

NATIONAL COHESION AND INTEGRATION COMMISSION



**ANNUAL
REPORT
2017 - 2018**

SCALING THE HEIGHTS OF COHESION AND INTEGRATION

Published by
National Cohesion and Integration Commission (NCIC)

KMA Centre 6TH Floor, Mara Road, Upper Hill

P.O. Box 7055-00100, GPO Nairobi

Email: info@cohesion.or.ke

Website: www.cohesion.or.ke

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Contact Details

National Cohesion and Integration Commission (NCIC)
KMA Centre, 6th Floor- Mara Road, Upper Hill
P.O. Box 7055-00100
G.P.O. Nairobi
Tel: 254-20-8073264/5
Toll Free Number: SMS No. 15666
Mobile +254-702-777000

Email: info@cohesion.or.ke
Website: <http://www.cohesion.or.ke>
Twitter Handle: @NCIC_Kenya
Facebook Page: National Cohesion and Integration Commission

Principal Bank

Kenya Commercial Bank
Sarit Centre Branch, Nairobi

Standard Chartered Bank
Harambee Avenue Branch, Nairobi.

National Bank of Kenya
Harambee Avenue Branch, Nairobi

Independent Auditors

Auditor General
Kenya National Audit Office
Anniversary Towers, University Way
P.O. Box 3008, GPO 00100
Nairobi, Kenya

OUR CORE STATEMENTS

OUR VISION

A peaceful, cohesive, united and integrated Kenyan society

OUR MISSION

To facilitate the elimination of all forms of ethnic discrimination and proactively promote tolerance understanding, acceptance of diversity, peaceful coexistence and unity

CORE VALUES

- 1. Professionalism**
We are committed to serving our clients with utmost professionalism
- 2. Affirmative action for the marginalized and the minorities**
We endeavor to undertake affirmative action for the marginalized and the minorities.
- 3. Respect for diversity and inclusivity**
We respect diversity and ensure inclusion in our various engagements
- 4. Integrity**
We provide our services with utmost integrity

LIST OF ABBREVIATIONS

ADMCRK	Association of Disaster Management and Conflict Resolution of Kenya
ADR	Alternative Dispute Resolution
APMG	Association of Project Managers Group
APSEA	Association of Professional Societies in East Africa's
CAK	Communication Authority of Kenya
CBOs	Community-Based Organizations
CEWERU	Conflict Early Warning and Early Response Unit
CIArb	Chartered Institute of Arbitrators
CORAT	Christian Organizations Research and Advisory Trust of Africa
CPSB	County Public Service Board
CSOs	Civil Society Organizations
CVE	Counter-Violent Extremism
DCI	Directorate of Criminal Investigations
DEMS	Digital Evidence Management System
DIAR	Diversity and Inclusion Awards & Recognition
EFI	Environic Foundation International
EGH	Elder of Golden Heart
FBOs	Faith-Based Organizations
FIDA	Federation of Women Lawyers
GPF	Garissa Pastors Fellowship
IKMAS	Institute Kajian Malaysia dan Antarabangsa
INGOs	International Non-Governmental Organizations
IVEN	National Trustee Intersvarsity Environmental network
KEPSA	Kenya Private Sector Alliance
KIEMs	Kenya Integrated Elections Management Systems
K-Nice	National Steering Committee of the Kenya National Integrated Civic Education
KSA	Kenya Scout Association
MESA	Mainstreaming Environment for Sustainability in African Universities
MNO	Mobile Network Operators
NCI Act	National Cohesion and Integration Act
NCIC	National Cohesion and Integration Commission
NGOs	Non-Governmental Organizations
NPS	National Police Service
ODPP	Office of the Directorate of Public Prosecution
OSSREA	Organization of Social Science Research in Eastern Africa
PAT	People Against Torture
PEPYF	Kenya Peace and Progress Youth Foundation Kenya
PEV	Post Election Violence
SCORE	Social Cohesion and Reconciliation for South Sudan
SUHAKAM	The Human Rights Commission of Malaysia
UNMIS	United Nations Mission in Somalia

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EXECUTIVE SUMMARY

The year 2017-2018 was yet another remarkable year for the National Cohesion and Integration Commission (NCIC). The country had just come out of a hotly contested and disputed elections leading to the nullification of the presidential election by the Supreme Court. Indeed, this threw the country into a panic mode triggering tension in various parts of the nation and further disintegrating the fragile social fabric. This prompted the need for deliberate interventions to foster national healing and reconciliation across the Country.

The Commission in collaboration with key stakeholders pulled up resources and rallied the country back to peace and unity amidst the disquiet of disputed elections. The Uwiano Platform for Peace chaired by the Commission Chair Hon. Francis Ole Kaparo, in conjunction with other key mediators worked behind the scenes to reach out to the two Principals (His Excellency President Uhuru Kenyatta and Right Hon. Raila Amolo Odinga) urging them to put their differences apart for the sake of peace and unity of the country. The long treacherous journey of mediation and dialogues finally yielded the handshake between the President and Hon. Raila Amolo Odinga and Building Bridges Initiative on 9th March 2018. This brought a sigh of relief to many peace actors including NCIC thus paving the way for the Commission to roll out its healing and reconciliation activities across the country.

The Commission rolled out the first phase of sensitization and awareness programs towards healing and reconciliation targeting the youth, women and leaders in counties that bore the brunt of the disputed presidential election. These included: Siaya, Vihiga, Nakuru, Eldoret, Homabay, Migori, Kisii, Kakamega, Kisumu, Mombasa among others. Different target groups' youth, women and community leaders, community groups were reached with peace and reconciliation messages. An integrated media campaign boosted the above preaching tolerance, embrace for diversity amongst Kenyans. These interventions were conducted in public barazas, town hall meeting, television and radio programs, social media platforms, and print media thus contributing to calm and normalcy.

Towards the management of hate speech and related offenses that had heightened post elections, the Commission strengthened partnership with the National Police Service (NPS), Directorate of Criminal Investigations (DCI) and the Office of Director of Public Prosecutions (ODPP). A tripartite was established with its members meeting twice a week to thrush out cases and making submissions for prosecution. Stern warnings were frequently issued to politicians and hate mongers. Numerous arrests were made both high profile politicians as well as the "small" offenders. Social Media users and administrators were also not excused. These strategies deterred and reduced hate speech utterances in both social media platform and public spaces.

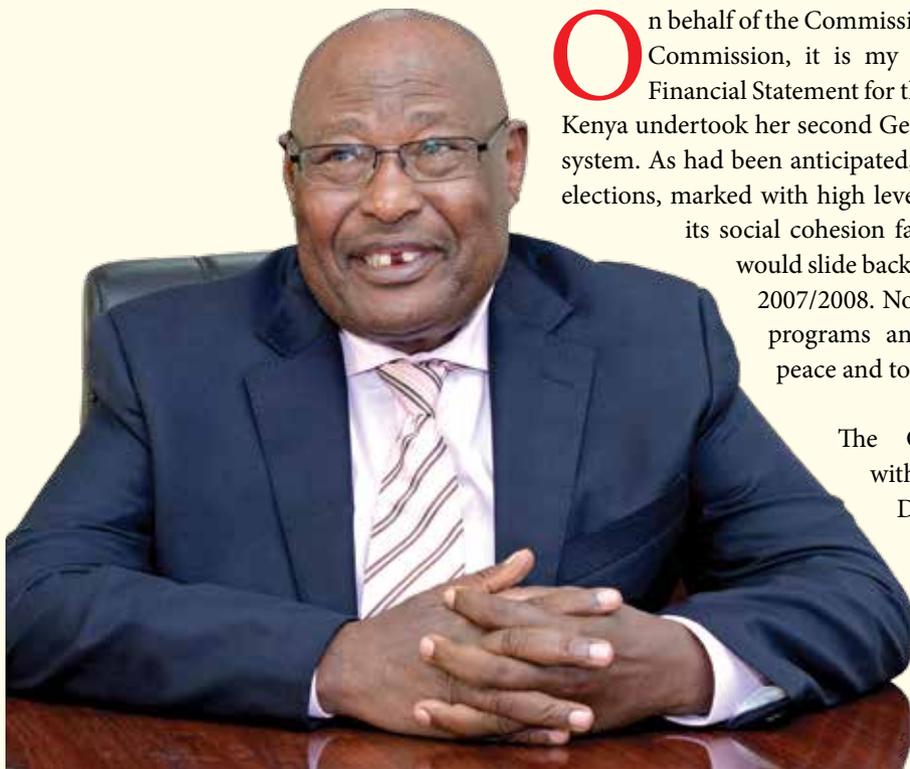
In addition to the above strategies, the Commission continued to mediate inter-communal conflicts in accordance to its mandate. Some of the counties with worse conflicts during this period included: Samburu, Laikipia, Tana River Wajir, Turkana, Elgeyo Marakwet, Baringo, Pokot. Mediations and other forms of alternative forms of dispute resolutions were used to forestall conflicts among the warring communities, which if left would have led to wanton destruction of livelihoods, properties and loss of lives. The underlying causes of these conflicts were largely, political incitement, boundary disputes, disputes over scarce resources (pasture and water) among others. Cease-fire agreements were signed and normalcy returned though conflicts were not completely resolved.

The Commission also undertook a study "On The Impact of Organized Gangs on Social Cohesion in 2017". This study established that organized gangs mushroomed with 90% mobilized; financed and deployed by politicians; and that they played a key role in social disintegration. From the study findings, the Commission issued advisory to the Government on the risks and mitigation measures to be undertaken to prevent and combat these organized gangs.

Overall, the Commission lived to its mandate by spearheading elimination of all forms of ethnic discrimination and proactively promoting tolerance, understanding and acceptance of diversity, peaceful coexistence and unity in the country as confirmed in this year's report.

SECTION ONE: STATEMENT AND GOVERNANCE

1.1. STATEMENT FROM THE CHAIRPERSON



On behalf of the Commissioners of the National Cohesion and Integration Commission, it is my pleasure to present the Annual Report and Financial Statement for the year ended 30th June, 2018. During this year, Kenya undertook her second General Elections under the devolved governance system. As had been anticipated, Kenya was yet again put to test with disputed elections, marked with high levels of tension, which almost threatened to tear its social cohesion fabric apart. The world feared that the country would slide back to chaos, anarchy and lawlessness, witnessed in 2007/2008. Nonetheless, the Commission rolled out strategic programs and interventions that contributed to relative peace and tolerance during and after elections.

The Commission forged strategic partnership with various agencies such as the Office of the Directorate of Public Prosecution (ODPP), the Directorate of Criminal Investigations (DCI), Communication Authority of Kenya (CAK) to manage hate speech. This partnership was instrumental in curbing the political and ethnic intolerance that shrouded the electioneering period. Tactical campaigns, mediations and law enforcement rallied back Kenyans to embrace tolerance, peace and unity. The discontented parties and

individuals were prevailed upon to pursue their grievances through the courts.

Additionally, the Commission sought to sharpen its strategic focus through strengthening its organization capacity. In this regard, a number of policy decisions were passed and implemented. For instance, Legal and Complaints Department that previously carried out the functions of investigating complaints, birthed a new Investigations Department; a new unit of Early Warning and Early Response was established; a new audit committee was appointed and trained in accordance with Public Finance Management Act 2012; 120 temporary staff were recruited, trained and deployed to monitor 2017 General Elections and a new ICT Policy was developed.

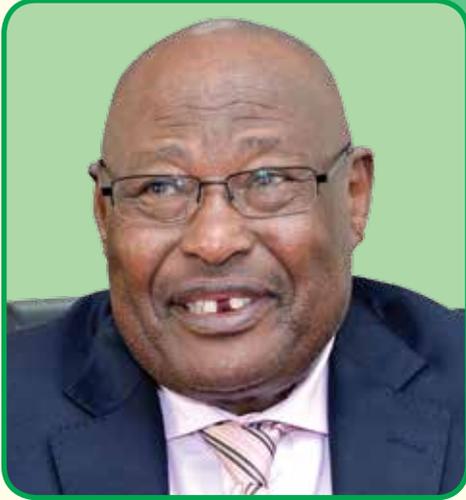
As we come to the end of our service as Commissioners, I am happy to report that NCIC is on the right track in upholding the Constitution of Kenya for a desirable cohesive, peaceful and harmonious society. I am sure that the enhanced collaboration with other key stakeholders as well as working closely with peace actors at the grass root level will enable the Commission to scale up its interventions and hold firm the peace and cohesion of our country.

Finally, on behalf of the Commissioners and staff, I wish to thank the Government of Kenya, Ministry of Interior, Coordination and National Government, Development Partners, the members of the fourth estate, the general public and other stakeholders for their continued financial, technical, and general support of our work, without which we wouldn't have achieved much. Though the peace of this country can sometimes be very challenging and elusive, I am convinced that together we can maintain it. Long Live the Peace and Unity of Kenya.

A handwritten signature in black ink, appearing to read 'X. Kaparo'.

HON. FRANCIS XAVIER OLE KAPARO, EGH,SS
CHAIRMAN
NATIONAL COHESION AND INTEGRATION COMMISSION

1.2. WHO GOVERNS US



**Hon. Francis Ole Kaparo,
Commission Chairman**

Hon. Francis Ole Kaparo as the Commission Chairman on September 11th 2014 alongside seven other commissioners to lead the National Cohesion and Integration Commission of Kenya. Hon. Kaparo is a lawyer by profession with vast experience in Kenya's political and development discourse. He holds a Bachelor of Laws degree from the University of Nairobi and a postgraduate Diploma in Laws from Kenya School of Law. Hon. Kaparo was admitted to the roll of Advocates as an Advocate of the High Court of Kenya since 1997. Hon. Kaparo was the longest ever serving Speaker of the National Assembly of Kenya, having served from 1993-2008. Before then, he previously served as Minister for Labour 1990-1991, Minister for Industry 1991-1993, Assistant Minister for National Guidance and Political Affairs 1988-1989, Assistant minister for Supplies and Marketing 1989-1990. He was also a Member of Parliament for Laikipia east in 1988-1992.

