ethnic Group	Number	Percentage
	Kamba	1608	95.26
	Kikuyu	22	1.3
	Luhya	18	1.07
	Kisii	7	0.41
	Luo	6	0.36
	Meru	6	0.36
	Kalenjin	4	0.24
	Maasai	4	0.24
	Bajun	3	0.18
	Embu	3	0.18
	Somali	3	0.18
	Mbeere	1	0.06
	Mijikenda	1	0.06

	Taita	1	0.06
	Tharaka	1	0.06
	Total	1,688	100

Of the 1,688 new CPS employees, 95.26% are from the Kamba ethnic group, with the Kikuyu coming in at a distant second at 1.3%. The county is in contravention of the CGA 2012 section 65 (1) (e).

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The table below presents the ethnic representation of employees in Machakos County in 2023 and 2016 respectively:

Table 123: Comparative Analysis of Ethnic Diversity within the Machakos County Public Service #

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kamba	5027	87.02	Kamba	2951	79.0
	Kikuyu	269	4.66	Kikuyu	336	9.0
	Meru	104	1.80	Meru	111	3.0
	Luhya	94	1.63	Kisii	68	1.8
	Kisii	78	1.35	Luhya	65	1.7
	Luo	51	0.88	Luo	47	1.3
	Embu	44	0.76	Kalenjin	41	1.1
	Kalenjin	38	0.66	Embu	37	1.0
	Maasai	13	0.23	Taita	18	0.5
	Mbeere	8	0.14	Mbeere	11	0.3
	Somali	8	0.14	Maasai	10	0.3
	Mijikenda	7	0.12	Other Kenyans	7	0.2
	Taita	6	0.10	Mijikenda	6	0.2
	Bajun	4	0.07	Kenyan Asian	5	0.12
	Kuria	4	0.07	Somali	5	0.12
	Teso	4	0.07	Teso	4	0.11
	Other Kenyan	3	0.05	Borana	3	0.08
	Tharaka	3	0.05	Nubi	2	0.03
	Borana	2	0.03	Pokomo	2	0.03
	Kenyan Indian	2	0.03	Samburu	2	0.04
	Suba	2	0.03	Tharaka	2	0.04
	Swahili	2	0.03	Gabra	1	0.01
	Kenyan Arab	1	0.02	Kisii	1	0.01
	Gabra	1	0.02	Kuria	1	0.01
	Nubi	1	0.02			
	Samburu	1	0.02			
	Total	5,777	100	Total	3,736	100

Although the County has hired minority communities such as the Suba and Swahili post 2016 audit, the Kamba ethnic group continue to dominate the CPS of Machakos. There is a significant increase of the dominant ethnic group – the Kamba from 79% to 87.02% that is 8.02%. This is in contravention of CGA section 65 1(e).

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Machakos County Public Service across the three (3) job cadres. The cadres are Senior Level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 125: Ethnic Distribution across cadres in Machakos County

No.	Ethnic Group	SENIOR LEVEL (Job grp P& above)		MIDDLE LEVEL (Job Grp. L,M,N,O)		ENTRY LEVEL (Job Grp K & Below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Kamba	198	79.52	630	76.64	4,200	89.30
	Kikuyu	18	7.23	70	8.52	180	3.83
	Meru	7	2.81	27	3.28	73	1.55
	Luhya	5	2.01	28	3.41	60	1.28
	Kisii	7	2.81	17	2.07	54	1.15
	Luo	4	1.61	14	1.70	33	0.70
	Embu	0	0.00	8	0.97	33	0.70
	Kalenjin	5	2.01	10	1.22	24	0.51
	Maasai	1	0.40	1	0.12	11	0.23
	Somali	3	1.20	2	0.24	4	0.09
	Mbeere	0	0.00	1	0.12	7	0.15
	Mijikenda	0	0.00	2	0.24	5	0.11
	Taita	0	0.00	2	0.24	4	0.09
	Bajun	0	0.00	0	0.00	4	0.09
	Kuria	1	0.40	1	0.12	2	0.04
	Teso	0	0.00	0	0.00	4	0.09
	Other Kenyan	0	0.00	3	0.36	0	0.00
	Tharaka	0	0.00	0	0.00	3	0.06
	Asian	0	0.00	2	0.24	0	0.00
	Borana	0	0.00	1	0.12	1	0.02
	Suba	0	0.00	1	0.12	1	0.02
	Swahili	0	0.00	1	0.12	1	0.02
	Arab	0	0.00	1	0.12	0	0.00
	Nubi	0	0.00	1	0.12	0	0.00
	Samburu	0	0.00	1	0.12	0	0.00
	Total	249	100	822	100	4,703	100

The findings evidence that the senior, middle and entry levels are all dominated by the Kamba ethnic group at 79.52% (198), 76.64% (630) and 89.30% (4,200) respectively. The middle level that comprises of 25 ethnic groups has incorporated minority communities such as the Nubi, Tharaka, Suba, Teso, among others, which is commendable. However, the County has contravened the CGA.

5.3.8 MAKUENI COUNTY

Makueni County borders Machakos to the North, Kitui to the East, Taita Taveta to the South and Kajiado to the West.. It has a total population of 987,653 according to the 2019 Housing and Population census and occupies an area of 1699.4 square kilometres. The County is divided into six sub-counties namely: *Makueni, Mbooni, Kaiti, Kibwezi East, Kibwezi West, and Kilome.*

General Findings

The County has 3,892 staff of which 60.1% (2,339) are female and 39.9% (1,553) are male. PWDs make up 1.88% (73) of the county employees. The table below presents the ethnic distribution of the County's Public Service employees:

Table 126: General Ethnic Distribution of the Makueni County Public Service

No.	Ethnic Group	Number	Percentage
	Kamba	3601	92.52
	Kikuyu	98	2.52
	Meru	37	0.95
	Kisii	34	0.87
	Luo	27	0.69
	Luhya	26	0.67
	Kalenjin	19	0.49
	Embu	16	0.41
	Taita	8	0.21
	Mijikenda	7	0.18
	Mbeere	4	0.1
	Maasai	3	0.08
	Somali	3	0.08
	Swahili	3	0.08
	Borana	1	0.03
	Kuria	1	0.03
	Taveta	1	0.03
	Teso	1	0.03
	Tharaka	1	0.03
	Turkana	1	0.03
	Total	3,892	100

The County has contravened the CGA 2012 section 65 1 (e). The Kamba, who are the dominant ethnic group of Makueni CPS, take up 95.5% of the jobs followed at a distant by the Kikuyu at 2.52%.

Ethnic Composition of the CECMs, CCOs and CPSB Members

The County Executive Committee Members, County Chief Officers and County Public Service Board Members of Makueni County consist of 34 employees as highlighted below:

Table 127: Ethnic Distribution of Governor's Appointees in Makueni County

No.	Ethnic Group	Number	Percentage
1.	Kamba	32	94.11
	Luhya	1	2.94
	Meru	1	2.94
	Total	34	100

In terms of distribution, the County Chief Officers, CECM and CPSB members in Makueni County are as shown in the table below:

Table 128: Ethnic Distribution of CECM, CCOs and CPSB Members in Makueni County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kamba	8	80	18	100	6	100
2.	Luhya	1	10	0	0	0	0
3.	Meru	1	10	0	0	0	0
	Total	10	100	18	100	6	100

The Kamba community occupies majority of the positions in the county executive committee (94.11%), which not only contravenes the CGA but is also skewed towards the Governor's ethnic group. This goes against the spirit of the Constitution under Article 232, which seeks to enhance representation of Kenyans diverse communities in the spirit of public service. The NCI Act 2008 in section 7 (1&2) also underscores the importance of ethnic inclusivity to enable social cohesion.

County Assembly Staff

The County Assembly has 118 employees as demonstrated below:

Table 129: Ethnic Distribution of the Makueni County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kamba	113	95.76
2.	Kisii	1	0.85
3.	Luo	1	0.85
4.	Taita	1	0.85

5.	Meru	1	0.85
6.	Luhya	1	0.85
	Total	118	100

Of the 118 staff from the six communities employed at the County Assembly, 95.76% come from the Kamba community, while the Kisii, Luo, Meru, Luhya and Taita communities take up less than 1%. This is in violation of the laws on ethnic diversity.

Ethnic Composition of New Appointments (2016-2023)

The County has hired 2,322 employees since 2016 as presented below:

Table 130: Ethnic Distribution of New Appointments in Makeni County

No.	Ethnic Group	Number	Percentage
1.	Kamba	2235	96.25
2.	Kikuyu	24	1.03
3.	Kisii	14	0.6
4.	Luo	10	0.43
5.	Meru	10	0.43
6.	Kalenjin	9	0.39
7.	Luhya	7	0.3
8.	Embu	4	0.17
9.	Mijikenda	3	0.13
10.	Somali	2	0.09
11.	Taita	2	0.09
12.	Kuria	1	0.04
13.	Tharaka	1	0.04
	Total	2322	100

Nearly all of employees hired from 2016 are from the Kamba community as demonstrated above - 96.25%. This contravenes the CGA on enhancing diversity. Out of the 13 ethnic groups hired since 2016, 11 had less than 1% representation as demonstrated above.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The tables below present the ethnic representation of employees in Makeni County in 2023 and 2016 respectively:

Table 131: Comparative Analysis of Ethnic Diversity within the Makeni County Public Service

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kamba	3601	92.52	Kamba	2235	96.25
	Kikuyu	98	2.52	Kikuyu	24	1.03
	Meru	37	0.95	Kisii	14	0.6
	Kisii	34	0.87	Luo	10	0.43
	Luo	27	0.69	Meru	10	0.43
	Luhya	26	0.67	Kalenjin	9	0.39
	Kalenjin	19	0.49	Luhya	7	0.3
	Embu	16	0.41	Embu	4	0.17
	Taita	8	0.21	Mijikenda	3	0.13
	Mijikenda	7	0.18	Somali	2	0.09
	Mbeere	4	0.1	Taita	2	0.09
	Maasai	3	0.08	Kuria	1	0.04
	Somali	3	0.08	Tharaka	1	0.04
	Swahili	3	0.08			
	Borana	1	0.03			
	Kuria	1	0.03			
	Taveta	1	0.03			
	Teso	1	0.03			
	Tharaka	1	0.03			
	Turkana	1	0.03			
	Total	3,892	100	Total	2,322	100

The Makueni County has remained non-compliant going by the two ethnic diversity studies undertaken so far. Worth considering is the fact that representation of the Kamba community has reduced by 3.73% in 2023. Further, the Makueni CPS has also included representation from the Teso, Borana, Swahili, Turkana, and Taveta communities at 0.1% each.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Makueni County Public Service across the three (3) job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 132: Ethnic Distribution across Cadres in Makueni County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kamba	142	84.52	496	84.79	2,963	94.39
2.	Kikuyu	10	5.95	34	5.81	54	1.72
3.	Meru	3	1.79	10	1.71	24	0.76
4.	Kisii	4	2.38	6	1.03	24	0.76
5.	Luo	2	1.19	6	1.03	19	0.61
6.	Luhya	1	0.60	8	1.37	17	0.54
7.	Kalenjin	1	0.60	6	1.03	12	0.38
8.	Embu	0	0.00	4	0.68	12	0.38
9.	Taita	2	1.19	3	0.51	3	0.10
10.	Mijikenda	2	1.19	2	0.34	3	0.10
11.	Mbeere	0	0.00	1	0.17	3	0.10
12.	Maasai	0	0.00	1	0.17	2	0.06
13.	Somali	0	0.00	2	0.34	1	0.03
14.	Swahili	1	0.60	2	0.34	0	0.00
15.	Borana	0	0.00	1	0.17	0	0.00
16.	Kuria	0	0.00	0	0.00	1	0.03
17.	Taveta	0	0.00	1	0.17	0	0.00
18.	Teso	0	0.00	1	0.17	0	0.00
19.	Tharaka	0	0.00	0	0.00	1	0.03
20.	Turkana	0	0.00	1	0.17	0	0.00
	Total	168	100.00	585	100.00	3,139	100.00

The Kamba ethnic group still dominates across the three levels with over 80% representation, closely followed at a significant distance by the Kikuyu and Kisii ethnic groups. Other ethnic communities such as the Turkana, Teso, Mbeere, Embu, and Taita have been represented, albeit at less than 1%.

5.5 CENTRAL REGION

The Central Region is one of Kenya's former eight provinces, which is located in central Kenya. Central region was the ancestral home of the Kikuyu ethnic group. The province covered an area of 11,449 km². After promulgation of the new 2010 Kenyan Constitution, the region was divided into five counties, namely: Nyandarua, Murang'a, Kiambu, Kirinyaga and Nyeri. The following is a detailed discussion of the ethnic and diversity audit findings for the region.

5.5.1 NYANDARUA COUNTY

Nyandarua County borders Laikipia County to the North and North East, Nyeri and Murang'a Counties to the East, Kiambu County to the South, and Nakuru County to the South West

and West. It covers an area of 3,285.7Km² with a population of 638,289 (2019 Census). The County hosts five sub-counties namely Kinangop, Kipipiri, Ol Kalou, Ol Jorok, and Ndaragwa.

General Findings

The County has 2,578 members of staff in its county public service. Out of this, 41.62% (1,073) are male, while 58.38% (1,505) are female and comprises of 18 (0.70%) PWDs out of its total workforce. The table below illustrates the levels of ethnic diversity.

Table 133: General Ethnic Distribution of the Nyandarua County Public Service

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	2458	95.58
2.	Kamba	24	0.98
3.	Kisii	20	0.82
4.	Meru	17	0.65
5.	Luhya	15	0.57
6.	Kalenjin	14	0.49
7.	Embu	8	0.33
8.	Luo	5	0.20
9.	Mijikenda	4	0.16
10.	Samburu	2	0.08
11.	Kuria	1	0.04
12.	Maasai	1	0.04
13.	Mbeere	1	0.04
	Total	2578	100

The County has contravened the CGA 2012 with the Kikuyu ethnic group, forming majority of the employees at 95.58% (2,458) of the workforce. It has a representation of only 13 ethnic communities out of the 45, which is 28.89% of Kenya's ethnic groups. However, it is commendable that the County has ensured inclusion and diversity through the employment of minorities such as the Kuria and Maasai communities.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members in Nyandarua consist of 33 employees as illustrated in the table below:

Table 134: Ethnic Distribution of CECMs, CCOs and CPSB Members in Nyandarua County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	32	100
	Total	32	100

Their distribution is as illustrated in the table below:

Table 135: Ethnic Distribution of CECM, CCOs and CPSB Members in Nyandarua County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	10	100	15	100	7	100
	Total	10	100	15	100	7	100

The major finding is that all the County Chief Officers, County Executive Committee and County Public Service Board members of Nyandarua County are from the same ethnic group, the Kikuyu. The appointments are skewed towards the Kikuyu ethnic group at 100% representation.

County Assembly Staff

The County Assembly of Nyandarua has 92 members with the Kikuyu being the majority as illustrated in the table below:

Table 136: Ethnic Distribution of the Nyandarua County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	88	95.65
2.	Kalenjin	2	2.17
3.	Meru	1	1.09
4.	Teso	1	1.09
	Total	92	100

The County Assembly of Nyandarua has representation of four ethnic communities but the majority is still the Kikuyu community at 95.65% of the workforce.

Ethnic Composition of New Appointments 2016-2023

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 137: Distribution of New Appointments in Nyandarua County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	1419	96.86
2.	Kamba	13	0.89
3.	Kalenjin	9	0.61
4.	Kisii	6	0.41
5.	Embu	4	0.27
6.	Luhya	4	0.27
7.	Meru	3	0.20
8.	Luo	2	0.14
9.	Samburu	2	0.14
10.	Kuria	1	0.07

11.	Maasai	1	0.07
12.	Mijikenda	1	0.07
	Total	1,465	100

The County has employed 1,465 new staff since 2016. It has remained in contravention of the CGA 2012 despite the increase in new appointees.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 138: Comparative Analysis of Ethnic Diversity within the Nyandarua County Public Service

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Kikuyu	2458	95.58	Kikuyu	1431	93.7
2.	Kamba	24	0.98	Luhya	19	1.1
3.	Kisii	20	0.82	Kisii	18	1.1
4.	Meru	17	0.65	Kamba	15	1.0
5.	Luhya	15	0.57	Meru	15	1.0
6.	Kalenjin	14	0.49	Kalenjin	12	0.7
7.	Embu	8	0.33	Embu	4	0.3
8.	Luo	5	0.20	Luo	3	0.2
9.	Mijikenda	4	0.16	Mbeere	2	0.1
10.	Samburu	2	0.08	Mijikenda	2	0.1
11.	Kuria	1	0.04	Foreigner	1	0.1
12.	Maasai	1	0.04	Kenyan Asian	1	0.1
13.	Mbeere	1	0.04	Kuria	1	0.1
				Maasai	1	0.1
				Somali	1	0.1
				Swahili	1	0.1
				Teso	1	0.1
	Total	2,578	100	Total	1,528	100

Nyandarua County's workforce has grown from 1,528 employees in 2016 to 2,578 in 2023 and notably the representation of ethnic communities has reduced from 17 to 13 ethnic groups, which is only 28.89% representation of Kenya's communities. The majority representation remains for the Kikuyu ethnic group with a significant increase from 1,431 to 2,458 Kikuyu employees, which is a negative variance of 1.88%.

Ethnic Distribution across Cadres

The table below illustrates the ethnic distribution of all employees in Nyandarua County Public Service across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 139: Ethnic Distribution across Cadres in Nyandarua County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	142	94.04	419	92.29	1,905	96.55
2.	Kamba	2	1.32	3	0.66	19	0.96
3.	Kisii	3	1.99	7	1.54	10	0.51
4.	Meru	3	1.99	4	0.88	10	0.51
5.	Luhya	1	0.66	8	1.76	6	0.30
6.	Kalenjin	0	0.00	4	0.88	10	0.51
7.	Embu	0	0.00	1	0.22	7	0.35
8.	Luo	0	0.00	3	0.66	2	0.10
9.	Mijikenda	0	0.00	3	0.66	1	0.05
10.	Samburu	0	0.00	1	0.22	1	0.05
11.	Kuria	0	0.00	0	0.00	1	0.05
12.	Maasai	0	0.00	0	0.00	1	0.05
13.	Mbeere	0	0.00	1	0.22	0	0.00
	Total	151	100	454	100	1,973	100

The senior level has been dominated by the Kikuyu community who are at 94.04% (142). This cadre comprises of five (5) ethnic groups. The middle level cadre has been dominated by the Kikuyu community who are at 92.29% (419) and comprises of 11 ethnic groups. At this level, only the Mbeere community has been considered as representing minority communities. The Kikuyu community forms the majority of employees at the entry-level cadre at 96.55% (1,905) employees.

5.5.2 NYERI COUNTY

Nyeri County is located on the South West flank of Mount Kenya in the central highlands of the country. The county covers an area of 3,325Km² with a population of 759,164 (2019 Census). It has six sub-counties namely *Tetu, Kieni, Mathira, Othaya, Mukurweini, and Nyeri Town*.

General Findings

The County has 3,006 members of staff. The majority, who are from the Kikuyu community, account for 92.38% (2,777) hence contravening the CGA 2012. Out of this 44.21% (1,329) are male, 55.79% (1,677) are female and the county public service has 1.23% (37) PWDs. The table below illustrates the levels of ethnic diversity.

Table 140: General Ethnic Distribution of the Nyeri County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Kikuyu	2777	92.38	10.	Samburu	4	0.13
2.	Meru	61	2.03	11.	Mbeere	3	0.10
3.	Embu	44	1.46	12.	Somali	3	0.10
4.	Kamba	35	1.16	13.	Taita	3	0.10
5.	Luhya	24	0.80	14.	Kenyan Asian	2	0.07
6.	Kalenjin	20	0.67	15.	Turkana	2	0.07
7.	Luo	11	0.37	16.	Mijikenda	1	0.03
8.	Kisii	10	0.33	17.	Taveta	1	0.03
9.	Borana	4	0.13	18.	Teso	1	0.03
					Total	3,006	100

The County has contravened the CGA 2012 with the Kikuyu community, forming majority of the employees at 92.38% (2,777) of the workforce. The County has a representation of 18 ethnic groups out of the 45, which is 40% of Kenya's ethnic groups. The County has notably ensured inclusion and diversity through the employment of minorities such as Mbeere, Kenyan-Asian, Turkana, Somali, and Taveta communities.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members in Nyeri consists of 29 employees as illustrated in the table below:

Table 141: Ethnic Distribution of CECMs, CCOs and CPSB Members in Nyeri County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	23	79.31
2.	Meru	4	13.79
3.	Borana	1	3.45
	Total	29	100

The County Executive members, CCOs and CPSB members in Nyeri County are majorly from the Kikuyu community as illustrated in the table below:

Table 142: Ethnic Distribution of CECM, CCOs and CPSB in Nyeri County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	11	91.67	8	72.73	4	66.67
2.	Meru	1	8.33	2	18.18	1	16.67
3.	Borana	0	0	1	9.09	0	0
4.	Somali	0	0	0	0	1	16.67
	Total	12	100	11	100	6	100

The major finding is that all the appointments made by the Governor of Nyeri County that is, the County Executive Committee, County Chief Officers and County Public Service Board members are mainly from the Kikuyu ethnic group at 91.67% (11), 72.73% (8) and 66.67% (4) respectively.

It is commendable that the appointments include other non-dominant communities and specifically the Somali and Borana minority ethnic groups.

County Assembly Staff

The County Assembly of Nyeri has 66 employees with the largest ethnic group being the Kikuyu ethnic group taking up 92.42% (61) of the posts. The Kikuyu ethnic group still dominates appointments of the County Assembly, meaning it has contravened the CGA 2012.

Table 143: Ethnic Distribution of County Assembly Staff in Nyeri County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	61	92.42
2.	Kisii	2	3.03
3.	Kalenjin	1	1.52
4.	Mbeere	1	1.52
5.	Meru	1	1.52
	Total	66	100

The County Assembly of Nyeri is dominated by staff from the same ethnic group, the Kikuyu at 92.42% (61) of the total workforce.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 144: Ethnic Distribution of New Appointments in Nyeri County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	1008	92.9
2.	Embu	15	1.38
3.	Kalenjin	14	1.29
4.	Meru	14	1.29
5.	Kamba	9	0.83
6.	Luhya	8	0.74
7.	Luo	5	0.46
8.	Borana	3	0.28
9.	Kisii	3	0.28
10.	Samburu	2	0.18
11.	Somali	2	0.18

12.	Taita	1	0.09
13.	Turkana	1	0.09
	Total	1,085	100

The County has employed 1,085 new staff since 2016. Notably, the County has contravened the CGA 2012 despite the new appointees by employing 1,008 Kikuyu community making up 92.9% of the total new appointments.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 145: Comparative Analysis of Ethnic Diversity within the Nyeri CPS

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kikuyu	3517	85.4	Kikuyu	2777	92.38
	Meru	149	3.5	Meru	61	2.03
	Kamba	134	3.2	Embu	44	1.46
	Luhya	70	1.7	Kamba	35	1.16
	Kisii	65	1.6	Luhya	24	0.80
	Embu	49	1.2	Kalenjin	20	0.67
	Luo	44	1.1	Luo	11	0.37
	Kalenjin	28	0.7	Kisii	10	0.33
	Somali	13	0.3	Borana	4	0.13
	Mijikenda	9	0.2	Samburu	4	0.13
	Mbeere	9	0.2	Mbeere	3	0.10
	Maasai	8	0.2	Somali	3	0.10
	Taita	7	0.2	Taita	3	0.10
	Kuria	5	0.12	Kenyan-Asian	2	0.07
	Borana	4	0.1	Turkana	2	0.07
	Teso	3	0.1	Mijikenda	1	0.03
	Turkana	2	0.1	Taveta	1	0.03
	Swahili	1	0.02	Teso	1	0.03
	Kenyan-Asian	1	0.02			
	Kenyan-Arab	1	0.02			
	Total	4,120	100	Total	3,006	100

Nyeri County's workforce has grown from 3,006 employees to 4,120 in 2023. As compared to 2016 where 18 communities were represented, the County has employed two more communities, which translates to an increase in ethnic group representation in 2023. Among the minorities employed, include the Somali, Mbeere, Maasai, Kenyan-Asian, and Kenyan-Arab.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic distribution of all employees in Nyeri County Public Service across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 146: Ethnic Distribution across Cadres in Nyeri County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	114	82.01	615	88.11	2,048	94.42
2.	Meru	11	7.91	19	2.72	31	1.43
3.	Embu	0	0.00	18	2.58	26	1.20
4.	Kamba	6	4.32	14	2.01	15	0.69
5.	Luhya	1	0.72	11	1.58	12	0.55
6.	Kalenjin	1	0.72	2	0.29	17	0.78
7.	Luo	1	0.72	6	0.86	4	0.18
8.	Kisii	2	1.44	2	0.29	6	0.28
9.	Borana	1	0.72	0	0.00	3	0.14
10.	Samburu	0	0.00	1	0.14	3	0.14
11.	Mbeere	1	0.72	2	0.29	0	0.00
12.	Somali	0	0.00	3	0.43	0	0.00
13.	Taita	0	0.00	1	0.14	2	0.09
14.	Kenyan Asian	1	0.72	1	0.14	0	0.00
15.	Turkana	0	0.00	1	0.14	1	0.05
16.	Mijikenda	0	0.00	1	0.14	0	0.00
17.	Taveta	0	0.00	1	0.14	0	0.00
18.	Teso	0	0.00	0	0.00	1	0.05
	Total	139	100	698	100	2,169	100

The senior level has been dominated by the Kikuyu community who are at 82.01% (114). This cadre comprises of 10 ethnic groups. The middle level cadre has been dominated by the Kikuyu community who are at 88.11% (615) and comprises of 16 ethnic groups. The Kikuyu community still forms the majority of employees at the entry-level cadre at 94.42% (2,048) employees.

5.5.3 KIRINYAGA COUNTY

The Kirinyaga County has its capital in Kerugoya/Kutus. The County borders Meru County to the North, Embu County to the North East, East and South, Murang'a County to the South West and Nyeri County to the West. Kirinyaga covers an area of 1478.3Km² with a population of 610,411 people (2019 Census). Administratively, the county is divided into five sub-counties namely *Mwea, Gichugu, Ndia, and Kirinyaga Central*.

General Findings

The county has 2,513 members of staff. It has contravened the CGA since the majority are Kikuyu at 92.2%. Out of this 38.6% (970) are male, 61.4% (1543) are female and the county has 1.31% (33) PWDs. The table below illustrates the levels of ethnic diversity.

Table 147: General Ethnic Distribution of the Kirinyaga County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Kikuyu	2317	92.2	8.	Luo	7	0.28
2.	Meru	59	2.35	9.	Mbeere	4	0.16
3.	Embu	52	2.07	10.	Mijikenda	2	0.08
4.	Kamba	27	1.07	11.	Borana	1	0.04
5.	Kalenjin	16	0.64	12.	Maasai	1	0.04
6.	Kisii	16	0.64	13.	Pokomo	1	0.04
7.	Luhya	9	0.36	14.	Tharaka	1	0.04
					Total	2,513	100

The Kikuyu ethnic group forms a majority of employees at the county at 92.2% (2317) followed by the Meru at 2.35% (59), Embu at 2.07% (52) and Kamba at 1.07% (27) and the remaining make up less than 1%.

Ethnic Distribution by CECMs, CCOs and CPSB Members

The CECM, CCOs and CPSB consist of 31 employees as illustrated in the table below:

Table 148: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kirinyaga County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	29	93.55
2.	Luo	2	6.45
	Total	31	100

The CECM, CCOs and CPSB members in Kirinyaga County are entirely from two ethnic group as illustrated in the table below:

Table 149: Ethnic Distribution of CECM, CCOs and CPSB Members in Kirinyaga County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	10	100	12	87.5	7	100
2.	Luo	0	0	2	12.5	0	
	Total	10	100	14	100	7	100

Kirinyaga County has 10 County Executive members, 14 County Chief Officers and Seven (7) County Public Service Board members. The County Executive Committee in Kirinyaga County is skewed towards the Kikuyu ethnic group comprising of 29 out of the 31 staff.

County Assembly Staff

The County Assembly of Kirinyaga has 87 members cutting across four ethnic groups as illustrated in the table below:

Table 150: Ethnic Distribution of the Kirinyaga County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	83	95.4
2.	Kalenjin	2	2.3
3.	Meru	1	1.15
4.	Maasai	1	1.15
	Total	87	100

The County Assembly of Kirinyaga is dominated by a workforce from the Kikuyu ethnic group at 95.4% (83 out of 87 staff). This means that the County Assembly of Kirinyaga has contravened the CGA 2012.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 151: Ethnic Distribution of New Appointments in Kirinyaga County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	1070	90.37
2.	Meru	33	2.79
3.	Embu	22	1.86
4.	Kamba	17	1.44
5.	Kisii	13	1.1
6.	Kalenjin	12	1.01
7.	Luo	5	0.42
8.	Luhya	5	0.42
9.	Mbeere	3	0.25
10.	Tharaka	1	0.08
11.	Mijikenda	1	0.08
12.	Maasai	1	0.08
13.	Meru	1	0.08
	Total	1,184	100

Kirinyaga County has employed 1,184 staff since 2016. 90.37% (1070) of the staff are from the Kikuyu ethnic group. The County is in contravention of the CGA 2012 by not according at least 30% of its job opportunities at entry level to the non-dominant ethnic groups in the county.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 152: Comparative Analysis of Ethnic Diversity within the Kirinyaga CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Kikuyu	2317	92.2	Kikuyu	2445	93.9
2.	Meru	59	2.35	Embu	74	2.9
3.	Embu	52	2.07	Meru	44	1.7
4.	Kamba	27	1.07	Kamba	23	0.8
5.	Kalenjin	16	0.64	Mbeere	6	0.3
6.	Kisii	16	0.64	Kisii	5	0.2
7.	Luhya	9	0.36	Tharaka	3	0.1
8.	Luo	7	0.28	Mijikenda	1	0.05
9.	Mbeere	4	0.16	Taita	1	0.05
10.	Mijikenda	2	0.08			
11.	Borana	1	0.04			
12.	Maasai	1	0.04			
13.	Pokomo	1	0.04			
14.	Tharaka	1	0.04			
	Total	2513	100	Total	2602	100

Kirinyaga County's workforce has reduced from 2,602 to 2,513 and as compared to 2016, where only nine communities were represented. The County has employed five more communities, which translates to an increase in ethnic group representation in 2023. Among the minorities employed, include Mbeere, Maasai and Tharaka.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic distribution of all employees in Kirinyaga County Public Service across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 153: Ethnic Distribution by Cadres in Kirinyaga County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	110	94.02	352	88.00	1,855	92.94
2.	Meru	4	3.42	9	2.25	46	2.30
3.	Embu	0	0.00	16	4.00	36	1.80
4.	Kamba	0	0.00	9	2.25	18	0.90

5.	Kalenjin	0	0.00	3	0.75	13	0.65
6.	Kisii	1	0.85	2	0.50	13	0.65
7.	Luhya	0	0.00	3	0.75	6	0.30
8.	Luo	2	1.71	1	0.25	4	0.20
9.	Mbeere	0	0.00	1	0.25	3	0.15
10.	Mijikenda	0	0.00	1	0.25	1	0.05
11.	Borana	0	0.00	1	0.25	0	0.00
12.	Maasai	0	0.00	0	0.00	1	0.05
13.	Pokomo	0	0.00	1	0.25	0	0.00
14.	Tharaka	0	0.00	1	0.25	0	0.00
	Total	117	100	400	100	1996	100

The senior level has been dominated by the Kikuyu community who are at 94.02% (110). This cadre comprises of four (4) ethnic groups. The middle level cadre has been dominated by the Kikuyu community who are at 88.00% (352) and comprises of 13 ethnic groups. The Kikuyu community still forms the majority of employees at the entry-level cadre at 92.94% (1,855) employees. With regard to the three job cadres, the county remains non-compliant with the CGA 2012 with the Kikuyu forming the majority at all levels.

5.5.4 MURANG'A COUNTY

Murang'a County is a neighbouring county to the North with Nyeri, to the South with Kiambu, to the West with Nyandarua and to the East with Kirinyaga County. It occupies 2524.2 Km² with a population of 1,056,640 people (2019 Census). The County is comprised of seven sub-counties including Kangema, Kiharu, Mathioya, Kigumo, Kandara, Maragwa, and Gatanga.

General Findings

The County has 3,832 members of staff in its county public service. Out of this 33.59% (1,287) are male, while 66.41% (2,545) are female and the county public service comprises of 1.02% (39) PWDs out of its total workforce. The table below illustrates the levels of ethnic diversity:

Table 154: General Ethnic Distribution of the Murang'a County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Kikuyu	3534	92.22	12.	Bajun	1	0.03
2.	Kamba	79	2.06	13.	Kenyan-Foreigner	1	0.03
3.	Meru	62	1.62	14.	Kenyan-Arab	1	0.03
4.	Embu	41	1.07	15.	Kuria	1	0.03
5.	Luhya	40	1.04	16.	Other Kenyan	1	0.03
6.	Kisii	28	0.73	17.	Somali	1	0.03
7.	Luo	15	0.39	18.	Suba	1	0.03
8.	Kalenjin	13	0.34	19.	Taita	1	0.03
9.	Mbeere	4	0.1	20.	Taveta	1	0.03
10.	Borana	3	0.08	21.	Teso	1	0.03

11.	Swahili	2	0.05		22.	Tharaka	1	0.03
						Total	3,832	100

The County has contravened the CGA 2012 with the Kikuyu community forming majority of the employees at 92.22% (3,534) of the workforce. The County has representation of 22 ethnic communities out of the 45, which is 48.89% of Kenya's ethnic groups. It is also commendable that the County has ensured inclusion and diversity through the employment of minorities such as Mbeere, Borana, Kenyan-Arab, Kenyan-Foreigner, Somali, Kuria, Taveta, and Tharaka communities.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members consists of 22 employees as illustrated in the table below:

Table 155: Ethnic Distribution of Governor's Appointees in Murang'a County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	20	90.91
2.	Kamba	1	4.55
3.	Taveta	1	4.55
	Total	22	100

The CECM, County Chief Officers, and CPSB members in Murang'a County are majorly from one ethnic group as illustrated in the table below:

Table 156: Ethnic Distribution of CECM, CCOs and CPSB Members in Murang'a County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	10	90.91	4	80	6	100
2.	Kamba	1	9.09	0	20	0	0
3.	Taveta	0	0	1	0	0	0
	Total	11	100	5	100	6	100

The appointments made by the Governor of Murang'a County that is, the County Executive Committee members, County Chief Officers, and County Public Service Board members are mainly from one ethnic group, the Kikuyu. There has been an attempt at including other communities with the Kamba and Taveta factored in, though insignificantly.