He has served in various capacities as well in the government of Kenya and Africa as a whole. This includes chairman to the Commonwealth Parliamentary Association 1995-1997, Chairman, Steering committee of Speakers' conference – Africa Region 1997-1999, Chairman, Steering committee of Speakers' conference of the CPA international 2004-2006 Member of the African Union Observer Mission to the Zimbabwe Election and President of the Inter Parliamentary Union General Assembly in 2006. He is the current Chief Scout of the Kenya Scouts Association. Before joining the Commission, Hon. Kaparo was the immediate Chairman to the National Environmental Management Authority and The United Republican Party.



**Irene N. Wanyoike
Commissioner**

Commissioner Irene N. Wanyoike holds a Bachelor of Laws degree from the University of Nairobi and a postgraduate Diploma in Laws from Kenya School of Law. Commissioner Irene is an Alternative Dispute Resolution (ADR) Practitioner with emphasis in Mediation. She is a member of the Chartered Institute of Arbitrators (CIArb) in both Kenya and London Branches. Currently she is the Honorary treasurer and Council member of CIArb. She has also been a private Consultant, working closely with FIDA in Family Mediation and the Chartered Institute of Arbitrators.

She has a wide knowledge in the field of Mediation and Arbitration, Public Sector Reforms, Governance, Human Rights, and is very passionate on issues of Women and Youth Empowerment. She is a Civic Educator in the National Steering Committee of the Kenya National Integrated Civic Education (K-Nice) that had been under the then Ministry of Justice and Constitutional Affairs. She is also in the Panel of Mediators at the newly established Strathmore Dispute Resolution Centre at Strathmore University Campus. She is the Convenor of the Association of Professional Societies in East Africa's (APSEA) Constitutional Implementation and Oversight Committee and a member of Professional Integrity and Ethics Committee of APSEA. She serves in various Professional Bodies in different positions. She is the Chairperson of the Centre for Alternative Dispute Resolution (CADR), and a Senior first Vice Chairperson of the Association of Professional Societies in East Africa (APSEA). She is the Honorary Treasurer of the Chartered Institute of Arbitrators (CIArb), and a Board Member of the Kenya Private Sector Alliance (KEPSA). Irene also serves in several committees and secondary school boards and offers pro bono services on Family Mediation and Reconciliation.



**Belinda Ochiel
Commissioner**

Commissioner Belinda Ochiel holds a Masters in Communication Studies and a Master of Diplomacy both from the University of Nairobi. She is a Policy, Advocacy and Communications Specialist with over 15 years experience in democracy, governance, health and human rights work. She has vast experience in research, policy analysis and evidence based advocacy, documentation of human rights violations, civic education, reporting and outreach, complaints handling and redress, behavior change communications and knowledge management, partnership building and resource mobilization. She is a seasoned policy, advocacy and communications expert with regional and international experience in peace building, democracy, governance, and human rights. She was the Director of Policy, Advocacy, and Communications at the Commission on Administrative Justice (Office of the Ombudsman) Kenya with the Responsibility of Designing, Implementing, Monitoring and Evaluating Advocacy and Communications Programmes to Promote Administrative Justice, Good Governance and Enhance Realization of Human Rights. Previously, she spearheaded national peace initiatives and was instrumental in the investigations and documentation of 2007/2008 post-election violence in Kenya.



**Aden Abdi Mohammed
Commissioner**

With a Master of Science in Project Planning and Management from the University of Bradford, Comm. Adan Abdi Mohamed previously undertook County Coordination with regard to drought management and food security through the operation of a County Drought Early Warning System, coordination and participation in County and national food security assessment and surveys and regular community information feedback. He earlier managed the Arid Lands Resource Management Project as a Drought Management Coordinator.

He has over 23 years of experience, both as an educationist and a development worker under various capacities. He also handled and coordinated drought mitigation response activities; handled and facilitated Conflict dialogues and mitigations, coordinated development agencies both government departments, civil societies, NGOs, INGOs and UN Agencies at County level. He has skills working in hardship, drought and conflict prone areas, has the capacity to respond to emergency situations, in the areas of drought and conflict mitigation and relief operations, and has knowledge of working with communities in micro-development projects. Comm. Aden has adequate skills in the design, formulation and management of development projects, has knowledge of coordinating government, donors, NGOs, Civil society and international Agencies coupled with abundant administrative and supervisory skills.



**Dr. Roba D. Sharamo
Commissioner**

Commissioner Dr. Roba D. Sharamo has over 16 years of experience in international development, diplomacy and conflict analysis and resolution where he worked in senior management positions with the United Nations Development Programme (UNDP) in Kenya, Government of Kenya, non-governmental organizations and a leading think-tank, Institute for Security Studies in Addis Ababa and Nairobi, among other international institutions. Most recently, he worked for UNDP as the Team Leader for Peace Building and Conflict Prevention Unit. He received his Doctorate in Conflict Analysis and Resolution from George Mason University, United States of America (USA) in 2012. His doctoral dissertation is entitled, "Predatory Politics and Struggles of Peacemaking in Somalia," at George Mason University, Arlington, Virginia, US.

Dr. Roba has a Masters degree in Sustainable International Development from Brandeis University, Boston, USA, 2002 and a Bachelor of Science from Kenyatta University, Nairobi, Kenya, 1998. He has lectured and made presentations at numerous regional and international conferences and published key monographs and scholarly articles on peace and security in Africa. He also co-edited two monographs: with Berouk Mesfin entitled Regional Security in Post-Cold War Horn of Africa (April 2011); and The State of Human Security in Africa (co-edited with C. Ayangafac) in April 2012, respectively. He is committed to the institutionalization of the inter-related agendas of peace, cohesion and integration in Kenya. His areas of specialization include conflict analysis and resolution, political economy, peace building, cohesion, community security, mediation and negotiation. His Excellency President Uhuru Kenyatta appointed Dr. Roba Sharamo as a Commissioner of the National Cohesion and Integration Commission (NCIC) on 12th August 2014.



Dr. Joseph Wamocha Nasongo
Commissioner

Commissioner Dr. Joseph Wamocha Nasongo is holder of PhD degree in Conflict Resolution and Management of Masinde Muliro University of Science and Technology, Master's degree in Philosophy of Education and Bachelor's degree in Education arts of Kenyatta University. His PhD thesis was titled 'An analysis of feminist epistemology: Logical pedagogical implications to education in Kenya'. He joins the Commission from the world of academia with twenty four years' experience as an educationist, seven of which he taught in secondary schools, six years at Maseno University and eleven years at Masinde Muliro University of Science and Technology. He has vast experience in teaching, research and publications. His research interests include: Peace studies, conflict resolution and management, Education, feminism, and philosophy. He has attended and presented papers at conferences in local as well as international conferences.

He is also a member of professional associations namely: Association of Disaster Management and Conflict Resolution of Kenya (ADMCRK), Organization of Social Science Research in Eastern Africa (OSSREA) and Association of Third World Studies. He has actively participated in community development through engagement in civic education, review of peace building training manual, research on impact of violent conflicts on education and member of boards of management of schools and sub county district education board. His worldview is guided by the philosophy that the human person has a rich endowment of potential that requires conducive environment to flourish. Conducive environmental factors include: peace, access to basic needs, quality education, respect for human dignity and freedom to exercise talents in enhancing individual and societal development.



Prof. Gitile Joseph Naituli
Commissioner

Commissioner Prof. Gitile Joseph Naituli holds a PhD degree in Business Management from Egerton University, a Masters in Business Administration (MBA) degree in Management and a Bachelor of Arts (BA) degree in Business Administration and Government from MIU-IOWA, USA. His PhD Thesis was entitled: "Constraints on Growth of Micro and Small-Scale Women Enterprises in North and Central Meru, Kenya". Prof. Naituli has over 20 years' experience in Business Management and Leadership gained from extensive consulting, facilitation, teaching and research. Before his appointment as a Commissioner with the National Cohesion and Integration Commission, Prof. Naituli served as the Acting Principal and Deputy Principal (Finance and Administration) and Associate Professor, Business Management and Leadership at Multimedia University of Kenya. He is also a visiting Professor of Management at the University of Virginia, USA and sits on the Advisory Board of Environic Foundation International (EFI) USA, as well as the National Trustee Intervarsity Environmental network (IVEN). He has conducted research in several fields.

These include Education for Sustainable Development and its application to Business Systems, Small to Medium Enterprises and the implication for sustainable development, Small Business Development and Management, Gender Issues in Small Business Management and Development and the Implication for Poverty Alleviation Efforts, Climate Change Adaptation and Mitigation, Gender Issues in Organizational Development and Management, Strategic Management and its implications for Organizational Re-engineering, Transformational Leadership and its implication for development and Conflict Resolution and Mitigation. Prof. Naituli is the author of more than 25 papers on Leadership and Management that have been published in professional journals or presented at various professional international conferences. He has also authored and co-authored more than 8 books in business Management.

Prof. Naituli is a Technical Specialist with the United Nations Environment Programme (UNEP), Mainstreaming Environment for Sustainability in African Universities (MESA). He has also been helping African Universities to develop projects on adaptation to climate change and also providing technical assistance to the concerned Universities, besides organizing, planning and participating in strategic meetings and Seminars/workshops. Prof. Naituli has been a Consultant for UNESCO Windhoek Cluster Office to Angola, Lesotho, Namibia, South Africa and Swaziland. In 2008, Prof. Naituli was appointed as the co-ordinator for the International Training Programme in Education for Sustainable Development in Higher Education in African Universities by Ramboll Natura AB and SIDA of Sweden. He chaired the University of Gondar (Ethiopia) Senate Committee that helped develop a curriculum based on the United Nations guidelines on Education for Sustainable Development (ESD), which used ESD tool kit as a resource.



**Hon. Morris M. Dzoro, EGH
Commissioner**

Commissioner Hon. Morris M. Dzoro, EGH has over 15 years working experience and exposure in leadership and development at both local and international level. He has been keen in empowering communities to determine their own future and realize their full potential and worth by helping them demonstrate their relationship and live at peace with each other and their environment in order to meet their own long-term needs and livelihood with the main aim of transforming their lives.

He served as a Cabinet Minister in the Ministry of Tourism and Wildlife from 2003 to 2007; an Assistant Minister for Public Service between 2002 and 2003; and a Member of Parliament from 2002 to 2007. Prior to that, he worked as the Programme Manager for the World Vision – Kenya, in different counties and regions. He has also worked as a Part-Time Lecturer at both the University of Nairobi and Daystar University. He is currently pursuing a PhD degree course on Tourism Management at the Moi University. He holds a Masters of Arts (MA) Degree in Theology and Development from the University of Leeds, UK; a Bachelor of Arts (BA) degree in Community Development from Messiah College, USA; and a Diploma in Communication Arts from the Daystar University, Kenya. Hon. Dzoro has attended training in different fields such as Strategic Planning and Management at CORAT; Proposal Writing and Health Management at AMREF; Cross Cultural and Peace Keeping at the London Institute and Advanced Leadership Course from Singapore. He has also attended several seminars and conferences, including the World Tourism Organization in Malaysia; Public Service Conference in South Africa and International Urban Ministry in Chicago, USA.

Hon. Dzoro brings to the Commission valuable knowledge and experience in leadership, peace building and conflict resolution; partnerships and relationships across sectors (networking and collaboration).

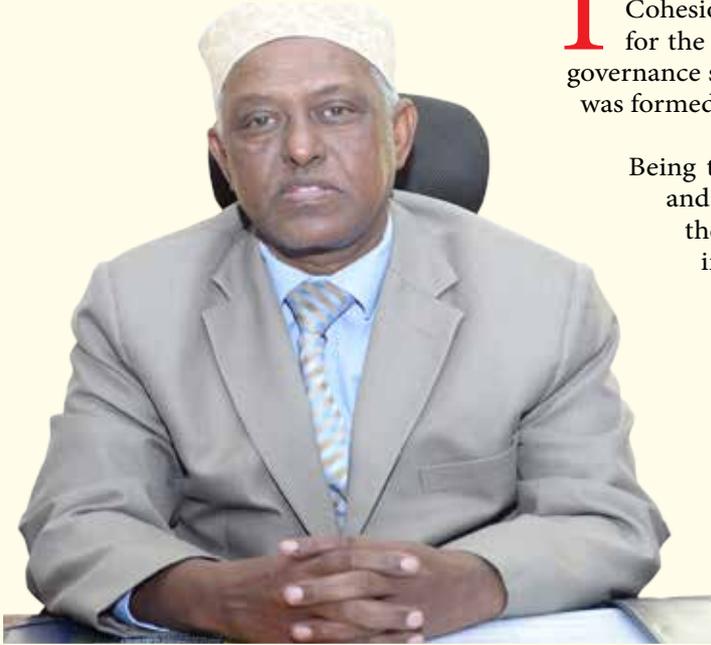


**Mr. Hassan Mohamed, OGW
Commission Secretary**

Mr. Hassan Mohamed, OGW is the Commission Secretary since June 2010. He holds an MA in Economic and Social Studies (Development Administration and Management) from University of Manchester UK, Post Graduate Diploma in Public Administration and Management from Glasgow Caledonian University, UK; and Diploma in Range Management from Egerton University.

Mr. Hassan is a career Civil Servant who has served in various Government Ministries culminating in his promotion to the rank of Director of Administration. He was awarded the Order of the Grand Warrior of Kenya in 2009 for Peace building efforts whilst serving as the Coordinator of the National Steering Committee for Peace Building and Conflict Management in the Office of the President. Mr. Hassan also received exposure in international peace while he was on secondment as a Special Envoy of IGAD to the Sudan Peace Process in 2009 - 2010. He has extensive knowledge in Government Financial Management, having served as a Budget Supply Officer in the Ministry of Finance in 1997 – 2006.

1.3. STATEMENT FROM THE COMMISSION SECRETARY



The Financial Year 2017-2018 was an eventful year for the National Cohesion and Integration Commission (NCIC), as Kenya prepared for the August 2017 General Elections, the second under the devolved governance system. The period also marked ten years since the Commission was formed.

Being the electioneering year, the Commission invested time, human and financial resources towards maintaining peace and cohesion in the country. Election related interventions were implemented this included redeployment of 120 peace and cohesion monitors and social Media monitors across the 47 counties; training of 150,000 police officers (done in partnership with IEBC); procurement and utilization of 300 hate speech monitoring gadgets- body worn cameras, camcorders, video recorders and voice recorder; setting up of Early Warning and Early Response Unit; and revamped and integrated media campaigns program, aired and published in different media(T.V, radio, print and social media plartforms).

Following the elections dispute of 8th August and 26th October 2017 repeat presidential elections, the Commission worked round the clock, partnering with key stakeholders, security agencies, international development partners to ensure tranquillity and normalcy was restored. This paved way for the widely

talked about handshake between President H.E. Uhuru Kenyatta and Hon Raila Odinga on 9th March, 2018 and the formation of the Building Bridges Initiatives.

Post the handshake, the Commission undertook initiatives on healing and reconciliation targeting regions worst hit with elections dispute i.e. Nyanza, Western, Coast and Eastern regions counties, the strong supporters of National Super Alliance Coalition (NASA) which was the aggrieved party of the presidential elections results. The handshake opened regions that were hostile and difficult to access following the 2017 General Elections disagreement.

The Commission continued to influence policy agenda geared towards the achievement of sustainable peaceful coexistence among Kenyans. Hence, the Commission raised the accountability bar in regard to inclusivity in county public service through continuous engagement with various County Public Service Board (CPSB). A number of institutions that had not complied with the NCI Act, 2008 were issued with compliance notices to provide responses on measures they would put in place to comply with National Cohesion and Integration Act and County Government Act.

The Commission also conducted robust sensitization and training programs targeting the youth, women and leaders in different counties towards the promotion of national values, national cohesion and integration. Similar trainings were also conducted to Government Ministry's, Department and Agencies as well as educational institutions.

Pertaining to the Access to Government Procurement Opportunities (AGPO) programme, the Commission in its 2017-2018 financial year allocated a total of Kshs 90,000,000 to special interest groups of which is equivalent to 32% of the annual allocation.

This Annual Report and the Financial Statements is a testament of the Commission's work in a bid to promote peace, tolerance, inclusivity and harmonious co-existence, more so at an integral point of our country's history. The Commission is indebted to its dedicated staff, its mother ministry – Ministry of Interior and Coordination of National Government, development partners -UNDP, Swedish International Development Agency, European Union, government, media and the public.

MR. HASSAN MOHAMED, OGW
NATIONAL COHESION AND INTEGRATION COMMISSION

1.4. WHO LEADS US



**Mr. Hassan Mohamed, OGW.
Commission Secretary**

Mr. Hassan Mohamed has been the Commission Secretary since June 2010. He holds an MA in Economic and Social Studies (Development Administration and Management) from University of Manchester UK, Post Graduate Diploma in Public Administration and Management from Glasgow Caledonian University, UK; and Diploma in Range Management from Egerton University. He is a seasoned career Civil Servant with over 37 years' experience in various Government Ministries culminating in his promotion to the rank of Director of Administration. He was awarded the Order of the Grand Warrior of Kenya in 2009 for Peace building efforts whilst serving as the Coordinator of the National Steering Committee for Peace building and Conflict Management in the Office of the President.

Mr. Hassan also served in international peace while on secondment as a Special Envoy of IGAD to Sudan Peace Process in 2009 - 2010. He has extensive knowledge in Government Financial Management.



**The Late Dr. Benjamin M. Kituku, CPA
Director, Finance, HR and Administration**

Dr. Benjamin M. Kituku was the Director Finance, HR and Administration; the administrative arm of the Commission and is composed of the following divisions: Finance and Accounts, Human Resource, Administration, Supplies Management and ICT. He was a Certified Public Accountant of Kenya (CPA-K) and a member of ICPAK. He held a Masters in Business Administration (MBA) Finance and Strategic Management from University of Nairobi and a BVMPH from the same University.



**Ms. Millicent Okatch
Director, Programmes and Technical Services**

Ms. Millicent Okatch is the Director Programmes and Technical Services. She holds a Masters of Arts Degree with specialization in Sociology and Community Development and Bachelor of Arts Degree in Sociology and Communication both from the University of Nairobi. She is a certified Bullet Proof Management and Development specialist having been trained by APMG and Raiser Group. Millicent is a results-oriented, hands-on Social Development expert, with a successful 21 years' career, having worked for various International Relief and Development, Non-Governmental Organizations (NGOs) in different capacities. A better part of her career growth has been realized while working for Care International, Community Aid International and World Vision International in different capacities managing Programmes. She also had a short stints working for Goal Kenya and People Against Torture (PAT). Prior to joining NCIC, Millicent worked for World Vision International as the National Programme Coordinator, handling a portfolio of donor programmes and special projects, spread across 47 counties in Kenya. She successfully steered teams in designing, implementing, monitoring and evaluating programmes in Peace, Health, HIV & AIDS, Child Protection, Education, Gender Empowerment, Relief development and Advocacy.



Dr. Sellah Nasimiyu King'oro,
Assistant Director, Research, Policy and Planning department

Dr. Sellah Nasimiyu King'oro is the Assistant Director of Research, Policy and Planning department. This department collects, collates and synthesizes information on various issues of interest to the Commission and is also key in policy development, planning and implementation. Dr. King'oro has over 11 years of experience in social research with interests in measuring peace, ethnic relations, genocide prevention and social cohesion among others. She coordinated the concept development and implementation of the first ever-ethnic audits of public institutions in Kenya. Additionally, she was appointed a Global Peace Index Ambassador by the Institute of Economics and Peace, USA following her great efforts in developing a Social Cohesion Index for Kenya in 2013. Dr. King'oro worked for both local and international NGOs before joining the Commission. She holds a PhD in Peace and Conflict Studies (Kisii University), a Master of Arts in International Studies (University of Nairobi), a Bachelor of Arts in Education (Maseno University) and a Bachelor of Laws (Mount Kenya University). She is also a Rotary Peace Fellow Alumni with a postgraduate certificate in Peace and Conflict from Chulalongkorn University, Thailand and a diploma in 'Using Democracy for Peace' from Bradford University, UK.



Mr. Kyalo Mwengi
Assistant Director, Complaints, Legal and Enforcement department

Mr. Kyalo Mwengi is the Assistant Director Complaints, Legal and Enforcement department, which receives and investigates complaints of ethnic and racial discrimination and makes recommendations to the parliament and any other relevant government department or authority. He is an advocate of the high court of Kenya and a member of the Law Society of Kenya. He holds a Bachelor's degree in Social Legislation (BSL), Bachelors in Laws (LLB) from Dr. Babasahab Ambedkar Marathwada University, India and a Diploma in Law from the Kenya School of Law.



Mr. Liban Guyo
Assistant Director, Peace building and Reconciliation department

Mr. Liban Guyo is the Assistant Director, Peace building and Reconciliation department. He is also a Co-President at African Alliance for Peace building. He holds a Master's Degree in Governance and Development from Sussex University and a BA in International Relations from United States International University- Africa Nairobi, Kenya. He has more than 12 years of work experience. His particular strengths are in peace building, community reconciliation, democracy and governance, project management, Organizational Development and Strategic Management. Liban is culturally a flexible person who can work harmoniously with people of different racial and ethnic background. He is a strong believer in rule of law, human rights of individuals and communities, which has a pathway to sustainable peace and development.



Mr. Killian Nyambu Machila
Assistant Director, Civic Education and Advocacy Department

Mr. Killian Nyambu is the Assistant Director, Civic Education and Advocacy Department. He holds a Master of Education (M.Ed) in Educational Administration and Planning as well as Bachelor of Education (Arts) degree from the University of Nairobi. Mr. Nyambu has over 20 years of experience in working with the public sector. Before joining the Commission, Mr. Nyambu worked for the Ministries of Justice, National Cohesion and Constitutional Affairs as well as Youth and Sports as an Assistant Director, in charge of National Cohesion and Youth Training respectively. He has also served as a teacher, Head of Department and Deputy Principal in a number of secondary schools in Kenya. Mr. Nyambu has multiple certificates in various management programmes from different training institutions including the Kenya School of Administration. He also serves in several committees and secondary school boards of Management.



Ms. Olive C. Metet, MPRSK
Assistant Director, Communication and Knowledge Management

Ms. Olive C. Metet is the Assistant Director Communication and Knowledge Management. She has over 15 years experience in the field of Governance, Corporate Communication and Knowledge Management. She has excellent skills in Strategic Corporate Communication and Public Relations, spearheading award-winning publications as well as media campaigns having grown through the ranks, from a public relations officer to Head of Corporate Communications and Customer Experience. She joined the Commission from the Higher Education Loans Board among working in other Government Parastatal. She holds a Masters of Arts Communication Studies from the University of Nairobi and a Bachelor of Arts degree Communication-Public Relations (Honors) from the Daystar University. She is a member of Public Relations Society of Kenya (PRSK). She has established, spearheaded and manages communication and Knowledge function at NCIC.

SECTION TWO: WHO WE ARE

2.1. ESTABLISHMENT OF NCIC

The National Cohesion and Integration Commission (NCIC) is a statutory body established by the National Cohesion and Integration Act, No 12 of 2008 (NCI Act, 2008) enacted after the 2007 Post Election Violence (PEV). The Commission was formed under Agenda 4 that recognized long term issues with regard to poverty, inequitable distribution of resources and perception of historical injustices and exclusion of segments of the Kenyan society were among causes of prevailing social tensions, instability and cycle to violence recurrent in electoral processes in Kenya. The Commissioners drive the Commission's policies under section 17 of NCI Act, 2008.

2.2. WHAT WE DO

Principal Activity

As stipulated in the National Cohesion and Integration Act of 2008, the object and purpose for which the Commission was established is to: Build national identity and values, mitigate ethno political competition and ethnically motivated violence, eliminate discrimination on ethnic, racial and religious basis, promote national reconciliation and healing.

Specific Functions

The object and purpose for which the Commission is established as espoused in the National Cohesion and Integration Act No.12 of 2008, is to facilitate and promote equality of opportunity, good relations, harmony and peaceful coexistence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof. Without prejudice the Commission shall:

- a. Promote the elimination of all forms of discrimination on the basis of ethnicity or race;
- b. Discourage persons, institutions, political parties and associations from advocating or promoting discrimination or discriminatory practices on the ground of ethnicity or race;
- c. Promote tolerance, understanding and acceptance of diversity in all aspects of national life and encourage full participation by all ethnic communities in the social, economic, cultural and political life of other communities;
- d. Plan, supervise, co-ordinate and promote educational and training programmes to create public awareness, support and advancement of peace and harmony among ethnic communities and racial groups;
- e. Promote respect for religious, cultural, linguistic and other forms of diversity in a plural society;
- f. Promote equal access and enjoyment by persons of all ethnic communities and racial groups to public or other services and facilities provided by the Government;
- g. Promote arbitration, conciliation, mediation and similar forms of dispute resolution mechanisms in order to secure and enhance ethnic and racial harmony and peace;
- h. Investigate complaints of ethnic or racial discrimination and make recommendations to the Attorney-General, the Human Rights Commission or any other relevant authority on the remedial measures to be taken where such complaints are valid;
- i. Investigate on its own accord or on request from any institution, office, or person any issue affecting ethnic and racial relations;
- j. Identify and analyze factors inhibiting the attainment of harmonious relations between ethnic communities, particularly barriers to the participation of any ethnic community in social, economic, commercial, financial, cultural and political endeavors, and recommend to the Government and any other relevant public or private body how these factors should be overcome;
- k. Determine strategic priorities in all the socio-economic, political and development policies of the Government impacting on ethnic relations and advise on their implementation;

- l. Recommend to the Government criteria for deciding whether any public office or officer has committed acts of discrimination on the ground of ethnicity or race;
- m. Monitor and review all legislation and all administrative acts relating to or having implications for ethnic or race relations and equal opportunities and, from time to time, prepare and submit to the Government proposals for revision of such legislation and administrative acts;
- n. Initiate, lobby for and advocate for policy, legal or administrative reforms on issues affecting ethnic relations;
- o. Monitor and make recommendations to the Government and other relevant public and private sector bodies on factors inhibiting the development of harmonious relations between ethnic groups and on barriers to the participation of all ethnic groups in the social, economic, commercial, financial, cultural and political life of the people;
- p. Undertake research and studies and make recommendations to the Government on any issue relating to ethnic affairs including whether ethnic relations are improving;
- q. Make recommendations on penalties to be imposed on any person for any breach of the provisions of the Constitution or of any law dealing with ethnicity;
- r. Monitor and report to the National Assembly the status and success of implementation of its recommendations;
- s. Issue notices directing persons or institutions involved in actions or conduct amounting to violations of human rights on the basis of ethnicity or race to stop such actions or conduct within a given period and;
- t. Do all other acts and things as may be necessary to facilitate the efficient discharge of its functions.