County Assembly Staff

The County Assembly of Murang'a has 149 members with the Kikuyu being the majority ethnic group as illustrated in the table below:

Table 157: Ethnic Distribution of the Murang'a County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	138	92.62
2.	Luhya	4	2.68
3.	Embu	3	2.01
4.	Kamba	2	1.34
5.	Luo	1	0.67
6.	Meru	1	0.67
	Total	149	100

The County Assembly of Murang'a is dominated by staff from the same ethnic group, the Kikuyu at 92.62% (138) of the total workforce.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 158: Ethnic Distribution of New Appointments in Murang'a County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	1858	92.35
2.	Kamba	53	2.63
3.	Meru	30	1.49
4.	Luhya	17	0.84
5.	Embu	16	0.8
6.	Kisii	15	0.75
7.	Kalenjin	7	0.35
8.	Luo	7	0.35
9.	Borana	2	0.1
10.	Mbeere	1	0.05
11.	Somali	1	0.05
12.	Suba	1	0.05
13.	Swahili	1	0.05
14.	Taita	1	0.05
15.	Taveta	1	0.05
16.	Teso	1	0.05
	Total	2,012	100

The County has employed 2,012 new staff since 2016. The County has remained in contravention of the CGA 2012 despite the increase in new appointees.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 159: Comparative Analysis of Ethnic Diversity within the Murang'a CPS

2023				2016			
No.	Ethnic Group	Number	Percentage		Ethnic Group	Number	Percentage
1.	Kikuyu	3534	92.22		Kikuyu	2505	93.4
2.	Kamba	79	2.06		Kamba	43	1.6
3.	Meru	62	1.62		Meru	39	1.4
4.	Embu	41	1.07		Embu	36	1.2
5.	Luhya	40	1.04		Luhya	20	0.8
6.	Kisii	28	0.73		Kisii	16	0.6
7.	Luo	15	0.39		Luo	8	0.3
8.	Kalenjin	13	0.34		Kalenjin	6	0.2
9.	Mbeere	4	0.1		Mbeere	4	0.2
10.	Borana	3	0.08		Taita	4	0.2
11.	Swahili	2	0.05		Somali	1	0.05
12.	Bajun	1	0.03		Tharaka	1	0.05
13.	Kenyan-Foreigner	1	0.03				
14.	Kenyan-Arab	1	0.03				
15.	Kuria	1	0.03				
16.	Other Kenyan	1	0.03				
17.	Somali	1	0.03				
18.	Suba	1	0.03				
19.	Taita	1	0.03				
20.	Taveta	1	0.03				
21.	Teso	1	0.03				
22.	Tharaka	1	0.03				
	Total	3,832	100		Total	2,683	100

The Murang'a County's workforce has grown from 2,683 employees to 3,832 in 2023 and notably the representation of ethnic communities has increased from 12 to 22 ethnic groups, which is 48.89% of Kenya's communities. However, the majority representation remains for the Kikuyu ethnic group with a significant increase from 2,505 to 3,534. Worth noting however, is the positive variance of 1.18% occasioned by inclusion of the minority communities.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic distribution of all employees in Murang'a County Public Service across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 160: Ethnic Distribution across Cadres in Murang'a County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	154	87.01	645	88.24	2,735	93.54
2.	Kamba	2	1.13	13	1.78	64	2.19
3.	Meru	3	1.69	19	2.60	40	1.37
4.	Embu	4	2.26	15	2.05	22	0.75
5.	Luhya	5	2.82	10	1.37	25	0.85
6.	Kisii	3	1.69	11	1.50	14	0.48
7.	Luo	1	0.56	6	0.82	8	0.27
8.	Kalenjin	0	0.00	4	0.55	9	0.31
9.	Mbeere	0	0.00	2	0.27	2	0.07
10.	Borana	0	0.00	1	0.14	2	0.07
11.	Swahili	0	0.00	1	0.14	1	0.03
12.	Bajun	0	0.00	1	0.14	0	0.00
13.	Foreigner	1	0.56	0	0.00	0	0.00
14.	Kenyan-Arab	0	0.00	1	0.14	0	0.00
15.	Kuria	1	0.56	0	0.00	0	0.00
16.	Other Kenyan	1	0.56	0	0.00	0	0.00
17.	Somali	1	0.56	0	0.00	0	0.00
18.	Suba	0	0.00	1	0.14	0	0.00
19.	Taita	0	0.00	0	0.00	1	0.03
20.	Taveta	1	0.56	0	0.00	0	0.00
21.	Teso	0	0.00	0	0.00	1	0.03
22.	Tharaka	0	0.00	1	0.14	0	0.00
	Total	177	100	731	100	2,924	100

The senior management has been dominated by the Kikuyu community who are at 87.01% (154). This cadre comprises of 11 ethnic communities. The Kikuyu dominate the middle level cadre, comprising of 15 communities who are at 88.24% (645). It is worth noting that minority communities such as the Mbeere, Bajun, Borana, Suba, and Tharaka communities have also been considered for employment. The Kikuyu community forms the majority of employees at the entry-level cadre at 93.54% (2,735) employees.

5.5.5. KIAMBU COUNTY

Kiambu County borders Nairobi and Kajiado Counties to the South, Machakos County to the East, Murang'a County to the North and North East Nyandarua County to the North West and Nakuru County to the West. It's capital is Kiambu and covers an area of 2,538.6Km². The County has a population of 2,417,735 people (2019 Census). It is administratively divided into 12 sub counties including; Gatundu South, Gatundu North, Juja, Thika Town, Ruiru, Githunguri, Kiambu, Kiambaa, Kabete, Kikuyu, Limuru, and Lari.

General Findings

The County has 3,565 members of staff in its county public service. Out of this, 30.94% (1103) are male and 69.06% (2,462) are female. Among the county staff, only 0.67% (24) are PWDs. The table below illustrates the levels of ethnic diversity.

Table 161: General Ethnic Distribution of the Kiambu County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Kikuyu	3,143	88.16	12.	Taita	3	0.08
2.	Kamba	99	2.78	13.	Bajun	2	0.06
3.	Meru	82	2.3	14.	Borana	2	0.06
4.	Kisii	62	1.74	15.	Burji	2	0.06
5.	Luhya	57	1.6	16.	Kuria	2	0.06
6.	Luo	35	0.98	17.	Mbeere	2	0.06
7.	Kalenjin	29	0.81	18.	Kenyan Asian	1	0.03
8.	Embu	28	0.79	19.	Samburu	1	0.03
9.	Somali	6	0.17	20.	Teso	1	0.03
10.	Other Kenyan	4	0.11	21.	Turkana	1	0.03
11.	Maasai	3	0.08				
					Total	3,565	100

Worth noting is that the County has employed minority communities such as Teso, Turkana and Kenyan Asian. Majority of the employees are from the Kikuyu ethnic group at 88.16% (3,143). It has contravened the CGA.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Kiambu County are composed of 33 employees as illustrated in the table below:

Table 162: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kiambu County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	29	87.88
2.	Embu	1	3.03
3.	Kamba	1	3.03
4.	Meru	1	3.03
5.	Somali	1	3.03
	Total	33	100

Five communities make up the 33 employees, with the Kikuyu dominating at 87.88% (29), and the other communities having only one representative. Representation is thus skewed towards the Kikuyu community with 87.88% representation.

The distribution of the CECM, County Chief Officers, and CPSB members is as illustrated in the table below:

Table 163: Ethnic Distribution of CECM, CCOs and CPSB Members in Kiambu County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	10	86.67	13	88.24	6	100
2.	Meru	1	6.67	0	0	0	0
3.	Somali	1	6.67	0	0	0	0
4.	Embu	0	0	1	5.88	0	0
5.	Kamba	0	0	1	5.88	0	0
	Total	12	100	15	100	6	100

The CECM, County Chief Officers, and CPSB members majorly consists of 33 members, with five ethnic groups represented. The Kikuyu are the majority at 86.67%, 88.24% and 100% respectively. Worth noting is that a minority - Somali - has been included in the CEC membership.

County Assembly Staff

The County Assembly of Kiambu has 96 employees cutting across eight (8) ethnic groups as illustrated in the table below:

Table 164: Ethnic Distribution of the Kiambu County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	78	81.25
2.	Meru	8	8.33
3.	Kamba	3	3.13
4.	Luhya	3	3.13
5.	Embu	1	1.04
6.	Kisii	1	1.04
7.	Luo	1	1.04
8.	Mbeere	1	1.04
	Total	96	100

The Kikuyu community dominates the County Assembly at 81.25%. As such, the County Assembly of Kiambu contravenes the provisions of the CGA 2012.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 165: Ethnic Distribution of New Appointments in Kiambu County

No.	Ethnic Group	Number	Percentage
1.	Kikuyu	2396	90.59
2.	Kamba	58	2.19
3.	Meru	45	1.7
4.	Luhya	35	1.32
5.	Kisii	34	1.29

6.	Luo	24	0.91
7.	Embu	18	0.68
8.	Kalenjin	18	0.68
9.	Somali	4	0.15
10.	Taita	3	0.11
11.	Burji	2	0.08
12.	Maasai	2	0.08
13.	Borana	1	0.04
14.	Kuria	1	0.04
15.	Mbeere	1	0.04
16.	Other Kenyan	1	0.04
17.	Samburu	1	0.04
18.	Turkana	1	0.04
	Total	2,645	100

The County has employed 2,645 staff since 2016. It has contravened the CGA 2012 by employing 2,396 employees from the same ethnic group that is the Kikuyu making up 90.59%.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 166: Comparative Analysis of Ethnic Diversity within the Kiambu CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Kikuyu	3143	88.16	Kikuyu	3517	85.4
2.	Kamba	99	2.78	Meru	149	3.5
3.	Meru	82	2.3	Kamba	134	3.2
4.	Kisii	62	1.74	Luhya	70	1.7
5.	Luhya	57	1.6	Kisii	65	1.6
6.	Luo	35	0.98	Embu	49	1.2
7.	Kalenjin	29	0.81	Luo	44	1.1
8.	Embu	28	0.79	Kalenjin	28	0.7
9.	Somali	6	0.17	Somali	13	0.3
10.	Other Kenyan	4	0.11	Mijikenda	9	0.2
11.	Maasai	3	0.08	Mbeere	9	0.2
12.	Taita	3	0.08	Maasai	8	0.2
13.	Bajun	2	0.06	Taita	7	0.2
14.	Borana	2	0.06	Kuria	5	0.12
15.	Burji	2	0.06	Borana	4	0.1
16.	Kuria	2	0.06	Teso	3	0.1
17.	Mbeere	2	0.06	Turkana	2	0.1
18.	Kenyan-Asian	1	0.03	Swahili	1	0.02

19.	Samburu	1	0.03		Burji	1	0.02
20.	Teso	1	0.03		Kenyan-Asian	1	0.02
21.	Turkana	1	0.03		Kenyan-Arab	1	0.02
	Total	3,565	100		Total	4,120	100

Since 2016, the number of ethnic communities employed in the County has remained stagnant at 21 ethnic communities, representing 46.67% of Kenya's communities. However, the majority representation remains for the Kikuyu ethnic group.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic distribution of all employees in Kiambu County Public Service across the three (3) different job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 167: Ethnic Distribution across Cadres in Kiambu County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kikuyu	122	85.92	292	79.56	2729	89.30
2.	Kamba	4	2.82	15	4.09	80	2.62
3.	Meru	10	7.04	14	3.81	58	1.90
4.	Kisii	1	0.70	8	2.18	53	1.73
5.	Luhya	1	0.70	12	3.27	44	1.44
6.	Luo	1	0.70	9	2.45	25	0.82
7.	Kalenjin	0	0.00	5	1.36	24	0.79
8.	Embu	1	0.70	4	1.09	23	0.75
9.	Somali	2	1.41	1	0.27	3	0.10
10.	Other Kenyan	0	0.00	0	0.00	4	0.13
11.	Maasai	0	0.00	1	0.27	2	0.07
12.	Taita	0	0.00	0	0.00	3	0.10
13.	Bajun	0	0.00	1	0.27	1	0.03
14.	Borana	0	0.00	1	0.27	1	0.03
15.	Burji	0	0.00	0	0.00	2	0.07
16.	Kuria	0	0.00	1	0.27	1	0.03
17.	Mbeere	0	0.00	1	0.27	1	0.03
18.	Kenyan-Asian	0	0.00	1	0.27	0	0.00
19.	Samburu	0	0.00	1	0.27	0	0.00
20.	Teso	0	0.00	0	0.00	1	0.03
21.	Turkana	0	0.00	0	0.00	1	0.03
	Total	142	100	367	100	3,056	100

The Kikuyu community dominate the senior management, who are at 85.92% (122). This cadre comprises of eight (8) ethnic communities. The middle level cadre has been dominated by the Kikuyu community who are at 79.56% (292) and comprises of 16 ethnic communities.

It is worth noting that minority communities have also been considered for employment, represented by the Mbeere, Bajun, Borana, Somali and Kenyan-Asian communities. The Kikuyu community forms the majority of employees at the entry-level cadre at 89.30% (2,729) employees.

5.6 NYANZA REGION

Nyanza region is comprised of the six counties of the former provincial administration unit. These counties include Siaya, Kisumu, Homa Bay, Migori, Kisii and Nyamira, which drapes Lake Victoria, and are part of the Lake Region Economic Block (LREB).

5.6.1 SIAYA COUNTY

Siaya County is one of the counties in the former Nyanza Province in the Western part of Kenya. With a population of 993,183 (2019 census), the county is bordered by Busia County to the north, Kakamega County and Vihiga County's to the northeast and Kisumu County to the southeast. Siaya has six sub-counties including Alego Usonga, Bondo, Ugenya, Ugunja, Gem, and Rarieda.

General Findings

The County has 2,793 members of staff in the county public service. Out of this, 54.89% (1,533) are female and 45.11% (1,260) are male. The County has 0.07% (2) persons with disability. The table below illustrates the levels of ethnic diversity:

Table 168: General Ethnic Distribution of the Siaya County Public Service

No.	Ethnic Group	Number	Percentage
	Luo	2525	90.40
	Luhya	152	5.44
	Kisii	45	1.61
	Kalenjin	40	1.43
	Kikuyu	13	0.47
	Kamba	6	0.22
	Meru	4	0.14
	Taita	4	0.14
	Kuria	3	0.11
	Mijikenda	1	0.04
	Total	2,793	100

Of the 2,790 employees in the county, 90.4% (2,525) are from the Luo ethnic community. The remaining nine ethnic communities take up 9.6% (267) of the total county public service positions and thus the County is in violation of the CGA 2012.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB of Siaya County has 23 employees as presented below:

Table 169: Ethnic Distribution of CECMs, CCOs and CPSB Members in Siaya County

No.	Ethnic Group	Number	Percentage
1.	Luo	23	100
	Total	23	100

The composition of the Governor's office is homogeneous in nature, i.e composed of the Luo community - a contravention of the CGA.

The table below demonstrates the ethnic composition of across the three arms:

Table 170: Ethnic Distribution of CECM, CCOs and CPSB Members in Siaya County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	9	100	9	100	5	100
	Total	9	100	9	100	5	100

All the members of the County Executive Office are drawn from the Luo ethnic community, a contravention of the CGA.

County Assembly Staff

The Siaya County Assembly has 220 members of staff as presented below:

Table 171: Ethnic Distribution of County Assembly Staff in Siaya County

No.	Ethnic Group	Number	Percentage
	Luo	208	94.55
	Luhya	8	3.64
	Kisii	2	0.91
	Kikuyu	1	0.45
	Meru	1	0.45
	Total	220	100

The Luo take up majority of the positions at 94.55%, in contravention with the CGA. The remaining 5.45% (12) being from three ethnic communities.

Ethnic Composition of New Appointments (2016-2023)

The Siaya County government has recruited 1,485 staff since 2016 to date as shown below:

Table 172: Ethnic Distribution of New Appointments in Siaya County

No.	Ethnic Group	Number	Percentage
	Luo	1442	97.1
	Luhya	20	1.35
	Kikuyu	8	0.54
	Kisii	6	0.4
	Kalenjin	5	0.34
	Kamba	2	0.13
	Kuria	1	0.07
	Meru	1	0.07
	Total	1,485	100

The County has employed 1,485 staff from 2016 to date. It is worth noting that the County is still in contravention with the CGA 2012 with majority recruitments being from the Luo community at 97.1% (1,442).

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The comparative analysis of the 2016 and 2023 ethnic composition of Siaya County is presented below:

Table 173: Comparative Analysis of Ethnic Diversity within the Siaya County Public Service

No.	2023 Data			2016 Data		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Luo	2525	90.40	Luo	1314	78.9
	Luhya	152	5.44	Luhya	198	11.9
	Kisii	45	1.61	Kisii	56	3.3
	Kalenjin	40	1.43	Kalenjin	50	2.9
	Kikuyu	13	0.47	Kikuyu	13	0.8
	Kamba	6	0.22	Teso	11	0.6
	Meru	4	0.14	Kamba	5	0.3
	Taita	4	0.14	Meru	5	0.3
	Kuria	3	0.11	Kuria	3	0.2
	Mijikenda	1	0.04	Bajun	2	0.1
11.				Suba	2	0.1
12.				Mijikenda	2	0.1
13.				Embu	1	0.1
14.				Other Kenyan	1	0.1
15.				Samburu	1	0.1
16.				Taita	1	0.1
17.				Tharaka	1	0.1
	Total	2793	100	Total	1666	100

Statistics demonstrate that not only has the Siaya County government contravened the CGA in its appointments as at 2016 by employing a majority 78.9% Luo, the County has continued to degenerate as the Luo community currently occupy 90.43% of the positions, denoting a 11.53% increase in representation since 2016. Worth noting also is the fact that the number of ethnic communities reduced from the former 17 to the current 10 despite the increase in the number of staff by 1,124.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Siaya County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 174: Ethnic Distribution across Cadres in Siaya County

		SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
No.	Ethnic Group	Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	117	90.70	424	78.52	1982	93.45
2.	Luhya	11	8.53	69	12.78	71	3.35
3.	Kisii	1	0.78	18	3.33	26	1.23
4.	Kalenjin	0	0.00	17	3.15	23	1.08
5.	Kikuyu	0	0.00	5	0.93	8	0.38
6.	Kamba	0	0.00	1	0.19	5	0.24
7.	Meru	0	0.00	2	0.37	2	0.09
8.	Taita	0	0.00	3	0.56	1	0.05
9.	Kuria	0	0.00	1	0.19	2	0.09
10	Mijikenda	0	0.00	0	0.00	1	0.05
	Total	129	100.00	540	100.00	2121	100.00

The senior level management of Siaya County is dominated by the Luo community at 90.70% (117). The remaining two communities make up 9.30% (12) of employees under this cadre. Just like the senior level, the middle level cadre in Siaya County public service is dominated by the Luo community at 78.52% (424). The remaining eight communities take up 21.48% (116) positions within the middle level cadre in the county public service. Employment at the low-level cadre is also skewed towards the Luo community at 93.45% (1982). The remaining 6.56% (139) employees are from nine ethnic communities, in contravention with the CGA.

5.6.2 KISUMU COUNTY

Kisumu County is located in the defunct Nyanza Province. It has a total population of 1,155,574 (KNBS, 2019). The County has six sub-counties, i.e. Kisumu West, Kisumu East, Kisumu Town, Muhoroni, Nyakach and Nyando.

General Findings

Kisumu County Government has 4,534 public servants. Out of this, there are 53.98% (2,446) females and 46.05% (2,088) males. The CPS has 1.41% (64) PWD representation. The table below illustrates the levels of ethnic diversity.

Table 175: General Ethnic Distribution of the Kisumu County Public Service

No.	Ethnic Group	Number	Percentage
	Luo	3,925	86.57
	Luhya	274	6.04
	Kisii	153	3.37
	Kalenjin	69	1.52
	Kamba	21	0.46
	Kikuyu	20	0.44
	Teso	13	0.29
	Taita	9	0.20
	Meru	7	0.15
	Suba	7	0.15
	Kuria	6	0.13
	Kenyan Asian	5	0.11
	Maasai	4	0.09
	Mijikenda	4	0.09
	Somali	4	0.09
	Other Kenyan	3	0.07
	Embu	2	0.04
	Bajun	1	0.02
	Foreigner	1	0.02
	Kenyan-Arab	1	0.02
	Mbeere	1	0.02
	Pokomo	1	0.02
	Samburu	1	0.02
	Taveta	1	0.02
	Turkana	1	0.02
	Total	4,534	100

Data demonstrates that Kisumu County has contravened the CGA with the largest community being Luo at 3,925 (86.57%). Worth noting is the inclusion of minority communities in the county public service including the Bajun, Pokomo, Samburu, Turkana, among others.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Kisumu County consists of 27 employees as presented below:

Table 176: Ethnic Distribution CECMs, CCOs and CPSB Members in Kisumu County

No.	Ethnic Group	Number	Percentage
	Luo	24	88.89
	Kikuyu	2	7.40
	Luhya	1	3.70
	Total	27	100

The ethnic composition of the CECMs, CCOs and CPSB members is largely from the Luo community, who make up 88.89% of the employees. The Kikuyu and Luhya are also represented at 7.40% and 3.7% respectively. This is a contravention of the CGA.

Their ethnic distribution is as presented below:

Table 177: Ethnic Distribution of CECM, CCOs and CPSB Members in Kisumu County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	10	100	7	70	7	100
2.	Kikuyu	0	0	2	20	0	0
3.	Luhya	0	0	1	10	0	0
	Total	10	100	10	100	7	100

County Assembly Staff

The Kisumu County Assembly has 95 members of staff as presented below:

Table 178: Ethnic Distribution of the Kisumu County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Luo	83	87.37
	Luhya	4	4.21
	Kisii	3	3.16
	Kalenjin	2	2.11
	Kamba	1	1.05
	Kuria	1	1.05
	Teso	1	1.05
	Total	95	100

Of the 95 County Assembly employees, 83 of them are from the majority Luo community, making up 87.37%. Other communities included in the Assembly are the Luhya (4.21%), Kisii (3.16%) and Kalenjin (2.11%). This is in contravention of the CGA that permits employment of not more than 70% from the dominant community.

Ethnic Composition of New Appointments (2016-2023)

The Kisumu County government has recruited 1,981 staff since 2016 to date as shown below:

Table 179: Ethnic Distribution of New Appointments in Kisumu County

No.	Ethnic Group	Number	Percentage
	Luo	1,890	95.41
	Luhya	49	2.47
	Kisii	19	0.96
	Kalenjin	6	0.3
	Kamba	5	0.25
	Somali	3	0.15
	Teso	2	0.1
	Kenyan-Arab	1	0.05
	Kuria	1	0.05
	Meru	1	0.05
	Mijikenda	1	0.05
	Samburu	1	0.05
	Taita	1	0.05
	Taveta	1	0.05
	Total	1981	100

The recruitment reveals that the County Assembly has recruited a majority Luo who make up 95.41% of the staff, a contravention of the CGA. The next communities, the Luhya and the Kisii follow at a distant 2.47% and 0.96% respectively.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

A comparative analysis of the 2016 and 2023 ethnic distribution of Kisumu County staff is as presented below:

Table 180: Comparative Analysis of Ethnic Diversity within the Kisumu County Public Service

No.	2023 Data			2016 Data		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Luo	3,925	86.57	Luo	2670	78.0
	Luhya	274	6.04	Luhya	351	10.2
	Kisii	153	3.37	Kisii	195	5.8
	Kalenjin	69	1.52	Kalenjin	87	2.6
	Kamba	21	0.46	Kikuyu	29	0.9
	Kikuyu	20	0.44	Teso	25	0.7
	Teso	13	0.29	Kamba	17	0.5
	Taita	9	0.20	Meru	11	0.3
	Meru	7	0.15	Kuria	8	0.2
	Suba	7	0.15	Taita	7	0.2
	Kuria	6	0.13	Kenyan Asian	5	0.1

	Kenyan Asian	5	0.11		Mijikenda	5	0.1
	Maasai	4	0.09		Maasai	4	0.1
	Mijikenda	4	0.09		Other Kenyan	2	0.06
	Somali	4	0.09		Pokomo	2	0.06
	Other Kenyan	3	0.07		Turkana	2	0.06
	Embu	2	0.04		Embu	1	0.03
	Bajun	1	0.02		Mbeere	1	0.03
	Foreigner	1	0.02		Rendile	1	0.03
	Kenyan-Arab	1	0.02				
	Mbeere	1	0.02				
	Pokomo	1	0.02				
	Samburu	1	0.02				
	Taveta	1	0.02				
	Turkana	1	0.02				
	Total	4,534	100%		Total	3,423	100%

Statistics demonstrate that the County government continues to contravene the CGA in its appointments by employing a majority Luo community at 78% at 2016 and further increasing their representation by 8.57% to 86.57% of the positions in 2023. Worth noting, however is that the number of ethnic communities has increased by five with the inclusion of minority communities such as the Samburu, Taveta and Bajuni.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Kisumu County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 181: Ethnic Distribution across Cadres in the Kisumu County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	199	79.92	626	74.61	3,100	89.96
2.	Luhya	22	8.84	100	11.92	152	4.41
3.	Kisii	12	4.82	57	6.79	84	2.44
4.	Kalenjin	5	2.01	16	1.91	48	1.39
5.	Kamba	2	0.80	7	0.83	12	0.35
6.	Kikuyu	1	0.40	7	0.83	12	0.35
7.	Teso	1	0.40	3	0.36	9	0.26
8.	Taita	0	0	4	0.48	5	0.15
9.	Meru	0	0	2	0.24	5	0.15
10.	Suba	0	0	6	0.72	1	0.03
11.	Kuria	0	0	4	0.48	2	0.06

12.	Kenyan Asian	5	2.01	0	0	0	0
13.	Maasai	0	0	1	0.12	3	0.09
14.	Mijikenda	1	0.40	2	0.24	1	0.03
15.	Somali	0	0	0	0	4	0.12
16.	Other Kenyan	0	0	1	0.12	2	0.06
17.	Embu	1	0	1	0.12	0	0
18.	Bajun	0	0	0	0	1	0.03
19.	Foreigner	0	0	0	0	1	0.03
20.	Kenyan-Arab	0	0	1	0.12	0	0
21.	Mbeere	0	0	1	0.12	0	0
22.	Pokomo	0	0	0	0	1	0.03
23.	Samburu	0	0	0	0	1	0.03
24.	Taveta	0	0	0	0	1	0.03
25.	Turkana	0	0	0	0	1	0.03
	Total	249	100	839	100	3,446	100

The Luo community dominates the senior level management at 79.92%, and the mid-level management at 74.61%. The Luhya and the Kisii who also have representation at the middle level come at distant at 11.92% and 6.79% respectively. Additionally, the Luo take up majority of the entry-level positions at 89.96%. The Luhya and Kisii communities come a distant second and third 4.41% and 2.44%. The Kisumu CPS has contravened the CGA across the three cadres.

5.6.3 HOMA BAY COUNTY

Homa Bay is a county in the former Nyanza Province of Kenya. It has eight sub counties including Homa Bay Town, Kabondo Kasipul, Karachuonyo, Kasipul, Suba North, Ndhiwa, Rangwe, and Suba South. The county has a population of 1,131,950 (2019 census).

General Findings

Homa Bay County Government has 4,711 public servants. Out of this, there are 55.83% (2,630) females, 44.17% (2,081) males, and 1.03% (49) PWDs. The table below illustrates the levels of ethnic diversity.

Table 182: General Ethnic Distribution of the Homa Bay County Public Service

No.	Ethnic Group	Number	Percentage
	Luo	3,631	77.07
	Suba	819	17.38
	Kisii	113	2.40
	Luhya	81	1.72
	Kalenjin	26	0.55
	Kikuyu	10	0.21
	Kamba	7	0.15
	Teso	6	0.13
	Kuria	4	0.08

	Meru	4	0.08
	Mijikenda	3	0.06
	Maasai	2	0.04
	Taita	2	0.04
	Foreigner	1	0.02
	Sakuye	1	0.02
	Tharaka	1	0.02
	Total	4,711	100

The Luo form majority of the staff at 77.08% followed by the Suba at 17.38% and the Kisii at 2.40%. The County has contravened the CGA. Worth noting, however is that it has included some minority communities including the Sakuye and Taita in the public service.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members has 21 employees as presented below:

Table 183: Ethnic Distribution of CECMs, CCOs and CPSB Members in Homa Bay County

No.	Ethnic Group	Number	Percentage
1.	Luo	16	76.19
2.	Suba	5	23.81
	Total	21	100

The Luo community make up the majority of the county executive committee (76.19%) - a contravention of the CGA.

In terms of their distribution, they are presented as shown below:

Table 184: Ethnic Distribution of CECM, CCOs and CPSB Members in Homa Bay County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	6	75	7	70	2	66.67
2.	Suba	2	25	3	30	1	33.33
	Total	8	100	10	100	3	100

The county executive committee largely consists of the Luo ethnic group making up 75%, 70% and 66.67% in the CECM, CCO and CPSB positions.

County Assembly Staff

The Homa Bay County Assembly has 79 members of staff as presented below:

Table 185: Ethnic Distribution of County Assembly Staff in Homa Bay County

No.	Ethnic Group	Number	Percentage
	Luo	74	93.67
	Kalenjin	2	2.53
	Teso	2	2.53
	Kisii	1	1.27
	Total	79	100

Statistics reveal that the Luo make up the majority of staff at in the County Assembly at 93.67%. This is in contravention with the CGA that provides that the dominant community should not be more than 70%. Other communities represented include the Kalenjin, Teso and Kisii at 2.53%, 2.53% and 1.27% respectively, which demonstrates that the Luo dominate the Assembly positions.

Ethnic Composition of New Appointments (2016-2023)

The table below demonstrates the ethnic distribution of the 1,169 new employees of Homa Bay CPS.

Table 186: Ethnic Distribution of New Appointments in Homa Bay County

No.	Ethnic Group	Number	Percentage
1.	Luo	1,048	89.65
2.	Suba	109	9.32
3.	Luhya	4	0.34
4.	Kikuyu	3	0.26
5.	Kisii	3	0.26
6.	Foreigner	1	0.09
7.	Kalenjin	1	0.09
	Total	1,169	100

The County has employed 1,169 new staff members since 2016 with the Luo ethnic group dominating the new hires at 89.65%. The Suba come in second at 9.32%. Others include the Kisii, Luhya, Kikuyu, Kalenjin and a Foreigner with less than 1% representation. The county continues to contravene the CGA even in its ethnic consideration of new employees.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

A comparative analysis of the 2016 and 2023 ethnic composition of Homa Bay County is presented below.

Table 187: Comparative Analysis of Ethnic Diversity within the Homa Bay CPS

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Luo	3,631	77.07	Luo	3213	87.4
	Suba	819	17.38	Luhya	139	3.7
	Kisii	113	2.40	Basuba	141	3.9
	Luhya	81	1.72	Kisii	84	2.3
	Kalenjin	26	0.55	Kalenjin	42	1.1
	Kikuyu	10	0.21	Kamba	12	0.6
	Kamba	7	0.15	Kikuyu	11	0.3
	Teso	6	0.13	Meru	7	0.1
	Kuria	4	0.08	Maasai	6	0.1
	Meru	4	0.08	Teso	8	0.2
	Mijikenda	3	0.06	Kuria	5	0.1
	Maasai	2	0.04	Mijikenda	3	0.06
	Taita	2	0.04	Taita	2	0.04
	Foreigner	1	0.02	Somali	2	0.04
	Sakuye	1	0.02	Mbeere	1	0.02
	Tharaka	1	0.02			
	Total	4,711	100	Total	3,967	100

The County has recruited 4,711 staff since inception. While it has contravened section 65 of the CGA by employing a majority Luo at 87.4% in 2016, it has shown efforts towards compliance with the majority Luo now occupying 77.07% of the county government positions. However, the number of ethnic communities has also increased from 15 to 16, with the inclusion of minority communities such as the Sakuye.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Homa Bay County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 188: Ethnic Distribution across Cadres in Homa Bay County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	119	86.86	381	76.05	3,131	76.87
2.	Suba	3	2.19	50	9.98	766	18.81
3.	Kisii	9	6.57	27	5.39	77	1.89
4.	Luhya	3	2.19	24	4.79	54	1.33
5.	Kalenjin	1	0.73	8	1.60	17	0.42
6.	Kikuyu	0	0.00	2	0.40	8	0.20
7.	Kamba	0	0.00	1	0.20	6	0.15

8.	Teso	0	0.00	1	0.20	5	0.12
9.	Kuria	0	0.00	3	0.60	1	0.02
10.	Meru	0	0.00	0	0.00	4	0.10
11.	Mijikenda	1	0.73	2	0.40	0	0.00
12.	Maasai	0	0.00	1	0.20	1	0.02
13.	Taita	0	0.00	0	0.00	2	0.05
14.	Foreigner	0	0.00	1	0.20	0	0.00
15.	Sakuye	1	0.73	0	0.00	0	0.00
	Total	137	100	501	100	4073	100

The Luo take up a majority of the senior level positions at 86.86% in as much as minority communities such as the Sakuye and Mijikenda form part of the senior level management albeit at less than 1%. The middle and entry level is also dominated by the Luo community at 76.05% and 76.87% respectively. Others communities included at the middle are the Suba (9.98%), Kisii (5.39%), Luhya (4.79%), as well as minority communities such as the Mijikenda, Taita and Teso among others. The county is in contravention with the CGA.

5.6.4 MIGORI COUNTY

Migori County is a county in the former Nyanza Province of south-western Kenya. It borders Homa Bay County to the north, Kisii County to the northeast, Narok County to the southeast, Tanzania to the west and south, and Lake Victoria to the west. It has a population of 1,116,436 (2019 census) and 10 sub-counties namely Rongo, Awendo, Suna East, Suna West, Uriri, Nyatike, Kuria East, Kuria West, Ntimaru, and Mabera.