In the discharge of its functions under this Act, the Commission:

- i. Shall not be subject to the direction or control of any other person or authority.
- ii. Shall publish the names of persons or institutions whose words or conduct may undermine or have undermined or contributed towards undermining good ethnic relations, or who are involved in ethnic discrimination or the propagation of ethnic hate.
- iii. May enter into association with such other bodies or organizations within or outside Kenya as it may consider desirable or appropriate, and in furtherance of the purpose for which the Commission is established.
- iv. The Commission shall have power to summon witnesses and to call for the production of books, plans and other documents and to examine witnesses and parties on oath.

2.3. PRINCIPALS AND VALUES OF NCIC

Professionalism: We are committed to serving our clients with utmost professionalism

Affirmative Action for the marginalized and the minorities: We endeavor to undertake affirmative action for the marginalized and the minorities

Respect for Diversity and Inclusivity: We respect diversity and ensure inclusion in our various engagements

Integrity: We provide our services with utmost integrity

SECTION THREE: OUR PERFORMANCE

3.0. INTRODUCTION

In the year under review, the Commission undertook strategic programs and activities geared to the achievement of its five Key Result Areas (KRAs) as discussed below.

1.	A National Culture and Value system that upholds and inspires a Kenyan identity.
2.	Transformative institutions Communities and Structures that promote Peace building Reconciliation and Integration towards national Cohesion.
3.	Practices and structures that provide equal opportunities for all.
4.	Research Programs Studies and Audits that address conflicts and inequalities using empirical and scientific data.
5.	A Commission that is visible responsive, active, functional and effective in delivering its mandate.

3.1. A NATIONAL CULTURE AND VALUE SYSTEM THAT UPHOLDS AND INSPIRES A KENYAN IDENTITY

During this period, the Commission designed and implemented programs aimed at promoting national values and identity. Training, sensitization and public awareness strategies were used while targeting institutions of learning, community groups, the media, local groups, and religious groups across the 47 counties, with an objective to reinforce messages on national values, peace and cohesion. With 2017 being the General Election year, more resources and efforts were committed to rallying Kenyans to embrace diversity, tolerance, unity, and peaceful coexistence thus reaching over 10 million people.

a. Establishment and Strengthening of Amani Clubs in Institutions of learning

The NCIC in partnership with the Ministry of Education has been supporting the establishment of the Peace (Amani) Clubs, in learning institutions. The overall goal of the Amani Clubs is to promote good relations, harmony and peaceful co-existence amongst students themselves and between schools and their neighbouring communities. The clubs also aim at reducing conflict among students through peaceful dispute resolution, mediation and entrenching peace education activities in the schools. During the period under review, the Commission conducted sensitization forums targeting teachers, students and other education stakeholders to establish Amani clubs and mainstream peace and cohesion in schools. As a result, 10 capacity building workshops, sensitization forums and peace caravans were conducted across the following counties: Murang'a, Mombasa, Laikipia, Tana River, Kwale, Mombasa, Bungoma, Nairobi, Narok and Kisii Counties, reaching 350 teachers and 1,555 students from the 36 schools.

Further, the Commission conducted National Essay Writing and debating competition on peace, cohesion and integration reaching 738 students drawn from 219 schools. The competition registered 438 entries in English, Kiswahili and French languages from 19 counties namely; Kisumu, Muranga, Kiambu, Kakamega, Homabay, Embu, Wajir, Lamu, Busia, Migori, Kitui, Bungoma, Taita Taveta, West pokot, Kwale, Vihiga, Nairobi, Tranzoia and Baringo Counties. The essay competition enhanced awareness and understanding among the students on peace, cohesion and integration.

2/10/2017

ONLY PEACE MAKES LIFE BETTER

Only when peace is there, tourists come to our country and this earns us foreign exchange. When the tourists come to our country to see animals they have money known as foreign exchange. This money is used to build roads, build companies to employ the youths, apply the game reserves, peace the game parks and game reserves, transport animals such as rhinos, elephants and lions to other game parks. Without peace all these things could not happen.

Peace promotes good relationship that can lead to intermarriage. For example when there is peace between communities such as Luo, Luhya, Abagusii and Agikuyu, they can easily intermarry one another. Without peace, these communities could not intermarry each other. When a Luhya marries a Luo, peace between the two communities can be promoted. Because, they are marrying different people from different communities.

Health care services are available when there is peace. When strikes or doctors are going on, even if there is a patient having a serious disease, he/she will not be treated. The strikes and demonstrations when are going on, the roads to the hospitals and health centres will be blocked by the demonstrators and we can not get easy treatment because, the roads have been blocked.

When peace is there, people can enjoy life. When war is not going on in an area, any person can walk freely and even go to a hotel and enjoy. Also, you can go to your farm and farm without being stressed that something strange can happen or you can be killed. But when there is no peace in an area, any person cannot walk freely, no one can go to a farm and dig his farm freely without being afraid or stressed.

Name: Evance Leo
Age: 11 years old
Class: 6
School: Gweso Valley Junior Academy
Sub-county: Sironi East

CAROLINE PATO DAVID 7238 35
ST. JOHN'S GIRLS SEC.

18 AMIKA INSHA KUHUSU
"WATIBU WA YITANA KATIKA KUIMARISHA AMANI NA UTANGAMANO NCHINI KENYA."

Amani ni ile hali ya kuwa na utulivu yaani bila fujo wala vita ilhali utangamano ni hali ya wabu au wanajami kuwa pamoja na kuhitimu wao kwa wao. Vijana wanamajumuia mwingi sana katika kuimarisha amani na utangamano huu nchini Kenya. Mimi pia kama kijana ninafaa kuchangia kivi au niko na majuzumu haya katika kuhabikisha kuwa nchi yetu ya Kenya imeimara katika amani na utangamano.

Kuanza kabira vijana wanafaa kuhitimu jini tamodini na wazazi kwa kukobali, kuenea na kukubaliana na vitenge vyote vya maisha ya mwananchi. Icha ya kuhitimu hii wanafaa pia kumpanda kwa dhidi kwani pasipawaa na upendo na heshima ya vitu hivyo amani inaweka kuhitimu ambapo kuhitimu kinaweka kuingilia kodi na kupanga watu kufarajana.

Kuimarisha jina za kuhitimu miongoni kama vile idigalepa na njira njingizi za kiamani za kuhitima magambani na kuhitimu shuleni na hata katika jami. Hii inapoteza kwa kuanza wanajami wote kuishi kwa amani na amani na kwa hivyo kumajumuia.

Kuhabikisha kuwa wanakuwa kielelea kwa wanajami wote. Nataka yoo inafaa kwa ya hali ya jua kuanza yasa vingi vya utafu wa amani ni kuhitimu vijana wengi mjana kutiwa mshu na kaba-fika. Hii inaweka kuhitimu watu kuhitimu ambapo wanaweka kuhitimu vita. Hata wanapoteza na vita hutoca amani amani na wengine hutarajana na kufarajana.

Kuwachana wanafuru jina ya kukubaliana na changamoto kwa amani na kwa wawajibikaji. Hii inaweka mwananchi baina jina na watu wengine ambapo utangamano unaweka kuimarika na amani nchini Kenya kuwa watu wanapoteza vita watachamini kwa kwa

Winning Insha from St. Johns secondary school in Bungoma and Winning composition from Sacred Girls Primary School in Embu.

b. Sensitization and Dialogues forums for Youth, Women, leaders on Post-Election Healing, Reconciliation and Cohesion.

The 2017 General Election was marked with heated campaigns centered along ethnic lines polarizing and dividing the country. The repeat presidential elections further divided the country along two political divides, opposition (NASA) and the ruling party (Jubilee). This prompted the Commission to implement intervention for dialogues, national healing and reconciliation reaching 5000 people (2500 women and 2000 youth, 500 leaders from 21 counties (Makueni, Vihiga, Trans Nzoia, Kisumu, Kakamega, Bungoma, Laikipia, Samburu and Kajiado, Kitui, Busia, Bungoma, Nakuru, Kilifi, Mombasa, Nairobi, Meru, Bomet, Uasin gishu and Nakuru) while targeting youth, women, community, business and political leaders.

The forums provided safe spaces for the youth, women, communities to vent, begin talking, putting elections behind and moving forward to build bridges towards national healing, reconciliation peace and unity. Levels of tolerance, understanding and integration were further bolstered with the Building Bridges Initiatives where the Leader of Opposition Hon. Raila Odinga and His Excellency the President shook hands on 9th March, 2018.



Ms. Millicent Okatch, Director of Programmes (Standing extreme left) and Ms. Olive Metet, Assistant Director, Communication and Knowledge Management (standing extreme right) with women participants during a Women Forum in Kajiado County.



Women Participants follow proceedings of the Women Forum in Kajiado County. Women play a key role in enhancing peaceful coexistence in Kenya

c. Building Resilience Among the Youth in Informal Settlements Against Violence

The 2017 General Elections was protracted in nature, marked with violent protests from a cross section of country. The youth in particular exhibited more violent protest in comparison to other target population. Some of the worst affected areas included the informal settlements. The Commission therefore, focused on the youth from informal settlements starting with Nairobi County but with a plan of scale up to other urban informal settlements. It conducted a series of dialogue and mediation forums with an aim to provide spaces for venting, as well as enhance the youth's capacity to use nonviolent approaches to resolve conflict, reinforce the use of proactive strategies to mitigate and respond to the threat of political and ethnic incitement. As a result, 600 youth from Korogocho, Kariobangi, Lucky Summer, Ngomongo, Mathare, Huruma, Majengo, Dandora, Kayole, Mukuru Kwa Njenga, Mukuru Kaiyaba, Kibera, Kawangware and Kangemi slums were reached.

e. Sensitizations for the Public and Institutions on National values and cohesion.

The Commission conducted three sensitizations forums on national cohesion, values and principles of governance for Kenya Roads Board staff - Nairobi County, Maasai Mara University; University Student Leaders, reaching 300 people in total.



NCIC staff and Student leaders and guests during the conference at Maasai Mara University

f. Sensitization of Members of National Assembly Committee on National Cohesion and Equal Opportunity

The Commission facilitated one sensitization forum for the new members of the Committee on National Cohesion and Equal Opportunity. The Commission considers this committee key, as it provides policy oversight on matters of Cohesion and peaceful coexistence of the country. The two-day forum increased the awareness and understanding of the committee members on the Commissions' mandate, achievements, and challenges. As a result, the Committee resolved to push for the proposed amendments to the NCI Act, 2008 which has been pending in parliament for the past five years.



NCIC Official Mr. Richard Nderitu addressing a public baraza in Rumuruti, Laikipia County.

g. Nakuru County Town Hall Peace Meetings and Public Forum

The Commission in partnership with Nakuru County Commissioners office conducted a five-day forum in Naivasha Sub County towards peaceful election with an aim of reducing intolerance among the different communities living there. Stakeholders from Naivasha Central Division, Kongoni Division, Olkaria Sub location and Maai Mahiu division were targeted. These forums culminated into a peace baraza in Karigita bringing together over 1,000 people. The Commission used this opportunity to rally the Naivasha constituents towards embracing peace ahead of elections. The youth were specifically warned against negative use of social media and spewing of hate speech, desist from any form of ethnic antagonism and political incitement.

h. Mombasa County Public Barazas

To tone down the political temperatures, tensions emanating from the NASA and Jubilee rivalry, the Commission supported two public barazas in Mombasa County in Likoni and Kisauni respectively, working closely with the Commissioners' office. The forums resulted to diffused ethnic tensions, intolerance and political intolerance yielding to improved security situation and respect for the rule of the law. 2000 people were reached in this engagement initiative.



County Officials and Leaders at a public Baraza in Mombasa County

i. Kisumu County Youth Summit on Peace and Development.

Kisumu County was one of the most affected from pre and post 2017 General Elections fever. Heightened political engagement activities, incitement, lawlessness, insecurity and ethnic intolerance were observed. The youth constantly engaged the security officers in running battles leading to loss of livelihood, lives and destruction of property. This prompted the Commission to conduct a series of forums targeting youth and opinion leaders towards reduction of elections related conflicts and violence. The Commission further partnered with Peace and Progress Youth Foundation (PEPYF-Kenya) to conduct a two-day peace forum targeting four sub counties i.e. Kisumu central, Kisumu West, Muhoroni and Nyando. The two-day session addressed grievances held by the youth, non-violence approaches for resolving disputes and government opportunities on youth empowerment, so as to reduce their vulnerability to violence as well as misuse by politicians. 200 youth were reached.

j. Promoting Peace and Cohesion through the Kenya Scouts Movement, Drama and Music Festivals

The Commission in collaborations with Kenya Scouts Association (KSA) commemorated the Founder’s Day celebration in Nyeri County reaching over 1,000 Scouts drawn from Kenya, East Africa and Europe. Importance of peace, community service, embracing nationhood was emphasized among the youth.

Drama is one key event conducted annually targeting public and private schools and colleges in a bid to promote culture and national unity. The Commission has continued to partner with the Ministry of Education Science and Technology to utilize this platform to rally students, teachers, tutors, principals and other stakeholders to embrace diversity and national unity. 2017 being an electioneering year, the Commission first supported the training of 200 drama teachers and scriptwriters in Kisumu County to infuse peace and cohesion messages in the different drama items. Additionally, the Commission supported the 59th edition festival that was conducted in Kisumu in the month of April reaching over 5000 people from the different parts country. The theme for the year was “Enhancing National Cohesion and Integration through Theatre and Film”

During the same period, the Commission also supported and participated in the Kakamega County Music and Cultural Festivals themed ‘Fostering National Values, Cohesion, Integration and Cultural Tourism,’ thus reaching 1,000 persons.



NCIC partners with Kenya Scouts Association to inculcate national values among the youth. This year’s celebration took place in Nyeri County.

k. Promoting Peace through Cultural Diversity

The Commission supported Aberdare Teachers Training College cultural week in Nyandarua County and catholic diocese of Othaya, Nyeri counties respectively. The cultural festivals focused on promoting intercultural understanding, forbearance and appreciation of diversity among students and the teaching staff. The festivals showcased the diverse cultures within the communities and their impact on cohesion and integration. Over 1,200 students and staff were sensitized on cohesion and integration.



Participants during the peace walk in Eldoret Uasin Gishu County.

l. National Women Inter Religious Prayer Day for General Elections.

The Commission partnered with Trans World Radio to conduct the first ever National Inter-denominational Women Prayers for the country. The women taking advantage of the role they play in bridging peace, mobilized themselves in numbers across different denomination, religious affiliations and coordinated prayers across the 47 counties. The seven - days prayers culminated into one national event held in Uhuru Park Nairobi County, graced by Her Excellency, the first lady Mrs. Margaret Kenyatta, and Mrs. Rachael Ruto. The rallying call for the prayers was to uphold peace before, during and after elections. Over 5000 people were reached through this initiative.



Women from different counties across religious background during the Inter-religious Women Prayer day held in Uhuru Park. On 20th July 2017 The First Lady H.E. Margrate Kenyatta and H.E Rachael Ruto in attendance.

m. Promoting Peace, Healing and Reconciliation through sports.

Sports has been recognized globally for fostering unity, since it transcends age, gender, race and religious identity factors. The Commission acknowledges this fact thus utilizes sports as a tool for dialogue, mediation and reconciliation. The period prior to and after elections, NCIC supported several sports tournaments targeting both youth and women. The youth groups facilitated football for peace tournaments bringing together youth leaders, Students, Business Community, Security Administrators such as chiefs, Bodaboda riders, women and the general public to promote peaceful co-existence, healing and reconciliation. Over 3000 people were reached with this initiative.



Youth from Kibra during a football tournament in Nairobi County

n. Ramadhan Youth Football Tournament in Kibra.

The Commission held a two-day football tournament targeting over 500 youth residing in Kibera. The tournament dubbed, “Peace for a better future for us and our children marked the end of Ramadhan period and congregated the Muslim youth from Kibera who are mostly Nubians. This initiative fostered tolerance among youth from different religious backgrounds.



Kibra Youth Football Teams during Ramadhan Cup Youth Tournament

o. Women's Volleyball Tournament in Kibera and Mandera county football tournament women

This initiative targeted women residing in informal settlements of Kibera, Mathare, Mukuru kwa Njenga, Kawangware and Korogocho and was graced by the Nairobi County Women Representative Ms. Esther Passaris. The tournament, dubbed “Dumisha Amani Ishi Kwa furaha” brought together over 1500 women, from Mukuru, Kawangware and Kibera slums. Further, the tournament provided an opportunity for the women to network, share their experiences on various forms of domestic and communal conflicts and disputes resolution mechanisms.

Similarly, NCIC conducted a Football tournament for youth in Mandera North: Borrowing from the renowned lawyer Fatuma of Marsabit using her slogan “Shoot to Score, not to kill”, Mandera North Constituency.



Nairobi Women Representative Hon. Esther Passaris, Director Of Programmes Ms. Millicent Okatch, Assistant Director PBR, Mr. Guyo Liban, Assistant Director Communication Ms. Olive Metet, Programme Officer PBR Ms. Regina Mutiri and the Winning Group Mukuru.

r. Inter-Faith Dialogue Forums

The Commission supported two-sensitization student at Tangaza and Umma University Collage. These two conferences brought together students of different faiths deliberating on how religion can enhance “Social Transformation in Africa and the Role of Academic Institutions”. The two forums reached over 1000 students and lecturers. The Commission used the opportunity to enlighten the students on social cohesion and integration and their role in enhancing peaceful coexistence.



Participants during the interfaith dialogue conference at Tangaza University College

s. Marsabit Peace Heroes Commemoration:

In acknowledging the contribution of commemorations and collective memory in underpinning the practice of peace, the Commission supported the Marsabit Heroes Commemoration in memory of the leaders who perished in a plane crash on 10th April 2006 while on a peace mission. This 12th anniversary, which showcased numerous activities including sports, folklore and cultural dances, was organized in partnership with the deceased's family members and the County Government of Marsabit. The Commission enhanced the reconciliation efforts of the various communities living in the County.



The captain of the winning team being awarded a trophy by NCIC's, Dr. Sellah King'oro, Senator Naomi Wako and Madam Sarah Godana

t. Diversity and Inclusion Awards & Recognition 2018 (DIAR Awards)

The Commission underscored peace efforts through celebrating and recognizing individuals, civil society organizations, public and private institutions that contributed immensely to peace, diversity, inclusion and equality in their communities as well as at the work place. Partnering with Daima Trust, the Commission partially sponsored the DIAR Awards that featured eighteen categories. By supporting and recognizing these efforts and initiatives, the Commission reinforces the efforts of the recognized institutions while encouraging others to emulate.



From right Dr. Sellah King'oro, Patrick Sigei and Regina Mutiru receiving an award on behalf of the Commission from the Director Public Service from the Ministry of Youth, Public Service and Gender Affairs during the DIAR Awards

3.2. TRANSFORMATIVE INSTITUTIONS COMMUNITIES AND STRUCTURES THAT PROMOTE PEACE BUILDING RECONCILIATION AND INTEGRATION TOWARDS NATIONAL COHESION

Pursuant to Sections 25(2) (g) of the NCI Act, 2008, the Commission is responsible for securing and enhancing ethnic and racial harmony and peace through promoting arbitration, conciliation, mediation and similar forms of Alternative Dispute Resolution (ADR) mechanisms. The ADR mechanism is also recognized in Article 189(2) of the Constitution of Kenya 2010. NCIC uses dialogue extensively as a tool for achieving peace and reconciliation between and amongst communities. Mediation often exists alongside dialogue efforts. During the period under review, the following was achieved:

a. Community Dialogue Forums

Sarima Loiyangalani Community Dialogue Forum: The Commission in collaboration with Marsabit County Commissioner, the County Government Office, and the committee members of National Cohesion and Equal Opportunity from the National Assembly jointly convened one inter-community peace dialogue between members of Samburu, Turkana and Rendille Communities. The conflict was brought about by the attack of a herdsman from the Rendille community with the attacker believed to have come from the Turkana community sparking tension and retaliatory attacks. The dialogue meeting resulted into a peace agreement between the members of Marsabit and Turkana community thus averting possible retaliatory attack.



NCIC works closely with the Administration to facilitate dialogue meetings between warring communities .

b. Women Initiatives for Peace in Wajir County

Wajir County has regularly experienced clan-based clashes since 1983. The conflicts are primarily fuelled by competition for political and economic opportunities as well as territorial disputes between the various clans living in Wajir. The peace processes in this county have not provided adequate space for women participation. To promote their involvement in peace processes, the Commission conducted one engagement that brought together 500 grassroots' women from the various sub-clans, religions and sub counties. They were sensitised on United Nations Security Resolution Article 1325. The women were sensitised on the substantial role they play in conflict resolution, thus the need to actively participate in providing solutions to the peace and security issues.



Women play a key role in conflict resolution and should be engaged at community level.

c. County Engagements on Peace building in Marsabit, Isiolo and Mombasa Counties

Marsabit County continues to experience challenges to its peace and cohesion fabric. This ranges from inter-ethnic conflicts, resource-based conflicts, cross-border conflicts and most recently, violent extremism. During this reporting period, ethnic tensions were reported between the Gabbra and Borana communities over the ownership of the Elle-Dimtu and Elle-Borr areas of Sololo sub-County with alleged occupation of the area by unknown people from Ethiopia. In addition, the arrest of a sheikh suspected to be an Al-Shabaab recruiter brought to the fore the possibilities of presence of radicalized youth in County.

Following these episodes, the Commission held two forums, one for religious leaders and the other for Peace Committee Leaders looking at their role in countering violent extremism and to resolving ethnic animosity among the Gabbra and the Boranas. The journalists and bloggers from Marsabit County were also sensitized on conflict sensitive reporting, due to their strong influence on the content published and broadcasted. As a result, 200 religious leaders and elders and 35 bloggers and journalists were reached.



Sololo and Chalbi leaders following and participating in the discussions at the forum being led by Kyalo Mwengi, Assistant Director, Complaints, Legal and Enforcement department.

Consequently, the Commission conducted two Inter-Religious Leaders Forums in Mombasa, Garissa and Isiolo Counties respectively with an aim of strengthening their capacity for peace building and countering violent extremism. A total of 260 religious leaders were reached with peace and CVE messages.



The Commission Secretary, Mr. Hassan Mohamed, addressing participants during one of the sensitization forums in Nakuru

d. Elections Monitoring

The Commission conducted an independent elections monitoring exercise as part of its role of contributing to peaceful 2017 General Elections. The monitoring initiatives were both short and long-term engagements. The long-term engagement involved the deployment of 120 cohesion monitors across the 47 counties who regularly provided early warning information used for managing conflicts. The reports were generated, analysed and used for decision making, with some being forwarded to relevant agencies for timely response. Of concern, during the long term observation was the increased use of social media platforms in discussing negative politics resulting to high levels of political intolerance.

Short term engagements involved the deployment of over 80 NCIC and UWIANO partner representatives to the 47 counties to observe the 8th August and 26 October, 2017 General and Repeat Presidential Elections respectively. During the exercise, the following incidences were observed; protests and demonstrations that were characterised with running battles between citizens and police in parts of Nyanza, Western and Nairobi regions; Failure of the KIEMS kits in some of the polling stations; Voter buying and bribery; Long queues especially during the 8th August Election as a result of technological challenges among other issues.

To ensure future peaceful elections therefore, it is recommended that social media platforms be continuously under the radar of the Commission, specifically monitoring for political incitement, hate speech mongering. It was further recommended that electoral processes be conducted transparently; political leaders be sanctioned if engaged in inciteful activities; and community-security collaboration and cooperation be fostered especially during electioneering periods.



Mr. Liban Guyo, Assistant Director, Peacebuilding and Reconciliation department, NCIC addressing leaders during the West Pokot and Elgeyo Marakwet border reconciliation meeting.

e. Mandera Peace Building Project

The Commission in partnership with Interpeace improved the prospects of peace in Mandera County by disseminating the findings of the research on ‘impediments to Peace in the County’ to over 3,000 community members in all the six sub-counties through film-based forums. This resulted in increased participation of all clans within the County, amplification of the voices of minorities and marginalized groups, reduction in the vertical space between the population and their decision makers and creation of a Neutral Space for Dialogue.



Community Members in Mandera County giving their views on challenges impeding peace in the County.

As a result of the Mandera Peace Building Project, there is comparative peace and calmness in the county with a return to near normalcy. A case at hand is the reopening of major markets such as Rhamu that had been shut down for years due to violence in the county. Further, there is creation of a peace actors’ forum that brings together NGOs, FBOs and CBOs. These actors have influenced policy discourse in the County. Further, the Forum has contributed to the County’s efforts to develop an Action Plan on peace building and Countering Violent Extremism as well as establishing a Department on Anti-Radicalization. The project has also led to the revival of inclusion of elders in peace building projects. Consequently, there has been relative serenity among different clans in the county.

3.3. PRACTICES AND STRUCTURES THAT PROVIDE EQUAL OPPORTUNITIES FOR ALL

Peace is one of the key pillars of sustainable development under the SDGs NO 16 Peace, Justice and strong institutions . Therefore the Commission continues to work with key stakeholders to enhance the effectiveness of laws that would reduce ethnic and racial discrimination. The Commission undertook the following activities in an effort to ensure the implementation of different pieces of legislation to improve its effectiveness.

a. Development of Investigations and Prosecutions Manual and Standard Operating Procedures

The NCI Act 2008 create the offences of hate speech and racial/ethnic contempt. The Commission has faced numerous challenges in investigating and prosecuting suspects found to have violated offences of hate speech. Despite carrying out investigations and recommending the prosecution of several individuals, the Commission has not secured a conviction of any accused person, partly due to law capacity of persons handling evidences right from investigations to prosecution level. To remedy this, the Commission in collaboration with Multi-Agency Taskforce on hate Speech and Related Offence developed an Investigation and Prosecution Manual and Standard Operating Procedures guide to strengthen the Commission's and other stakeholders' capacity in hate speech management.

b. Development of Conciliation Guidelines

NCI Act, 2008 outlaws several actions including discrimination on the basis of ethnicity and hate speech. Once investigations on these violations have been completed and relevant evidence gathered the Commission forwards the files to the ODPP. However, Section 61 (2) of the NCI Act requires the Commission upon completion of investigations to make all reasonable endeavors to conciliate matters that fall under part III of the Act and these include discrimination based on ethnicity and hate speech. In addition to this, the Commission has been receiving requests from accused persons for conciliation of their cases. The Commission has been dispensing with these requests and the provision of Section 61 (2) of the NCI Act without a laid down procedure. Due to the highlighted gaps and challenges, the Commission in consultation with other related agencies developed Conciliation guidelines.

c. Strengthening Tripartite to deliver peaceful elections

In the pursuit of delivering a peaceful 2017 General Elections, the Commission partnered with National Police Service (NPS) and trained officers from the Directorate of Criminal Investigations (DCI) on the offences under enforcement of the NCI Act 2008. The training imparted skills and knowledge to 150,000 officers to detect and investigate the offences under NCI Act 2008 and related offences. The officers were also provided with monitoring gadgets including body worn cameras to record, preserve and process suspected utterances and produce them in a court of law and make report to the Commission due to budget limitation, only 200 officer benefited from the monitoring gadgets.