General Findings

Migori County has 3,437 public servants. Out of this, 51.47% (1,769) are male and 48.53% (1,668) are female. The County has 47 PWDs, making up 1.37% of employees. The table below illustrates the levels of ethnic diversity within the Migori County Public Service:

Table 189: General Ethnic Distribution of Migori County Public Service

No.	Ethnic Group	Number	Percentage
	Luo	2467	71.78
	Kuria	578	16.82
	Kisii	205	5.96
	Luhya	97	2.82
	Kalenjin	23	0.67
	Suba	21	0.61
	Kikuyu	19	0.55
	Kamba	6	0.17
	Embu	4	0.12
	Somali	3	0.09
	Taita	3	0.09
	Maasai	2	0.06
	Meru	2	0.06
	Kenyan Asian	1	0.03

	Kenyan-Arab	1	0.03
	Mijikenda	1	0.03
	Orma	1	0.03
	Other Kenyan	1	0.03
	Swahili	1	0.03
	Teso	1	0.03
	Total	3437	100

The Luo form majority of the employees in Migori County at 71.78% (2467) followed by the Kuria and Kisii at 16.82% and 5.96% respectively. As such, the County has contravened the CGA 2012. Out of the 45 ethnic communities represented in Kenya, the County has employed 20. Worth noting is that some minority communities such as the Maasai, Kenyan Asian, Kenyan Arab, and Orma have been included in the service.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members consist of 44 employees as presented below.

Table 190: Ethnic Distribution of CECMs, CCOs and CPSB Members in Migori County

No.	Ethnic Group	Number	Percentage
	Luo	30	68.18
	Kuria	10	22.73
	Luhya	2	4.55
	Suba	1	2.27
	Taita	1	2.27
	Total	44	100

The Migori Governor's office is composed of five ethnic communities with the Luo taking up 68.18% of the positions, thereby complying with the CGA. Other communities include the Kuria (22.73%), Luhya (4.55), Suba (2.27), and Taita (2.27).

In terms of distribution, the CECMs, CCOs and CPSB Members are as illustrated in the table below:

Table 191: Ethnic Distribution of CECM, CCOs and CPSB Members in Migori County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	8	57.14	17	70.83	5	83.33
2.	Kuria	5	35.71	4	16.67	1	16.67
3.	Luhya	0	0	2	8.33	0	0
4.	Suba	0	0	1	4.17	0	0
5.	Taita	1	7.14	0	0	0	0
	Total	14	100	24	100	6	100

The Luo take up eight out of 14 CECM positions at 57.14%, having complied with the CGA 2012. Other communities represented include the Kuria and Taita at 35.71% and 7.14%

respectively. Worth noting is that a minority (Taita) has been considered in one of the positions.

Out of the 24 CCO positions, the Luo take up 17, amounting to 70.83, which is in contravention with the CGA. Other communities included are the Kuria (16.67%), Luhya (8.33%) and Suba (4.17%).

The CPS board members are predominantly from the Luo ethnic group at 83.33% with the Kuria occupying one out of the six positions.

The Governor has contravened the CGA in his appointment of Members of the County Executive Committee.

County Assembly Staff

The Migori County Assembly composes of 66 employees as shown in the table below:

Table 192: Ethnic Distribution of the Migori County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Luo	42	63.64
	Kuria	10	15.15
	Suba	10	15.15
	Embu	1	1.52
	Kisii	1	1.52
	Luhya	1	1.52
	Somali	1	1.52
	Total	66	100

The Luo make up the majority of the County Assembly employees at 63.64%, which complies with the CGA. Other communities include the Kuria (15.15%) and the Suba (15.15%). Worth noting is that a monitory (Somali), has been included in the Assembly.

Ethnic Composition of New Appointments (2016-2023)

The Migori County government has recruited 1,474 staff since 2016 to date as shown below:

Table 193: Ethnic Distribution of New Appointments in Migori County

No.	Ethnic Group	Number	Percentage
	Luo	1138	77.20
	Kuria	275	18.66
	Kisii	29	1.97
	Luhya	23	1.56
	Kalenjin	3	0.20
	Embu	1	0.07
	Maasai	1	0.07
	Orma	1	0.07

	Somali	1	0.07
	Suba	1	0.07
	Taita	1	0.07
	Total	1,474	100

Among the new appointments, the Luo make up a majority of the communities at 77.20%, contravening the CGA 2012. Other communities include the Kuria (18.66) and the Kisii (1.97%). Worth noting is that the County has recruited minority communities including the Maasai, Somali and Taita.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

While the 2016 data reveals that Migori County had 1,843 county public servants, the County currently hosts 3,437 county public servants as shown below:

Table 194: Comparative Analysis of Ethnic Diversity within the Migori CPS

2023 Data				2016 Data		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Luo	2467	71.78	Luo	1202	65.2
	Kuria	578	16.82	Kuria	247	13.4
	Kisii	205	5.96	Kisii	210	11.3
	Luhya	97	2.82	Luhya	92	5.0
	Kalenjin	23	0.67	Kalenjin	26	1.4
	Suba	21	0.61	Kikuyu	23	1.2
	Kikuyu	19	0.55	Suba	17	0.8
	Kamba	6	0.17	Kamba	8	0.4
	Embu	4	0.12	Meru	4	0.2
	Somali	3	0.09	Embu	3	0.2
	Taita	3	0.09	Somali	3	0.2
	Maasai	2	0.06	Maasai	2	0.1
	Meru	2	0.06	Kenyan Asian	1	0.1
	Kenyan Asian	1	0.03	Mijikenda	1	0.1
	Kenyan-Arab	1	0.03	Other Kenyan	1	0.1
	Mijikenda	1	0.03	Swahili	1	0.1
	Orma	1	0.03	Taita	1	0.1
	Other Kenyan	1	0.03	Teso	1	0.1
	Swahili	1	0.03			
	Total	3,437	100	Total	1,843	100

While the County had complied with the CGA in 2016, it has currently contravened the Act with the Luo majority making up 71.78% of the staff, due to a 6.58% increase in the community's representation. Worth noting, however, is that the County has included minority communities such as the Orma community.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Migori County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 195: Ethnic Distribution across Cadres in Migori County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luo	94	71	304	60	2,069	74
2.	Kuria	12	9	67	13	499	18
3.	Kisii	10	8	73	14	122	4
4.	Luhya	3	2	31	6	63	2
5.	Kalenjin	1	1	7	1	15	1
6.	Suba	7	5	8	2	6	0
7.	Kikuyu	2	2	7	1	10	0
8.	Kamba	0	0	2	0	4	0
9.	Embu	0	0	1	0	3	0
10.	Somali	1	1	2	0	0	0
11.	Taita	0	0	1	0	2	0
12.	Maasai	0	0	0	0	2	0
13.	Meru	0	0	1	0	1	0
14.	Kenyan Asian	1	1	0	0	0	0
15.	Kenyan-Arab	1	1	0	0	0	0
16.	Mijikenda	1	1	0	0	0	0
17.	Orma	0	0	0	0	1	0
18.	Other Kenyan	0	0	0	0	1	0
19.	Swahili	0	0	0	0	1	0
20.	Teso	0	0	1	0	0	0
	Total	133	100	505	100	2,799	100

Of the 132 members of staff at the senior level management of Migori County, 70.45% are from the Luo community. Worth noting however, is that some minority communities including the Mijikenda, Kenyan Asian and Kenyan Arab form part of the senior management. The mid-level management is composed of 505 public servants from 13 ethnic communities with the highest representation from the Luo community who make up 60% of the staff, indicating compliance with the CGA. The entry-level cadre is composed of 2,799 members of staff, with the Luo community taking up 73.92% of the positions. Other communities include the Kuria (17.83%), Kisii (4.36%) and the Luhya (2.25%). This contravenes the CGA, which provides a threshold of 70%.

5.6.5 KISII COUNTY

Kisii County shares common borders with Nyamira County to the North East, Narok County to the South and Homa Bay and Migori Counties to the West. With a population of 1,266,860, the County is organized into nine sub-counties namely: Kitutu Chache North, Kitutu Chache, Nyaribari Masaba, Nyaribari Chache, Bomachoge Borabu, Bomachoge

Cache, Bobasi, South Mugirango, and Bonchari.

General Findings

Kisii County has 5,965 public servants. Out of this, 50.08% (2,987) are male and 49.92% (2,978) are female. The County has 79 PWDs, making up 1.33% of employees. The table below illustrates the levels of ethnic diversity within the Kisii County Public Service.

Table 196: General Ethnic Distribution of the Kisii County Public Service

No.	Ethnic Group	Number	Percentage
	Kisii	5629	94.37
	Luo	115	1.93
	Luhya	69	1.16
	Kikuyu	53	0.89
	Kalenjin	32	0.54
	Kamba	22	0.37
	Kuria	13	0.22
	Meru	13	0.22
	Embu	4	0.07
	Somali	3	0.05
	Taita	3	0.05
	Foreigner	2	0.03
	Gabra	1	0.02
	Maasai	1	0.02
	Mbeere	1	0.02
	Mijikenda	1	0.02
	Other Kenyan	1	0.02
	Samburu	1	0.02
	Total	5,965	100

The Kisii form majority of the employees in Kisii County at 94.37% (5629) followed by the Luo and Luhya at a distant 1.93% and 1.16% respectively. Out of 45 Ethnic Communities represented in Kenya, the County has employed 18. Importantly, the County has included some minority communities such as the Taita, Maasai and Samburu have been included in the service.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members has 42 employees as presented below:

Table 197: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kisii County

No.	Ethnic Group	Number	Percentage
1.	Kisii	42	100
	Total	42	100

The governor has a homogenous outlook in his office, with all the 42 employees coming from the Kisii community. This is a clear contravention of the CGA.

In terms of ethnic distribution, the officers are distributed as shown below:

Table 198: Ethnic Distribution of CECM, CCOs and CPSB Members in Kisii County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kisii	13	100	19	100	10	100
	Total	13	100	19	100	10	100

All the CECMs, CCOs and CPSB Members across the three levels are all from the Kisii community, which is in violation of the CGA.

County Assembly Staff

The Kisii County Assembly is composed of 213 members of staff as presented below:

Table 199: Ethnic Distribution of County Assembly Staff in Kisii County

No.	Ethnic Group	Number	Percentage
	Kisii	205	96.24
	Somali	3	1.41
	Kalenjin	1	0.47
	Kikuyu	1	0.47
	Kuria	1	0.47
	Luo	1	0.47
	Meru	1	0.47
	Total	213	100

Although there are seven ethnic communities represented within the Assembly, the Kisii dominate the institution with 96.24% of them occupying 205 out of 213 positions - thereby contravening the CGA.

Ethnic Composition of New Appointments (2016-2023)

The table below shows the appointments made from 2016 to date.

Table 200: Ethnic Distribution of New Appointments in Kisii County

No.	Ethnic Group	Number	Percentage
	Kisii	1573	97.16
	Luo	18	1.11
	Kalenjin	9	0.56
	Kikuyu	6	0.37
	Luhya	6	0.37
	Kamba	3	0.19

	Somali	3	0.19
	Embu	1	0.06
	Total	1,619	100

The Kisii County government has contravened the CGA by recruiting 97.16% from the dominant Kisii community. The second most dominant community is the Luo coming at a distant 1.11%. However, the County government has recruited three officers from the minority Somali community.

Comparative Analysis of 2016 and 2023 ethnic diversity status

The Kisii CPS ethnic distribution of employees in 2016 and 2023 respectively are presented below:

Table 201: Comparative Analysis of Ethnic Diversity within the Kisii CPS

No.	2023 Data			2016 Data		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kisii	5629	94.37	Kisii	3244	89.9
	Luo	115	1.93	Luo	128	3.5
	Luhya	69	1.16	Luhya	80	2.3
	Kikuyu	53	0.89	Kikuyu	54	1.6
	Kalenjin	32	0.54	Kalenjin	30	0.9
	Kamba	22	0.37	Kamba	19	0.5
	Kuria	13	0.22	Kuria	15	0.4
	Meru	13	0.22	Meru	12	0.3
	Embu	4	0.07	Embu	7	0.11
	Somali	3	0.05	Maasai	4	0.1
	Taita	3	0.05	Taita	3	0.09
	Foreigner	2	0.03	Suba	2	0.06
	Gabra	1	0.02	Foreigner	2	0.06
	Maasai	1	0.02	Mbeere	2	0.06
	Mbeere	1	0.02	Gabra	1	0.03
	Mijikenda	1	0.02	Other Kenyan	1	0.03
	Other Kenyan	1	0.02	Taveta	1	0.03
	Samburu	1	0.02	Teso	1	0.03
	Total	5,965	100	Total	3,606	100

Since inception, the County has employed 5,965 staff since 2016 as compared to the 3,606 staff it had as at 2016. Although there is an increment of 2,359 staff, there is no change in the number of ethnic communities who stand at 18. While the County contravened the CGA 2012 by employing a majority Kisii at 89.9% as at 2016, it continues to deteriorate with the majority Kisii currently at 94.37%.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Mandera County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 202: Ethnic Distribution across Cadres in Kisii County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1	Kisii	204	86.08	648	84.16	4777	96.35
2	Luo	12	5.06	35	4.55	68	1.37
3	Luhya	8	3.38	26	3.38	35	0.71
4	Kikuyu	2	0.84	28	3.64	23	0.46
5	Kalenjin	4	1.69	13	1.69	15	0.30
6	Kamba	3	1.27	5	0.65	14	0.28
7	Kuria	2	0.84	4	0.52	7	0.14
8	Meru	1	0.42	4	0.52	8	0.16
9	Embu	0	0.00	2	0.26	2	0.04
10	Somali	0	0.00	0	0.00	3	0.06
11	Taita	0	0.00	3	0.39	0	0.00
12	Foreigner	0	0.00	0	0.00	2	0.04
13	Gabra	0	0.00	0	0.00	1	0.02
14	Maasai	0	0.00	1	0.13	0	0.00
15	Mbeere	1	0.42	0	0.00	0	0.00
16	Mijikenda	0	0.00	0	0.00	1	0.02
17	Other Kenyan	0	0.00	0	0.00	1	0.02
18	Samburu	0	0.00	1	0.13	0	0.00
19	Teso	0	0.00	0	0.00	1	0.02
	Total	237	100.00	770	100.00	4,958	100.00

Data reveals that the Kisii who take up 204 (86.08%) out of 237 positions in the Kisii County government dominate the senior level management. Just as is the case at the senior management, the Kisii dominate the mid-level management as they occupy 648 (84.16%) out of the available 770 positions. The remaining 11 ethnic communities share 122 positions with the Luo who are the second most dominant group occupying 4.55% of the positions. Further, out of the 4,958 positions available in the entry-level cadre, the Kisii occupy 96.35 of the positions, thereby contravening the CGA. The second most dominant community comes at a distant second, occupying 1.37% of the lower cadre positions. It is still established that the Kisii ethnic group dominates all the three cadres at the CPS with over 80% representation across the cadres.

5.6.6 NYAMIRA COUNTY

Nyamira County is a county in the former Nyanza Province of Kenya. It borders Kisii, Homa Bay, Kericho and Bomet Counties. The county has five sub-counties namely: Nyamira South, Nyamira North, Borabu, Masaba North and Manga sub counties. The County has a population of 605,576 according to the 2019 Population and Housing Census.

General Findings

Nyamira County Government has 4,534 public servants. Out of this, there are 56.18% (2,547) females, 43.82% (1,987) males, and 0.98% (44) PWDs. The table below illustrates the levels of ethnic diversity.

Table 203: General Ethnic Distribution of the Nyamira County Public Service

No.	Ethnic Group	Number	Percentage
	Kisii	4296	94.75
	Luo	103	2.27
	Luhya	36	0.79
	Kalenjin	31	0.68
	Kikuyu	24	0.53
	Kamba	11	0.24
	Meru	11	0.24
	Kuria	7	0.15
	Suba	5	0.11
	Mijikenda	3	0.07
	Mbeere	2	0.04
	Taita	2	0.04
	Embu	1	0.02
	Tharaka	1	0.02
	Turkana	1	0.02
	Total	4,534	100

Nyamira County has contravened the CGA with the largest community being Kisii at 94.75%. The Luo and Luhya communities follow at a distant second and third at 2.27% and 0.79% respectively. The County has however included some minority communities such as the Mijikenda and Turkana.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members has 29 employees as presented below:

Table 204: Ethnic Distribution of CECMs, CCOs and CPSB Members in Nyamira County

No.	Ethnic Group	Number	Percentage
1.	Kisii	28	96.43
2.	Kikuyu	1	3.57
	Total	29	100

Only two ethnic groups are represented, with the dominant Kisii community taking up the majority of the positions at 96.43% and the Kikuyu community occupying the remaining 3.57% of the positions as demonstrated above. The Governor contravenes the CGA in his appointments.

Their distribution is as illustrated in the table below:

Table 205: Ethnic Distribution of CECM, CCOs and CPSB Members in Nyamira County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kisii	12	92.31	7	100	9	100
2.	Kikuyu	1	7.69	0	0	0	0
	Total	13	100	7	100	9	100

The 13 CECM members are from the Kisii and Kikuyu ethnic groups at 92.31% and 7.69% respectively. In addition to dominating the CECM positions, the Kisii community take up all the CCO and CPSB member positions. This is a clear contravention of the CGA.

County Assembly Staff

The Nyamira County Assembly has 114 members of staff as presented below:

Table 206: Ethnic Distribution of the Nyamira County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kisii	114	100
	Total	114	100

The County Assembly staff are mono-ethnic in nature with 100% representation from the dominant Kisii ethnic group - a contravention of the NCI Act.

Ethnic Composition of New Appointments (2016-2023)

The Nyamira County government has recruited 2,838 staff since 2016 to date as shown below:

Table 207: Ethnic Distribution of New Appointments in Nyamira County

No.	Ethnic Group	Number	Percentage
	Kisii	2784	97.31
	Luo	38	1.33
	Kalenjin	12	0.42
	Luhya	12	0.42
	Kikuyu	7	0.24
	Kamba	4	0.14
	Meru	2	0.07
	Embu	1	0.03

	Kuria	1	0.03
	Total	2,861	100

The Kisii take up majority of the positions at 97.31%. The Luo and Kalenjin appear as the second and third ethnic communities at 1.33% and 0.42% respectively, hence the County contravenes the CGA in its new appointments.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

A comparative analysis of the 2016 and 2023 ethnic composition of Nyamira County is presented below:

Table 208: Comparative Analysis of Ethnic Diversity within the Nyamira County Public Service

No.	2023 Data			2016 Data		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kisii	4296	94.75	Kisii	1689	90.4
	Luo	103	2.27	Luo	74	3.9
	Luhya	36	0.79	Luhya	33	1.7
	Kalenjin	31	0.68	Kalenjin	25	1.2
	Kikuyu	24	0.53	Kikuyu	21	1.1
	Kamba	11	0.24	Kamba	8	0.4
	Meru	11	0.24	Meru	6	0.3
	Kuria	7	0.15	Kuria	5	0.3
	Suba	5	0.11	Embu	1	0.1
	Mijikenda	3	0.07	Mbeere	1	0.1
	Mbeere	2	0.04	Mijikenda	1	0.1
	Taita	2	0.04	Other Kenyan	1	0.1
	Embu	1	0.02	Taita	1	0.1
	Tharaka	1	0.02	Turkana	1	0.1
	Turkana	1	0.02	Suba	1	0.1
	Total	4,534	100	Total	1,868	100

Statistics demonstrate that further to contravening the CGA in its appointments as at 2016 by employing a majority Kisii at 90.4%, the County has continued to degenerate as the Kisii community currently occupies 94.75% of the positions. This indicates an increased representation of 4.35% of the Kisii ethnic group since 2016. The number of ethnic communities remains the same (15) despite the county employing an additional 2,643 individuals between 2016 and 2023.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Nyamira County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 209: Ethnic Distribution across Cadres in Nyamira County

No.	Ethnic Group	SENIOR LEVEL		MIDDLE LEVEL		ENTRY LEVEL	
		(Job Grp P & above)		(Job Grp L, M, N, O)		(Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
1	Kisii	114	85.07	365	84.49	3795	96.22
2	Luo	14	10.45	17	3.94	72	1.83
3	Luhya	2	1.49	12	2.78	22	0.56
4	Kalenjin	1	0.75	9	2.08	21	0.53
5	Kikuyu	1	0.75	16	3.70	6	0.15
6	Kamba	1	0.75	4	0.93	6	0.15
7	Meru	0	0.00	3	0.69	8	0.20
8	Kuria	1	0.75	3	0.69	3	0.08
9	Suba	0	0.00	0	0.00	5	0.13
10	Mijikenda	0	0.00	2	0.46	1	0.03
11	Mbeere	0	0.00	0	0.00	2	0.05
12	Taita	0	0.00	0	0.00	2	0.05
13	Embu	0	0.00	0	0.00	1	0.03
14	Tharaka	0	0.00	0	0.00	1	0.03
15	Turkana	0	0.00	1	0.23	0	0.00
	Total	134	100.00	432	100.00	3,944	100.00

The Kisii occupy majority of the senior positions at 85.07%, followed by the Luo and the Luhya communities at a distant 10.45% and 1.49% respectively. At the Middle level management, the Kisii take up 370 out of the available 437 positions at 84.49% while the Luo and Kikuyu communities follow at a distant 3.94% and 2.78% respectively. The representation of the Kisii community is at an even higher level at the entry level with 96.22% representation, followed by the Luo and Luhya at a distant 1.83% and 0.56% respectively. The County is in contravention of the CGA across all the cadres.

5.7 RIFT VALLEY REGION

The Great Rift Valley in Kenya is a vast geological trench that extends approximately 6,000 kilometres. This remarkable geological formation is renowned for its dramatic landscapes, including steep cliffs, volcanic mountains, and a chain of freshwater and alkaline lakes. The Rift Valley region is home to 13 counties, namely Turkana, Samburu, Laikipia, Baringo, Elgeyo Marakwet, West Pokot, Laikipia, Nakuru, Kajiado, Narok, Nandi, Kericho, Trans Nzoia, and Uasin Gishu. It also holds cultural significance, with various indigenous communities such as the Maasai, Samburu, and Turkana, residing in the area. Overall, the Great Rift Valley region is a captivating blend of natural wonders and cultural richness, making it a significant attraction for visitors and a vital element of Kenya's geography and biodiversity and economy. It is also the largest region.

5.7.1 TURKANA COUNTY

Turkana County is situated in Kenya along the Great Rift Valley. It has a population of 926,976 (Census 2019). It is the largest county by land area of 71597.8Kms. It has four sub-counties namely Turkana North, Turkana South, Turkana East and Turkana West. It is one of

the counties that has experienced conflicts over time.

General Findings

The County has 3,887 county public servants. Out of this 65.5%% (2546) are male and 34.5% (1341) are female. The County has also employed PWDs that occupy 2.37% (92) of the positions. The table below presents the ethnic distribution of the County's Public Service employees.

Table 210: Turkana County Public Service Employees in Turkana County

No.	Ethnic Group	No	Percentage
	Turkana	3174	81.66
	Kalenjin	240	6.17
	Luhya	159	4.09
	Luo	88	2.26
	Kisii	74	1.9
	Kikuyu	70	1.8
	Meru	19	0.49
	Kamba	17	0.44
	Teso	11	0.28
	Somali	9	0.23
	Samburu	6	0.15
	Maasai	5	0.13
	Embu	4	0.1
	Taita	3	0.08
	Mijikenda	2	0.05
	Other Kenyan	2	0.05
	Bajun	1	0.03
	Borana	1	0.03
	Foreigner	1	0.03
	Pokomo	1	0.03
	Total	3,887	100

The County has contravened section 65 1 (e) of the CGA 2012, with the Turkana ethnic group forming majority of the employees at 81.66% (3,174) of the workforce. It has brought on board 19 other ethnic groups. It is also commendable that the County has employed minorities such as Pokomo, Borana, Mijikenda, Somali, Bajun, among others.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB comprise of 27 members of staff as illustrated in the table below:

Table 211: Ethnic Distribution of CECMs, CCOs and CPSB Members in Turkana County

No.	Ethnic Group	Freq.	Percentage %
	Turkana	27	100
	Total	27	100

The outlook is mono-ethnic in nature as the Turkana ethnic group takes up 100% of all the jobs. The County has contravened the diversity laws.

Their distribution is as illustrated in the table below:

Table 212: Ethnic Distribution of CECM, CCOs & CPSB Members in Turkana County

No.	Ethnic Group	CECM		CCO		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
	Turkana	12	100	10	100	5	100
	Total	12	100	10	100	5	100

The Turkana County executive committee consists of members drawn from the one ethnic community, all Turkana.

County Assembly Staff

The County Assembly of Turkana has 139 members, all of them mono-ethnic (Turkana 100%) as illustrated below.

Table 213: Ethnic Distribution of the Turkana County Assembly

No.	Ethnic Group	Number	Percentage
	Turkana	139	100
	Total	139	100

Despite the presence of other ethnic groups in Turkana County, the County's top leadership has not deemed it important to include minority ethnic groups into its top leadership roles. This goes against the spirit of diversity and inclusion principles as outlined in Article 232 of the Constitution and other diversity laws in the CGA 2012 and NCI Act 2008.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 214: Ethnic Distribution of New Appointments in Turkana County

No.	Ethnic Group	No	Percentage
	Turkana	2556	79.33
	Kalenjin	229	7.11
	Luhya	144	4.47
	Luo	81	2.51
	Kisii	69	2.14

	Kikuyu	68	2.11
	Meru	18	0.56
	Kamba	14	0.43
	Teso	11	0.34
	Somali	8	0.25
	Samburu	6	0.19
	Embu	4	0.12
	Maasai	4	0.12
	Taita	3	0.09
	Mijikenda	2	0.06
	Other Kenyan	2	0.06
	Bajun	1	0.03
	Borana	1	0.03
	Foreigner	1	0.03
	Total	3,222	100

The County has employed 3,222 new staff since 2016 by employing 79.33% of the dominant community. It has remained in contravention of the CGA 2012 section 65 1(e) despite the increase in new appointees.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 215: Comparative analysis of Ethnic Diversity within the Turkana CPS

Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
Turkana	3174	81.66	Turkana	670	67.3
Kalenjin	240	6.17	Kalenjin	112	11.3
Luhya	159	4.09	Luhya	96	9.6
Luo	88	2.26	Kikuyu	41	4.2
Kisii	74	1.9	Luo	24	2.4
Kikuyu	70	1.8	Kisii	20	2.0
Meru	19	0.49	Meru	9	0.9
Kamba	17	0.44	Teso	8	0.8
Teso	11	0.28	Samburu	3	0.3
Somali	9	0.23	Kamba	2	0.2
Samburu	6	0.15	Maasai	3	0.3
Maasai	5	0.13	Other Kenyan	2	0.2
Embu	4	0.1	Borana	1	0.1
Taita	3	0.08	Embu	1	0.1
Mijikenda	2	0.05	Njemps	1	0.1
Other Kenyan	2	0.05	Somali	1	0.1
Bajun	1	0.03			

	Borana	1	0.03		Taita	1	0.1
	Foreigner	1	0.03		Total	995	100
	Pokomo	1	0.03				
	Total	3,887	100				

The Turkana County workforce has grown from 995 employees in 2016 to 3,887 in 2023 and notably, the representation of the ethnic communities has increased from 17 to 20 ethnic groups. Worth noting is that while the County had complied with sec 65 (1) (e) of the CGA in 2016, it has currently contravened the law by employing a majority Turkana at 81.66%.

Ethnic Distribution across Cadre in County Public Service

The tables below illustrates the ethnic composition of all employees in Turkana County Public Service across the three (3) job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 216: Ethnic Distribution by Cadres in Turkana County

Ethnic Group		SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & Below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1	Turkana	97	80.17	471	68.56	2606	84.64
2	Kalenjin	2	1.65	80	11.64	158	5.13
3	Luhya	7	5.79	45	6.55	107	3.48
4	Luo	3	2.48	20	2.91	65	2.11
5	Kisii	2	1.65	20	2.91	52	1.69
6	Kikuyu	3	2.48	28	4.08	39	1.27
7	Meru	1	0.83	5	0.73	13	0.42
8	Kamba	1	0.83	4	0.58	12	0.39
9	Teso	0	0.00	4	0.58	7	0.23
10	Somali	1	0.83	2	0.29	6	0.19
11	Samburu	1	0.83	0	0.00	5	0.16
12	Maasai	0	0.00	4	0.58	1	0.03
13	Embu	0	0.00	1	0.15	3	0.10
14	Taita	0	0.00	2	0.29	1	0.03
15	Mijikenda	1	0.83	0	0.00	1	0.03
16	Other Kenyan	1	0.83	0	0.00	1	0.03
17	Bajun	0	0.00	1	0.15	0	0.00
18	Borana	0	0.00	0	0.00	1	0.03
19	Foreigner	1	0.83	0	0.00	0	0.00
20	Pokomo	0	0.00	0	0.00	1	0.03
	Total	121	100	687	100	3,079	100

From the analysis, the senior, middle and entry levels are dominated by the Turkana community at 80.17% (97), 68.56% (471), 84.64% (2606) respectively. It is worth noting that minority communities such as the Mijikenda, Samburu and Somali are included in the senior management. Minority communities such as Somali, Teso, Borana, Pokomo, Mijikenda, and Taita have also been included in the entry-level cadre.

5.7.2 WEST POKOT COUNTY

West Pokot County has a population of 621,241 (Census 2019) and occupies an area of 8418.2 Square Kilometres. It borders Turkana, Elgeyo Marakwet, Baringo and Trans Nzoia counties. The County is divided into four sub-counties namely: West Pokot, North Pokot, Central Pokot and Pokot South.

General Findings

The County has 3,206 staff of which 53.81% (1725) are male and 46.19% (1481) are female. The County has also employed 0.75% (24). The table below illustrates the levels of ethnic diversity.

Table 217: General Ethnic Distribution of the West Pokot County Public Service

Ethnic Group	Number	Percentage
Kalenjin	2932	91.45
Luhya	147	4.59
Kikuyu	41	1.28
Kisii	25	0.78
Luo	23	0.72
Kamba	10	0.31
Teso	6	0.19
Maasai	5	0.16
Samburu	3	0.09
Dasenach	2	0.06
El-Molo	2	0.06
Other Kenyan	2	0.06
Foreigner	1	0.03
Kuria	1	0.03
Mbeere	1	0.03
Meru	1	0.03
Mijikenda	1	0.03
Somali	1	0.03
Taita	1	0.03
Turkana	1	0.03
Total	3,206	100

The County has contravened the CGA 2012 section 65 1(e) with the Kalenjin ethnic group being the majority at 91.45% (2,932). Despite this, it has a diversity base of 20 ethnic groups in its public service. Notably, minority communities such as, Turkana, Taita and Samburu among others have been included.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB members consists of 29 staff as presented in the table below:

Table 218: Ethnic Distribution of CECMs, CCOs and CPSB Members in West Pokot County

No.	Ethnic Group	No.	Percentage
	Kalenjin	29	100
	Total	29	100

The County Chief Officers, CECM and CPSB members in West Pokot County are mono-ethnic as illustrated in the table below:

Table 219: Ethnic Distribution of CECM, CCOs & CPSB Members in West Pokot County

No.	CECM		CCO		CPSB		
	Ethnic Group	No.	Percent	Number	Percent	Number	Percent
	Kalenjin	10	100	14	100	5	100
	Total	10	100	14	100	5	100

The findings demonstrate that all of the County Chief Officers, County Executive Committee and County Public Service Board members are from the same ethnic community, the Kalenjin. The County contravenes the diversity laws just like their counterparts in Turkana County.

County Assembly Staff

The West Pokot County Assembly has 241 members of staff as presented below:

Table 220: Ethnic Distribution of the West Pokot County Assembly Staff

	Ethnic Group	No.	Percentage
	Kalenjin	234	97.1
	Luhya	3	1.24
	Kikuyu	2	0.83
	Luo	1	0.41
	Mijikenda	1	0.41
	Total	241	100

The County Assembly has contravened the diversity laws with the Kalenjin forming majority of the employees at 97.1% of the workforce. The Assembly has distributed jobs across four other ethnic communities i.e. the Luhya, Kikuyu, Luo, and Mijikenda.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employee since 2016 is as depicted in the tale below:

Table 221: Ethnic Distribution of New Appointments in West Pokot County

No.	Ethnic Group	Number	Percentage
	Kalenjin	1217	94.27
	Luhya	33	2.56
	Kikuyu	12	0.93

	Luo	10	0.77
	Kisii	8	0.62
	Kamba	4	0.31
	Maasai	2	0.15
	El-Molo	1	0.08
	Meru	1	0.08
	Mijikenda	1	0.08
	Samburu	1	0.08
	Somali	1	0.08
	Total	1,291	100

The County has employed 1,291 new staff since 2016 and has remained in contravention the CGA 2012 Section 65 1 (e) despite the increase in new recruitments.

Comparative Analysis of 2016 and 2023 ethnic diversity status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 222: Comparative Analysis of Ethnic Diversity within the West Pokot CPS

	Ethnic Group	No	Percentage		Ethnic Group	No.	Percentage
	Kalenjin	2932	91.45		Kalenjin	667	73.3
	Luhya	147	4.59		Luhya	133	14.7
	Kikuyu	41	1.28		Kikuyu	49	5.5
	Kisii	25	0.78		Kisii	24	2.6
	Luo	23	0.72		Luo	21	2.3
	Kamba	10	0.31		Kamba	5	0.6
	Teso	6	0.19		Turkana	4	0.4
	Maasai	5	0.16		Meru	1	0.1
	Samburu	3	0.09		Mbeere	1	0.1
	Dasenach	2	0.06		Samburu	1	0.1
	El-Molo	2	0.06		Taita	1	0.1
	Other Kenyan	2	0.06		Foreigner	1	0.1
	Foreigner	1	0.03		Teso	1	0.1
	Kuria	1	0.03				
	Mbeere	1	0.03				
	Meru	1	0.03				
	Mijikenda	1	0.03				
	Somali	1	0.03				
	Taita	1	0.03				
	Turkana	1	0.03				
	Total	3,206	100		Total	909	100

The West Pokot County workforce has grown from 909 employees in 2016 to 3,206 in 2023, with the representation of ethnic communities increasing from 15 to 21 ethnic groups. The Kalenjin ethnic group remains dominant, with a significant increase from 446 to 2,932. Hence, the County records a negative variance of 18.15% from 2016 to 2023, implying a regression. However, in the new appointments, the County has included minority communities such as the Taita and Somali.