The Commission further installed Digital Evidence Management System (DEMS) in 24 counties (Mombasa, Kwale, Kilifi, Tana River, Lamu, Taita Taveta, Lamu, Kirinyaga, Kiambu, Trans Nzoia, Uasin Gishu, Nakuru, Narok, Kajiado, bomet, Kakamega, Bung'oma, Busia, Siaya, Kisumu, Homa Bay, Migori, Kisii, Nyamira and Nairobi); to run body worn camera aspects that included transmission of the recorded footage to the Commission headquarters. With this system the DCI officers have the capacity to transit video footage to the Commission without having to physically travel to Nairobi to deliver the same. As result, politicians were deterred from spewing hate during public rallies thus relative tolerance among Kenyans that lead to peaceful elections.

d. Training of General Service Unit (GSU) officers on cohesion and integration

The Commission partnered with the GSU Training School to train senior officers on cohesion and integration to increase the officers understanding on ethnic diversity, discrimination and offences on hate speech and ethnic contempt. The training was conducted at GSU training school in Embakasi and reached 40 officers drawn from various formations of the GSU.

e. Vetting of Bulk Political Messages

2017 being an electioneering period, the Commission in partnership with Communications Authority of Kenya (CAK) monitored and vetted bulk political messages to ensure Mobile Network Operators (MNO) in the country were not used to disseminate messages

undermining ethnic and race relations. MNO are prohibited from disseminating bulk messages, which are inflammatory, inciting, hateful or otherwise in violation of the NCI Act, 2008 or any relevant law. Where MNOs are unable to ascertain through their internal vetting process whether the messages are inflammatory refer the content to NCIC for further vetting in line with the provisions of NCI Act, 2008.

As a result, the Commission received requests for vetting of 44 bulk political messages. Out of the 44, four messages were found to be in violation of the Guidelines for Political Messages and were rejected hence, forestalling any distribution of the hateful messages.

f. Promotion of Alternative Dispute Resolution (ADR) Mechanisms

The Commission has continued to employ ADR in the resolution of a number of complaints in line with its mandates as per section 61 (2) of the NCI Act. These ADR processes were undertaken on referral from court while on others, the parties approached the Commission. This period the Commission received five requests for conciliation which it successfully conciliated two matters, the other three are pending but at an advanced stage. The process has ensured amicable resolution of issues hence restoring the ruined relationship and as a result, the parties coexist harmoniously thereafter.

g. Complaints Processing and Processed by the Commission

The Commission is mandated to receive and investigate complaints of ethnic or racial discrimination, hate speech and ethnic contempt. A total of 136 cases were reported in the year under review between July 2017 and June 2018.

Table 1: Summary of complaints received and processed.

OFFENCE	PUI	PBC
HATE SPEECH	31	5
ETHNIC CONTEMPT	32	11
INCITEMENT TO VIOLENCE	56	7
DISCRIMINATION	14	
GRAND TOTAL	136	23

KEY:

1. PUI: Pending under investigations
2. PBC: Pending before court
3. DSCG: Discharge
4. CONV: Conviction

h. Public Interest Litigation

Nairobi High Court Petition No. 466 OF 2017 -National Cohesion and Integration Commission Vs Independent Electoral and Boundaries Commission (IEBC)

Following the publication of a Gazette Notice declaring nomination of various persons as members of county assemblies by the IEBC, NCIC received several complaints. These complaints were on allegations of ethnic discrimination in the nominations of the members by political party and violation of laws governing inclusivity and non-discrimination in the nominations of members in county assembly. The Commission has challenged the nominations of members in court and the matter is ongoing in court.

3.4. RESEARCH PROGRAMS STUDIES AND AUDITS THAT ADDRESS CONFLICTS AND INEQUALITIES USING EMPIRICAL AND SCIENTIFIC DATA

The National Cohesion and Integration Act, 2008 mandates the Commission to offer empirical information geared towards informing interventions and policy direction. In the year under review the Commission spearheaded quality research to enhance understanding of cohesion building.

a. Mid-Term Review of The Strategic Plan 2015-2020

In 2015, the Commission developed and launched its new Strategic Plan that outlined its strategic priorities for five years. During this period, NCIC reviewed the implementation of 2015 – 2020 Strategic Plan. The aim of the midterm review was to check progress, emerging issues emanating from changing social, economic and political context; and whether the Commission was on the right track. A technical team drawn from the various department of NCIC reviewed the document and shared the report to the Management and the Commissioners. The recommendations from this report have been used to inform programming and key policy changes to be implemented in the remaining two and a half years duration.

In addition to the Mid-term Review, the Commission reviewed its Research, Policy and Planning agenda and outlined the following as the key priority areas to be considered in the remaining strategic plan period`:



Mid-Term Review Meeting with key NCIC staff held from 25th – 26th January 2018 in Kajiado County

Consistent press briefing

Summon non-compliant institutions to appear before the Commission's committee and publicize the same

Seek to fulfill the requirements of ISO certification

Appoint a committee/tribunal within the Commission, charged with the mandate of hearing matters such as ethnic audits and other violations as per the NCI Act (Sec 31)

Develop guidelines or regulations following the Act

Strengthen/amend the NCI Act to make NCIC a Constitutional Commission

Take stock of previous reports including the TJRC report

Revive Commission awards to reward compliant institutions

Create a connection of researchers in Kenya, for purposes of networking – the Kenya Cohesion Research network

Organize a Biannual meeting with commissioners and staff

Develop a robust resource mobilization strategy for the Commission

Organize an annual capacity building for staff

Release the state of national address and point out its recommendations

Organize the National Cohesion Week

The policy options presented would assist in policy formulation and advocacy efforts by NCIC and other stakeholders. It is also a key tool for mobilizing funding and partnerships.

c. Enhancing Compliance of Ethnic Inclusion In Recruitment By Counties In Kenya

The Ethnic and Diversity Audit of Counties in Kenya, 2016 discovered that 32 of the 47 Counties contravened Section 65(e) of the County Government Act. The Act requires all county governments to fill at least 30 % of vacant posts at entry level with candidates who are not from the dominant ethnic community in the respective county. Beyond collecting and documenting these contraventions, the Commission organized a sensitization forum for county officials with the aim of disseminating the findings of the report on Ethnic and Diversity Audit of County Governments.

The forum held in Nyeri County targeted members of 14 County Public Service Boards. These are; Isiolo, Makeni, Kitui, Embu, Meru, Machakos, Tharaka Nithi, Nyeri, Kiambu, Kirinyaga, Murang'a, Marsabit, Nyandarua, and Nairobi Counties.



NCIC Commissioner, Dr. Roba Sharamo addressing participants during one of the forum on Ethnic Diversity findings. The Commission's Ethnic Audits findings established that 32 of the 47 counties contravened Section 65 (e) of the County Governments Act.

From this engagement, county officials were sensitized on the legal provisions and minimum guidelines for inclusive recruitment. In addition, the findings of the Ethnic and Diversity Audit of County Governments were disseminated. This has led to a reduction of marginalization in public employment at County level.

e. Study On The Impact Of Organized Gangs On Social Cohesion

Kenya's young democracy has been plagued by decades of organized political violence before, during, and after elections. The ethnicization of politics has further exacerbated the problem, with existing organized gangs forming along ethnic lines and claiming to safeguard the interests of their specific communities. The Commission conducted a study on the Impact Of Organized gangs and Social Cohesion, between November 2016 and June 2017. The report was launched in a breakfast meeting held at the Sarova Stanley Hotel on 28th of March 2018 where 200 people drawn from different sector attended. The Chief Administrative Secretary for Public Service, Youth and Gender Affairs, Mrs. Rachel Shebesh graced the meeting. She congratulated the Commission for bravery in unearthing the gang activities and assured her ministry support the Commission in moving the report recommendations forward.

The gang study established that organized gangs were increasing in number; 90% mobilized, financed and deployed by politicians; and that their activities significantly contribute to social disintegration. The Commission developed a policy brief based on the findings, highlighting different recommendations to different actors including the Government of Kenya. Some of the key measure to be undertaken to reduce proliferation of the gangs and their activities across the country include; strengthening community policing and Nyumba Kumi initiative through further facilitation and more coordinated support of the programme, institution of a social welfare scheme targeting jobless and underemployed youth to reduce propensity for instrumentalization of gang violence, establishment of mechanism for apportioning individuals responsibility of supporters and mobilizers of gangs for all the destruction undertaken by gangs under their instruction, security agencies to cleanup of small arms in circulation and review of the NCI Act 2008 to include NCIC as one of the public institution that vet and clear candidates vying for political offices among other key recommendations.

Gangs number 116, used by politicians, says NCIC

Gangs magnify the effect of violence to change voter preference leading to variance in electoral outcomes

JOSEPH NDUNDA
@Joseph_Ndunda

The number of organised criminal gangs has risen from 89 to 116 in one year and most are controlled by politicians and involved in intimidation and violence.

The findings are contained in a report by the National Cohesion and Integration Commission, It said most gangs are still operating and grooming offshoots.

The survey — only shared with top security agencies — said some new groups are reincarnations of previously banned gangs, including

exclusively by the Star.

The report on proliferation of criminal gangs said most of them took part in political violence in 15 counties. This was despite the Interior Ministry's ban in 2016 on about 89 groups. Some 140 gangs have been banned since 2002.

"There are new forms of gangs that push partisan agendas on social media such as the mysterious amorphous group The 36 Bloggers," the report says. The research was conducted between November 2016 and June 2017.

The report said politicians have been supporting criminal groups by facilitating economic opportunities for gang members. These include

allocating market stalls and giving them contracts — in exchange for unwavering support.

Police and junior government officers, including county askaris deployed for violent activities by governors, have also been implicated in support of criminal outfits. Women, children and people living with disability have also been incorporated into the groups.

The outlawed Muginki is said to have rebranded as the Sifau and Gaza gangs in Nairobi, the Kwekwe in Murang'a and Quails in Kiambu. Other banned operating gangs are the Chinkororo, Sungusungu, Taliban, Kosovo Boys and Kamjesh, the report says. It says part of SLDF

An article in one of Kenya's newspapers after the launch of 'The Impact Of Organized Gangs On Social Cohesion' report on 28th March 2018. The launch stirred debates between a politician and the media. This led to NCIC being in the news headlines.

f. Rapid Impact Assessment Of The Ethnic And Diversity Audits

One of the most significant policy shifts regarding equitable distribution of public resources in the last decade has been the move to introduce into law specific thresholds for the sharing of public employment. These include the stipulation of Section 7(2) of the National Cohesion and Integration Act No. 12 of 2008 that ‘No public establishment shall have more than one third of its staff from one ethnic group’; and the clear requirement by sec 65 of the County Government Act that the County Public Service Board shall ensure that at least 30% of the vacant positions in county employment are filled by persons from the non-dominant communities. One of the key policy initiatives, representative of this shift, is the decision to undertake ethnic and diversity audits of employment in all public institutions. This project has resulted in the publication of Ethnic and Diversity Audits of the Civil Service, the County Governments, Parastatals, Public Universities and Commissions. The Rapid Impact Assessment study piloted three counties i.e. Mombasa, Turkana and Kilifi and explored the process that led up to this policy initiative, its significance to contemporary employment relations within the public service and its impact in public employment within the various sectors of the public service. The study is still ongoing; the findings will be disseminated in the coming period.

g. Kibabii University Third International Conference

The Commission often seeks for partnerships that would create platforms, processes and initiatives for cohesion, integration and reconciliation among Kenyans. During this period, the Commission supported the third International Kibabii University Conference. The conference’s objective was to link academia and practitioners from Government, Industry, Civil Society and Development Partners to exchange ideas on applied research and practice. The Focus of the Conference was on the 17 Sustainable Development Goals and Kenya Vision 2030; underscoring the “Big 4” National Agenda. As a result, several papers were presented to enhance the delivery of the mentioned sustainable goals, Vision 2030 and Big Four agendas.



A group photo of participants at the Kibabii University conference that brought together various experts in the field of academia, CSOs, Government and Development Partners to share their experiences on applied research and practice.

3.5. A COMMISSION THAT IS VISIBLE, RESPONSIVE, ACTIVE, FUNCTIONAL AND EFFECTIVE IN DELIVERING ITS MANDATE

NCIC's efficiency and effectiveness depends on the quality of its employees. To enhance its capacity to deliver, the Commission focused increasing on capacity of its staff, providing beneficial environment, and providing policies, systems and structures that would promote efficiency and effectiveness. It is the policy of NCIC therefore to attract, recruit and retain qualified personnel in terms of academic and professional qualifications. During the period under review, the Commission prioritized and implemented the following in the promotion of organizational growth and development.

a. Signing of performance contracts

During the period under review. Forty (40) staff members set targets and were appraised as required in Performance management. Performance Management is key in achieving the Commission's mandate.

b. Training

Training and development is aimed at enabling employees acquire the skills, knowledge and attitudes required to enhance performance. In the period under review, the Commission sponsored several officers for various courses as detailed below:

Table 2: Staff Development training in 2017 - 2018

S/No.	Course Title	Training Institution	Officers Trained
1.	Project Management Programme	ESAMI, Mbabane, Swaziland	1
2.	7 th African RCE Conference	United Nations University Institute for the Advanced Study of Sustainability, Arusha	3
3.	Mediation, Conflict management, Trauma Healing and Cross Cultural Communication.	Institute for Peace & Dialogue, IPD, Switzerland	1
4.	Research methods, Survey Methodology and Data Management	Institute of Capacity Development, Windhoek, Namibia	1
5.	Leadership Good Governance and Financial Management in Public Sector Training	ESAMI, Mombasa, Kenya.	1
6.	Annual Forensic Conference	ICPAK, Mombasa	1
7.	Effective Office Management and Administration Program Module II	Kenya Institute of Management, Mombasa	3
8.	Qualitative Data and Analysis In-depth Research Services	In-depth Research Services, Kisumu, Kenya.	1
9.	Life Skills after driving.	Kenya Institute of Management, Naivasha	2
10.	Effective Office Administration Skills Course	Kenya School of Government	1
11.	Senior Management Course	Kenya School of Government	1
12.	Record Management	Kenya Institute of Management	1
13.	5 th Retreat of the Pan Africa Network of the Wise	African Centre For The Constructive Resolution Of Disputes, Uganda.	1
14.	Power shift, Media freedom and the Internet Symposium	Former Media and development, Berlin, Germany	1
15.	Activity Based Budgeting in the Public Sector	ESAMI, Arusha, Tanzania	1
16.	Fraud Prevention Forensic Audit & Investigation	Institute of Internal Auditors	1
17.	IT Audit: Fundamentals of IT Audit & Auditing Processes	Institute of Internal Auditors	1
18.	Fundamentals and Best Practices of Contemporary Project Management	Kenya Institute of Supplies Management	1
19.	Project Planning and Management	Kenya School of Government, Lower Kabete Campus	1
20.	Executive Drivers Training	Kenya Institute of Management, Mombasa	4
21.	Implementation of the Global Agenda 2030; Sustainable Development Goals	ESAMI, Arusha Tanzania	2
22.	26 th Annual Economic Symposium	ICPAK, Nairobi	1
23.	Leadership Challenge Course	ESAMI, Dubai	2
24.	Safety Excellence Programme for Drivers	Kenya Institute of Management, Mombasa	3
25.	Governance, Ethics and Anti-corruption	ESAMI, Arusha Tanzania	1
26.	Public Financial Management Conference	ICPAK, Mombasa	1
27.	PA's Master Class Certification Course	Kenya Institute of Management, Naivasha	2
28.	Personal Assistant Course	Kenya Institute of Management, Naivasha	1
29.	Strategic policy planning for the public service	ESAMI, Kampala Uganda.	2
30.	Conference on the role of professionals in leadership and Integrity	Association of Professionals Societies in East Africa (APSEA) & Ethics and Anti-corruption Commission (EACC)	6

c. Recruitment

To meet the human resource requirements of the Commission five officers were recruited during the period under review. A breakdown of the officers recruited is as tabulated below:

Table 3: Officers Recruited.