Ethnic Distribution across Job Cadre

The tables below illustrates the ethnic composition of all employees in Turkana County Public Service across the three (3) job cadres. The Cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below):

Table 223: Ethnic Distribution across Cadres in West Pokot County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & Below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Kalenjin	75	82.42	245	77.29	2,612	93.35
	Luhya	6	6.59	46	14.51	95	3.40
	Kikuyu	3	3.30	8	2.52	30	1.07
	Kisii	1	1.10	5	1.58	19	0.68
	Luo	2	2.20	4	1.26	17	0.61
	Kamba	2	2.20	1	0.32	7	0.25
	Teso	1	1.10	2	0.63	3	0.11
	Maasai	0	0.00	3	0.95	2	0.07
	Samburu	0	0.00	1	0.32	2	0.07
	Dasenach	0	0.00	1	0.32	1	0.04
	El-Molo	1	1.10	0	0.00	1	0.04
	Other Kenyan	0	0.00	0	0.00	2	0.07
	Foreigner	0	0.00	0	0.00	1	0.04
	Kuria	0	0.00	0	0.00	1	0.04
	Mbeere	0	0.00	0	0.00	1	0.04
	Meru	0	0.00	0	0.00	1	0.04
	Mijikenda	0	0.00	0	0.00	1	0.04
	Somali	0	0.00	0	0.00	1	0.04
	Taita	0	0.00	1	0.32	0	0.00
	Turkana	0	0.00	0	0.00	1	0.04
	Total	91	100	317	100	2,798	100

From the analysis, the senior, middle and entry levels are dominated by the Kalenjin community at 82.42% (75), 77.29% (245) and 93.35% (2612) respectively. The county has brought on board various minorities at all cadres including Turkana, Somali, and Turkana.

5.7.3 SAMBURU COUNTY

Samburu County borders Baringo County to the West, Laikipia County to the South, Isiolo County to the East, Turkana County to the North West and Marsabit County to the North. Lake Turkana borders to the Northern tip between Turkana and Marsabit counties. It covers an area of 21,065.1 Km² with a population of 310,327 (2019 Population and Housing Census). The County is comprised of three sub-counties including Samburu West, Samburu North, and Samburu East.

General Findings

The County has 1,729 staff out of which 64.43% (1,114) are male, while 35.57% (615) are female and 23 Persons with Disabilities (PWDs), a representation 1.33%. The table below illustrates the levels of ethnic diversity.

Table 224: General Ethnic Distribution of the Samburu County Public Service

No.	Ethnic Group	Number	Percentage
1.	Samburu	1472	85.19
2.	Turkana	87	5.03
3.	Kikuyu	60	3.47
4.	Kalenjin	27	1.56
5.	Meru	14	0.81
6.	Somali	14	0.81
7.	Luhya	12	0.69
8.	Kisii	8	0.46
9.	Luo	7	0.41
10.	Kamba	6	0.35
11.	Borana	5	0.29
12.	Rendille	5	0.29
13.	Maasai	4	0.23
14.	Mijikenda	2	0.12
15.	Dorobo	1	0.06
16.	Ilchamus	1	0.06
17.	Mbeere	1	0.06
18.	Other Kenyan	2	0.12
19.	Suba	1	0.06
	Total	1,729	100

The County has contravened the CGA 2012 Section 65 (1) (e) with the dominant ethnic community being the Samburu at 85.19% (1,472). It has a representation of 18 ethnic communities and has included other minorities such as Borana, Rendille, and Maasai communities.

Ethnic Distribution of CECMs, CCOs and CPSB Members in Samburu County

The CECMs, CCOs and CPSB Members in Samburu County has 29 employees as illustrated in the table below:

Table 225: Ethnic Distribution of CECMs, CCOs and CPSB Members in West Pokot County

No.	Ethnic Group	Number	Percentage
1.	Samburu	26	89.66
2.	Dorobo	1	3.45
3.	Rendille	1	3.45
4.	Turkana	1	3.45
	Total	29	100

Majority of the said officers are from the Samburu community (89.66%), a contravention of the CGA.

Ethnic Balance among the CECM, CCOs and CPSB Members in Samburu County

The County Chief Officers, CECM and CPSB members in Samburu County are mainly from one ethnic community as illustrated in the table below:

Table 226: Ethnic Distribution of CECM, CCOs & CPSB Members in Samburu County

	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
	Samburu	8	72.73	11	100	7	100
	Dorobo	1	9.09	0	0	0	0
	Rendille	1	9.09	0	0	0	0
	Turkana	1	9.09	0	0	0	0
	Total	11	100	11	100	7	100

Notably, all the appointments made by the Governor's office that is, employees of the Governor's office, County Chief Officers, County Executive Committee and County Public Service Board members are mainly from the dominant ethnic community, the Samburu. The appointments are skewed towards the Samburu ethnic community, although effort has been made to include other communities such as Turkana, Rendille and Dorobo.

County Assembly Employees

The County Assembly of Samburu has 88 members with the Samburu being the majority ethnic community as illustrated in the table below:

Table 227: Ethnic Distribution of the Samburu County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Samburu	79	89.77
2.	Somali	4	4.55
3.	Turkana	2	2.27
4.	Kalenjin	1	1.14
5.	Kikuyu	1	1.14
6.	Luo	1	1.14
	Total	88	100

The County Assembly of Samburu as illustrated has 89.77% (79) representation of the dominant Samburu community. It is worth noting that although the County Assembly is still in contravention of the CGA 2012 section 65 1 (e), it has made a reasonable attempt to include other communities especially the minority Somali.

Ethnic Composition of New Appointments since 2016-2023

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 228: Ethnic Distribution of New Appointments in Samburu County

No.	Ethnic Group	Number	Percentage
1.	Samburu	711	84.24
2.	Turkana	58	6.87
3.	Kikuyu	24	2.84
4.	Kalenjin	20	2.37
5.	Somali	6	0.71
6.	Luhya	5	0.59
7.	Kamba	4	0.47
8.	Luo	3	0.36
9.	Meru	3	0.36
10.	Maasai	2	0.24
11.	Rendille	2	0.24
12.	Borana	1	0.12
13.	Ilchamus	1	0.12
14.	Kisii	1	0.12
15.	Mijikenda	1	0.12
16.	Others	1	0.12
17.	Suba	1	0.12
	Total	844	100

The County has employed 844 new staff since the year 2016. It has remained in contravention of the CGA 2012 section 65 1 (e), despite the increase in new employees. This is occasioned by the recruitment of 711 (84.24%) new staff from the dominant Samburu ethnic community.

Comparative Analysis of 2023 & 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 229: Comparative Analysis of Ethnic Diversity within the Samburu CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1	Samburu	1472	85.19	Samburu	899	73.6
2	Turkana	87	5.03	Kikuyu	105	8.4
3	Kikuyu	60	3.47	Turkana	66	5.3
4	Kalenjin	27	1.56	Kalenjin	43	3.3

5	Meru	14	0.81	Meru	20	1.6
6	Somali	14	0.81	Kamba	13	1.0
7	Luhya	12	0.69	Luhya	12	1.0
8	Kisii	8	0.46	Other Kenyans	14	1.1
9	Luo	7	0.41	Kisii	9	0.7
10	Kamba	6	0.35	Luo	8	0.6
11	Borana	5	0.29	Borana	7	0.6
12	Rendille	5	0.29	Embu	7	0.6
13	Maasai	4	0.23	Maasai	6	0.5
14	Mijikenda	2	0.12	Rendille	6	0.5
15	Dorobo	1	0.06	Somali	3	0.2
16	Ilchamus	1	0.06	Mbeere	3	0.2
17	Mbeere	1	0.06	Taita	2	0.2
18	Other Kenyan	2	0.12	Teso	2	0.2
19	Suba	1	0.06	Burji	1	0.1
				Gabra	1	0.1
				Mijikenda	1	0.1
				Njemps	1	0.1
	Total	1,729	100	Total	1,229	100

Samburu County's workforce has grown from 1,229 employees in 2016 to 1,729 in 2023. Regrettably, the number of ethnic communities in the workforce has reduced from 22 to 19. Some minority communities such as Burji and Gabra were included, while others like Embu, Njemps, Taita, and Teso fell off the grid. Notably, the majority representation remains the Samburu ethnic group with a significant increase from 899 to 1,472.

Ethnic Distribution across Job Cadres in CPS

The tables below illustrate the ethnic distribution of all employees in Samburu County Public Service across the three (3) job cadres.

Table 230: Ethnic Distribution across Cadres in Samburu County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
1.	Samburu	74	83.15	127	79.87	1,271	85.82
2.	Turkana	1	1.12	4	2.52	82	5.54
3.	Kikuyu	3	3.37	9	5.66	48	3.24
4.	Kalenjin	0	0.00	3	1.89	24	1.62
5.	Meru	0	0.00	0	0.00	14	0.95
6.	Somali	0	0.00	3	1.89	11	0.74
7.	Luhya	2	2.25	3	1.89	7	0.47
8.	Kisii	4	4.49	2	1.26	2	0.14
9.	Luo	1	1.12	3	1.89	3	0.20
10.	Kamba	1	1.12	0	0.00	5	0.34

11.	Borana	0	0.00	0	0.00	5	0.34
12.	Rendille	0	0.00	1	0.63	4	0.27
13.	Maasai	1	1.12	2	1.26	1	0.07
14.	Mijikenda	1	1.12	0	0.00	1	0.07
15.	Dorobo	0	0.00	1	0.63	0	0.00
16.	Ilchamus	0	0.00	1	0.63	0	0.00
17.	Mbeere	1	1.12	0	0.00	0	0.00
18.	Other Kenyan	0	0.00	0	0.00	1	0.07
19.	Suba	0	0.00	0	0.00	2	0.14
	Total	89	100	159	100	1481	100

The Samburu ethnic community has dominated the three cadres; senior management at 83.15% (74) followed by Middle level cadre at 79.87% (127); and entry level at 85.82% (1,271).

5.7.4 TRANS NZOIA COUNTY

Trans-Nzoia County covers an area of 2495.2 square kilometres, with a population of 990,342, (2019 Housing Census). This County is also referred to as the food basket of Kenya for its role in food production in the country. Historically, the area has been inhabited by the Sabaot people. After independence, many of the farms vacated by white settlers were bought by individuals from other ethnic groups in Kenya. Kitale, its capital town, is now majorly occupied by the Luhya communities. There are also other inhabitants as minority communities. It has been divided to five sub counties namely Cherangany, Endebess, Kwanza, Kiminini, and Saboti.

General Findings

The County has 3,613 staff, out of this 57.02% (2060) are female and 42.98% (1553) are male, with 1.16% (42) being PWDs. The table below illustrates the levels of ethnic diversity.

Table 231: General Ethnic Distribution of the Trans Nzoia County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Luhya	1,806	52.20	12.	Taita	3	0.09
2.	Kalenjin	979	28.29	13.	Bajun	2	0.06
3.	Kisii	203	5.87	14.	Taveta	1	0.03
4.	Kikuyu	196	5.66	15.	Suba	1	0.03
5.	Luo	121	3.50	16.	Somali	1	0.03
6.	Teso	57	1.65	17.	Pokomo	1	0.03
7.	Turkana	32	0.92	18.	Other Kenyan	1	0.03
8.	Meru	23	0.66	19.	Kenyan Asian	1	0.03
9.	Kamba	20	0.58	20.	Embu	1	0.03
10.	Mijikenda	6	0.17	21.	Dorobo	1	0.03
11.	Maasai	4	0.12				
					Total	3,613	100

The County has complied with the CGA 2012 section 651(e) with the Luhya ethnic community forming the majority, at 52.20% (1,806). On the overall, the County has a representation of 21 ethnic communities in its workforce. Notably, it has employed minorities from the Taveta

and Dorobo communities.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members comprises of 30 employees as illustrated in the table below:

Table 232: Ethnic Distribution of CECMs, CCOs and CPSB Members in Trans Nzoia County

No.	Ethnic Group	Number	Percent
	Luhya	18	60
	Kalenjin	4	13.33
	Kikuyu	3	10
	Luo	3	10
	Kisii	1	3.33
	Teso	1	3.33
	Total	30	100

The County Chief Officers, CECM and CPSB members in Trans Nzoia County are from six (6) ethnic community as illustrated in the table below.

Table 233: Distribution of CECM, CCOs & CPSB Members in Trans Nzoia County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luhya	5	50	8	53.85	5	83.33
2.	Kalenjin	3	30	1	7.69	0	0
3.	Kikuyu	1	10	1	7.69	1	16.67
4.	Luo	1	10	2	15.38	0	0
5.	Kisii	0	0	1	7.69	0	0
6.	Teso	0	0	1	7.69	0	0
	Total	10	100	14	100	6	100

The major finding is that majority of the County Chief Officers, County Executive Committee and County Public Service Board members are predominantly from the Luhya ethnic community, 50% (5), 53.85% (7) and 83.33% (5) respectively.

County Assembly Staff

The County Assembly of Trans Nzoia has 121 members cutting across eight ethnic groups as illustrated in the table below:

Table 234: Ethnic Distribution of the Trans Nzoia County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Luhya	66	54.55
2.	Kalenjin	37	30.58
3.	Kikuyu	8	6.61

4.	Luo	3	2.48
5.	Kisii	2	1.65
6.	Somali	2	1.65
7.	Turkana	2	1.65
8.	Kamba	1	0.83
	Total	121	100

The County Assembly of Trans Nzoia is dominated by a workforce from Luhya community at 54.55% (66), but has also considered minority communities such as Somali and Turkana. The County has complied with the CGA 2012 section 65 1 (e).

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employee since 2016 is as depicted in the tale below:

Table 235: Ethnic Distribution of New Appointments in Trans Nzoia County

No.	Ethnic Group	Number	Percentage
	Luhya	1,301	54.48
	Kalenjin	694	29.06
	Kisii	117	4.90
	Kikuyu	114	4.77
	Luo	70	2.93
	Teso	37	1.55
	Turkana	26	1.09
	Kamba	11	0.46
	Meru	8	0.34
	Maasai	2	0.08
	Somali	2	0.08
	Taita	2	0.08
	Bajun	1	0.04
	Dorobo	1	0.04
	Mijikenda	1	0.04
	Taveta	1	0.04
	Total	2,388	100

The County has employed 2,388 new staff since 2016 but also complied with the CGA 2012, the Luhya ethnic group represent 54.48 % of the new appointments followed closely by the Kalenjin at 29.06%.

Comparative Analysis of 2016 and 2023 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below.

Table 236: Comparative Analysis of Ethnic Diversity within the Trans Nzoia CPS

2023				2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Luhya	1,806	52.20	Luhya	768	47.3
2.	Kalenjin	979	28.29	Kalenjin	401	24.7
3.	Kisii	203	5.87	Kikuyu	151	9.3
4.	Kikuyu	196	5.66	Kisii	117	7.2
5.	Luo	121	3.50	Luo	81	5
6.	Teso	57	1.65	Teso	31	1.9
7.	Turkana	32	0.92	Kamba	14	0.9
8.	Meru	23	0.66	Pokot	13	0.8
9.	Kamba	20	0.58	Meru	12	0.7
10.	Mijikenda	6	0.17	Turkana	12	0.7
11.	Maasai	4	0.12	Mijikenda	7	0.4
12.	Taita	3	0.09	Kenyan Asian	4	0.2
13.	Bajun	2	0.06	Other Kenyan	2	0.1
14.	Taveta	1	0.03	Taita	2	0.1
15.	Suba	1	0.03	Bajun	1	0.1
16.	Somali	1	0.03	Borana	1	0.1
17.	Pokomo	1	0.03	Embu	1	0.1
18.	Other Kenyan	1	0.03	Foreigner	1	0.1
19.	Kenyan Asian	1	0.03	Maasai	1	0.1
20.	Embu	1	0.03	Pokomo	1	0.1
21.	Dorobo	1	0.03	Somali	1	0.1
	Total	3,613	100	Total	1,622	100

The Trans Nzoia County workforce has grown from 1,622 employees to 3,613 in 2023. The representation of the ethnic communities has been maintained at 21. However, the majority representation remains for the Luhya ethnic group, with a significant increase from 768 to 1,806 employees. Furthermore, the County has recorded a negative variance of 4.9%, implying that it has regressed in its levels of diversity representation compared to its 2016 status.

Ethnic Distribution across Job Cadre

The tables below illustrates the ethnic composition of all employees in Trans Nzoia County Public Service across the three (3) job cadres. The Cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 237: Ethnic Distribution across Cadres in Trans Nzoia County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luhya	85	55.92	285	47.82	1520	53.05
2.	Kalenjin	25	16.45	159	26.68	837	29.21
3.	Kisii	11	7.24	43	7.21	152	5.31
4.	Kikuyu	10	6.58	47	7.89	151	5.27
5.	Luo	10	6.58	26	4.36	91	3.17
6.	Kamba	4	2.63	4	0.67	13	0.45
7.	Teso	3	1.97	12	2.01	43	1.50
8.	Maasai	2	1.32	0	0	2	0.07
9.	Meru	1	0.66	8	1.34	14	0.49
10.	Turkana	1	0.66	3	0.5	30	1.05
11.	Mijikenda	0	0	4	0.67	2	0.07
12.	Bajun	0	0	1	0.17	1	0.03
13.	Embu	0	0	1	0.17	0	0
14.	Kenyan Asian	0	0	1	0.17	0	0
15.	Pokomo	0	0	1	0.17	0	0
16.	Taita	0	0	1	0.17	3	0.10
17.	Somali	0	0	0	0	3	0.10
18.	Dorobo	0	0	0	0	1	0.03
19.	Other Kenyan	0	0	0	0	1	0.03
20.	Suba	0	0	0	0	1	0.03
	Total	152	100	596	100	2865	100

From the analysis, the senior, middle and entry levels are dominated by the Luhya community at 55.92% (85), 47.82% (285), 53.05% (1,520) respectively. It is worth noting that minority communities such as the Turkana and Taita have been considered.

5.7.5 UASIN GISHU COUNTY

Uasin Gishu County is one of the country's largest counties with a population of 1,163,186 (Census 2019). It occupies an area of 2,955 Square Kilometers. The County borders Bungoma, Baringo, Nakuru, Elgeyo Marakwet, Nandi, and Trans Nzoia counties. It also considered among the food baskets for Kenya. It has six sub counties namely: Turbo, Soy, Ainabkoi, Moiben, Kesses, and Kapseret.

General Findings

The county has 3,329 county public servants. Out of this, 54.16% (1803) are male and 45.84% (1526) are female. The PWDs make up 2.73% (91) of the county staff. The table below illustrates the levels of ethnic diversity in the county.

Table 238: General Ethnic Distribution of Uasin Gishu County Public Service

No.	Ethnic Group	Number	Percentage
	Kalenjin	2693	80.9
	Luhya	251	7.54
	Kikuyu	146	4.39
	Luo	85	2.55
	Kisii	64	1.92
	Turkana	17	0.51
	Kamba	16	0.48
	Teso	16	0.48
	Maasai	5	0.15
	Somali	5	0.15
	Ilchamus	4	0.12
	Kuria	4	0.12
	Meru	4	0.12
	Embu	3	0.09
	Mijikenda	3	0.09
	Samburu	3	0.09
	Borana	2	0.06
	Foreigner	2	0.06
	Gabra	2	0.06
	Mbeere	1	0.03
	Rendille	1	0.03
	Taita	1	0.03
	Tharaka	1	0.03
	Total	3,329	100

The County has contravened the CGA 2012 Section 65 (1) (e) with the dominant ethnic community being the Kalenjin at 80.9% (2,693). It has a representation of 23 ethnic communities and has included other minorities such as the Ilchamus, Rendile, Mbeere, and Tharaka among others.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Uasin Gishu County consists of 37 employees as presented below:

Table 239: Ethnic Distribution of CECMs, CCOs and CPSB Members in Uasin Gishu County

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	31	83.78
2.	Kikuyu	2	5.41
3.	Borana	1	2.70
4.	Kamba	1	2.70
5.	Luhya	1	2.70
6.	Luo	1	2.70
	Total	37	100

Uasin Gishu CECMs, CCOs and CPSB Members has 37 employees, thereby contravening the diversity laws since the dominant ethnic community is Kalenjin at 83.78%, followed at a distant by the Kikuyu at 5.41%. The remaining four ethnic groups i.e the Borana, Kamba, Luhya, and Luo make up 2.70% each.

The County Chief Officers, CECM and CPSB members in Uasin Gishu County are predominantly from one ethnic community as illustrated in the table below:

Table 240: Ethnic Distribution of CECM, CCOs and CPSB Members in Uasin Gishu County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kalenjin	12	85.71	14	82.35	5	83.33
2.	Kamba	1	7.14	0	0	0	0
3.	Kikuyu	1	7.14	1	5.88	0	0
4.	Borana	0	0	0	0	1	16.67
5.	Luhya	0	0	1	5.88	0	0
6.	Luo	0	0	1	5.88	0	0
	Total	14	100	17	100	6	100

Uasin Gishu County Executive Committee Members are predominantly from the Kalenjin ethnic group at 85.71%, followed by Kamba 7.14%, and Kikuyu 7.14%. The majority of the County's CCOs are also from the dominant Kalenjin community at 82.35% followed by Kikuyu, Luhya and Luo at 5.88% each. The same is observed at the CPSB appointment where 83.33%, of the members are from Kalenjin ethnic community with one minority representation from the Borana ethnic group. This is contrary to the diversity laws.

County Assembly Staff

The County has 102 employees at the CASB as shown in the table below:

Table 241: Ethnic Distribution of Uasin Gishu County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	89	87
2.	Luhya	8	8
3.	Kisii	3	3
4.	Kikuyu	1	1
5.	Teso	1	1
	Total	102	100

Five ethnic communities constitute the County Assembly employees with the Kalenjin taking up 87% followed by Luhya 8%, Kisii 3%, Kikuyu 1%, and Teso 1%. Again, the County is in contravention of the diversity laws.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below

Table 242: Ethnic Distribution of New Appointments in Uasin Gishu County

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	1027	91.13
2.	Kikuyu	38	3.37
3.	Luhya	21	1.86
4.	Luo	14	1.24
5.	Kisii	8	0.71
6.	Turkana	5	0.44
7.	Kamba	4	0.35
8.	Somali	4	0.35
9.	Borana	1	0.09
10.	Gabra	1	0.09
11.	Ilchamus	1	0.09
12.	Kuria	1	0.09
13.	Meru	1	0.09
14.	Mijikenda	1	0.09
	Total	1,127	100

Uasin Gishu County has hired 1,127 staff since 2016 with over 90% representation from the Kalenjin ethnic group. Regrettably, the County has contravened section 65 1(e) of the CGA 2012 by allocating over 70% of the hires to the dominant community. Minority communities such as Borana, Gabra, Ilchamus, and Kuria have been included in the new hires, albeit at less than 1% representation.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The table below highlights the 2023 and 2016 analysis of the 2023 and 2016 ethnic diversity in Uasin Gishu County:

Table 243: Comparative Analysis of Ethnic Diversity within the Uasin Gishu County Public Service

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Kalenjin	2693	80.9	Kalenjin	1691	65
2.	Luhya	251	7.54	Luhya	424	16.4
3.	Kikuyu	146	4.39	Kikuyu	149	5.7
4.	Luo	85	2.55	Luo	141	5.3
5.	Kisii	64	1.92	Kisii	102	3.8
6.	Turkana	17	0.51	Teso	16	0.7
7.	Kamba	16	0.48	Turkana	14	0.6
8.	Teso	16	0.48	Kamba	13	0.49
9.	Maasai	5	0.15	Other Kenyan	13	0.49

10.	Somali	5	0.15	Maasai	7	0.3
11.	Ilchamus	4	0.12	Samburu	5	0.2
12.	Kuria	4	0.12	Somali	5	0.2
13.	Meru	4	0.12	Meru	5	0.2
14.	Embu	3	0.09	Taita	4	0.2
15.	Mijikenda	3	0.09	Mijikenda	3	0.1
16.	Samburu	3	0.09	Swahili	2	0.1
17.	Borana	2	0.06	Kuria	2	0.1
18.	Foreigner	2	0.06	Embu	1	0.04
19.	Gabra	2	0.06	Foreigner	1	0.04
20.	Mbeere	1	0.03	Galla	1	0.04
21.	Rendille	1	0.03			
22.	Taita	1	0.03			
23.	Tharaka	1	0.03			
	Total	3,329	100	Total	2,599	100

The Kalenjin continues to dominant the CPS as illustrated above with over 80% representation in 2023 compared to 64.9% representation in 2016 where it had complied with the required diversity laws. Worth noting however, is that the number of ethnic communities have increased by three. Also included are minority communities such as Rendille and Gabra.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Uasin Gishu County Public Service across the three (3) job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 244: Ethnic Distribution across Cadres in Uasin Gishu County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kalenjin	103	86.55	480	76.92	2,110	81.59
2.	Luhya	5	4.20	58	9.29	188	7.27
3.	Kikuyu	4	3.36	29	4.65	113	4.37
4.	Luo	5	4.20	18	2.88	62	2.40
5.	Kisii	1	0.84	15	2.40	48	1.86
6.	Turkana	0	0	3	0.48	14	0.54
7.	Kamba	0	0	4	0.64	12	0.46
8.	Teso	0	0	3	0.48	13	0.50
9.	Maasai	0	0	2	0.32	3	0.12
10.	Somali	0	0	1	0.16	4	0.15
11.	Ilchamus	0	0	3	0.48	1	0.04
12.	Kuria	0	0	1	0.16	3	0.12
13.	Meru	0	0	2	0.32	2	0.08
14.	Embu	0	0	1	0.16	2	0.08
15.	Mijikenda	0	0	1	0.16	2	0.08

16.	Samburu	0	0	0	0	3	0.12
17.	Borana	1	0.84	1	0.16	0	0
18.	Foreigner	0	0	0	0	2	0.08
19.	Gabra	0	0	1	0.16	1	0.04
20.	Mbeere	0	0	0	0	1	0.04
21.	Rendille	0	0	1	0.16	0	0
22.	Taita	0	0	0	0	1	0.04
23.	Tharaka	0	0	0	0	1	0.04
	Total	119	100	624	100	2586	100

The senior level positions are occupied by five ethnic groups with the highest representation from the Kalenjin ethnic group at 86.55%, followed by the Luhya and Kikuyu communities at 4% and 3% respectively. The Kisii and the Borana communities occupy less than 1% as demonstrated above.

Out of the 624 employees at the middle level cadre, 76.92% are from the dominant Kalenjin ethnic group but with consideration of minority communities such as Somali Maasai, Kuria, Embu, and Mijikenda among others.

The entry level has recorded 2,586 employees with the Kalenjin still dominating at 81.59% followed by the Luhya at 4%, Kikuyu 7%, and Luo at 2% respectively. The County has incorporated minority communities such as the Taita, Tharaka, Somali, Teso, and Foreigner amongst others. Despite this inclusion, the County has contravened CGA 2012 section 65 1 (e) and other diversity laws across the three cadres.

5.7.6 ELGEYO MARAKWET COUNTY

Elgeyo Marakwet County is situated in the Rift Valley and is known for its attractive landscape, characterized by highland areas, valleys, and numerous hills. The County has a population of 454,480 (2019 Census) and occupied by an area of 3,050 Square Kilometres. Elgeyo Marakwet County is a unique and culturally rich part of Kenya, and it is known for both its natural beauty and its contributions to the world of athletics through its successful long-distance runners. The County is home to the Marakwet and Pokot communities, who have their own distinct cultural traditions and languages. It is divided into 4 sub counties, namely: Keiyo North, Keiyo South, Marakwet East, and Marakwet West.

General Findings

The county has 2,579 staff, of which 36.84% (950) are male and 63.16% (1,629) are female and PWDs make up 0.89% (23). The table below presents the ethnic distribution of the County's Public Service employees:

Table 245: General Ethnic Distribution of the Elgeyo Marakwet CPS

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	2487	96.43
2.	Luhya	36	1.4
3.	Kisii	16	0.62
4.	Kikuyu	15	0.58
5.	Luo	10	0.39

6.	Kamba	9	0.35
7.	Turkana	3	0.12
8.	Meru	2	0.08
9.	Maasai	1	0.04
	Total	2,579	100

The Elgeyo Marakwet County has contravened section 651 (e) of the CGA 2012 by employing more than 70% members of staff from the dominant community. The Kalenjin have taken up 96.43% of the jobs, followed by the Luhya at a distant 1.4%. The County is among the least in diversity base of only nine ethnic groups coming in third after Nandi (7) and Vihiga(6) in that order.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The Elgeyo Marakwet County CECMs, CCOs and CPSB Members has 41 appointees as illustrated below:

Table 246: Ethnic Distribution of CECMs, CCOs and CPSB Members in Elgeyo Marakwet County

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	41	100
	Total	41	100

The ethnic composition of the County Chief Officers, CECM and CPSB members in Elgeyo Marakwet County are as illustrated in the table below:

Table 247: Ethnic Distribution of CECMs, CCOs & CPSB Members in Elgeyo Marakwet County

		CECM		CCOs		CPSB	
No.	Ethnic Group	Number	Percentage	Number	Percentage	Number	Percentage
	Kalenjin	12	100	17	100	12	100
	Total	12	100	17	100	12	100

All the CECMs, CCOs and CPSB Members are from one ethnic group, the Kalenjin community. This contravenes the diversity laws.

County Assembly Staff

The County Assembly of Elgeyo Marakwet comprises of 81 staff as presented below:

Table 248: Ethnic distribution of Elgeyo Marakwet County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Kalenjin	78	96.3
	Kikuyu	1	1.23
	Luhya	1	1.23

	Turkana	1	1.23
	Total	81	100

The County Assembly of Elgeyo Marakwet is comprised of 81 staff with the majority being Kalenjin at 96.3%. The Kikuyu, Luhya and Turkana ethnic groups are equally represented at 1.23% (1) each. The Assembly has a representation from four ethnic groups as shown above.

Ethnic Composition of New Appointments (2016-2023)

Elgeyo Marakwet County has hired 885 members of staff since 2016 as illustrated in the table below:

Table 249: Ethnic Distribution of New Appointments in Elgeyo Marakwet County

No.	Ethnic Group	Number	Percentage
	Kalenjin	881	99.55
	Luhya	2	0.23
	Luo	2	0.23
	Total	885	100

The highest representation of new employees is from the Kalenjin community at 99.55% followed by the Luhya and Luo at 0.23% each. The County has contravened the laws on representation of diversity including the provision of CGA 2012 section 65 1 (e).

Comparative Analysis of 2016 and 2023 Ethnic Diversity Status

The Elgeyo Marakwet County ethnic distribution in 2023 and 2016 respectively is as presented below:

Table 250: The comparative analysis of ethnic Diversity within the Elgeyo Marakwet CPS

No.	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kalenjin	2487	96.43	Kalenjin	1724	93.1
	Luhya	36	1.4	Luhya	45	2.3
	Kisii	16	0.62	Luo	23	1.2
	Kikuyu	15	0.58	Kisii	20	1.1
	Luo	10	0.39	Kikuyu	18	1.0
	Kamba	9	0.35	Kamba	4	0.2
	Turkana	3	0.12	Meru	4	0.2
	Meru	2	0.08	Teso	3	0.2
	Maasai	1	0.04	Taita	3	0.2
				Turkana	2	0.1
				Embu	1	0.1

				Maasai	1	0.1
				Mijikenda	1	0.1
				Other Kenyan	1	0.1
	Total	2,579	100	Total	1850	100

The County has reduced the number of ethnic groups represented in the CPS from 14 in 2016 to nine in 2023. Notably, the Kalenjin ethnic group representation has increased from 93.1% to 96.43%. This affirms the dwindling levels on non-compliance, since there is a strong correlation between diversity in representation vis a vis the levels of compliance.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Elgeyo Marakwet County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 251: Ethnic Distribution by Cadres in Elgeyo Marakwet County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Kalenjin	84	83.17	404	92.24	1999	97.99
	Luhya	8	7.92	13	2.97	15	0.74
	Kisii	1	0.99	8	1.83	7	0.34
	Kikuyu	5	4.95	5	1.14	5	0.25
	Luo	1	0.99	4	0.91	5	0.25
	Kamba	2	1.98	2	0.46	5	0.25
	Turkana	0	0.00	1	0.23	2	0.10
	Meru	0	0.00	0	0.00	2	0.10
	Maasai	0	0.00	1	0.23	0	0.00
	Total	101	100	438	100	2,040	100

The Kalenjin community occupies 83.17% of the senior level positions, 92.24% of the middle level cadre and 97.99% of the entry-level positions. This indicates contravention of the available legislations on ethnic diversity.

5.7.7. NANDI COUNTY

Nandi County is home to 855,711 people, going by the 2019 Census report and occupies an area of 2,884 square kilometres. Its headquarter is in Kapsabet and borders the following counties: Kericho, Kisumu, Uasin Gishu, and Kakamega. The majority of people in the county are Nandi, a sub-group of the Kalenjin community of Kenya. It is divided into six administrative sub counties namely: Nandi North, Nandi East, Nandi Central, Nandi South, and Tinderet.

General Findings

Nandi County has 3,568 staff, out of which 36.63% (1,284) are male and 63.37% (2,284) are female. Among the county staff, 1.07% (38) of them are PWD. The table below illustrates the levels of ethnic diversity in the County.

Table 252: General Ethnic Distribution of Employees in the Nandi County Public Service

No	Ethnic Group	Number	Percentage
1.	Kalenjin	3,420	95.85
2.	Luhya	87	2.44
3.	Luo	25	0.7
4.	Kisii	23	0.64
5.	Kamba	6	0.17
6.	Kikuyu	6	0.17
7.	Meru	1	0.03
8.	Total	3,568	100

This County has contravened the CGA 2012 section 65 1 (e) with Kalenjin ethnic group forming the majority of employees at 95.85% (3,420). The remaining 4.15% of jobs have been distributed to six (6) other ethnic groups, namely Luhya, Luo, Kisii, Kamba, Kikuyu and Meru. Nandi County ranks number one among the least inclusive counties - meaning they have not widened the ethnic base within its CPS. It is equally ranking highest in contravention coming in fourth with Bomet ranking first, Elgeyo Marakwet second and Vihiga third in contravention.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members has appointed (24) employees as presented below:

Table 253: Ethnic Composition of the Governor's Appointees in Nandi County

No	Ethnic Group	No	Percentage
1.	Kalenjin	23	95.83
2.	Luhya	1	4.17
	Total	24	100

Their ethnic distribution is as presented below:

Table 254: Ethnic distribution of CECM, CCOs and CPSB members in Nandi County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
	Kalenjin	8	88.89	10	100	5	100
	Luhya	1	11.11	0	0	0	0
	Total	9	100	10	100	5	100

The county executive committee members are largely from the Kalenjin community, with a representation from the Luhya community. The County Chief Officers and the CPSB members are mono-ethnic in nature - all from the Kalenjin community.

County Assembly Employees

Nandi County Assembly has 46 members of staff as presented below:

Table 255: Ethnic distribution of Nandi County Assembly Staff

	Ethnic Group	Number	Percent
1.	Kalenjin	80	98.77
2.	Luhya	1	1.23
	Total	81	100

The county is still the least inclusive with Kalenjin ethnic group dominating its county Assembly at 98.77% (80). Only one employee from the Luhya ethnic group has been considered. Undeniably, the County's leadership must do more if at all the county is to attain ethnic balance as espoused in the CGA 2012 section 65 1 (e).

Ethnic Composition of New Employment (2016-2023)

The ethnic composition of new employees since 2016 is presented below.

Table 256: Ethnic Distribution of New Appointments in Nandi County

	Ethnic Group	Number	Percent
	Kalenjin	1698	99.24
	Luhya	7	0.41
	Luo	3	0.18
	Kamba	1	0.06
	Kisii	1	0.06
	Meru	1	0.06
	Total	1,711	100

The County has hired 1,711 staff since 2016. The County has remained in contravention of the CGA, 2012 section 65 1 (e) with the Kalenjin still top the new appointees, standing at 99.24%.

Comparative Analysis of 2023 Ethnic Diversity Distribution vs 2016 data

A comparative analysis of the 2016 and 2023 ethnic composition of Nandi is presented below:

Table 257: Comparative analysis of Ethnic Diversity within the Nandi County Public Service

2023				2016		
NO.	Ethnic Group	Number	Percent	Ethnic Group	No	Percent
	Kalenjin	3,420	95.85	Kalenjin	915	81.0
	Luhya	87	2.44	Luhya	117	10.4
	Luo	25	0.7	Luo	29	2.60
	Kisii	23	0.64	Other Kenyan	27	2.40
	Kamba	6	0.17	Kisii	23	2.00
	Kikuyu	6	0.17	Kikuyu	12	1.00
	Meru	1	0.03	Kamba	3	0.30
				Pokomo	1	0.10
				Teso	1	0.10
				Mbeere	1	0.10
	Total	3,568	100	Total	1,129	100

Nandi County leads in contravention, recording a reduction in number of ethnic groups included in its CPS. The findings also demonstrate that the number of ethnic groups have reduced as compared to 2016. In 2016, they had employed nine ethnic communities in addition to the dominant ethnic group, which is the Kalenjin. However, in 2023, they have only brought on board six ethnic groups as presented above. This translates to a 3% reduction of representation. Worse still, their contravention levels have also increased by 14.85%.

Ethnic Distribution across Job Cadres

The table below presents the distribution of all employees of Nandi County across different cadres i.e. senior management, middle and entry levels.

Table 258: Ethnic distribution across Cadres in Nandi County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		JUNIOR LEVEL (Job Grp K & below)	
		No.	Percentage %	No.	Percentage %	No.	Percentage %
	Kalenjin	81	90.00	478	88.52	2861	97.38
	Luhya	5	5.56	33	6.11	49	1.67
	Kisii	3	3.33	9	1.67	11	0.37
	Luo	1	1.11	13	2.41	11	0.37
	Kamba	0	0.00	2	0.37	4	0.14
	Kikuyu	0	0.00	5	0.93	1	0.00
	Meru	0	0.00	0	0	1	0
	Total	90	100	540	100	2938	100

Evidently, Kalenjin ethnic group is leading across the three cadres by being the majority; senior (90%), middle (88.52%) and entry (97.38%) levels. Nandi County is doing poorly across all areas of this study, and the county leadership must do more in terms of attaining ethnic balance and entrenching inclusivity.

5.7.8 BARINGO COUNTY

Baringo County is one of the counties in the former Rift Valley Province with its capital in Kabarnet. The County has a population of 666,763 as per Population and Housing Census, 2019. It occupies an area of 11,075 Square Kilometers. The County's major economic activities include pastoralism, agriculture and sand harvesting. It has six constituencies including Baringo Central, Baringo South, Eldama Ravine, Mogotio, Tiaty, and Baringo North.

General Findings

Baringo County public service has 3980 employees. From this, 38.49% (1532) are male and 61.51% (2448) are female and only 1.01% (40) representation PWD.

The table below illustrates distribution of employment among the different ethnic groups in the County.

Table 259: General Ethnic Distribution of the Baringo County Public Service

	Ethnic Group	Number	Percentage
	Kalenjin	3519	88.42
	Ilchamus	217	5.45
	Kikuyu	82	2.06
	Luhya	43	1.08
	Kisii	26	0.65
	Luo	23	0.58
	Kamba	17	0.43
	Turkana	10	0.25
	Maasai	8	0.2
	Meru	6	0.15
	Swahili	6	0.15
	Other Kenyan	5	0.13
	Teso	5	0.13
	Embu	2	0.05
	Kenyan-Arab	2	0.05
	Mijikenda	2	0.05
	Bajun	1	0.03
	Borana	1	0.03
	Kenyan Asian	1	0.03
	Pokomo	1	0.03
	Samburu	1	0.03
	Somali	1	0.03
	Taita	1	0.03
	Total	3,980	100

This County has contravened the CGA 2012 section 65 1 (e) with Kalenjin ethnic group forming the majority of employees at 88.42% (3,519). The remaining 11.58 % of jobs having

been distributed to 22 other ethnic groups, namely Ilchamus, Luhya, Luo, Kisii, Kamba, Kikuyu among others. Baringo County has contravened section 65 1 (e) of the CGA 2012.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members comprise of 36 staff as tabulated below.

Table 260: Ethnic Distribution of CECMs, CCOs and CPSB Members in Baringo County

	Ethnic Group	Number	Percentage
	Kalenjin	32	88.89
	Ilchamus	3	8.33
	Kikuyu	1	2.78
	Total	36	100

The Kalenjin dominate with 88.89% (32) followed by Ilchamus and Kikuyu at 8.33% and 2.78% respectively. Other ethnic communities have been left out in the appointments hence violation of diversity laws.

Table 261: Ethnic Distribution of CEC, CCOs and CPSB Members in Baringo County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
	Kalenjin	9	90	17	89.47	6	85.71
	Ilchamus	1	10	1	5.26	1	14.29
	Kikuyu	0	0	1	5.26	0	0
	Total	10	100	19	100	7	100

The major finding is that majority of the staff in the County Executive Committee, County Chief Officers and County Public Service Board positions are from the same one ethnic community, which is the Kalenjin at 90%, 89.47% and 85.71% respectively.

County Assembly Employees

The County Assembly of Baringo has 121 members cutting across four (4) ethnic groups as illustrated in the table below:

Table 262: Ethnic Distribution of Baringo County Assembly Staff

	Ethnic Group	Number	Percentage
	Kalenjin	113	93.39
	Ilchamus	6	4.96
	Kikuyu	1	0.83
	Luhya	1	0.83
	Total	121	100

Out of the total 121 Baringo County Assembly Employees, 93.39% are Kalenjin followed by the Ilchamus at 4.96%, Kikuyu 0.83% and Luhya 0.83%. This contravenes the diversity laws on ethnic inclusion

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 263: Ethnic Distribution of New Appointments in Baringo County

	2023			2016		
	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kalenjin	3519	88.42	Kalenjin	3630	89.5
	Ilchamus	217	5.45	Njemps	175	4.3
	Kikuyu	82	2.06	Kikuyu	78	1.9
	Luhya	43	1.08	Luhya	52	1.3
	Kisii	26	0.65	Kisii	32	0.8
	Luo	23	0.58	Luo	26	0.6
	Kamba	17	0.43	Turkana	26	0.6
	Turkana	10	0.25	Kamba	12	0.4
	Maasai	8	0.2	Maasai	8	0.2
	Meru	6	0.15	Swahili	4	0.1
	Swahili	6	0.15	Teso	3	0.1
	Other Kenyan	5	0.13	Samburu	2	0.04
	Teso	5	0.13	Taita	1	0.02
	Embu	2	0.05	Borana	1	0.02
	Kenyan-Arab	2	0.05	Embu	1	0.02
	Mijikenda	2	0.05	Kenyan Asian	1	0.02
	Bajun	1	0.03	Kenyan Arab	1	0.02
	Borana	1	0.03	Mbeere	1	0.02
	Kenyan Asian	1	0.03	Meru	1	0.02
	Pokomo	1	0.03	Mijikenda	1	0.02
	Samburu	1	0.03			
	Somali	1	0.03			
	Taita	1	0.03			
	Total	3,980	100	Total	4,056	100

Statistics reveal that the number of employees has reduced by 76 from 2016 to date.

Ethnic Distribution across Different Cadres in County Public Service

The tables below presents the distribution of all employees of Baringo County across different cadres:

Table 264: Ethnic Distribution across Cadres in Baringo County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
			%		%		%
1	Kalenjin	103	77.44	656	88.17	2760	88.89
2	Ilchamus	3	2.26	8	1.08	206	6.63
3	Kikuyu	8	6.02	17	2.28	57	1.84
4	Luhya	9	6.77	14	1.88	20	0.64
5	Kisii	2	1.50	12	1.61	12	0.39
6	Luo	2	1.50	11	1.48	10	0.32
7	Kamba	2	1.50	4	0.54	11	0.35
8	Turkana	1	0.75	0	0.00	9	0.29
9	Maasai	0	0.00	6	0.81	2	0.06
10	Meru	0	0.00	3	0.40	3	0.10
11	Swahili	1	0.75	0	0.00	5	0.16
12	Other Kenyan	0	0.00	1	0.13	4	0.13
13	Teso	0	0.00	3	0.40	2	0.06
14	Embu	0	0.00	1	0.13	1	0.03
15	Kenyan-Arab	0	0.00	2	0.27	0	0.00
16	Mijikenda	0	0.00	2	0.27	0	0.00
17	Bajun	0	0.00	1	0.13	0	0.00
18	Borana	0	0.00	0	0.00	1	0.03
19	Kenyan Asian	0	0.00	1	0.13	0	0.00
20	Pokomo	0	0.00	1	0.13	0	0.00
21	Samburu	0	0.00	0	0.00	1	0.03
22	Somali	0	0.00	1	0.13	0	0.00
23	Taita	0	0.00	0	0.00	1	0.03
	Total	133	100.00	744	100.00	3,105	100.00

The 133 Senior level positions are occupied by nine (9) ethnic groups with the highest representation from the Kalenjin ethnic group at 77.44%, followed by Luhya at 6.77%, Kikuyu 6.02% and Ilchamus 2.26%, Luo 1.5% and Turkana at 1.5%.

Out of the 744 employees at the middle level cadre, 88.17% are from the dominant Kalenjin ethnic group with the remaining 12% of the jobs being taken up by non-dominant communities as stipulated above.

There are 3,105 employees at the entry level, where the Kalenjin community take up the majority at 88.89% representation. The County has incorporated minority communities such as the Teso, Embu, Maasai, Swahili, amongst others. Despite this inclusion, it has contravened the CGA 2012 across the three cadres.

5.7.9 LAIKIPIA COUNTY

Laikipia County is located on the Equator in the former Rift Valley Province of the country. It borders Samburu County to the North, Isiolo County to the Northeast, Meru County to the South, Nyeri to the South, Nyandarua County to the Southwest, and Baringo County to the West. Laikipia County hosts 399,227 people as per the Housing and Population census of 2019. It occupies an area of 9,462 square kilometres and has five administrative sub-counties namely Laikipia East, Laikipia North, Laikipia Central, Laikipia West, and Nyahururu.

General Findings

Laikipia County has 2,439 employees, of which 41.04% (1,001) are male and 58.96% (1, 438) are female. Among the employees only 1.31% (32), are People with Disability (PWD). The table below illustrates the levels of ethnic diversity in the County.

Table 265: General Ethnic Distribution of the Laikipia County Public Service

No	Ethnic Group	Number	Percentage	No	Ethnic Group	Number	Percentage
1.	Kikuyu	1750	71.75	15.	Dorobo	4	0.16
2.	Kalenjin	147	6.03	16.	Pokomo	4	0.16
3.	Meru	130	5.33	17.	Mbeere	3	0.12
4.	Maasai	103	4.22	18.	Gabra	2	0.08
5.	Samburu	51	2.09	19.	Rendille	2	0.08
6.	Turkana	45	1.85	20.	Taita	2	0.08
7.	Kamba	36	1.48	21.	Bajun	1	0.04
8.	Luhya	36	1.48	22.	Burji	1	0.04
9.	Kisii	35	1.44	23.	Kenyan Asian	1	0.04
10.	Luo	32	1.31	24.	Kuria	1	0.04
11.	Somali	21	0.86	25.	Swahili	1	0.04
12.	Borana	14	0.57	26.	Teso	1	0.04
13.	Embu	11	0.45		Total	2,439	100
14.	Mijikenda	5	0.21				

This County has contravened the CGA 2012 section 65 1 (e) with the Kikuyu ethnic group forming the majority of employees at 71.75% (1,750). Despite contravention, the County has included other 25 other ethnic groups in its public service. This is a demonstration towards attaining inclusion and compliance.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members has appointed 21 employees as presented below:

Table 266: Ethnic Composition of the CECMs, CCOs and CPSB Members in Laikipia County

No	Ethnic Group	No	Percentage
	Kikuyu	16	75
	Maasai	2	10
	Kalenjin	1	5
	Samburu	1	5
	Turkana	1	5
	Total	21	100%

Their ethnic distribution is as presented below:

Table 267: Ethnic Distribution of the CECMs, CCO and CPSB members in Laikipia County

CECM			CCO			CPSB		
Ethnic Group	No.	Percent %	Ethnic Group	No	Percent %	Ethnic Group	No	Percent %
Kikuyu	3	75	Kikuyu	8	80	Kikuyu	5	71.43
Maasai	1	25	Samburu	1	10	Kalenjin	1	14.29
			Turkana	1	10	Maasai	1	14.29
Total	4	100	Total	10	100	Total	7	100

The jobs within the Governor's office have been shared among five ethnic groups namely, Kikuyu, Maasai, Kalenjin, Samburu, and Turkana. The most dominant group is the Kikuyu ethnic group at 75% (16), followed at a distance by Maasai at 10 % (2 employees). The remaining three groups (i.e the Maasai, Kalenjin & Maasai) are each represented by one employee.

County Assembly Employees

Laikipia County Assembly has 77 employees as presented below.

Table 268: Ethnic Distribution of Laikipia County Assembly

Ethnic Group	Number	Percent (%)
Kikuyu	60	77.92
Maasai	6	7.79
Meru	4	5.19
Kalenjin	3	3.9
Samburu	2	2.6
Luo	1	1.3
Turkana	1	1.3
Total	77	100

The County Assembly is dominated by Kikuyu ethnic group at 77.92% (60), with the remaining 17 positions shared across six ethnic group i.e. Maasai, Meru, Kalenjin, Samburu, Luo and Turkana.

Ethnic Composition of New Employment since 2016-2023

The ethnic composition of new employees since 2016 is presented below:

Table 269: Ethnic Distribution of New Appointments in Laikipia County

Ethnic Group	Number	Percent
Kikuyu	952	69.49
Kalenjin	106	7.74

	Maasai	79	5.77
	Meru	55	4.01
	Samburu	38	2.77
	Turkana	36	2.63
	Kisii	25	1.82
	Luhya	15	1.09
	Luo	15	1.09
	Kamba	13	0.95
	Somali	11	0.8
	Borana	8	0.58
	Mijikenda	4	0.29
	Dorobo	3	0.22
	Embu	3	0.22
	Mbeere	2	0.15
	Bajun	1	0.07
	Gabra	1	0.07
	Kuria	1	0.07
	Rendille	1	0.07
	Teso	1	0.07
	Total	1,370	100

The County hired 1,370 new staff post 2016. The Kikuyu make up 69.49% (952) of the new appointees. Worth noting is the fact that the county has employed minority communities such as Teso, Rendille, Kuria, Gabra, and Bajun.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

A comparative analysis of the 2016 and 2023 ethnic composition of Laikipia County is presented below:

Table 270: Comparative analysis of Ethnic diversity within the Laikipia County Public Service

No.	2023			2016		
	Ethnic Group	Number	Percent	Ethnic Group	No.	Percent
	Kikuyu	1750	71.75	Kikuyu	1364	77.1
	Kalenjin	147	6.03	Meru	139	7.8
	Meru	130	5.33	Kalenjin	52	2.9
	Maasai	103	4.22	Maasai	39	2.2
	Samburu	51	2.09	Luhya	25	1.4
	Turkana	45	1.85	Kamba	23	1.3
	Kamba	36	1.48	Luo	23	1.3
	Luhya	36	1.48	Borana	19	1.1
	Kisii	35	1.44	Embu	17	1.0
	Luo	32	1.31	Kisii	17	1.0
	Somali	21	0.86	Samburu	16	0.9
	Borana	14	0.57	Turkana	11	0.6
	Embu	11	0.45	Somali	8	0.5
14.	Mijikenda	5	0.21	Other Kenyans	3	0.2
15.	Dorobo	4	0.16	Mbeere	2	0.1
16.	Pokomo	4	0.16	Mijikenda	2	0.1
17.	Mbeere	3	0.12	Pokomo	2	0.1
	Gabra	2	0.08	Burji	1	0.05
	Taita	2	0.08	Foreigner	1	0.05
	Rendille	2	0.08	Gabra	1	0.05
	Teso	1	0.04	Kenyan Asian	1	0.05
	Bajun	1	0.04	Teso	1	0.05
	Burji	1	0.04	Swahili	1	0.05
	Kenyan Asian	1	0.04	Taita	1	0.05
	Kuria	1	0.04			
	Swahili	1	0.04			
	Total	2,439	100	Total	1770	100

The County's workforce has grown by 37.79% as previously it had 1,770 employees and in 2023, the county hosts 2,439 employees as shown in the above table. It is noticeable that the County is working towards attaining ethnic balance. They have included an additional two ethnic groups in their new recruitment, and thus contravention levels reduced by 5.35%.

Laikipia being a cosmopolitan county, should capitalize on its diverse ethnic composition of the population and undertake do targeted recruitments if at all they want to cure the current ethnic imbalance.

Ethnic Distribution across Job Cadres

The table below presents the distribution of all employees of Laikipia County across three cadres' i.e. senior management, middle and entry levels.

Table 271: Ethnic Composition across cadres in Laikipia County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		JUNIOR LEVEL (Job Grp K & below)	
		No.	Percentage %	No.	Percentage %	No.	Percentage %
	Kikuyu	92	68.15	287	66.13	1371	73.32
	Meru	7	1.48	19	4.38	126	6.74
	Maasai	5	5.19	30	6.91	93	4.97
	Samburu	3	3.70	19	4.38	79	4.22
	Turkana	1	2.22	2	0.46	46	2.46
	Kamba	5	0.74	2	0.46	42	2.25
	Luhya	6	3.70	15	3.46	16	0.86
	Kisii	3	4.44	14	3.23	16	0.86
	Luo	6	2.22	9	2.07	23	1.23
	Somali	2	4.44	8	1.84	18	0.96
	Borana	0	1.48	7	1.61	12	0.64
	Embu	0	0.00	4	0.92	10	0.53
	Mijikenda	1	0.00	3	0.69	8	0.43
	Dorobo	1	0.74	2	0.46	2	0.11
	Pokomo	1	0.74	1	0.23	2	0.11
	Mbeere	0	0.74	2	0.46	1	0.05
	Gabra	0	0.00	1	0.23	2	0.11
	Rendille	0	0.00	2	0.46	0	0.00
	Taita	0	0.00	1	0.23	1	0.05
	Bajun	0	0.00	2	0.46	0	0.00
	Burji	0	0.00	0	0.00	1	0.05
	Kenyan Asian	0	0.00	1	0.23	0	0.00
	Kuria	0	0.00	1	0.23	0	0.00
	Swahili	0	0.00	0	0.00	1	0.05
	Teso	0	0.00	1	0.23	0	0.00
	Total	135	100	434	100	1,870	100

Clearly, the Kikuyu ethnic community is dominant one across the three cadres, senior (68.15%), middle (66.13%) and entry (73.32%) levels respectively. The County has done comparably better by including 21 ethnic groups at the entry level. They should only strive to attain ethnic balance.

5.7.10 NAKURU COUNTY

Nakuru County is in the Central Rift region of Kenya. It hosts a population of 2,162,202 (2019 census). It is the latest county to have received an upgrade to city status. It occupies an area of 7,510 Square Kilometers. Nakuru County has 11 sub counties namely Molo, Naivasha, Kuresoi South, Kuresoi North, Subukia, Rongai, Bahati, Nakuru Town West, Nakuru Town East, Njoro, and Gilgil.

General Findings

The County has 5,681 county public servants. Out of this, 58.32% are female and 41.68% are male. It is worth noting that the county has about 1.28% of its workforce classified as PWDs.

The table below illustrates the levels of ethnic diversity:

Table 272: General Ethnic Distribution of the Nakuru County Public Service

No.	Ethnic Group	Number	Percent	No.	Ethnic Group	Number	Percent
	Kikuyu	2717	47.83		Other Kenyan	8	0.14
	Kalenjin	1421	25.02		Kenyan Asian	7	0.12
	Kisii	476	8.38		Kuria	7	0.12
	Luhya	342	6.02		Foreigner	6	0.11
	Luo	277	4.88		Kalenjin	5	0.09
	Kamba	134	2.36		Gabra	4	0.07
	Meru	71	1.25		Ilchamus	3	0.05
	Maasai	63	1.11		Kenyan-Arab	3	0.05
	Teso	21	0.37		Mijikenda	3	0.05
	Embu	17	0.30		Bajun	2	0.04
	Taita	17	0.30		Burji	1	0.02
	Somali	16	0.28		Gosha	1	0.02
	Turkana	15	0.26		Pokomo	1	0.02
	Dorobo	13	0.23		Sakuye	1	0.02
	Samburu	10	0.18		Suba	1	0.02
	Boran	8	0.14		Swahili	1	0.02
	Mbeere	8	0.14		Total	5,681	100

In Nakuru County, the Kikuyu ethnic community forms majority of employees at 47.83% (2717) followed by the Kalenjin at 25.12% (1427) and Kisii at 8.38% (476). This County has complied with section 65 1(e) of the CGA 2012. It has 36 ethnic communities out of 45. Worth noting is that the County has employed minority communities such as Sakuye, Pokomo, Swahili, Bajun, Burji, Suba, and Gosha.

Ethnic distribution of CECMs, CCOs and CPSB Members in Nakuru County

The CECMs, CCOs and CPSB Members has 40 employees as presented in the table below:

Table 273: Ethnic Distribution of CECMs, CCOs and CPSB Members in Nakuru County

	Ethnic Group	Number	Percentage
	Kikuyu	20	50
	Kalenjin	11	27.5
	Kisii	2	5
	Luhya	2	5
	Kamba	2	5
	Luo	1	2.5
	Meru	1	2.5
	Maasai	1	2.5
	Total	40	100

Eight communities make up the 40 employees, with the Kikuyu and Kalenjin dominating at 50% (20) and 27.5% (11) respectively. The distribution is as shown below:

Table 274: Ethnic Distribution of CECM, CCOs & CPSB Members in Nakuru County

Ethnic Group	CECM		CCOs		CPSB	
	Number	Percentage	Number	Percentage	Number	Percentage
Kikuyu	6	60	11	47.83	3	42.86
Kalenjin	2	20	7	30.43	2	28.57
Kisii	1	10	1	4.35	0	0
Luo	1	10	0	0	0	0
Meru	0	0	1	4.35	0	0
Luhya	0	0	2	8.70	0	0
Maasai	0	0	0	0	1	14.29
Kamba	0	0	1	4.35	1	14.29
Total	10	100	23	100	7	100

Four communities make up the CECMs i.e. Kikuyu 60%, Kalenjin 20%, Luo 10%, and Kisii 10%. The County has 23 Chief Officers, with the highest representation from the Kikuyu and Kalenjin standing at 47.83% (11) and 30.43% (7) respectively.

County Assembly Employees

Nakuru County Assembly has 126 members of staff as presented below:

Table 275: Ethnic Distribution of the Nakuru County Assembly Staff

	Ethnic Group	Number	Percentage
	Kikuyu	66	52.38
	Kalenjin	29	23.02
	Kamba	7	5.56

	Kisii	6	4.76
	Luhya	6	4.76
	Luo	5	3.97
	Meru	3	2.38
	Maasai	2	1.59
	Taita	1	0.79
	Teso	1	0.79
	Total	126	100

The Kikuyu and Kalenjin communities dominate the Nakuru County Assembly, at 52.38% and 23.02% respectively.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below.

Table 276: Ethnic Distribution of New Appointments in Nakuru County

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
	Kikuyu	1098	49.62	16.	Kenyan Asian	3	0.14
	Kalenjin	609	27.52	17	Mbeere	3	0.14
	Kisii	131	5.92	18.	Boran	2	0.09
	Luhya	93	4.2	19.	Gabra	2	0.09
	Luo	87	3.93	20.	Mijikenda	2	0.09
	Kamba	56	2.53	21.	Burji	1	0.05
	Meru	37	1.67	22.	Gosha	1	0.05
	Maasai	33	1.49	23.	Kuria	1	0.05
	Dorobo	12	0.54	24.	Other Kenyan	1	0.05
	Turkana	10	0.45	25.	Samburu	1	0.05
	Embu	8	0.36	26.	Suba	1	0.05
	Somali	7	0.32	27.	Swahili	1	0.05
	Teso	6	0.27		Total	2213	100
	Taita	4	0.18				
	Ilchamus	3	0.14				

The County has employed 2,213 staff since 2016. Notably, it has complied with section 65 1 (e) of the CGA 2012. As compared to 2016 where only 16 communities were represented, the county has employed 12 more ethnic communities, which translates to 75% increase in 2023. Among the minorities employed, include the Gosha, Burji, Kuria, Suba, Samburu, Maasai, Gabra, and Kuria among others.

Comparative analysis of 2023 and 2016 ethnic distribution in Nakuru County

Table 277: Comparative Analysis of Ethnic Diversity within the Nakuru CPS

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
	Kikuyu	2717	47.83		Kikuyu	2643	48.4
	Kalenjin	1427	25.12		Kalenjin	1076	20.5
	Kisii	476	8.38		Kisii	506	9.0
	Luhya	342	6.02		Luhya	448	8.2
	Luo	277	4.88		Luo	350	6.0
	Kamba	134	2.36		Kamba	137	2.3
	Meru	71	1.25		Meru	57	1.3
	Maasai	63	1.11		Maasai	40	1.0
	Teso	21	0.37		Embu	23	0.6
	Embu	17	0.30		Teso	21	0.5
	Taita	17	0.30		Taita	19	0.4
	Somali	16	0.28		Samburu	12	0.3
	Turkana	15	0.26		Other Kenyan	11	0.2
	Dorobo	13	0.23		Somali	11	0.2
	Samburu	10	0.18		Borana	9	0.2
	Borana	8	0.14		Mijikenda	7	0.1
	Mbeere	8	0.14		Mbeere	6	0.1
	Other Kenyan	8	0.14		Foreigner	5	0.1
	Kenyan Asian	7	0.12		Kuria	5	0.1
	Kuria	7	0.12		Turkana	5	0.1
	Foreigner	6	0.11		Kenyan Asian	4	0.1
	Gabra	4	0.07		Suba	3	0.1
	Ilchamus	3	0.05		Swahili	3	0.1
	Kenyan-Arab	3	0.05		Pokomo	2	0.04
	Mijikenda	3	0.05		Kenyan Arab	1	0.01
	Bajun	2	0.04		Bajun	1	0.01
	Burji	1	0.02		Njemps	1	0.01
	Gosha	1	0.02		Gabra	1	0.01
	Pokomo	1	0.02		Sakuye	1	0.01
	Sakuye	1	0.02		Somali	1	0.01
	Suba	1	0.02				
	Swahili	1	0.02				
	Total	5,681	100		Total	5,409	100

The County's workforce has grown by 192 employees as previously they had 5,409 in 2016 and currently 5,681. It is noticeable that the County has not only maintained its compliance status, but also improved it with a positive variance of 0.57%. Nakuru County is among the counties with city status that has complied with the diversity laws.

Ethnic distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Nakuru County Public Service across the three (3) job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 278: Comparative Analysis of Ethnic Diversity within the Nakuru CPS

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
1	Kikuyu	112	44.62	585	44.22	2020	49.18
2	Kalenjin	43	17.13	348	26.30	1036	25.23
3	Kisii	18	7.17	127	9.60	331	8.06
4	Luhya	28	11.16	95	7.18	219	5.33
5	Luo	17	6.77	73	5.52	187	4.55
6	Kamba	9	3.59	25	1.89	100	2.43
7	Meru	8	3.19	17	1.28	46	1.12
8	Maasai	4	1.59	11	0.83	48	1.17
9	Teso	1	0.40	5	0.38	15	0.37
10	Embu	0	0.00	7	0.53	10	0.24
11	Taita	3	1.20	4	0.30	10	0.24
12	Somali	1	0.40	6	0.45	9	0.22
13	Turkana	0	0.00	2	0.15	13	0.32
14	Dorobo	0	0.00	1	0.08	12	0.29
15	Samburu	0	0.00	5	0.38	5	0.12
16	Borana	0	0.00	2	0.15	6	0.15
17	Mbeere	1	0.40	3	0.23	4	0.10
18	Other Kenyan	0	0.00	1	0.08	7	0.17
19	Kenyan Asian	4	1.59	2	0.15	1	0.02
20	Kuria	0	0.00	2	0.15	5	0.12
21	Foreigner	0	0.00	0	0.00	6	0.15
22	Gabra	0	0.00	0	0.00	4	0.10
23	Ilchamus	0	0.00	0	0.00	3	0.07
24	Kenyan-Arab	2	0.80	1	0.08	0	0.00
25	Mijikenda	0	0.00	1	0.08	2	0.05
26	Bajun	0	0.00	0	0.00	2	0.05
27	Burji	0	0.00	0	0.00	1	0.02
28	Gosha	0	0.00	0	0.00	1	0.02
29	Pokomo	0	0.00	0	0.00	1	0.02
30	Sakuye	0	0.00	0	0.00	1	0.02
31	Suba	0	0.00	0	0.00	1	0.02
32	Swahili	0	0.00	0	0.00	1	0.02

	Total	251	100.00	1323	100.00	4107	100.00
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Evidently, the Kikuyu ethnic community is the dominant one across the three cadres, senior, middle and entry (44.62%), (44.22%) and (49.18%) levels, respectively. The County has done very well by including 31 ethnic groups at the entry level. Nakuru has complied with the CGA 2012 section 65 1 (e).

5.7.11 NAROK COUNTY

Narok County is situated in Kenya along the Great Rift Valley. With a population of 1,157, 873 (Census 2019), it covers an area of 17,921 square kilometres. The eight wonders of the world coupled with the rich Maa culture is domiciled in this county. The County is subdivided into six sub counties, which are Kilgoris, Narok North, Narok South, Narok East, Narok West, and Emurua Dikirr.

General Findings

The County has 5,451 staff, out of which 56.66% (3,087) are male and 43.34% (2,361) are female, with a representation of 0.94% (51) PWDs. The table below illustrates the levels of ethnic diversity:

Table 279: General ethnic Distribution of the Narok County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Maasai	3747	68.74	14.	Ilchamus	4	0.07
2.	Kalenjin	1007	18.47	15.	Other Kenyan	3	0.06
3.	Kikuyu	291	5.34	16.	Turkana	3	0.06
4.	Kisii	139	2.55	17.	Boran	2	0.04
5.	Luhya	68	1.25	18.	Mijikenda	2	0.04
6.	Luo	67	1.23	19.	Suba	2	0.04
7.	Kamba	30	0.55	20.	Teso	2	0.04
8.	Meru	20	0.37	21.	Bajun	1	0.02
9.	Kuria	18	0.33	22.	Mbeere	1	0.02
10.	Dorobo	15	0.28	23.	Rendille	1	0.02
11.	Somali	12	0.22	24.	Taita	1	0.02
12.	Samburu	9	0.17	25.	Ilchamus	4	0.07
13.	Embu	6	0.11	26.	Other Kenyan	3	0.06
					Total	5,451	100

The County complies with the CGA 2012 section 65 1 (e), with the Maasai ethnic group taking up 68.74% (3,747) of jobs in the workforce. It has included 26 ethnic groups in its workforce. Worth noting is the fact that the County has employed minorities such as Rendille, Teso, Suba, Ilchamus, among others.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB of Narok County comprise of 56 employees as illustrated in the table below:

Table 280: Ethnic Distribution of Governor's Appointees in Narok County

No.	Ethnic Group	Number	Percentage
1.	Maasai	37	66.07
2.	Kalenjin	13	23.21
3.	Kikuyu	5	8.93
4.	Somali	1	1.79
	Total	56	100

This County has complied with section 65 one (e) of the CGA 2012. Out of the total employees, 66.07% (37) are from the dominant Maasai community. Other communities include the Kalenjin and Kikuyu at 23.21% (13) and 8.93% (5) respectively. Important to note is that Narok is among the cosmopolitan counties in Kenya.

Their ethnic distribution is as illustrated in the table below:

Table 281: Ethnic distribution of CECMs, CCOs and CPSB Members in Narok County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Maasai	12	60.00	20	68.97	5	71.43
2.	Kalenjin	7	35.00	5	17.54	1	14.29
3.	Kikuyu	1	5.00	3	10.34	1	14.29
4.	Somali	0	0.00	1	3.45	0	0.00
	Total	20	100	29	100	7	100

Findings demonstrate that the CECMs, CCOs and CPSB Members are drawn from four ethnic communities namely the Maasai, Kalenjin, Kikuyu and Somali with the Maasai taking up the bigger share at 60.00% (12) for CECMs, 68.97% (20) for CCOs and 66.97% (4) for the CPSB. The County is compliant with the CGA 2012 on diversity laws.