S/No	Designation	No. Of Officers Recruited
1.	Investigators (on Secondment from CID)	4
2.	Project Officer	1

d. Internships & Industrial Attachments

During the period under review, the Commission provided Internships and Industrial Attachments to 67 (Sixty Seven) youth. The Commission's internship program enables interns to gain valuable work experience and acquire employability skills.

e. Employee Work Life Balance

Employee work life balance is key in ensuring sustained performance. In an effort aimed at improving employee work life balance, the Commission introduced a lactation station during the period under review. Lactating mothers will therefore be able to use the lactation room during working hours for breastfeeding or expressing milk. As a result this will lead to work efficiency for the lactating staff thus enhanced productivity at work.

f. Commissioners and Staff Experiential Learning

Peace Building and Conflict Management in Uganda: In order to effectively deliver its mandate, the Commission participated in a study tour under the Conflict Early Warning and Early Response Unit (CEWERU). The aim of the tour was to understand the work of CEWERU Uganda and the social dynamics in the country.

The tour was aimed at: understanding the work of the Uganda CEWERU, the contribution of the Ministry/Department of Karamoja and its impact on conflict prevention, interacting with NGOs and agencies involved in peace building and drawing lessons on dealing with cattle rustling by Ugandan authorities.



NCIC Staff with the Uganda Electoral Commission and Uganda CEWERU Staff during the study tour in Uganda

g. Reflection Process of Developing a Social Cohesion and Reconciliation Index for South Sudan:

UNDP South Sudan invited the Commission to share its experience in developing and implementing a social cohesion index. A two days' forum held on 21st and 22nd February 2018 focused on the why and how of developing a Social Cohesion and Reconciliation (SCORE) for South Sudan. The stakeholder engagement brought together development partners such as UNMIS and AU, Government agencies such as the Peace Commission and civil society organizations among others.

Based on its experience of developing a social cohesion Index, the Commission shared about the essence of a social cohesion index, what SCORE should seek to achieve, the methodology and steps in computing social cohesion index as well as the need for sub-indices. The presentation only formed the basis for discussions and the South Sudanese participants tried to apply the Kenyan experience into their own context.

Key issues that emerged included: that the UNDP South Sudan can identify a Government agency to undertake a cohesion index; that the timing of the index must be carefully selected since conflict mars the perception of people and reduces the security of the researchers; that South Sudan may rely more on primary data since there may not be secondary disaggregated data about the regions in South Sudan.

i. Study Tour to Malaysia

The main purpose of the study visit to Malaysia was to learn and share experiences with governmental and non-governmental institutions in Malaysia. The team also learned about existing impediments against national unity in Malaysia and the strategies used to address disintegration. During visit, the delegation held meetings with the officials from the following institutions: Universiti Kebangsaan Malaysia (UKM), Institute Kajian Malaysia dan Antarabangsa (IKMAS); the Human Rights Commission of Malaysia (SUHAKAM); Amnesty International Malaysia; Women's Aid Organization and Pusat Komnas - an organisation who work on national unity

As a result, the Commission initiated and strengthened relationships and reinforced partnerships between organizations with likeminded organizations in Uganda, South Sudan and Malaysia. The country relations through their diplomatic representatives were also improved. Study tours helped NCIC to realize the challenges and appreciate success stories from other countries, which in turn enables it to develop strategies that can help overcome its pressing setbacks.

SECTION FOUR: CHALLENGES, LESSONS LEARNT AND RECOMMENDATIONS

Despite the realization of major milestones, the Commission experienced some key challenges that affected the execution of its mandate. However, there were lessons learnt and recommendations made during the implementation of the various NCIC programs in an effort to improve the overall performance of the Commission. The challenges experienced, lessons learnt and recommendations made during the year under review are outlined below:

4.1. Challenges

- The misconception by the public on what hate speech is and what it is not is still a major concern. Despite the increased awareness on it and publicity by the Commission to define hate speech, much has not changed.
- The slow judicial process in the prosecution of hate speech and racial contempt cases has reduced public trust on the ability of the Commission to deliver its mandate. The commission has also been faced with the challenge of unwillingness of some witnesses to testify or to provide the needed documents that would enable prosecution.
- Stiff competition for positions in devolved units resulted in heightened political polarization across many counties.
- The proposed amendments to the NCI Act, 2008 that are yet to be passed by Parliament despite several lobbying efforts carried out by the Commission.
- The Commission receives limited funding that inhibits the attainment of its full potential for program intervention.
- There is still overwhelming demand for sensitization, training and outreach program on cohesion and integration from institutions and the public. The current resources and staffing cannot march the demand.
- The offences of hate speech and ethnic contempt are now being propagated in cyber space and especially on social media platforms. Individuals use pseudonyms as well as propagate the offense outside the Kenyan jurisdiction challenging the investigation and prosecution of the offense.
- There has been a big challenge in social media monitoring and investigation process. The problem has manifested itself in fake accounts, deleted posts as well as timely capturing of data/information.
- Further, after the downsizing of the department's staff previously assisting on social media monitoring, due to reduction of donor funds, has led to an increased overload on the few remaining officers. However, we have been able to achieve the required work of monitoring and investigation.

4.2. Lessons Learnt

- The Commission has exploited strategic partnerships and networks whose synergy helps generate technical and financial resources. There is need to build more sustainable linkages and synergy between the National and County level actors in the peace building sector to facilitate a coordinated approach in reaching out to institutions and the public.
- Peace and reconciliation processes are not isolated events but rather continuous processes requiring persistent engagement with stakeholders that call for adequate human and financial resources.

4.3. Recommendations

- The Commission to advocate for more funds from government that would facilitate the execution of its mandate and support elections related activities. Besides, the resources from the Government, additional funding from other sources like development partners and donors to be explored.

- There is need for the legislators to pass the amendments to the NCI Act that has been pending for over four years. This will enhance the effectiveness of the Commission.
- Subject to availability of funds, there is need to strengthen the Commission's human resource capacity, devolve its services to the regions, upgrade its physical facilities as well as its communication and knowledge management.
- There is still room for more collaboration with the Judiciary to implement use of alternative dispute resolution mechanisms (ADRM).
- Representation of the diverse Kenyan communities in employment within the public service is an obligation reiterated in much legislation. The Commission should therefore continue to engage with counties and other public institutions to enhance compliance with this legislation.



National Cohesion and Integration Commission

**FINANCIAL STATEMENT FOR THE YEAR
ENDED 30TH JUNE, 2018**

Prepared in accordance with the Accrual Basis of Accounting Method under the
International Public Sector Accounting Standards (IPSAS)

REPUBLIC OF KENYA



OFFICE OF THE AUDITOR-GENERAL

REPORT

OF

THE AUDITOR-GENERAL

ON

**THE FINANCIAL STATEMENTS OF
NATIONAL COHESION AND
INTEGRATION
COMMISSION**

**FOR THE YEAR ENDED
30 JUNE 2018**

5.1. REPORT OF THE COMMISSIONERS

The Commissioners submit their report together with the audited financial statements for the year ended June 30, 2018 that shows the state of the Commission's affairs.

Principal activities

The principal activities of the Commission are to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof.

Results

The results of the Commission for the year ended June 30, 2018 are set out on page 1

Commissioners

The Commissioners who served during the year are shown on page iv to xii

Auditors

The Auditor General is responsible for the statutory audit of the Commission in accordance with the Section 68 of the Public Finance Management (PFM) Act, 2013, which empowers the Auditor General to nominate other auditors to carry out the audit on his behalf.

By Order of the Commission



Hassan Sheikh Mohamed, OGW
COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER

5.2. STATEMENT OF COMMISSIONERS' RESPONSIBILITIES

Section 81 of the Public Finance Management Act, 2015 and section 14 of the State Corporations Act, require the Commissioners to prepare financial statements in respect of that Commission, which give a true and fair view of the state of affairs of the Commission at the end of the financial year/period and the operating results of the Commission for that year/period. The Commissioners are also required to ensure that the Commission keeps proper accounting records, which disclose with reasonable accuracy the financial position of the Commission. The Commissioners are also responsible for safeguarding the assets of the Commission.

The Commissioners are responsible for the preparation and presentation of the Commission's financial statements, which give a true and fair view of the state of affairs of the Commission for and as at the end of the financial year (period) ended on June 30, 2018. This responsibility includes: (i) maintaining adequate financial management arrangements and ensuring that these continue to be effective throughout the reporting period; (ii) maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Commission; (iii) designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements, and ensuring that they are free from material misstatements, whether due to error or fraud; (iv) safeguarding the assets of the Commission; (v) selecting and applying appropriate accounting policies; and (vi) making accounting estimates that are reasonable in the circumstances.

The Commissioners accept responsibility for the Commission's financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgments and estimates, in conformity with International Financial Reporting Standards (IFRS), and in the manner required by the PFM Act and the State Corporations Act. The Commissioners are of the opinion that the Commission's financial statements give a true and fair view of the state of Commission's transactions during the financial year ended June 30, 2018, and of the Commission's financial position as at that date. The Commissioners further confirm the completeness of the accounting records maintained for the Commission, which have been relied upon in the preparation of the Commission's financial statements as well as the adequacy of the systems of internal financial control.

Nothing has come to the attention of the Commissioners to indicate that the Commission will not remain a going concern for at least the next twelve months from the date of this statement.

Approval of the financial statements

The Commission's financial statements were approved by the Commission on 27 / 09 / 2018 and signed on its behalf by:

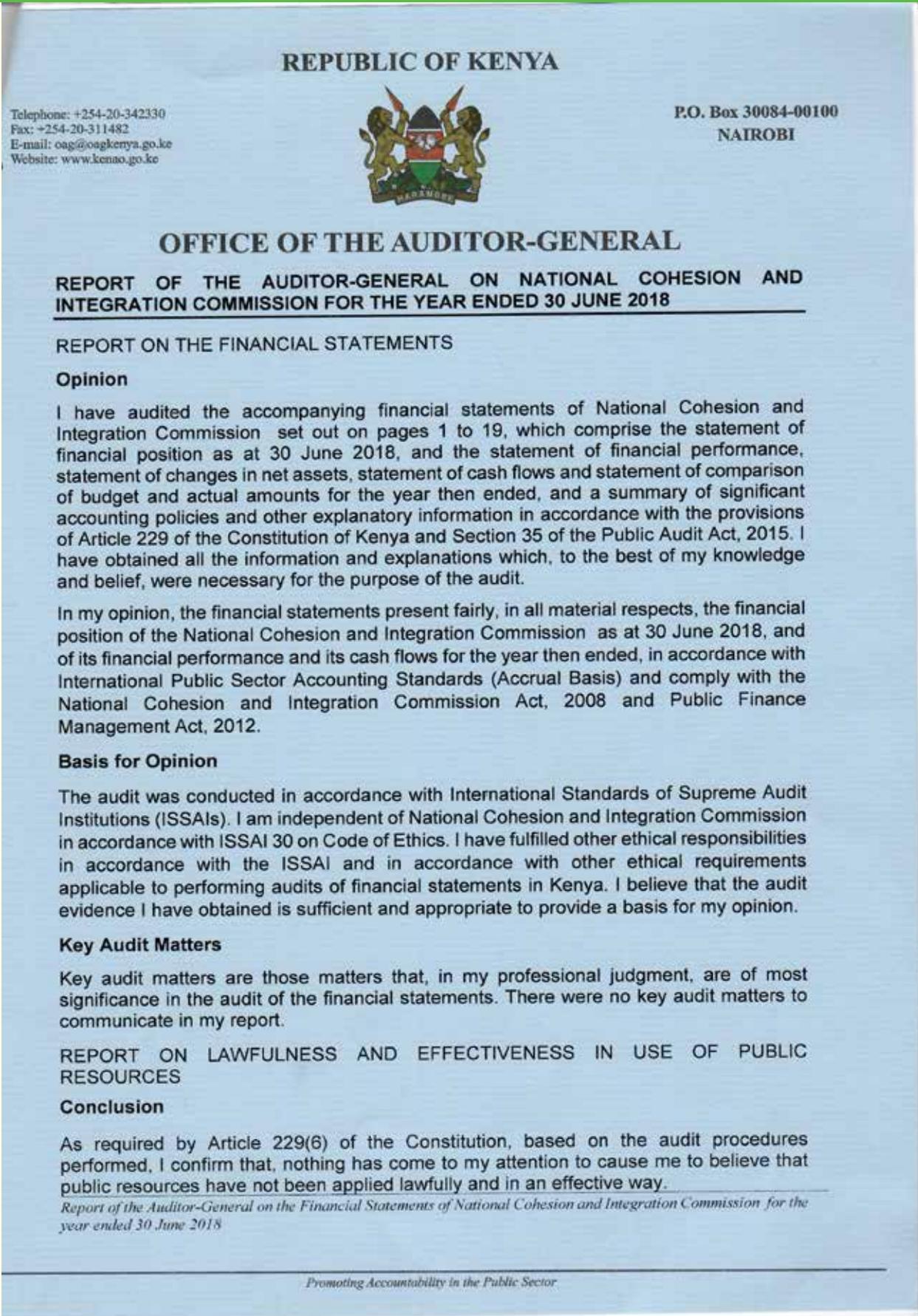


Hon. Francis Ole Kaparo, EGH, SS
COMMISSION CHAIRMAN



Hassan Sheikh Mohamed, OGW
SECRETARY/CHIEF EXECUTIVE OFFICER

5.3 REPORT OF THE AUDITOR-GENERAL ON THE NATIONAL COHESION AND INTERGRATION COMMISSION



Basis for Conclusion

The audit was conducted in accordance with ISSAI 4000. The standard requires that I comply with ethical requirements and plan and perform the audit to obtain assurance about whether the activities, financial transactions and information reflected in the financial statements are in compliance, in all material respects, with the authorities that govern them. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