County Assembly Staff

The Narok County Assembly 123 staff as presented in the table below:

Table 282: Ethnic Distribution of Narok County Assembly Staff

No.	Ethnic Group	No.	Percentage
	Maasai	99	80.49
	Kalenjin	16	13.01
	Kikuyu	6	4.88
	Luhya	2	1.63
	Total	123	100

The Maasai community is dominant, occupying 80.49% (99) of the County Assembly jobs, which contravenes the diversity laws on representation.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented in the table below:

Table 283: Ethnic Distribution of New Appointments in Narok County

No	Ethnic Group	No	Percentage
	Maasai	2001	69.89
	Kalenjin	557	19.46
	Kikuyu	134	4.68
	Kisii	50	1.75
	Luo	27	0.94
	Luhya	24	0.84
	Kuria	14	0.49
	Dorobo	11	0.38
	Kamba	11	0.38
	Meru	7	0.24
	Somali	7	0.24
	Samburu	6	0.21
	Ilchamus	3	0.1
	Boran	2	0.07
	Embu	2	0.07
	Other Kenyan	2	0.07
	Turkana	2	0.07
	Bajun	1	0.03
	Mijikenda	1	0.03
	Rendille	1	0.03
	Total	2,863	100

Since 2016, Narok County has appointed 2,863 new employees. The County has remained in compliance with the CGA 2012 on ethnic diversity. It is worth noting that it has also appointed the minority communities in line with Section 97 of CGA 2012 who include the Ilchamus, Samburu, Bajun, Rendille, Mijikenda, Dorobo, among others.

Comparative Analysis of 2023 and 2016 Ethnic Diversity

Table 284: Comparative Analysis of Ethnic Diversity within the Narok CPS

2023				2016		
No.	Ethnic Group	Number	Percentage %	Ethnic Group	Number	Percentage %
1.	Maasai	3746	68.74	Maasai	1692	66.0
2.	Kalenjin	1007	18.47	Kalenjin	392	16.0
3.	Kikuyu	291	5.34	Kikuyu	176	6.7
4.	Kisii	139	2.55	Kisii	110	4.2
5.	Luhya	68	1.25	Luhya	62	2.3
6.	Luo	67	1.23	Luo	47	1.6
7.	Kamba	30	0.55	Kamba	31	1.2
8.	Meru	20	0.37	Meru	13	0.5
9.	Kuria	18	0.33	Samburu	7	0.3
10.	Dorobo	15	0.28	Somali	5	0.3
11.	Somali	12	0.22	Teso	4	0.1
12.	Samburu	9	0.17	Kuria	3	0.1
13.	Embu	6	0.11	Mijikenda	3	0.1
14.	Gabra	2	0.06	Turkana	3	0.1
15.	Pokomo	2	0.06	Embu	2	0.08
16.	Swahili	2	0.06	Njemps	2	0.08
17.	Tharaka	2	0.06	Other Kenyan	2	0.08
18.	Kenyan-Arab	1	0.03	Taita	2	0.08
19.	Burji	1	0.03	Taveta	1	0.04
20.	Giriama	1	0.03	Suba	1	0.04
21.	Maasai	1	0.03	Kenyan Asian	1	0.04
22.	Nubi	1	0.03	Kenyan Arab	1	0.04
23.	Rendille	1	0.03	Mbeere	1	0.04
24.	Taita	1	0.03			
25.	Teso	1	0.03			
26.	Turkana	1	0.03			
	Total	5,451	100	Total	2,562	100

The Narok County workforce has increased from 2,562 to 5,451 in 2023. Notably, the County ethnic composition has increased from 24 to 26, translating to an increase of two communities. It is worth noting that the Maasai ethnic group has also increased by 2.74%.

Ethnic distribution across Job Cadres

Table 285: Ethnic Distribution across Cadres in Narok County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage %	Number	Percentage %	Number	Percentage %
1.	Maasai	133	59.64	334	48.34	3280	72.29
2.	Kalenjin	40	17.94	164	23.73	803	17.70
3.	Kikuyu	16	7.17	81	11.72	194	4.28
4.	Kisii	4	1.79	34	4.92	101	2.23
5.	Luhya	10	4.48	22	3.18	36	0.79
6.	Luo	7	3.14	24	3.47	36	0.79
7.	Kamba	5	2.24	13	1.88	12	0.26
8.	Meru	2	0.90	4	0.58	14	0.31
9.	Kuria	0	0.00	3	0.43	15	0.33
10.	Dorobo	1	0.45	1	0.14	13	0.29
11.	Somali	1	0.45	7	1.01	4	0.09
12.	Samburu	0	0.00	1	0.14	8	0.18
13.	Embu	1	0.45	0	0.00	5	0.11
14.	Ilchamus	0	0.00	1	0.14	3	0.07
15.	Other Kenyan	0	0.00	1	0.14	2	0.04
16.	Turkana	1	0.45	0	0.00	2	0.04
17.	Borana	0	0.00	0	0.00	2	0.04
18.	Mijikenda	0	0.00	0	0.00	2	0.04
19.	Suba	1	0.45	1	0.14	0	0.00
20.	Teso	0	0	0	0	2	0.04
21.	Bajun	0	0	0	0	1	0.02
22.	Mbeere	0	0	0	0	1	0.02
23.	Rendille	0	0	0	0	1	0.02
24.	Taita	1	0.45	0	0	0	0.00
	Total	223	100	691	100	4537	100

The above findings indicate that the County has complied with the CGA 2012 on diversity, with the dominant community being the Maasai taking up most 59.64% (133), 48.34% (334), 72.29% (3,279) at the senior, middle and entry level positions respectively.

Out of the 45 ethnic groups in Kenya, Narok County has employed 22 including minorities such as the Rendille, Kuria, Bajun, Teso, Turkana, Mijikenda, Ilchamus, and Suba among others. This is in line with Section 97 of the County Government Act 2016.

5.7.12 KAJIADO COUNTY

Kajiado County has a population of 1,117,840. The County borders Nairobi and extends to the Tanzania border. It also borders Nairobi, Makueni, Machakos, and Narok counties. It occupies an area of 21,292.7 Square Kilometres and is divided into six sub counties namely: Kajiado central, Ngong, Isinya, Loitoktok, Mashuru, Namanga, and Magadi.

General Findings

The County has 4,569 county public servants. Out of this, 57.43 % (2,624) are male and 42.57% (1,945) are female. The County has 0.5% (23) People with Disabilities (PWDs). The table below illustrates the levels of ethnic diversity.

Table 286: General Ethnic distribution of staff in the Kajiado CPS

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Maasai	3230	70.69	13.	Samburu	6	0.13
2.	Kikuyu	562	12.3	14.	Turkana	5	0.11
3.	Kamba	231	5.06	15.	Pokomo	3	0.07
4.	Kalenjin	152	3.33	16.	Taita	3	0.07
5.	Kisii	108	2.36	17.	Ilchamus	2	0.04
6.	Luhya	79	1.73	18.	Kuria	2	0.04
7.	Luo	70	1.53	19.	Mijikenda	2	0.04
8.	Meru	47	1.03	20.	Rendille	2	0.04
9.	Somali	30	0.66	21.	El-Molo	1	0.02
10.	Embu	18	0.39	22.	Gabra	1	0.02
11.	Borana	6	0.13	23.	Kenyan-Arab	1	0.02
12.	Other Kenyan	6	0.13	24.	Orma	1	0.02
				25.	Teso	1	0.02
					Total	4,569	100

The County has contravened the CGA 2012 section 651(e) with the Maasai ethnic community forming a majority of the employees at 70.69% (3230) of the workforce. It has included 25 ethnic groups in its public service. It is commendable that the County has employed minorities such as Ilchamus, Rendile, Elmolo, Orma, Gabra and Kenya Arabs.

Ethnic Distribution of the CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members has appointed 36 employees as illustrated in the table below:

Table 287: Ethnic Distribution Governors' Appointees in Kajiado County

No.	Ethnic Group	Number	Percentage %
1.	Maasai	29	80.56
2.	Kikuyu	4	11.11
3.	Kamba	1	2.78
4.	Kisii	1	2.78
5.	Luo	1	2.78
	Total	36	100

The County Chief Officers, CECM and CPSB members in Kajiado County are majorly from Maasai ethnic community as illustrated in the table below:

Table 288: Ethnic Distribution of CECM, CCOs & CPSB Members in Kajiado County

No.	CECM			CCO		CPSB	
	Ethnic Group	Number	Percentage	Number	Percentage	Number	Percentage
	Maasai	13	86.67	11	73.33	5	83.33
	Kikuyu	1	6.67	2	13.33	1	16.67
	Luo	1	6.67	0	0	0	0
	Kamba	0	0	1	6.67	0	0
	Kisii	0	0	1	6.67	0	0
	Total	15	100	15	100	6	100

Findings demonstrate that majority of the appointments made by Governors' office; County Chief Officers, County Executive Committee and County Public Service Board members are predominantly from the same ethnic community, the Maasai at 86.67%, 73.33% and 83.33% respectively.

County Assembly Employees

Kajiado County has 86 members of staff as presented below:

Table 289: Ethnic Distribution of County Assembly Employees in Kajiado County

No.	Ethnic Group	Number	Percentage
1.	Maasai	68	79.07
2.	Kikuyu	7	8.14
3.	Luhya	4	4.65
4.	Kalenjin	2	2.33
5.	Kamba	2	2.33
6.	Kisii	1	1.16
7.	Luo	1	1.16
8.	Somali	1	1.16
	Total	86	100

The County Assembly of Kajiado is dominated by a workforce from the same ethnic community, the Maasai at 79.07% (68).

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 290: Ethnic Distribution of New Appointments in Kajiado County

No.	Ethnic Group	Number	Percentage
	Maasai	2486	82.24
	Kikuyu	234	7.74
	Kamba	108	3.57
	Kalenjin	52	1.72
	Kisii	41	1.36
	Luo	27	0.89
	Luhya	20	0.66
	Somali	20	0.66
	Meru	13	0.43
	Embu	5	0.17
	Borana	4	0.13
	Samburu	4	0.13
	Ilchamus	2	0.07
	Other Kenyan	2	0.07
	Turkana	2	0.07
	Kuria	1	0.03
	Mijikenda	1	0.03
	Taita	1	0.03
	Total	3,023	100

The County has employed 3,023 new staff since 2016. It has remained in contravention of the CGA 2012 despite the increase in new appointees. It has however included 17 other ethnic groups, with minorities such as the Kuria, Ilchamus, and Taita being included, which is commendable.

Comparative Analysis of 2016 and 2023 Ethnic Diversity Status.

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below

Table 291: Comparative of analysis of Ethnic Diversity within the Kajiado CPS

2023				2016			
No.	Ethnic Group	Number	Percentage	NO.	Ethnic Group	Number	Percent
1.	Maasai	3230	70.69	1.	Maasai	594	38.4
2.	Kikuyu	562	12.3	2.	Kikuyu	411	26.6
3.	Kamba	231	5.06	3.	Kamba	159	10.4
4.	Kalenjin	152	3.33	4.	Kalenjin	92	5.8
5.	Kisii	108	2.36	5.	Kisii	70	4.5
6.	Luhya	79	1.73	6.	Meru	65	4.2
7.	Luo	70	1.53	7.	Luo	48	3.1
8.	Meru	47	1.03	8.	Luhya	46	2.9
9.	Somali	30	0.66	9.	Embu	16	1.6
10.	Embu	18	0.39	10.	Taita	8	0.5
11.	Borana	6	0.13	11.	Other Kenyan	7	0.4
12.	Other Kenyan	6	0.13	12.	Borana	5	0.3
13.	Samburu	6	0.13	13.	Kuria	3	0.2
14.	Turkana	5	0.11	14.	Mijikenda	3	0.2
15.	Pokomo	3	0.07	15.	Turkana	3	0.2
16.	Taita	3	0.07	16.	Foreigner	3	0.2
17.	Ilchamus	2	0.04	17.	Somali	3	0.2
18.	Kuria	2	0.04	18.	Teso	2	0.09
19.	Mijikenda	2	0.04	19.	Bajun	1	0.03
20.	Rendille	2	0.04	20.	Burji	1	0.03
21.	El-Molo	1	0.02	21.	Gabra	1	0.03
22.	Gabra	1	0.02	22.	Kenyan Arab	1	0.03
23.	Kenyan-Arab	1	0.02	23.	Mbeere	1	0.03
24.	Orma	1	0.02	24.	Samburu	1	0.03
25.	Teso	1	0.02	25.	Taveta	1	0.03
	Total	4,569	100		Total	1,545	100

Kajiado County workforce has grown from 1,545 employees to 4,569 in 2023, with the number of ethnic groups remaining static at 25. The majority representation is the Maasai ethnic group with a significant increase 32.29% in 2023. This means the County has regressed in terms of diversity.

Ethnic Distribution across Cadre in County Public Service

The tables below illustrates the ethnic composition of all employees in Kajiado County Public Service across the three (3) job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 292: Ethnic Distribution across Cadres in Kajiado County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & Below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Maasai	193	69.42	320	46.04	2717	75.56
	Kikuyu	21	7.55	159	22.88	382	10.62
	Kamba	9	3.24	53	7.63	169	4.70
	Kalenjin	7	2.52	53	7.63	92	2.56
	Kisii	13	4.68	24	3.45	71	1.97
	Luhya	10	3.60	27	3.88	42	1.17
	Luo	12	4.32	21	3.02	37	1.03
	Meru	3	1.08	16	2.30	28	0.78
	Somali	4	1.44	5	0.72	21	0.58
	Embu	1	0.36	7	1.01	10	0.28
	Borana	0	0.00	2	0.29	4	0.11
	Other Kenyan	1	0.36	1	0.14	4	0.11
	Samburu	0	0.00	3	0.43	3	0.08
	Turkana	0	0.00	0	0.00	5	0.14
	Pokomo	1	0.36	2	0.29	0	0.00
	Taita	0	0.00	0	0.00	3	0.08
	Ilchamus	0	0.00	0	0.00	2	0.06
	Kuria	0	0.00	1	0.14	1	0.03
	Mijikenda	0	0.00	1	0.14	1	0.03
	Rendille	0	0.00	0	0.00	2	0.06
	El-Molo	0	0.00	0	0.00	1	0.03
	Gabra	1	0.36	0	0.00	0	0.00
	Kenyan-Arab	1	0.36	0	0.00	0	0.00
	Orma	1	0.36	0	0.00	0	0.00
	Teso	0	0	0	0.00	1	0.03
	Total	278	100	695	100	3,596	100

From the analysis, the Maasai community dominates the senior, middle and entry levels at 69.42% (193), 46.04% (320) and 75.56% (2717) respectively. The County has brought on board various minorities at all cadres including the Turkana, Borana, Gabra and Rendile, which is commendable.

5.7.13 KERICHO COUNTY

Kericho County is located in the former Rift Valley Province with its capital at Kericho town. It has a population of 901,777 (2019 Census), occupying an area of 2111 Square Kilometres. The County has six sub counties namely Kericho East, Kericho West, Kipkelion East, Kipkelion West, Bureti and Sigowet.

General Findings

Kericho County has 3,990 county public servants. Out of this, 38.97% (1,555) are male and 61.03% (2,435) are female. Among the county staff, 0.95% (38) are People with Disability (PWD). The table below illustrates the levels of ethnic diversity.

Table 293: General Ethnic Distribution of the Kericho CPS

	Ethnic Group	Number	Percent (%)
	Kalenjin	3723	93.31
	Kikuyu	65	1.63
	Kisii	61	1.53
	Luo	51	1.28
	Luhya	49	1.23
	Kamba	12	0.3
	Maasai	5	0.13
	Samburu	3	0.08
	Bajun	2	0.05
	Borana	2	0.05
	Kenyan-Arab	2	0.05
	Meru	2	0.05
	Mijikenda	2	0.05
	Somali	2	0.05
	Taita	2	0.05
	Teso	2	0.05
	Turkana	2	0.05
	Kenyan Asian	1	0.03
	Kuria	1	0.03
	Tharaka	1	0.03
	Total	3,990	100

The Kalenjin community form the majority of employees at Kericho County at 93.31% (3,723). This County has contravened with the CGA 2012 section 65 1 (e). The County has 20 ethnic communities represented in its workforce.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members comprise of 30 employees as presented below:

Table 294: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kericho County

	Ethnic Group	Number	Percentage
	Kalenjin	30	100
	Total	30	100

The CECMs, CCOs and CPSB Members are 100% (30) dominated by Kalenjin community as presented in the table below

:

Table 295: Ethnic Distribution of CECM, CCOs & CPSB Members in Kericho County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kalenjin	13	100	11	100	6	100
	Total	13	100%	11	100%	6	100%

It is worth noting that Kericho County has a representation of 13 (100%) County Executive Committee members, 11 (100%) Chief Officers and 6 (100%) County Public Service Board (CPSB) members, all from the Kalenjin community. This is in contravention of diversity laws and goes against the principle of public service as outlined in Article 232 of the constitution.

County Assembly Staff

Kericho County Assembly has 81 members of staff as presented below:

Table 296: Ethnic Distribution of the Kericho County Assembly Staff

No.	Ethnic Group	Number	Percentage
	Kalenjin	80	98.77
	Luhya	1	1.23
	Total	81	100

The Kalenjin community dominate the Kericho County Assembly, at 98.77% (80) and only 1% (1) of Luhya representation. The County Assembly of Kericho contravenes with the CGA 2012 on diversity.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented in the table below:

Table 297: Ethnic Distribution of New Appointments in Kericho County

	Ethnic Group	Number	Percentage
	Kalenjin	2589	96.42
	Kikuyu	36	1.34
	Luo	18	0.67
	Luhya	17	0.63
	Kisii	15	0.56
	Samburu	3	0.11
	Kamba	2	0.07
	Kenyan-Arab	1	0.04
	Maasai	1	0.04
	Somali	1	0.04
	Taita	1	0.04
	Turkana	1	0.04
	Total	2,685	100

The County hired 2,685 staff as at the date of submission of data. It has contravened the provision of section 65 1 (e) of the CGA 2012 as the community with the highest representation, the Kalenjin, occupying 96.42% of the positions. Worth noting is that the County employed people from minority communities i.e Kenyan-Arab, Samburu, Turkana, Somali, Taita, and Maasai.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 298: Comparative Analysis of Ethnic Diversity within the Kericho CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kalenjin	2255	88.4	Kalenjin	3723	93.31
	Kisii	74	2.9	Kikuyu	65	1.63
	Luhya	62	2.4	Kisii	61	1.53
	Kikuyu	61	2.4	Luo	51	1.28
	Luo	58	2.3	Luhya	49	1.23
	Kamba	9	0.4	Kamba	12	0.3
	Maasai	6	0.3	Maasai	5	0.13
	Meru	5	0.22	Samburu	3	0.08
	Teso	5	0.22	Bajun	2	0.05
	Mijikenda	3	0.05	Borana	2	0.05
	Borana	3	0.05	Kenyan-Arab	2	0.05
	Swahili	1	0.04	Meru	2	0.05
	Embu	1	0.04	Mijikenda	2	0.05
	Tharaka	1	0.04	Somali	2	0.05
	Kuria	1	0.04	Taita	2	0.05
	Taita	1	0.04	Teso	2	0.05
	Turkana	1	0.04	Turkana	2	0.05
	Somali	1	0.04	Kenyan Asian	1	0.03
	Kenyan Asian	1	0.04	Kuria	1	0.03
	Kenyan Arab	1	0.04	Tharaka	1	0.03
	Total	2,550	100	Total	3,990	100

As compared to 2016 where 20 communities were represented, the County has maintained the same number of communities as at 2023. It has recorded a reduction of 4.91% of representation of the Kalenjin in 2023. The County remains in contravention of the CGA 2012 both in 2016 and 2023 with section 65 1(e).

Ethnic Distribution across Job Cadres

The table below presents the ethnic composition of all employees in Kericho County Public Service across the three (3) job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N, O) and Entry level (Job Group K and below).

Table 299: Ethnic Distribution by Cadres in Kericho County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kalenjin	99	78.57	550	88.14	3,074	94.88
2.	Kikuyu	4	3.17	9	1.44	52	1.60
3.	Kisii	6	4.76	19	3.04	36	1.11
4.	Luo	3	2.38	18	2.88	30	0.93
5.	Luhya	7	5.56	15	2.40	27	0.83
6.	Kamba	1	0.79	7	1.12	4	0.12
7.	Maasai	0	0.00	3	0.48	2	0.06
8.	Samburu	0	0.00	0	0.00	3	0.09
9.	Bajun	0	0.00	0	0.00	2	0.06
10.	Borana	0	0.00	0	0.00	2	0.06
11.	Kenyan-Arab	1	0.79	0	0.00	1	0.03
12.	Meru	1	0.79	1	0.16	0	0.00
13.	Mijikenda	1	0.79	0	0.00	1	0.03
14.	Somali	1	0.79	0	0.00	1	0.03
15.	Taita	0	0.00	1	0.16	1	0.03
16.	Teso	1	0.79	0	0.00	1	0.03
17.	Turkana	1	0.79	0	0.00	1	0.03
18.	Kenyan Asian	0	0.00	0	0.00	1	0.03
19.	Kuria	0	0.00	1	0.16	0	0.00
20.	Tharaka	0	0.00	0	0.00	1	0.03
	Total	126	100	624	100	3,240	100

The senior management, middle and entry cadre are dominated by Kalenjin ethnic community at 78.57% (99), 88.14% (550) at 94.88% (3,074) respectively, thus contravening with the CGA 2012 on diversity.

5.7.14 BOMET COUNTY

Bomet County borders four counties, namely: Kericho to the North, Nyamira to the North West, Narok to the South East, and Nakuru to the East covering an area of 2,530.9 Km². The County has a population of 875,689 people (2019 Population and Housing Census) and has been divided into five (5) sub counties, which are Bomet Central, Bomet East, Sotik, Chepalungu and Konoin.

General Findings

The County has 3,357 staff out of which 41.79% (1,403) are male, 58.21% (1,954) are female and 0.66% (22) representing PWD. The table below illustrates the levels of ethnic diversity.

Table 300: Ethnic Distribution in the Bomet CPS

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	3268	97.35
2.	Kisii	26	0.77
3.	Kikuyu	21	0.63
4.	Luhya	12	0.36
5.	Luo	12	0.36
6.	Kamba	6	0.18
7.	Maasai	3	0.09
8.	Meru	3	0.09
9.	Kenyan-Arab	1	0.03
10.	Kuria	1	0.03
12.	Somali	1	0.03
13.	Taita	1	0.03
14.	Teso	1	0.03
15.	Turkana	1	0.03
	Total	3,357	100

The County has contravened section 65 1 (e) of the CGA 2012 with the Kalenjin ethnic group forming majority of its employees at 97.35% (3,268). It has a representation of 15 ethnic communities with the minorities such as the Maasai, Kenyan-Arab, Somali, and Turkana communities being included into its workforce.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members in Bomet County consist of 24 employees as illustrated in the table below:

Table 301: Table 218: Ethnic Distribution of CECMs, CCOs and CPSB Members in Bomet County

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	24	100
	Total	24	100

Their ethnic distribution is as illustrated in the table below:

Table 302: Table 219: Ethnic Distribution of CECM, CCOs & CPSB Members in West Pokot County

Ethnic Group	CECM		CCOs		CPSB	
	Number	Percentage	Number	Percentage	Number	Percentage
Kalenjin	12	100	8	100	6	100
Total	12	100	8	100	6	100

The major finding is that all the appointments made by the office of the Governor's office i.e. County Chief Officers, County Executive Committee and County Public Service Board members are all from the dominant ethnic community, the Kalenjin at 100%.

County Assembly Staff

County Assembly of Bomet has 64 members of staff as illustrated below:

Table 303: Ethnic Distribution of the Bomet County Assembly Staff

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	62	96.88
2.	Kikuyu	1	1.56
3.	Meru	1	1.56
	Total	64	100

The County Assembly of Bomet is dominated by employees from the same ethnic community, the Kalenjin at 96.88% (62 out of 64 staff). The Meru and Kikuyu are represented at 1.56% each.

Ethnic Composition of New Appointments since 2016-2023

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 304: Ethnic Distribution of New Appointments in Bomet County

No.	Ethnic Group	Number	Percentage
1.	Kalenjin	2330	98.27
2.	Kisii	13	0.55
3.	Kikuyu	8	0.34
4.	Kamba	5	0.21
5.	Luhya	4	0.17
6.	Luo	4	0.17
7.	Maasai	2	0.08
8.	Meru	2	0.08
9.	Somali	1	0.04
10.	Taita	1	0.04
11.	Teso	1	0.04
	Total	2371	100

The County has employed 2,371 new staff since 2016 and has remained in contravention of the CGA 2012 regarding the new appointees. It is however commendable that the County has minority representation from the Maasai, Somali, Teso and Taita communities among others.

Comparative Analysis of 2023 & 2016 Ethnic Diversity Status

The study compared the 2016 and 2023 distribution of employees as shown in the figure below:

Table 305: Comparative Analysis of Ethnic Diversity within the Bomet CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Kalenjin	3268	97.35	Kalenjin	2073	96.6
2.	Kisii	26	0.77	Kisii	23	1.1
3.	Kikuyu	21	0.63	Luo	15	0.8
4.	Luhya	12	0.36	Kikuyu	14	0.6
5.	Luo	12	0.36	Luhya	11	0.54
6.	Kamba	6	0.18	Kamba	2	0.08
7.	Maasai	3	0.09	Maasai	2	0.08
8.	Meru	3	0.09	Bajun	1	0.04
9.	Kenyan-Arab	1	0.03	Meru	1	0.04
10.	Kuria	1	0.03	Rendille	1	0.04
11.	Turkana	1	0.03	Taita	1	0.04
12.	Somali	1	0.03	Turkana	1	0.04
13.	Taita	1	0.03			
14.	Teso	1	0.03			
	Total	3,357	100	Total	2,145	100

Bomet County's workforce has grown from 2,145 employees to 3,357 in 2023. Worth considering is the representation of ethnic communities, which has increased from 12 to 15. However, the majority representation remains for the Kalenjin ethnic group with a significant increase of 35.5% (1,192) Kalenjin employees in 2023, which signifies regression.

Ethnic Distribution across Job Cadres in CPS

The tables below illustrate the ethnic distribution of all employees in Bomet County Public Service across the three (3) different job cadres.

Table 306: Ethnic Distribution by Cadres in Bomet County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Kalenjin	125	88.03	323	95.00	2819	98.05
2.	Kisii	3	2.11	3	0.88	20	0.70
3.	Kikuyu	4	2.82	7	2.06	10	0.35
4.	Luhya	2	1.41	3	0.88	7	0.24
5.	Luo	6	4.23	1	0.29	5	0.17
6.	Kamba	1	0.70	0	0.00	5	0.17
7.	Maasai	0	0.00	1	0.29	2	0.07
8.	Meru	0	0.00	1	0.29	2	0.07
9.	Kenyan-Arab	1	0.70	0	0.00	0	0.00
10.	Kuria	0	0.00	0	0.00	1	0.03
11.	Turkana	0	0.00	0	0.00	1	0.03

12.	Somali	0	0.00	0	0.00	1	0.03
13.	Taita	0	0.00	0	0.00	1	0.03
14.	Teso	0	0.00	0	0.00	1	0.03
15.				1	0.29	0	0.00
	Total	142	100	340	100	2,875	100

The senior management, middle and entry levels have all been dominated by Kalenjin community at 88.03% (125) 95% (323), 98.05% (2,819) respectively thus contravening the CGA 2012.

5.8 WESTERN REGION

5.8.1 KAKAMEGA COUNTY

Kakamega is a county in the former Western Province of Kenya and borders Vihiga County to the South, Siaya County to the West, Bungoma and Trans Nzoia counties to the North and Nandi and Uasin Gishu counties to the East. It has a population of 1,867,579 and spans an area of 3,033.8 square kilometres. The county has 12 sub-counties, namely, Shinyalu, Navakholo, Mumias East, Mumias West, Matungu, Malava, Lugari, Lurambi, Likuyani, Khwisero, Ikolomani, and Butere. The dominant ethnic community is the Luhya.

General Findings

The County has 7,087 staff in its county public service of whom, 61.27% (4,342) are female and 38.73% (2,745) are male. Out of this 0.83% (59) are PWD's. The table below illustrates the levels of ethnic diversity.

Table 307: General Ethnic Distribution of the Kakamega CPS

No.	Ethnic Group	Number	Percentage
1.	Luhya	6435	90.8
2.	Luo	222	3.13
3.	Kalenjin	117	1.67
4.	Kisii	110	1.55
5.	Kikuyu	90	1.27
6.	Teso	36	0.51
7.	Kamba	29	0.41
8.	Meru	15	0.21
9.	Embu	6	0.08
10.	Taita	5	0.07
11.	Mijikenda	4	0.06
No.	Ethnic Group	Number	Percentage
12.	Other Kenyan	4	0.06
13.	Bajuni	2	0.03
14.	Kuria	2	0.03
15.	Somali	2	0.03
16.	Turkana	2	0.03
17.	Dorobo	1	0.01
18.	Foreigner	1	0.01
19.	Kenyan-Arab	1	0.01
20.	Maasai	1	0.01
21.	Pokomo	1	0.01
22.	Kuria	2	0.03
	Total	7,087	100

The County has contravened section 65 1(e) of the the CGA 2012 with Luhya ethnic group forming majority of the employees at 90.8% (6,435). The County has 22 ethnic communities represented in its the workforce with minorities such as Kenyan Arab, Maasai, Turkana, and Somali being included.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members consist of 43 employees as illustrated in the table below:

Table 308: Ethnic Distribution of CECMs, CCOs and CPSB Members in Kakamega County

No.	Ethnic Group	Number	Percentage
1.	Luhya	35	81.38
2.	Luo	2	4.65
3.	Somali	2	4.65
4.	Kikuyu	1	2.33
5.	Kisii	1	2.33
6.	Taita	1	2.33
7.	Teso	1	2.33
	Total	43	100

Their ethnic distribution is as shown below:

Table 309: Ethnic Distribution of CECMs, CCOs and CPSB members in Kakamega County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luhya	12	100	18	72	5	83.33
2.	Luo	0	0	2	8	0	0
3.	Somali	0	0	2	8	0	0
4.	Kikuyu	0	0	1	4	0	0
5.	Taita	0	0	1	4	0	0
6.	Teso	0	0	1	4	0	0
7.	Kisii	0	0	0	0	1	16.67
	Total	12	100	25	100	6	100

The major findings are that all the appointments made by the Governor's office are largely from the dominant ethnic group, which is Luhya. The County Chief Officers, County Executive Committee and County Public Service Board are all from the Luhya community, at 100%(12), 72%(18), and 83.33%(5) respectively.

County Assembly Staff

The County Assembly of Kakamega has 88 employee cutting across two (2) ethnic groups as illustrated in the table below.

Table 310: Ethnic distribution of County Assembly Staff in Kakamega County

No.	Ethnic Group	Number	Percentage
1.	Luhya	86	97.73
2.	Luo	2	2.27
	Total	88	100

The County Assembly in Kakamega County is dominated by the same ethnic community, the Luhya at 97.73% (86).

Ethnic composition of New Employment since (2016-2023)

The ethnic composition of new employees since 2016 is as depicted in the table below:

Table 311: Ethnic Distribution of New Appointments in Kakamega County

NO.	Ethnic Group	Number	Percentage
1	Luhya	3131	94.48
2	Luo	67	2.02
3	Kalenjin	32	0.97
4	Kikuyu	28	0.84
5	Kisii	28	0.84
6	Kamba	9	0.27
7	Meru	8	0.24
8	Teso	3	0.09
9	Mijikenda	2	0.06
10	Somali	2	0.06
11	Taita	2	0.06
12	Dorobo	1	0.03
13	Pokomo	1	0.03
	Total	3,314	100

The County has employed 3,314 new staff 2016. The County has contravened with section 65 1 (e) of the CGA 2012 with the majority being the Luhya ethnic group at 94.48% (3,131).

Comparative analysis of Ethnic distribution of employees of Kakamega County

The comparative analysis of the 2016 and 2023 ethnic composition of Kakamega County is as presented below:

Table 312: Comparative Analysis of Ethnic Diversity within the Kakamega CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Luhya	6435	90.80	Luhya	3368	96.60
2.	Luo	222	3.13	Luo	59	1.60

3.	Kalenjin	117	1.67	Kisii	20	0.60
4.	Kisii	110	1.55	Kalenjin	18	0.50
5.	Kikuyu	90	1.27	Kikuyu	11	0.30
6.	Teso	36	0.51	Mijikenda	3	0.11
7.	Kamba	29	0.41	Meru	2	0.10
8.	Meru	15	0.21	Teso	2	0.10
9.	Embu	6	0.08	Borana	1	0.03
10.	Taita	5	0.07	Kamba	1	0.03
11.	Mijikenda	4	0.06	Kuria	1	0.03
12.	Other Kenyan	4	0.06			
13.	Bajuni	2	0.03			
14.	Kuria	2	0.03			
15.	Somali	2	0.03			
16.	Turkana	2	0.03			
17.	Dorobo	1	0.01			
18.	Foreigner	1	0.01			
19.	Kenyan-Arab	1	0.01			
20.	Maasai	1	0.01			
21.	Pokomo	1	0.01			
	Total	7,087	100		3,486	100

Kakamega County workforce has grown from 3,486 employees to 7,087 in 2023, with the majority employees being from the Luhya community at 90.8% (6435). Notably the representation of other ethnic groups has increased from by 52% (11 to 21) ethnic groups. However, the Luhya ethnic group still dominates with a spike of 91% (significant increase 3,368 to 6,435). The County is in violation of the section 651 (e) of the CGA 2012. As compared to 2016, where only 11 communities were represented in the county public service, there has been an improvement in a bid to include other ethnic communities in employment.

Ethnic Distribution across Cadres

The Tables below illustrates the ethnic composition of all employees in Kakamega County Public across the (3) job cadres that is, senior Level (Job Group P and above, middle level (Job Group L, M, N) and entry level (Job Group K and below).

Table 313: Ethnic Distribution across Cadres in Kakamega County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		No.	Percentage	No.	Percentage	No.	Percentage
1.	Luhya	145	77.96	774	82.69	5516	92.47
2.	Luo	12	6.45	57	6.09	153	2.56
3.	Kalenjin	2	1.08	33	3.53	83	1.39
4.	Kisii	8	4.30	32	3.42	70	1.17
5.	Kikuyu	9	4.84	15	1.60	66	1.11
6.	Teso	4	2.15	8	0.85	24	0.40
7.	Kamba	1	0.54	5	0.53	23	0.39
8.	Meru	0	0.00	2	0.21	13	0.22
9.	Embu	0	0.00	1	0.11	5	0.08
10.	Taita	2	1.08	1	0.11	2	0.03
11.	Mijikenda	0	0.00	2	0.21	2	0.03
12.	Other Kenyan	0	0.00	1	0.11	3	0.05
13.	Bajuni	0	0.00	1	0.11	1	0.02
14.	Kuria	1	0.54	1	0.11	0	0.00
15.	Somali	2	1.08	0	0.00	0	0.00
16.	Turkana	0	0.00	1	0.11	1	0.02
17.	Dorobo	0	0.00	0	0.00	1	0.02
18.	Foreigner	0	0.00	0	0.00	1	0.02
19.	Kenyan-Arab	0	0.00	1	0.11	0	0.00
20.	Maasai	0	0.00	1	0.11	0	0.00
21.	Pokomo	0	0.00	0	0.00	1	0.02
	Total	186	100	936	100%	5965	100

From the analysis, the senior, middle and entry levels are dominated by the Luhya community at 77.96% (145), 82.69% (774), 92.47% (5,516) respectively. The Middle level comprises of 21 ethnic communities.

5.8.2 VIHIGA COUNTY

Vihiga County is in the former Western Province of Kenya, the largest town being Mbale, which is also its headquarters. It has a population of 590, 013 (2019 census) and covers an area of 563 km². It borders Nandi to the East, Kisumu County to the South, Siaya County to the West and Kakamega County to the North. It is divided to five sub counties namely: Hamisi, Emuhaya, Luanda, Sabatia and Vihiga.

General Findings

The County has 3,507 staff in the county public service. Out of this, 59.74% (2095) are female and 40.26% (1,412) are male. The County has 0.83% (29) persons with disability. The table below illustrates the levels of ethnic diversity.

Table 314: General Ethnic Distribution in the Vihiga CPS

No.	Ethnic Group	Total	Percentage
	Luhya	3364	95.92
	Luo	72	2.05
	Kalenjin	49	1.4
	Kisii	9	0.26
	Kikuyu	4	0.11
	Kamba	2	0.06
	Meru	2	0.06
	Maasai	1	0.03
	Somali	1	0.03
	Taita	1	0.03
	Teso	1	0.03
	Other Kenyan	1	0.03
	Total	3,507	100

The County has contravened the CGA 2012 section 65 1 (e) with the Luhya community forming the majority of employees at 95.92% (3,364). The County has additional 11 ethnic groups representation of Vihiga County.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members consists of 28 employees as illustrated below:

Table 315: Ethnic Distribution of CECMs, CCOs and CPSB Members in Vihiga County

No.	Ethnic Group	Number	Percentage (%)
1.	Luhya	26	92.85
2.	Kalenjin	2	7.15
	Total	45	100

Their ethnic distribution is as shown below:

Table 316: Ethnic Distribution of CECMs, CCOs and CPS members in Vihiga County

No.	Ethnic Group	CECMs		CCO		CPS Board Members	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luhya	10	100	11	84.61	5	100
2.	Kalenjin	0	0	2	15.39	0	0
	Total	10	100	13	100	5	100

The members of the CECM in Vihiga County all come from the Luhya ethnic group at 100%. The County has 13 chief officers, 84.61% (11) from the Luhya ethnic group, with the County Public Service Board of members being a 100% Luhya.

County Assembly Staff

The County Assembly of Vihiga has 239 members dominated by the Luhya Ethnic Group as illustrated by the table below:

Table 317: Ethnic distribution of Vihiga County Assembly staff

No.	Ethnic Group	Number	Percentage
1.	Luhya	226	94.56
2.	Luo	9	3.77
3.	Kalenjin	1	0.42
4.	Kamba	1	0.42
5.	Kikuyu	1	0.42
6.	Teso	1	0.42
	Total	239	100

The County Assembly of Vihiga is dominated by the Luhya ethnic community, at 94.56% (226) and the remaining ethnic groups taking up 5.45% (13).

Ethnic composition of New Employment (2016-2023)

The ethnic composition of new employees since 2016 is depicted in the below:

Table 318: Ethnic Distribution of New Employment in Vihiga County

No.	Ethnic Group	Number	Percentage
1	Luhya	2127	96.51
2	Luo	44	2
3	Kalenjin	23	1.04
4	Kisii	5	0.23
5	Kamba	1	0.05
6	Kikuyu	1	0.05
7	Maasai	1	0.05
8	Other Kenyan	1	0.05
9	Somali	1	0.05
	Total	2,204	100

The County has employed 2,204 staff from 2016 to date and remained in contravention with CGA 2012 section 65 1 (e) despite the increase in new appointees, with the Luhya still dominating 96.5%.

Comparative Analysis of 2016 and 2023 Ethnic Diversity Status

The study also analysed the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 319: Comparative analysis of Ethnic Diversity within Vihiga CPS

No.	2023			2016		
	Ethnic Group	Total	Percentage	Ethnic Group	Total	Percentage
1	Luhya	3364	95.92	Luhya	1137	85.1
2	Luo	72	2.05	Luo	78	5.9
3	Kalenjin	49	1.4	Kalenjin	46	3.4
4	Kisii	9	0.26	Kisii	35	2.6
5	Kikuyu	4	0.11	Kikuyu	8	0.6
6	Kamba	2	0.06	Kamba	8	0.6
7	Meru	2	0.06	Teso	8	0.6
8	Maasai	1	0.03	Meru	5	0.4
9	Somali	1	0.03	Kuria	3	0.2
10	Taita	1	0.03	Taita	3	0.2
11	Teso	1	0.03	Somali	2	0.1
12	Other Kenyan	1	0.03	Mijikenda	1	0.1
13				Embu	1	0.1
14				Somali	1	0.1
	Total	3,507	100	Total	1,336	100

The County is still in violation of provision of the CGA 2012 with the majority employees in 2023 being from the Luhya community at 95.92% (3,364) up from 85.1% (1,137) in 2016. Compared to 2016, where 14 ethnic groups were represented in the county public service. There are currently 12 communities a reduction of two communities.

Ethnic Distribution across Job Cadres

The table below illustrates the Ethnic composition of all employees in the Vihiga County Public Service across three (3) job cadres i.e. senior level (Job Group P and above), Middle level (Job Group I, M, N) and Entry Level (Job Group K and below).

Table 320: Ethnic Distribution across Cadres in Vihiga County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		JUNIOR LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luhya	111	94.07	374	93.03	2879	96.38
2.	Luo	4	3.39	11	2.74	57	1.91
3.	Kalenjin	3	2.54	12	2.99	34	1.14
4.	Kisii	0	0.00	1	0.25	8	0.27
5.	Kikuyu	0	0.00	1	0.25	3	0.10
6.	Kamba	0	0.00	1	0.25	1	0.03
7.	Meru	0	0.00	0	0.00	2	0.07
8.	Maasai	0	0.00	0	0.00	1	0.03
9.	Other Kenyan	0	0.00	0	0.00	1	0.03

10.	Somali	0	0.00	0	0.00	1	0.03
11.	Taita	0	0.00	1	0.25	0	0.00
12.	Teso	0	0.00	1	0.25	0	0.00
	Total	118	100.00	402	100.00	2,987	100.00

From the analysis, the senior level, middle and entry levels are dominated by Luhya ethnic group at 94.07% (111), 93.03% (374) and 96.38% (2879) respectively.

5.8.3 BUNGOMA COUNTY

Bungoma County borders the republic of Uganda to the North West, Trans Nzoia County to the North East, Kakamega County to the East and South East and Busia County to the West and South West. It has a population of 1,670,570 (2019 Census) and spans an area of 2,069 square kilometres. It has is divided into nine sub counties, namely: Bumula, Kanduyi, Sirisia, Kabuchai, Kimilili Tongaren, Webuye West, Webuye East, and Mt Elgon.

General Findings

The County has 6,477 staff out of which 56.85% (3,682) are female and 43.15% (2,795) are male. The representation of persons with disability is at 0.99% (64). The table below illustrates the levels of ethnic diversity.

Table 321: General Ethnic Distribution of the Bungoma CPS

No.	Ethnic Group	Number	Percentage
1.	Luhya	5425	83.76
2.	Kalenjin	694	10.71
3.	Teso	110	1.7
4.	Luo	81	1.25
5.	Kisii	52	0.8
6.	Kikuyu	51	0.79
7.	Kamba	23	0.36
8.	Meru	12	0.19
9.	Mijikenda	5	0.08
10.	Somali	4	0.06
11.	Kenyan Asian	3	0.05

No.	Ethnic Group	Number	Percentage
12.	Kuria	3	0.05
13.	Kenyan-Arab	2	0.03
14.	Maasai	2	0.03
15.	Turkana	2	0.03
16.	Bajun	1	0.02
17.	Dorobo	1	0.02
18.	Embu	1	0.02
19.	Pokomo	1	0.02
20.	Samburu	1	0.02
21.	Suba	1	0.02
	Taita	1	0.02
	Tharaka	1	0.02
	Total	6,477	6,477

The Luhya ethnic group forms the majority of its employees at 83.76% (5,425). The remaining 16.29% (1,052) employees represents 22 other ethnic groups as outlined above. The County is in contravention with the provisions of section 65 1 (e) of CGA 2012. It is worth noting that the county has employed 15 persons from minority communities namely the Maasai, Turkana, Somali, Tharaka, Kenyan-Asian, and Kenyan Arab.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Bungoma County consist of 35 employees as shown below:

Table 322: Ethnic Distribution of CECMs, CCOs and CPSB Members in Bungoma County

No.	Ethnic Group	Number	Percentage
1.	Luhya	29	82.86
2.	Kalenjin	4	11.43
3	Teso	2	5.71
	Total	35	100

Three ethnic group make up the 35 employees, with the Luhya ethnic group taking up the lion share at 82.86% (29) employees, whilst the remaining 17.14% (6) are distributed between the Kalenjin and Teso, ethnic groups.

The County Chief Officers, CECM and CPSB members in Bungoma are from three ethnic communities as illustrated in the table below.

Table 323: Ethnic Distribution of CECM, CCOs and CPSB Members in Bungoma County

No.	Ethnic Group	CECM		CCOs		CPSB	
		Number	Percentage	Number	Percentage	Number	Percentage
1.	Luhya	9	75.00	16	88.89	4	80
2.	Kalenjin	2	16.67	1	5.56	1	20
3.	Teso	1	8.33	1	5.56	0	0
	Total	12	100	18	100	5	100

75% of the CECM members are from the Luhya ethnic group; and the remaining 11.62 are composed of three members being from the Kalenjin and 8.33% from Teso communities. Of the 18 chief officers, the Luhya account for 88.89% and while the Kalenjin and Teso communities each take up 5.56% (1). The Bungoma CPSB has five members drawn from two communities i.e the Luhya who take up 80% (4) positions whilst the Kalenjin take up 20% (1) position.

County Assembly Staff

Bungoma County Assembly has 125 members of staff as presented below:

Table 324: Ethnic Distribution of County Assembly Staff in Bungoma County

No.	Ethnic Group	Number	Percentage
1	Luhya	102	81.6
2	Kalenjin	14	11.2
3	Luo	3	2.4
4	Kamba	2	1.6
5	Teso	2	1.6
6	Kisii	1	0.8
7	Mijikenda	1	0.8
	Total	125	100

The Luhya and Kalenjin community still dominate the County Assembly at 81.60% (102) and 11.2% (14) employees respectively with the remaining 7.2% (9) being shared five ethnic communities.

Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented in the table below:

Table 325: Ethnic Distribution of New Appointments in Bungoma County

No.	Ethnic Group	Number	Percentage
1	Luhya	3421	85.21
2	Kalenjin	460	11.46
3	Teso	69	1.72
4	Luo	27	0.67
5	Kikuyu	13	0.32
6	Kisii	11	0.27
7	Kamba	6	0.15
8	Mijikenda	2	0.05
9	Dorobo	1	0.02
10	Kenyan-Arab	1	0.02
11	Kuria	1	0.02
12	Maasai	1	0.02
13	Meru	1	0.02
14	Suba	1	0.02
	Total	4,015	100

The County has employed 4,015 staff from 2016 to date. The County is in contravention of the CGA 2012 section 65 1 (e) with employment being skewed towards the Luhya and Kalenjin communities at 85.21% (3421) and 11.46% (460) respectively. The County needs to improve in compliance by increasing the numbers of the minority ethnic groups into its public service.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below.

Table 326: Comparative Analysis of Ethnic Diversity within the Bungoma CPS

2023				2016		
No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
1.	Luhya	5323	83.80	Luhya	1889	78.81
2.	Kalenjin	680	10.71	Kalenjin	332	13.85
3.	Teso	108	1.70	Teso	70	2.92
4.	Luo	78	1.23	Kenyan-Arab	64	2.67
5.	Kikuyu	51	0.80	Luo	14	0.58
6.	Kisii	51	0.80	Kikuyu	10	0.42
7.	Kamba	21	0.33	Kisii	9	0.38
8.	Meru	12	0.19	Kamba	9	0.38
9.	Mijikenda	4	0.06			
10.	Somali	4	0.06			
11.	Kenyan Asian	3	0.05			
12.	Kuria	3	0.05			
13.	Kenyan-Arab	2	0.03			
14.	Maasai	2	0.03			
15.	Turkana	2	0.03			
16.	Bajun	1	0.02			
17.	Dorobo	1	0.02			
18.	Embu	1	0.02			
19.	Pokomo	1	0.02			
20.	Samburu	1	0.02			
21.	Suba	1	0.02			
22.	Taita	1	0.02			
23.	Tharaka	1	0.02			
24.	Total	6,352	100	Total	2,397	100

In 2023, the County is still in violation of provisions of the CGA 2012 section 65 1 (e) with the majority being from the Luhya community at 83.8% (5,323), recording a negative variance of 4.99% in comparison to 2016. In 2016, where only nine ethnic communities were represented, there has been an improvement by including 14 more ethnic groups with minority communities like Maasai, Turkana, Somali, Tharaka, Kenyan-Asian, and Kenyan Arab being included.

Ethnic Distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Bungoma County Public Service across the three (3) job cadres. The cadres are Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below).

Table 327: Ethnic Distribution by Cadres in Bungoma County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
1	Luhya	127	79.38	645	75.00	4,653	85.27
2	Kalenjin	11	6.88	108	12.56	575	10.54
3	Teso	2	1.25	16	1.86	92	1.69
4	Luo	7	4.38	25	2.91	49	0.90
5	Kisii	3	1.88	20	2.33	29	0.53
6	Kikuyu	4	2.50	18	2.09	29	0.53
7	Kamba	1	0.63	11	1.28	11	0.20
8	Meru	0	0.00	4	0.47	8	0.15
9	Mijikenda	0	0.00	3	0.35	2	0.04
10	Somali	1	0.63	3	0.35	0	0.00
11	Kenyan Asian	1	0.63	2	0.23	0	0.00
12	Kuria	1	0.63	1	0.12	1	0.02
13	Kenyan-Arab	0	0.00	1	0.12	1	0.02
14	Maasai	1	0.63	0	0.00	1	0.02
15	Turkana	0	0.00	1	0.12	1	0.02
16	Bajun	0	0.00	0	0.00	1	0.02
17	Dorobo	0	0.00	0	0.00	1	0.02
18	Embu	0	0.00	0	0.00	1	0.02
19	Pokomo	0	0.00	1	0.12	0	0.00
20	Samburu	0	0.00	0	0.00	1	0.02
21	Suba	0	0.00	0	0.00	1	0.02
22	Taita	0	0.00	1	0.12	0	0.00
23	Tharaka	1	0.63	0	0.00	0	0.00
	Total	160	100	860	100	5457	100

The senior management of Bungoma County is dominated by the Luhya and Kalenjin communities at 79.38% (127) and 6.88% (11) respectively. The remaining 10 communities take up 13.79% (22). Just as the case in senior management, the middle level cadre in Bungoma County public service is dominated by the Luhya and Kalenjin communities at 75% (645) and 12.56% (108) respectively. The remaining 14 communities take up 12.47% (107). The entry-level cadre is also skewed towards the Luhya and Kalenjin communities at 85.28% (4653) and 10.54% (575) respectively.

5.8.4 BUSIA COUNTY

Busia County borders Kakamega County to the east, Bungoma County to the north, Lake Victoria and Siaya County to the south and Uganda to the west. It has a population of 893,861 (2019 Census) and spans about 1,700 square kilometres. The County has seven sub counties namely Budalang'i, Butula, Funyula, Matayos, Nambale, Teso North, and Teso South. The County is largely inhabited by the Luhya and the Teso.

General Findings

The County has 4,159 staff out of which 51.11% (2,126) are female and 48.89% (2,035) are male. The County has 1.18% (49) persons with disability. The table below illustrates the levels of ethnic diversity.

Table 328: General Ethnic Distribution of Employees in the Busia CPS

Ethnic Group		Number	Percentage
	Luhya	2251	54.10
	Teso	1444	34.70
	Luo	245	5.89
	Kisii	76	1.83
	Kalenjin	65	1.56
	Kikuyu	39	0.94
	Kamba	13	0.31
	Meru	7	0.17
	Kuria	5	0.12
	Maasai	4	0.10
	Somali	4	0.10
	Turkana	4	0.10
	Taita	3	0.07
	Mijikenda	1	0.02
	TOTAL	4,159	100

The County has complied with the provisions of section 65 1 (e) CGA 2012. Worth noting is that the County has employed 11 persons from minority communities namely; Masaai, Turkana and Somali. The Luhya ethnic group dominates at 54.10% (2,251), which is within the required threshold. The remaining 1,910 are shared among 13 ethnic groups, which is quite commendable demonstrating that the County has embraced ethnic diversity.

Ethnic Distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members of Busia County consist of 17 employees as presented below:

Table 329: Ethnic Distribution of CECMs, CCOs and CPSB Members in Busia County

Ethnic Group		Number	Percentage
1.	Luhya	11	64.71
2.	Teso	4	23.53
3.	Luo	1	5.88
4.	Somali	1	5.88
	Total	17	100

The CECMS, CCOs and CPSB Members consists of 64.71% (11) employees from the Luhya ethnic group whilst the remaining 35.29% (6) employees are from the Teso, Luo and Somali communities. It is worth noting that a Somali from a minority group has been considered among the appointees.

There are 17 employees are as shown in the table below:

Table 330: Ethnic Distribution of CECMS, CCOs and CPSB members in Busia County

Ethnic Group	CECMS		COO		CPS Board Members	
	Number	Percentage	Number	Percentage	Number	Percentage
Luhya	4	80.00	3	50.00	4	66.67
Teso	1	20.00	2	33.33	1	16.67
Luo	0	0	0	0	1	16.67
Somali	0	0	1	16.67	0	0
Total	5	100	6	100	6	100

The findings demonstrate that jobs within the Governor's office have mainly been shared between two ethnic groups i.e. the Luhya and the Teso. Worth noting, is the fact that a Somali from the minority group has been considered within the CPSB, which is commendable.

County Assembly Employees

Busia County Assembly has 127 members of staff as presented below:

Table 331: Ethnic Distribution of the Busia County Assembly Staff

	Ethnic Group	Number	Percentage
1.	Luhya	91	71.65
2.	Teso	28	22.05
3.	Luo	5	3.94
4.	Kalenjin	1	0.79
5.	Kisii	1	0.79
6.	Somali	1	0.79
	Total	127	100

The Luhya and Teso ethnic groups still dominate the County Assembly appointments, at 71.65% (91) and 22.05% (28) employees respectively with the remaining 6.31% (8) being shared across the ethnic groups Luo, Somali, Kalenjin, and Kisii.

Ethnic composition of New Employment (2016-2023)

The ethnic composition of new employees since 2016 is presented below:

Table 332: Ethnic Composition of New Employment in Busia County

	Ethnic Group	Number	Percentage
1	Luhya	1215	51.22
2	Teso	936	39.46
3	Luo	126	5.31
4	Kisii	33	1.39
5	Kalenjin	31	1.31
6	Kikuyu	16	0.67
7	Kamba	5	0.21
8	Meru	4	0.17
9	Maasai	2	0.08
10	Kuria	1	0.04
11	Mijikenda	1	0.04
12	Somali	1	0.04
13	Turkana	1	0.04
	Total	2,372	100

The County has employed 2,372 new staff from the last audit conducted in 2016. The Luhya and Teso ethnic groups dominate at 51.22% (1215) and 39.46% (936) respectively. It is impressive that the County has maintained compliance with the CGA 2012, and has embraced diversity among the employees brought on board.

Comparative Analysis of 2016 and 2023 Ethnic Diversity Status

The comparative analysis of the 2023 and 2016 ethnic composition of Busia County is as presented below:

Table 333: Comparative analysis of Ethnic distribution of employees of Busia County

No.	2023			2016		
	Ethnic Group	Total	Percentage	Ethnic Group	Total	Percentage
1	Luhya	2251	54.12	Luhya	1245	58.80
2	Teso	1443	34.70	Teso	454	21.50
3	Luo	245	5.89	Luo	218	10.30
4	Kisii	76	1.83	Kisii	67	3.20
5	Kalenjin	65	1.56	Kalenjin	53	2.50
6	Kikuyu	39	0.94	Kikuyu	40	1.90
7	Kamba	13	0.31	Kamba	8	0.40
8	Meru	7	0.17	Meru	6	0.30
9	Kuria	5	0.12	Mijikenda	4	0.20
10	Maasai	4	0.10	Taita	4	0.20
11	Turkana	4	0.10	Suba	3	0.10
12	Somali	3	0.07	Embu	3	0.10
13	Taita	3	0.07	Maasai	3	0.10
14	Mijikenda	1	0.02	Kuria	2	0.10

15		2	0.03	Somali	2	0.10
16		2	0.03	Turkana	2	0.10
17		1	0.01	Borana	1	0.05
18		1	0.01	Mbeere	1	0.05
		4,159	100		2,116	100

The findings indicate that the county has remained compliant with the CGA 2012, both in 2016 and 2023, and better still, with a positive variance of 4.68%, which demonstrates improvement. This means more minority ethnic groups have been considered for employment in Busia County. There is a notable increase of Luo, Kalenjin and Kisii employees who have been brought on board. The Taita ethnic group is a new addition to Busia CPS.

Ethnic Distribution across Job Cadres

The table below presents the ethnic distribution of all employees of Busia County across three cadres namely: Senior Level - Job Group P and Above; Middle Level- Job Group L,M,N and Entry Level – Job Group K and below.

Table 334: Ethnic Distribution across Cadre in Busia County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & Above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		No.	Percentage	No.	Percentage	No.	Percentage
1	Luhya	68	66.02	324	53.29	1859	53.88
2	Teso	19	18.45	168	27.63	1257	36.43
3	Luo	6	5.83	52	8.55	187	5.42
4	Kisii	7	6.80	20	3.29	49	1.42
5	Kalenjin	0	0.00	20	3.29	45	1.30
6	Kikuyu	1	0.97	8	1.32	30	0.87
7	Kamba	1	0.97	6	0.99	6	0.17
8	Meru	0	0.00	2	0.33	5	0.14
9	Kuria	0	0.00	0	0.00	5	0.14
10	Maasai	0	0.00	2	0.33	2	0.06
11	Turkana	0	0.00	1	0.16	3	0.09
12	Somali	1	0.97	1	0.16	1	0.03
13	Taita	0	0.00	3	0.49	0	0.00
14	Mijikenda	0	0.00	1	0.16	0	0.00
	Total	103	100.00	608	100.00	3,450	100.00

The senior management of Busia County is dominated by the Luhya and Teso ethnic groups standing at 66.02% (68) and 18.45% (19) respectively. The remaining 15.54% (16) is distributed among five ethnic groups i.e Luo, Kisii, Kikuyu, Kamba, and the Somali community.

In as much as the Luhya and Teso ethnic group continue to dominate the middle level cadre at 53.29% (324) and 27.63% (168) respectively, four minority ethnic groups have been included, this is commendable as compared to other non-compliant counties, whose top executive has remained largely mono-ethnic.

Employment in the entry-level cadre is skewed towards the Luhya and Teso communities at 53.88% (1,859) and 36.43% (1,257) respectively. However, the minority communities are also represented by the Turkana, Maasai and Somali taking up 0.09%, 0.06% and 0.03% of the positions respectively.

5.9 NAIROBI

5.9.1 NAIROBI COUNTY

Nairobi County whose capital is Nairobi, hosts Kenya's largest city. The County was founded on the same boundaries as Nairobi Province, after Kenya's eight provinces were sub-divided into 47 counties. The County hosts an estimated population of 4,397,073 Million persons (Census, 2019). The sub-counties of Nairobi include Kibra, Dagoretti South, Dagoretti North, Makadara, Kamukunji, Langata, Roysambu, Starehe, Embakasi South, Embakasi North, Embakasi West, Embakasi East, Kasarani, CBD, Ruaraka, and Westlands.

General Findings

The County has 13,513 county public servants. Out of this, 53.84% (7,275) are female and 46.16% (6,238) are male, and comprises 1.23% PWDs. The table below illustrates the levels of ethnic diversity:

Table 335: General Ethnic Distribution of the Nairobi County Public Service

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
	Kikuyu	5395	39.92	20.	Pokomo	18	0.13
	Luo	1639	12.13	21.	Turkana	14	0.10
	Luhya	1547	11.45	22.	Bajuni	10	0.07
	Kamba	1541	11.40	23.	Kenyan-Arab	10	0.07
	Kisii	1073	7.94	24.	Burji	8	0.06
	Kalenjin	849	6.28	25.	Suba	8	0.06
	Meru	403	2.98	26.	Gabra	7	0.05
	Embu	203	1.50	27.	Kenyan Asian	7	0.05
	Somali	147	1.09	28.	Orma	7	0.05
	Maasai	118	0.87	29.	Rendille	6	0.04
	Taita	97	0.72	30.	Swahili	5	0.04
	Mijikenda	81	0.60	31.	Foreigner	4	0.03
	Mbeere	61	0.45	32.	Dorobo	3	0.02
	Other Kenyan	60	0.44	33.	Dasenach	1	0.01
	Borana	48	0.36	34.	El Molo	1	0.01
	Kuria	43	0.32	35.	Ilchamus	1	0.01
	Teso	38	0.28	36.	Nubi	1	0.01

	Samburu	35	0.26	37.	Sakuye	1	0.01
	Tharaka	21	0.16	38.	Taveta	2	0.01
	Total						13,513

The County complies with the CGA 2012 with the Kikuyu forming majority of the employees at 39.92% (5,395). The county has 38 ethnic communities out of the 45, which is 84.44% representation of Kenya's communities. It is also commendable that the county has a minority representation including Dorobo, Dasenach, El-Molo, Nubi, and Sakuye among others.

Ethnic distribution of CECMs, CCOs and CPSB Members

The CECMs, CCOs and CPSB Members has 45 employees as illustrated in the table below:

Table 336: Ethnic Distribution of CECMs, CCOs and CPSB Members in Nairobi County

No.	Ethnic Group	Number	Percentage
	Kikuyu	16	35.56
	Luo	8	17.78
	Luhya	7	15.56
	Somali	4	8.89
	Kamba	3	6.67
	Kisii	3	6.67
	Kalenjin	2	4.44
	Meru	1	2.22
	Samburu	1	2.22
	Total	45	100

The CECMs, County Chief Officers, and CPSB members in Nairobi County are distributed as shown below:

Table 337: Ethnic Distribution of CECMs, CCOs and CPSB Members in Nairobi County

CECMS				CCO				CPSB		
No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage	Ethnic Group	Number	Percentage
	Kikuyu	5	41.67		Kikuyu	9	33.33	Kikuyu	2	33.33
	Luo	2	16.67		Luhya	5	18.52	Kamba	1	16.67
	Kalenjin	1	8.33		Luo	5	18.52	Luhya	1	16.67
	Kamba	1	8.33		Somali	3	11.11	Luo	1	16.67
	Kisii	1	8.33		Kisii	2	7.41	Somali	1	16.67
	Luhya	1	8.33		Kalenjin	1	3.70	Total	6	100
	Samburu	1	8.33		Kamba	1	3.70			
					Meru	1	3.70			
	Total	12	100		Total	27	100			

Statistics reveal that majority of the CECMs, CCOs and CPSB Members are drawn from at least eight communities of Kenya as shown above. The majority are the Kikuyu occupying the CECM positions at 41.67%, which complies with the CGA. Worth noting is that some minority communities such as the Samburu and Somali are represented.

County Assembly Staff

The County Assembly of Nairobi has 191 members spread across 21 communities as illustrated in the table below:

Table 338: Ethnic Distribution of County Assembly Staff in Nairobi County

No.	Ethnic Group	Number	Percentage
	Luo	52	27.23
	Kikuyu	36	18.85
	Kamba	22	11.52
	Luhya	22	11.52
	Kisii	14	7.33
	Kalenjin	10	5.24
	Maasai	9	4.71
	Meru	7	3.66
	Somali	5	2.62
	Borana	2	1.05
	Embu	2	1.05
	Burji	1	0.52
	Mijikenda	1	0.52
	Nubi	1	0.52
	Orma	1	0.52
	Other Kenyan	1	0.52
	Rendille	1	0.52
	Samburu	1	0.52
	Suba	1	0.52
	Teso	1	0.52
	Tharaka	1	0.52
	Total	191	100

The Luo, who are the majority of staff in the County Assembly occupy 27.23% of the positions, in compliance with the CGA.

New Appointments 2016-2023

Nairobi County has hired 11,333 staff since 2016 as depicted in the table below:

Table 339: Ethnic Distribution of New Appointments in Nairobi County

No.	Ethnic Group	Number	Percentage
	Kikuyu	4,348	38.37
	Luo	1,378	12.16
	Kamba	1,348	11.89
	Luhya	1,310	11.56
	Kisii	958	8.45
	Kalenjin	727	6.41
	Meru	342	3.02
	Embu	168	1.48
	Somali	140	1.24
	Maasai	96	0.85
	Taita	78	0.69
	Mijikenda	75	0.66
	Mbeere	46	0.41
	Other Kenyan	47	0.41
	Borana	41	0.36
	Kuria	39	0.34
	Teso	35	0.31
	Samburu	32	0.28
	Tharaka	19	0.17
	Pokomo	17	0.15
	Turkana	13	0.11
	Kenyan-Arab	10	0.09
	Bajun	9	0.08
	Burji	8	0.07
	Gabra	7	0.06
	Kenyan Asian	7	0.06
	Suba	7	0.06
	Orma	6	0.05
	Foreigner	4	0.04
	Rendille	5	0.04
	Swahili	4	0.04
	Dorobo	3	0.03
	Taveta	2	0.02
	Dasenach	1	0.01
	El-Molo	1	0.01
	Ilchamus	1	0.01
	Sakuye	1	0.01
	Total	11,333	100

The County has employed 11,333 new staff since 2016. It complies with section 65 of the CGA as the majority Kikuyu occupy 38.37% of the positions. Worth noting is that the County has employed some minority communities including the Sakuye, Ilchamus, El-Molo, Dasenach, Dorobo, Suba, among others.

Comparative Analysis of 2023 and 2016 Ethnic Diversity Status

The study also sought to analyse the 2023 and 2016 ethnic diversity data as illustrated in the table below:

Table 340: Comparative Analysis of Ethnic Diversity within the Nairobi CPS

2023				2016			
No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
	Kikuyu	5395	39.92	1	Kikuyu	5742	51.8
	Luo	1639	12.13	2	Luhya	1489	13.4
	Luhya	1547	11.45	3	Luo	1138	10.2
	Kamba	1541	11.40	4	Kamba	958	8.7
	Kisii	1073	7.94	5	Kisii	517	4.7
	Kalenjin	849	6.28	6	Kalenjin	458	4.2
	Meru	403	2.98	7	Meru	208	1.9
	Embu	203	1.50	8	Embu	151	1.4
	Somali	147	1.09	9	Taita	100	0.9
	Maasai	118	0.87	10	Somali	77	0.8
	Taita	97	0.72	11	Mbeere	65	0.6
	Mijikenda	81	0.60	12	Maasai	54	0.4
	Mbeere	61	0.45	13	Borana	36	0.3
	Other Kenyan	60	0.44	14	Mijikenda	22	0.2
	Borana	48	0.36	15	Kuria	11	0.1
	Kuria	43	0.32	16	Swahili	8	0.09
	Teso	38	0.28	17	Samburu	7	0.06
	Samburu	35	0.26	18	Teso	6	0.05
	Tharaka	21	0.16	19	Tharaka	5	0.05
	Pokomo	18	0.13	20	Burji	4	0.04
	Turkana	14	0.10	21	Suba	3	0.03
	Bajun	10	0.07	22	Gabra	2	0.02
	Kenyan-Arab	10	0.07	23	Rendile	2	0.02
	Burji	8	0.06	24	Bajuni	1	0.01
	Suba	8	0.06	25	Turkana	1	0.01
	Gabra	7	0.05	26	Other Kenyan	1	0.01
	Kenyan Asian	7	0.05	27	Orma	1	0.01
	Orma	7	0.05		Total	11,067	100
	Rendille	6	0.04				
	Swahili	5	0.04				

Foreigner	4	0.03				
Dorobo	3	0.02				
Dasenach	1	0.01				
El-Molo	1	0.01				
Ilchamus	1	0.01				
Nubi	1	0.01				
Sakuye	1	0.01				
Taveta	2	0.01				
Total	13,513	100				

Nairobi County's workforce has grown from 11,067 employees to 13,513 in 2023 and notably, the representation of ethnic communities has increased from 27 to 38 groups, which is 84.44% of Kenya's communities. Worth noting is that the composition of the majority Kikuyu has decreased from 51.8% in 2016 to 39.92% in 2023.

Ethnic distribution across Job Cadres

The table below illustrates the ethnic composition of all employees in Nairobi County Public Service across the three (3) different job cadres. The cadres are senior level (Job Group P and above), Middle level (Job Group L, M, N) and Entry level (Job Group K and below).

Table 341: Ethnic Distribution across Cadres in Nairobi County

No.	Ethnic Group	SENIOR LEVEL (Job Grp P & above)		MIDDLE LEVEL (Job Grp L, M, N, O)		ENTRY LEVEL (Job Grp K & below)	
		Number	Percentage	Number	Percentage	Number	Percentage
	Kikuyu	139	29.89	614	34.71	4,642	41.16
	Luo	63	13.55	232	13.11	1,344	11.92
	Luhya	52	11.18	189	10.68	1,306	11.58
	Kamba	50	10.75	194	10.97	1,297	11.50
	Kisii	64	13.76	160	9.04	849	7.53
	Kalenjin	25	5.38	117	6.61	707	6.27
	Meru	20	4.3	89	5.03	294	2.61
	Embu	6	1.29	32	1.81	165	1.46
	Somali	14	3.01	34	1.92	99	0.88
	Maasai	3	0.65	18	1.02	97	0.86
	Taita	3	0.65	16	0.90	78	0.69
	Mijikenda	5	1.08	8	0.45	68	0.60
	Mbeere	0	0	9	0.51	52	0.46
	Other Kenyan	5	1.08	8	0.45	47	0.42
	Kuria	0	0	4	0.23	39	0.35
	Borana	1	0.22	9	0.51	38	0.34
	Samburu	1	0.22	1	0.06	33	0.29
	Teso	2	0.43	6	0.34	30	0.27
	Tharaka	0	0	1	0.06	20	0.18
	Pokomo	0	0	5	0.28	13	0.12

	Turkana	1	0.22	1	0.06	12	0.11
	Burji	0	0	1	0.06	7	0.06
	Bajun	0	0	6	0.34	4	0.04
	Foreigner	0	0	0	0	4	0.04
	Gabra	0	0	2	0.11	5	0.04
	Orma	2	0.43	1	0.06	4	0.04
	Rendille	0	0	1	0.06	5	0.04
	Suba	1	0.22	2	0.11	5	0.04
	Dorobo	0	0	0	0	3	0.03
	Kenyan-Arab	5	1.08	2	0.11	3	0.03
	Swahili	1	0.22	1	0.06	3	0.03
	Taveta	0	0	0	0	2	0.02
	Dasenach	0	0	0	0	1	0.01
	El-Molo	0	0	0	0	1	0.01
	Ilchamus	0	0	0	0	1	0.01
	Sakuye	0	0	0	0	1	0.01
37.	Kenyan Asian	2	0.43	5	0.28	0	0
38.	Nubi	0	0	1	0.06	0	0
	Total	465	100	1,769	100	11,279	100

Nairobi County senior, middle and entry levels are dominated by the Kikuyu community at 29.89% (139) 34.71% (614) and 41.16% (4,642) respectively, which is in compliance with sec 65 of the CGA. Worth noting is that the top level has accommodated minority communities including the Suba, Turkana, Samburu and Borana communities.

CHAPTER SIX:
CHALLENGES, EMERGING ISSUES, CONCLUSIONS
AND RECOMMENDATIONS

6.1 Introduction

The Constitution 2010, NCI Act 2008, CGA 2012, Employment Act 2007, Diversity Policy for the public service 2016, are some of the national policies and legal instruments that address subjects of equity and inclusion. Despite these progressive laws, Kenya still grapples with imbalance of representation of diverse communities and groups, with the situation getting worse. This Chapter outline the emerging issues and challenges that hinder inclusivity and attainment of ethnic balance in county employment, draws conclusions from the study and makes relevant recommendations for strategy, policy and practice.

Emerging issues

Study findings outline the key issues that arose out of the study as explained below:

6.1.1 Staff inheritance as a Contributor to non-compliance

Participant discussions point to the fact that when the defunct local authorities were dissolved and their staff inherited by the county governments. These employees were often from the dominant ethnic community in the county. As a result, the workforce within the county government was already heavily skewed towards the dominant ethnic communities of the counties. Absence of diversity right from the beginning has largely contributed to non-compliance with ethnic and diversity laws, as is evident in the current staff composition of county public service.

“We inherited a youthful workforce in 2013 and we have not been able to expand. Hence, the workforce remains largely homogenous. It will take them 20 or so years to retire. However, in few occasions we have advertised for positions yet we have not been able to get applicants from other ethnic groups, save for one minority community i.e. Suba.” CPSB Member

6.1.2 Devolution being used as a gateway to protect the Indigenous Communities

Study findings reveal a growing perception among the county leadership that devolution means prioritizing employment opportunities for the indigenous population, which often translates into favouritism towards the dominant ethnic community. According to study participants, devolution was a means of protecting indigenous communities by allowing them to have more control over their own affairs, including employment opportunities. In fact, some county leaders noted that the 70-30 legal requirement is unfair as their indigenous communities risk becoming extinct. This is further exacerbated by the perception about shareholding emanating from the national political leadership, which is slowly being cascaded at the county level as voiced by one of the participants:

‘You mean you want us to employ other people yet we have our own? We must protect our indigenous community! Otherwise they will be marginalized in their own county. In fact, we do benchmark in other counties and I can assure you, you will not find our people there. Do you also see our people getting jobs in the national government? So you want our people to disappear in their own county? What do you do when your own people are turned away and denied employment opportunities? We are forced to find places for them within our county’ County Leadership

This “localization of employment” mindset, fuelled by the belief that indigenous communities need to be protected, has the danger of overshadowing the importance of complying with ethnic and diversity laws. Although devolution provides indigenous communities with opportunities for self-governance, including through employment opportunities, it is crucial to ensure that diversity legislations are complied with.

6.1.3 Lack of a clear Framework for County Employment

Discussions with the county leadership reveals that counties lack a clear policy framework to support inter-county staff transfers, which can help improve diversity and inclusion. Counties are grappling with staff who wish to transfer services from one county to another but they lack the mechanisms to do so. As a result, staff on permanent and pensionable terms have been forced to either resign and lose their benefits of long service in cases of transfer or remain in their positions. The study notes that the CGA 2012, is not clear on county transfers, thereby contributing to long-serving professionals from national government to shy away from taking up positions in county public service, which perpetuates slow career progression in county governments as compared to the national government and other public entities.

6.1.4 County Employment unpopular among Professionals

Data yielded by this study provides convincing evidence that professionals are increasingly shying away from county employment, as the environment is not conducive for work. According to study participants, the high prevalence of negative politics and corruption within county governments hinders professional growth and development. Discussions point to the fact that counties are unable to attract diverse staff as many professionals perceive county government roles as being heavily influenced by political patronage, where personal connections and loyalty to certain individuals or factions hold more importance than merit or qualifications.

Some counties still lack a well-defined organizational structures, clear career paths, and standardized HR practices. Moreover, period changes in political leadership brings about widespread staff turnover, leading to job insecurity and constant uncertainty about future prospects. This instability dissuades professionals from seeking employment in county governments, as they prefer more secure and stable positions. Study participants further opined that the burden of meeting ambitious development targets amidst limited resources creates immense pressure on professionals. Combined with political interference and corruption, this leads to a perception that county employment is more stressful and less rewarding than opportunities in the private sector or national government as voiced by many participants, one voice is highlighted below:

‘One several occasions, we have recruited professionals here who don’t even work for a year. You know, in some cases you are not even sure you will get your salary in good time. Like now, our staff have not been paid their October salaries. As if that is not enough, you are given limited budget and the pressure to deliver is out of this world. tell me how such a professional can work? That is why we mostly just end up employing the locals here’ CPSB Member

Without attracting the best brains, counties may struggle to implement effective policies and programs, resulting to a stunted development progress and limited positive impact on citizens' lives. This situation further widens the development gap between counties and exacerbates ethnic inequalities.

6.1.5 County Location and Infrastructure as a Contributor to non-compliance

The study foregrounds limited infrastructure in some counties as a key contributor to non-observance of diversity laws. These include poor road networks, limited social amenities, descent housing infrastructure. A case in point is Siaya, Kirinyaga, Homabay, and Nandi counties that not only have limited infrastructure, but are considered rural and unattractive to non-locals. According to the county officials, some of the employees are forced to commute from neighboring counties such as Kisumu, Kakamega and Uasin Gishu, which they find more friendly.

Worth noting is that fact that some counties such as Vihiga, Siaya, Bomet , Nandi and Kisumu were highlighted as hosting very minimal industries that can offer employment opportunities, leaving the county government as the only source of employment for the locals. Counties with less developed infrastructure have expressed disappointment at being ranked alongside cosmopolitan counties such as Mombasa, Nairobi, Kisumu, Nakuru, Kajiado, Kiambu, and Machakos, which have far superior infrastructure. Other factors, such as factories, play a role in attracting workers from across the country, which makes it easier for them to comply with diversity laws. Some counties such as Mandera, West Pokot, Turkana, Wajir, and Baringo were classified as a hardship zones/area hence unattractive for non-locals to work. Moreover, the nature of the counties makes it difficult to retain employees who are not from the region.

‘We have re-advertised more than four times for some of the specialized positions, but there is still no interest. Simply because no one wants to work here. Where will they take their children to school? Is there any international school here? Furthermore, if they were to get sick, there are not very good health facilities around’ – CPSB member

“In 2021, I recruited 3 nurses in critical sections, a Kisii, Luhya and Kikuyu, but they barely lasted three months” Chair CPSB

6.1.6 Categorization of Ethnic Communities of Kenya

Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) reveal that ethnic categorization and coding of some communities in Kenya is misplaced as it perpetuates marginalization, especially when it comes to checking ethnic balance within a county. The categorization as per the Kenya National Bureau of Statistics (KNBS) overlooks the individual identities, diversity, and unique needs of each ethnic group, leading to unfair representation and unequal distribution of resources and opportunities. According to study participants, lump sum categorization fails to acknowledge the diversity that exists within each ethnic group. The Kalenjin, for instance, consist of 18 sub-tribes including the Pokot, Ogiek and Lembus who are considered quite distinct. Others include the Luhya, Mijikenda, Somali, among others. By grouping these diverse communities as a single entity especially when checking ethnicity, their specific needs and interests are ignored, further marginalizing them. Participants further argued that resources are allocated based on the perceived dominance of these combined groups, neglecting the less dominant sub-groups

within them.

This can perpetuate marginalization and further disadvantage certain communities thereby hindering efforts towards equitable representation.

6.1.7 County Names as a Contributor to non-compliance

Discussions with county officials reveal that some county names in Kenya often reflect the dominant ethnic groups within the county. Cases in point include Meru, Turkana, Samburu, Embu, Kisii, Nandi, Tharaka Nithi, among others. Study participants opine that this kind of nomenclature inadvertently creates a sense of entitlement among the dominant ethnic groups associated with the said counties. In the long run, they believe they have a stronger claim to jobs and resources within the boundaries of “their” county, leading to exclusion and marginalization of minority communities. This kind of exclusion and marginalization undermines the principles of diversity and inclusivity that are essential for fostering national unity and social cohesion.

6.1.8 Counties as Entry Points to Public Service Jobs

Study findings point to the fact that some counties in Kenya have become entry points to public service jobs for many individuals due to a combination of factors, including easier access to employment opportunities and lower competition. This phenomenon is particularly evident in counties like Mandera, which faces security challenges and is often perceived as less desirable for permanent residence. Despite its security challenges and less desirable living conditions, many individuals apply for public service positions in the county with the intention of working for a few years before seeking government opportunities elsewhere. This phenomenon creates a situation where there is constant influx of new personnel, leading to potential challenges in maintaining institutional memory, continuity, and sustained expertise in the county public service as voiced by one of the participants:

‘We have noticed over time that people simply use Mandera County as an entry point into government. Just like teachers do while seeking to enter TSC, they come here, apply for positions, we take them in, and before you know it, a resignation letter is on your desk. Surely! So they will cry, tell you their wives are threatening to leave, they have health challenges they need to sort out, they fear for their lives, and many other excuses. Of course, we have no choice but to let them go. For them they have gained some little experience and can now get government jobs elsewhere. Do you know what we shall do? We have now decided to train our people and very soon we shall be self-sufficient. With little help from the national government, we built a teachers’ training college and KMTC to meet the gap in health and teaching profession. Our new teachers’ college has only Somali students, this tells you how unattractive the county is to the rest of Kenyans’ County Leadership

‘Over 117 non-local staff have left this County already even after being given incentives. This has been so costly to us because we have invested in them. Even when we take them up, we usually put them a job group higher to try and retain them. Why then should we continue to employ non-locals who keep leaving and our people continue to suffer’ County Leadership

6.2 Key Challenges to promoting inclusivity and diversity in the County Public Service

Study findings highlight key challenges that hamper inclusion of minority ethnic groups, gender and persons with disability in employment of staff as explained below:

6.2.1 Political interference

Discussions with county officials confirmed that political interference is the greatest obstacle to achieving ethnic balance across the Kenyan counties. The employment organs - the County Assembly Service Boards and County Public Service Boards - reveal that the Executive has not accorded them adequate support and freedom to undertake their roles objectively. According to officers from the said organs, Governors and Members of County Assemblies (MCAs) demand that their 'people' are employed as a token to appreciate their supporters. Worth observing, also is fact that governors also fall prey to the 'external powers' by the national executive to favour candidates either affiliated with the current government administration or the regional political alignment as voiced by some of the study participants:

'A governor demands employment of his people, who are obviously from his ethnic community - which is the dominant community of the County. They sometimes go ahead and threaten to oust you from office if you do not comply. I mean, what options am I left with - to employ or lose my job yet that is what puts food on my table?'
CPSB member

The study reveals that the political class uses public employment as a tool for rewarding their cohorts, most of which are members of their ethnic communities. This is done as a compensation for the work done in delivering votes. Evidence from the study demonstrates that in some counties such as Mandera and Wajir, leaders employ negotiated democracy to allocate positions, a key contributor to non-compliance within the county public service. One of the county political leaders corroborated this information by pointing out that as leaders, they also get undue pressure from their constituents.

'The moment you assume office your supporters are also waiting to be considered for these same jobs you are talking about. In fact, are they not the people who supported me? Are they not residents of this county and more so Kenyans? As long as they are qualified, they equally deserve the jobs. Actually, I have been blamed here for giving 'outsiders' jobs, while forgetting the people who voted me in office! As we speak, the undercurrents out there is that I am not being fair to my own people! What am I expected to do?' County Leader

6.2.2 Budgetary Constraints

Study findings highlight budgetary constraints as a key contributor to non-compliance. According to some County Public Service Boards interviewed, they are underfunded, thus at the mercy of the executive in terms of performance. A case in point is putting up adverts in the local dailies, which is quite pricy. CPSBs are then forced to advertise for jobs only on the county's website, whose traffic is minimal - and mostly by locals. In the same vein, lack of embracing diverse platforms for advertisements prevents information from reaching some minorities regarding the existing job opportunities. Participants observed that adverts are only posted on limited platforms including county notice boards and newspapers, which may not be accessible by all segments of the population. This affects minorities who may not have access to traditional or sophisticated job search channels such as the social media or the county's website.

6.2.3 Perceptions of favouritism in allocation of jobs leading to apathy

The study reveals that non-dominant communities tend to shy away from applying for positions in the county government due to the assumption that they will not be considered. The county employment organs voiced concerns over limited job applications from non-

dominant communities. This perception stems from various factors such as historical discrimination, stereotypes, and a history of unequal access to resources and opportunities. People perceive that the hiring process is unfair and biased, hence unlikely to apply for the said positions. Moreover, the perception of the 'shareholding factor'- the belief that job opportunities are shared based on community's contributions to the delivery of votes or political seats- also deters qualified individuals from applying, leading to the current situation in counties that have scored over 90% on non-compliance.

6.2.4 Laxity by oversight organs in holding employing organs accountable

Study findings demonstrate that the ethnic imbalance in county governments is perpetuated by laxity by oversight organs - specifically the senate and county assemblies - in holding employing organs accountable. This laxity refers to the lack of strict monitoring, review, and enforcement of accountability measures within the county governments. Oversight organs are responsible for ensuring that employing organs adhere to the principles of fairness, equality, and inclusivity in their employment practices. According to study participants, most oversight organs overlook complaints or reports of discriminatory practices, thereby perpetuating unequal employment opportunities based on ethnicity. Furthermore, the authorities in these counties have turned a blind eye to investigating and penalizing employers who engage in discriminatory practices, which has exacerbated the problem of preferential ethnic patronage in their employment practices.

6.2.5 Perceptions of violence from insecurity attacks and the fear of repeat of 2007/2008 violence

Study findings reveal that there is some level of reluctance by minority communities of applying for jobs in areas that were adversely affected by 2007/2008 post-election violence, counties in Central, Rift Valley and Nyanza regions. This confirms the fact that the trauma of 2007/2008 has not been conclusively addressed, as much the country has made progressive laws on entrenching social cohesion. Going by this, social integration is far from being achieved, if this study is to go by.

Increased insecurity levels in counties such as Baringo, Turkana, Baringo, and West Pokot, coupled with frequent attacks from violence extremism groups in certain counties such as Mandera, Garissa and Wajir have shaped the perceptions of some Kenyans that these regions are unsafe to work in. Persistent ethnic clashes, calculated terrorist attacks and continued incidences of insecurity abound in these regions. The non-locals are therefore, reluctant to apply for jobs in these regions, confirming the perception that people seem more secure and safe near in their 'home' counties, where they live within and among their dominant ethnic communities. To emphasize this challenge, county officials exemplified the case of the Ministry of Education delocalization policy has affected social cohesion.

6.2.6 Low awareness on the diversity and inclusivity legislation

The study demonstrates that county employment organs inadvertently overlook the importance of fostering an inclusive and diverse workforce due to lack of awareness of the existing legislations. In fact, some of the county officials had misinterpreted the law to mean that diversity in terms of recruitment should be focused on the county of origin of employees rather than their ethnic communities as voiced by one of the county officials:

'You came when we had just done our internal analysis and were so happy with the results. From our analysis, we had accommodated individuals from Kakamega, Busia, Kisumu, Kisii, among other counties. In fact, looking at the employees who originate from this county, we had actually complied with the required legal provisions. Every time we employ, we usually insist on the county of origin to ensure we accommodate others. We are shocked that the focus is not on county of origin, but rather on the ethnic community of the individual. We shall more keen in the future...' CPSB Member

6.2.7 Climatic Conditions as a Barrier to Inclusivity and Diversity in County Employment

Data yielded through FGDs and KIIs reveals that the climatic conditions in some counties of Kenya, such as the cold temperatures of Nyandarua and the scorching heat of Mandera, poses significant challenges for individuals who are not accustomed to such environments. These extreme conditions deters people from seeking employment in these counties, forcing the said counties to rely heavily on local labor, hindering diversity and inclusivity in their public service workforce.

6.3 Conclusion

The Constitution delineates key principles to govern the public service, with special focus to ensuring representation of Kenya's diverse communities in public employment. Government officials serving in leadership positions must ensure provision of adequate and equal opportunities for appointment, training and advancement of the members of all ethnic groups. In essence, the public service should reflect Kenya's diversity.

A comparison of past and current ethnic diversity audits reveals a disturbing trend of counties increasingly violating legal provisions on inclusivity. For example, in 2016, at least 21 counties had complied with CGA 2012 Section 65 1(e) which requires that at least 30% of employment opportunities be shared with minority communities. The 2023 study findings has painted a disconsolate picture, with 34 counties contravening the Act. Worse still, six counties¹⁹, which had complied in 2016, have now contravened. This implies that increasingly, new appointments have not addressed the ethnic imbalance in employment. In fact, 14 counties²⁰ have recorded a negative variance of contravention between 10.88 to 42%. This points to the lack of seriousness by county leadership in protecting the interests of the minorities within their counties contrary to Section 97 of the CGA 2012. Employees in the senior level cadre are equally dominated by main communities, which has mirrored the top executives of the counties. This has led to laxity of county executives in enforcing legislations on diversity. Section 35(2) of CGA obligates the County Assembly not to approve any nominations for appointment if they do not take into account representation of the minorities, marginalized groups and communities. Additionally, Section 12(7) of the CGA specifies that constituting offices, appointing and supervising office holders in the County Assembly Service is vested on the County Assembly Service Board. If compliance is to be enforced, this arm of county government must strive to conduct its role effectively.

Despite this disheartening trend, the NCIC is optimistic about the recent amendments to the County Governments Act 2020, which included Sections 68(A), 68(B), 68(C), 68(D), and

19 Kajiado, Migori, Uasin Gishu, Kwale, Kilifi, Turkana, West Pokot, **Garisa

20 West Pokot (42%), Kajiado (32.29%), Kwale (16.83%), Kilifi (16.62%), Uasin Gishu (16%), Turkana, Nandi (14.85%) (14.36%), Taita Taveta (13.65%), Samburu (11.59%), Wajir (11.58%), Siaya (11.53%), Makueni (11.42%), Vihiga (10.88%), Mandera (10.59%)

68(E) that mandate county public service boards to create and implement strategies to eliminate all forms of discrimination based on ethnicity, gender, religion, health, marital status, or disability. In addition, Section 68 C of the County Government Act Amendment (CGAA), the County Public Service Boards are now required to prepare and implement a public service employment equity plan for eliminating ethnic imbalance. Moving forward, NCIC will work keenly with counties in ensuring development and implementation of the equity plans and minority matrix to monitor progress to attainment ethnic diversity compliance.

6.4 Recommendations

In line with the aforementioned findings, the study provides valuable insights for policymakers, stakeholders and citizens in ensuring equitable distribution of public employment as a resource through making the following recommendations:

6.4.1 County Governments

The effective implementation of legal provisions is a cornerstone for the smooth functioning of any government. However, county governments should not only attain compliance, but also ensure inclusion of all communities and minority groups. They should strive to draw actionable policies and strategies on curing the ethnic imbalance by ensuring more representation of underrepresented communities and groups (such as PWDs) within the county public service. Such strategies include:

- a. The County Public Service Boards should prepare and implement a county employment equity plan for purposes of eliminating ethnic imbalance.
- b. County governments should liaise with the Intergovernmental Relations Technical Committee (IGRTC) and the Council of Governors (CoG) to implement standardized county-level recruitment guidelines, career progression policies, transition frameworks for contract schemes to allow for inter-county transfers, and salary structures to ensure consistent and equitable employment practices across all counties. These strategies are likely to attract, retain, and develop a skilled workforce, particularly highly qualified professionals, within the counties.
- c. Improved infrastructure as emerged as a key motivation factor in attracting employees to county public service. County leadership through the umbrella of county regional blocks to consider undertaking joint development projects focusing on county transportation, housing, schools, healthcare and betterment of security in volatile counties. This will greatly help attract, retain diverse and seasoned professionals in county public service thus lowering ethnic imbalance.
- d. County Governments to develop a County Minority Register (CMR) to track minority and marginalized communities within the county, with the goal of achieving progressive attainment of inclusion and fair representation in the county public service.
- e. Entrenching compliance on ethnic diversity in the performance contracting to ensure counties are legally obligated to take steps to guarantee fair and equitable employment practices that is representative of the diverse population of Kenya.
- f. Implementing targeted recruitment campaigns using various channels, including websites, newspapers, social media, notice boards, as well as community centres and social halls, to attract a diverse range of applicants from non-dominant communities for county jobs, especially in non-compliant counties.

- g. County Governments to work jointly with NCIC to roll out sensitization programmes for county leadership on increasing inclusion of under-represented ethnic and other minority groups.
- h. County Assemblies to take their oversight role seriously by ensuring that the county executives enforce ethnic diversity at the point of new recruitments and promotions in line with Sections 12(7), 35(2) and 97(a) of the CGA 2012. They should submit periodic reports on diversity and inclusion to the Senate to ensure accountability.
- i. Empowering county employment organs to fulfil their recruitment mandate without undue interference from national or county leadership. To achieve true ethnic inclusion, executives from both levels of government must refrain from meddling in recruitment processes. County recruitment organs must uphold their independence and execute their duties as prescribed by law.
- j. To embrace more PWDs in county employment, it is necessary to redesign or modify existing offices for improved accessibility. This includes wheelchair ramps, wider doorways, accessible restroom facilities, as well as incorporate assistive technologies screen readers, voice recognition software, and other adaptive tools to accommodate different disabilities.

6.4.2 The National Cohesion and Integration Commission

To ensure county governments comply with the required legislations, NCIC should:

- a. Spearhead the amendment of the NCI Act 2008 to compel all employing organs of the county public service to submit ethnic diversity reports to the Commission for all employees on quarterly basis; monitor compliance on annual basis, and prepare diversity audit reports. To enhance this, NCIC to introduce an online system for submission of data.
- b. Table a motion in parliament for renaming of counties that are identified by a specific ethnic group i.e. Meru, Tharaka Nithi, Nandi, Kisii, Turkana, Embu, Samburu as this factor has entrenched a sense of entitlement by some communities leading to overrepresentation in sharing of public resources.
- c. Lobby for the amendment of the NCI Act to:
 - (i) Include specific punitive measures (a fine of not less than ten million shillings or imprisonment for a term of not less than five years) for institutions that violate the diversity and inclusivity laws;
 - (ii) Include the provisions of the CGA Act – Sections 65, 68 & 97 on inclusivity;
 - (iii) Introduce a threshold of ethnic group representation in public establishments for senior management positions, as well as other job cadres;
- d. In conjunction with the Public Service Commission, develop a reward system for most-compliant and improved counties.
- e. Collaborate with other sister agencies such as the Ethics and Anti-Corruption Commission (EACC) to initiate impeachment of county leadership who defy the existing laws on ethnic diversity
- f. Publish the names of compliant and defiant counties, county governors, deputy governors and the county public service boards on the Wall of Fame and Wall of Shame respectively for a period of five years.
- g. Launch targeted sensitization campaigns for county governments, educating county boards, political leaders, and county staff on the legal implications of diversity and inclusivity issues. In the same vein, the Commission should embark on nationwide campaigns to empower citizens with knowledge about public employment opportunities, dispelling the ‘huko sio kwetu, siwezi pata kazi’ narrative.
- h. In collaboration with like-minded institutions such as EACC and Commission on Administrative Justice (CAJ), boost advocacy inclusivity in employment by em-

powering communities to file complaints against discrimination and exclusion in public employment.

6.4.3 The Ethic and Anti-Corruption Commission and Commission on Administrative Justice

The EACC and CAJ should:

- a. Hold defiant county government leaders accountable by invoking Chapter Six of the Constitution to permanently bar them from holding public office;
- b. Enforce the Leadership and Integrity Act by revoking clearance forms of defiant county government leaders, effectively barring them from seeking public office.

6.4.4 The Senate

To create a more inclusive and representative workforce that reflects the diversity of the county's population, the Senate should actively hold employing organs accountable, regularly monitor compliance, investigate complaints, and enforce penalties for violations of ethnic balance requirements.

6.4.5 Council of Governors

The Council of Governors (CoG), as the umbrella organization representing all 47 county governments, has the responsibility to advocate for fair and equitable recruitment practices that reflect the diverse communities of Kenya. Specifically, the CoG should:

- a. Work closely with county governments to develop and implement diversity and inclusion policies that apply to all aspects of employment, from recruitment and hiring to promotions and inter-county transfers. These policies should not only articulate the commitment to diversity and inclusivity, but also outline specific measures to achieve this goal.
- b. Collaborate with NCIC and other stakeholders to conduct regular training for county officials and staff, and set aside resources to support diversity and inclusion. This training can help to raise awareness of unconscious bias and promote inclusive practices in the county public service.
- c. Establish clear metrics and targets for county officials on diversity and inclusion in county employment, as well as regularly monitor and track progress towards attainment of these goals to ensure counties are making meaningful progress.
- d. Facilitate the sharing of best practices and success stories among counties on diversity and inclusion initiatives to inspire and encourage other counties to adopt similar measures. In the same vein, CoG should recognize and reward county governments that demonstrate exceptional efforts in promoting diversity and inclusivity in their employment practices.

6.4.6 The Public Service Commission

As the institution mandated to oversee the recruitment, promotion, and discipline of public servants in national government, the Public Service Commission (PSC):

- a. To share best employment practises and encourage benchmarking of employment guidelines and regulations to ensure inclusivity and diversity is embraced within the county public service.

- b. Oversee the establishment of a centralized hiring authority for county employees or play a role to oversight, county hiring and transfer processes to ensure ethnic diversity and inclusion.
- c. Working closely with the Office of the Auditor General (OAG) and JNCIC to ensure enhancing compliance with diversity laws.

6.4.7 Media

The media plays a crucial role in ensuring that county governments adhere to legal provisions on inclusivity and diversity. Specifically, the media should:

- a. Provide unbiased and objective coverage, highlighting any discrepancies or violations of legal provisions related to inclusivity and diversity in county governments. This includes actively questioning county officials during interviews, press conferences, or public forums about their efforts and progress in ensuring inclusivity and diversity. In the same vein, they should highlight examples of counties successfully implementing inclusive policies to encourage their counterparts to follow suit.
- b. Launch awareness campaigns to educate the public on the importance of inclusivity and diversity in county governments, fostering a sense of accountability among citizens. This includes creating spaces for constructive dialogue between county officials, minority communities, and advocacy groups to address concerns and find collaborative solutions.

6.4.8 Civil Society Organisations and the Citizenry

Civil Society Organizations (CSOs) and the citizenry plays a crucial role in ensuring that county governments adhere to legal provisions on inclusivity and diversity. Specifically, they should:

- a. Actively participating in public forums, town hall meetings, and community discussions where inclusivity and diversity policies are addressed, providing input and feedback
- b. Act as whistle blowers by reporting instances of discrimination, exclusion, or non-compliance with diversity and inclusivity laws to relevant authorities such as NCIC and CAJ in a bid to hold county officials responsible. They should also utilize social media platforms to share information, experiences, and concerns related to inclusivity and diversity to create public awareness and advocate for inclusion on non-dominant communities in appointment for inclusion in the county public service
- c. Boldly apply for positions in all county governments, regardless of their ethnic backgrounds, to dispel the perception that county positions are set aside for the dominant ethnic groups in specific counties

6.4.9 The Kenya National Bureau of Statistics

Categorizing some ethnic groups together perpetuates marginalization within communities as it inhibits recognition of individual identities and specific needs of each sub-group, which is essential for ensuring fair representation, equitable resource allocation, and the overall development of all communities within a county. As such, the Kenya National Bu-

reau of Statistics should consider accommodating other ethnic groups in the number of ethnic communities recognized in Kenya. This is especially relevant to those that have clan/ethnic dynamics at the local level such as the Luhya, Kalenjin, Mijikenda, and Somali among others.

6.4.10 The National Council for Persons with Disabilities

To encourage more absorption of PWDs into the county public service, the National Council for Persons with Disabilities (NCPWD) should streamline the application process, ensuring that the required documentation for obtaining PWD cards is clear, concise, and easily accessible. They should promote the use of online platforms to submit PWD card applications, making the process more convenient and accessible for individuals with disabilities. Moreover, the Council should work with relevant authorities to implement a fast-track approval process for PWD card applications, minimizing delays and ensuring timely issuance.

NCPWD should also propose training programs for county staff to better understand and address the unique requirements of PWDs, fostering a more inclusive and supportive environment.

6.4.11 The National Gender and Equality Commission

The National Gender and Equality Commission (NGEC) while assessing the level of compliance with the two-thirds gender rule, should collaborate with NCIC to conduct a comprehensive audit across various job cadres in the county public service. While leveraging on NCIC's ethnic and diversity audit data, this joint effort would provide valuable insights into the implementation of gender equality measures and help address any disparities including recruitment and promotion within the county workforce.

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ANNEXURES

DISTRIBUTION OF POPULATION BY ETHNICITY / NATIONALITY

TOTAL POPULATION 2019 CENSUS: 47,564,296

# ETHNICITY	COUNT	# ETHNICITY	COUNT
1 AWEER/WAATA	20,103	32 SAMBURU	333,471
2 BAJUNI	91,422	33 SUBA	157,787
3 BORANA	276,236	34 SWAHILI	56,074
4 BURJI	36,938	35 TAITA	344,415
5 DAHALO	575	36 TAVETA	26,590
6 DASENACH	19,337	37 TESO	417,670
7 DOROBO	23,171	38 THARAKA	220,015
8 EL MOLO	1,104	39 TURKANA	1,016,174
9 EMBU	404,801	40 WALWANA/MALAKOTE	21,774
10 GABRA	141,200	41 WAYYU	3,761
11 GOSHA	685	42 KENYAN ASIANS	47,555
12 ILCHAMUS/NJEMPS	32,949	43 KENYAN AMERICANS	596
13 KALENJIN	6,358,113	44 KENYAN ARABS	59,021
14 KAMBA	4,663,910	45 KENYAN EUROPEAN/ST.	184,761
15 KENYAN SOMALI	2,780,502	KENYANS	47,067,376
16 KIKUYU	8,148,668		
17 KISII	2,703,235		
18 KONSO	1,299	# NATIONALITY	COUNT
19 KURIA	313,854	1 EAST AFRICANS	226,372
20 LUHYA	6,823,842	2 OTHER AFRICANS	144,646
21 LUO	5,066,966	3 AMERICANS	13,781
22 MAASAI	1,189,522	4 ASIANS	42,972
23 MAKONDE	3,764	5 CARIBBEANS	241
24 MBEERE	195,250	6 EUROPEANS	26,753
25 MERU	1,975,869	7 OCEANIA AND PACIFIC	1,187
26 MIJIKENDA	2,488,691	8 OTHER NATIONALITY	1,338
27 NUBI	21,319	9 STATELESS	6,272
28 POKOMO	112,075	NON KENYANS	463,562
29 ORMA	158,993		
30 RENDILE	96,313		
31 SAKUYE	27,006	NOT STATED	33,358



NATIONAL COHESION AND INTEGRATION COMMISSION

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National Cohesion and Integration Commission

Britam Tower, 17th Floor, Hospital Road, Upperhill.

P.O. Box 7055 - 00100 Nairobi.

Tel: +254 20 25855701/2, Mobile: +254 702 777 000

 national cohesion and integration commission  NCIC_Kenya

 info@cohesion.or.ke  www.cohesion.or.ke | Toll free No. 1547