REPORT ON EFFECTIVENESS OF INTERNAL CONTROLS, RISK MANAGEMENT AND GOVERNANCE

Conclusion

As required by Section 7 (1) (a) of the Public Audit Act, 2015, based on the audit procedures performed, I confirm that, nothing has come to my attention to cause me to believe that internal controls, risk management and governance were not effective.

Basis for Conclusion

The audit was conducted in accordance with ISSAI 1315 and ISSAI 1330. The standards require that I plan and perform the audit to obtain assurance about whether effective processes and systems of internal control, risk management and governance were operating effectively, in all material respects. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Public Sector Accounting Standards (Accrual Basis) and for maintaining effective internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error and for its assessment of the effectiveness of internal control, risk management and governance.

In preparing the financial statements, management is responsible for assessing the Commission's ability to sustain services, disclosing, as applicable, matters related to sustainability of services and using the going concern basis of accounting unless the management either intends to cease operations, or have no realistic alternative but to do so.

Management is also responsible for the submission of the financial statements to the Auditor-General in accordance with the provisions of Section 47 of the Public Audit Act, 2015.

In addition to the responsibility for the preparation and presentation of the financial statements described above, management is also responsible for ensuring that the activities, financial transactions and information reflected in the financial statements are

in compliance with the authorities which govern them, and that public resources are applied in an effective way.

Those charged with governance are responsible for overseeing the financial reporting process, reviewing the effectiveness of how the entity monitors compliance with relevant legislative and regulatory requirements, ensuring that effective processes and systems are in place to address key roles and responsibilities in relation to governance and risk management, and ensuring the adequacy and effectiveness of the control environment.

Auditor-General's Responsibilities for the Audit

The audit objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion in accordance with the provisions of Section 48 of the Public Audit Act, 2015 and submit the audit report in compliance with Article 229(7) of the Constitution. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement and weakness when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

In addition to the audit of the financial statements, a compliance audit is planned and performed to express a conclusion about whether, in all material respects, the activities, financial transactions and information reflected in the financial statements are in compliance with the authorities that govern them and that public resources are applied in an effective way, in accordance with the provisions of Article 229(6) of the Constitution and submit the audit report in compliance with Article 229(7) of the Constitution.

Further, in planning and performing the audit of the financial statements and audit of compliance, I consider internal control in order to give an assurance on the effectiveness of internal controls, risk management and governance processes and systems in accordance with the provisions of Section 7 (1) (a) of the Public Audit Act, 2015 and submit the audit report in compliance with Article 229(7) of the Constitution. My consideration of the internal control would not necessarily disclose all matters in the internal control that might be material weaknesses under the ISSAIs. A material weakness is a condition in which the design or operation of one or more of the internal control components does not reduce to a relatively low level the risk that misstatements caused by error or fraud in amounts that would be material in relation to the financial statements being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions.

Because of its inherent limitations, internal control may not prevent or detect misstatements and instances of non-compliance. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies and procedures may deteriorate.

As part of an audit conducted in accordance with ISSAIs, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to sustain its services. If I conclude that a material uncertainty exists, I am required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my audit report. However, future events or conditions may cause the Commission to cease sustaining its services.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information and business activities of the Commission to express an opinion on the financial statements.
- Perform such other procedures as I consider necessary in the circumstances.

I communicate with the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that are identified during the audit.

I also provide management with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.



FCPA Edward R. O. Ouko, CBS
AUDITOR-GENERAL

Nairobi

22 January 2019

Report of the Auditor-General on the Financial Statements of National Cohesion and Integration Commission for the year ended 30 June 2018

5.4 STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30TH JUNE 2018

	Notes	2017-2018	2016-2017
		Kshs	Kshs
Public contributions and donations	5	37,914,700	48,836,676
Transfers from other governments – gifts and services-in-kind	6	410,000,000	610,000,000
		447,914,700	658,836,676
Revenue from exchange transactions			
Total revenue		447,914,700	658,836,6376
Expenses			
Employee costs	8	192,112,057	167,082,272
Depreciation and amortization expense	9	27,170,196	34,180,435
Repairs and maintenance	10	14,175,372	14,171,518
General expenses	11	314,526,338	310,012,756
Total expenses		547,983,963	525,446,981
Other gains/(losses)			
Gain on sale of assets	12	(34,125)	(127,137)
Surplus/(deficit) for the period		(100,103,388)	133,152,558

The notes set out on pages 6 to 19 form an integral part of these Financial Statements.

5.5 STATEMENT OF FINANCIAL POSITION AS AT 30TH JUNE 2018

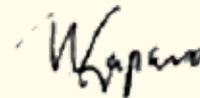
	Notes	2017-2018	2016-2017
		Kshs	Kshs
Assets			
Current assets			
Cash and cash equivalents	13	34,224,530	123,798,261
Receivables from non-exchange transactions	14	20,415,952	16,409,707
		54,640,481	140,207,968
Non-current assets			
Property, plant and equipment	15	98,876,251	119,711,619
Intangible assets	16	310,914	466,138
		99,187,165	120,177,757
Total assets		153,827,646	260,385,726
Liabilities			
Current liabilities			
Trade and other payables from exchange transactions	17	1,326,825	7,781,516
		1,326,825	7,781,516
Non-current liabilities			
		-	-
		-	-
Total liabilities		1,326,825	7,781,516
Net assets		152,500,821	252,604,210
Accumulated surplus		143,653,821	243,757,209
Capital Fund		8,847,000	8,847,000
Total net assets and liabilities		152,500,821	252,604,209

The Financial Statements set out on pages 1 to 19 were signed on behalf of the Commissioners on 27/09/ 2018 by:



Hassan S. Mohamed, OGW

Commission Secretary/Chief Executive Officer



Hon. Francis Ole Kaparo EGH, SS

Commission Chairman



For: Dr. Benjamin M. Kituku

Director Finance, HR & Administration

ICPAK Member Number 3145

5.6 STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 30 JUNE 2018

	Retained earnings	Capital/ Development Grants/ Fund	Total
At July 1, 2016	8,847,000	110,604,651	119,451,651
Total comprehensive surplus for the period	-	133,152,558	133,152,558
At June 30, 2017	8,847,000	243,757,209	252,604,209
At July 1, 2017	8,847,000	243,757,209	252,604,209
Total comprehensive surplus for the period	-	(100,103,388)	(100,103,388)
At June 30, 2018	8,847,000	143,653,821	152,500,821

5.7 STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018

	2017-2018	2016-2017
	Kshs	Kshs
Cash flows from operating activities		
Surplus for the Period	(100,103,388)	133,152,558
Adjustments for		
Depreciation	27,170,196	34,180,435
Loss on disposal	34,125	237,137
Operating surplus before working capital changes	(72,899,067)	167,570,130
Increase in trade and other receivables	(4,006,245)	(8,581,468)
Decrease in trade and other payables	(6,454,691)	(2,202,315)
Net cash flows from operating activities	(83,360,003)	156,786,348
Cash flows from investing activities		
Purchase of property, plant, equipment and intangible assets	(6,211,728)	(34,132,038)
Proceeds from sale of property, plant and	-	109,950
Net cash flows used in investing activities	(6,211,728)	(34,022,088)
Net increase/(decrease) in cash and cash equivalents		
	(89,571,731)	122,764,261
Cash and cash equivalents at 1 July 2017	123,797,262	1,033,001
Cash and cash equivalents at 30 June 2018	34,225,531	123,797,262

5.8 STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2018

	Original budget	Adjustments	Final budget	Actual on comparable basis	Performance difference
	2017-2018	2017-2018	2017-2018	2017-2018	2017-2018
Revenue	Kshs	Kshs	Kshs	Kshs	Kshs
Public contributions and donations	33,099,020	4,815,680	37,914,700	37,914,700	-
Government grants and subsidies	618,000,000	(208,000,000)	410,000,000	410,000,000	-
Total income	651,099,020	(203,184,320)	447,914,700	447,914,700	-
Expenses					
Compensation of employees	194,099,020	(24,299,020)	169,800,000	192,112,057	(13,14)
Rent paid	30,000,000	(1,500,000)	28,500,000	27,893,132	2.13
Repairs and Maintenance	15,000,000	(2,000,000)	13,000,000	14,175,372	(9.04)
Other expenses	412,000,000	(175,385,300)	236,614,700	313,803,402	(32.62)
Total expenditure	651,099,020	(203,184,320)	447,914,700	547,983,963	
Loss on disposal of assets	-	-	-	(34,125)	
Surplus for the period	-	-	-	(100,103,388)	

Budget notes

1. Compensation of employees includes salaries to Cohesion monitors, who had been contracted by the Commission across the 47 counties to assist with pre and post-election monitoring activities and had been catered for by unutilized election funds for the year ending 30th June 2017.
2. Other expenses include both operational and programme activities which were partly catered for by the unutilised election funds for the year ending 30th June 2017.
3. The difference between the original budget and the final budget was due to budgetary ceilings set by the National Treasury.

5.9 NOTES TO THE FINANCIAL STATEMENTS

1. GENERAL INFORMATION

The Commission is a statutory body established under the National Cohesion and Integration Act (Act No. 12 of 2008). The Commission is an independent Commission and is domiciled in Kenya. The principal activities of the Commission are to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof.

2. STATEMENT OF COMPLIANCE AND BASIS OF PREPARATION

The Commission's financial statements have been prepared in accordance with and comply with International Public Sector Accounting Standards (IPSAS). The financial statements are presented in Kenya shillings, which is the functional and reporting currency of the entity.

The financial statements have been prepared on the basis of historical cost, unless stated otherwise. The cash flow statement is prepared using the indirect method.

The financial statements are prepared on accrual basis.

The financial statements have been prepared in accordance with the PFM Act, the National Cohesion and Integration Act (Act No. 12 of 2008) and International Public Sector Accounting Standards (IPSAS). The accounting policies adopted have been consistently applied to all the years presented.

3. ADOPTION OF NEW AND REVISED STANDARDS

The Commission did not adopt any new or amended standards in year 2018.

4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Revenue recognition

i. Revenue from non-exchange transactions

Transfers from other government entities

Revenues from non-exchange transactions with other government entities are measured at fair value and recognized on obtaining control of the asset (cash, goods, services and property) if the transfer is free from conditions and it is probable that the economic benefits or service potential related to the asset will flow to the entity and can be measured reliably.

b) Budget information

The original budget for FY 2016-2017 was approved by the National Assembly on May 2017. Subsequent revisions or additional appropriations were made to the approved budget in accordance with specific approvals from the appropriate authorities.

The entity's budget is prepared on a different basis to the actual income and expenditure disclosed in the financial statements. The financial statements are prepared on accrual basis using a classification based on the nature of expenses in the statement of financial performance, whereas the budget is prepared on a cash basis. The amounts in the financial statements were recast from the accrual basis to the cash basis and reclassified by presentation to be on the same basis as the approved budget. A comparison of budget and actual amounts, prepared on a comparable basis to the approved budget, is then presented in the statement of comparison of budget and actual amounts.

In addition to the Basis difference, adjustments to amounts in the financial statements are also made for differences in the formats and classification schemes adopted for the presentation of the financial statements and the approved budget.

A statement to reconcile the actual amounts on a comparable basis included in the statement of comparison of budget and actual

amounts and the actuals as per the statement of financial performance has been presented under section 5 of these financial statements.

c) Property, plant and equipment

All property, plant and equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the items. When significant parts of property, plant and equipment are required to be replaced at intervals, the entity recognizes such parts as individual assets with specific useful lives and depreciates them accordingly. Likewise, when a major inspection is performed, its cost is recognized in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognized in surplus or deficit as incurred. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration the asset is initially measured at its fair value.

Full year depreciation is charged in the year of purchase and none in the year of disposal. Depreciation is calculated using the reducing balance method to write down the cost of each asset to its residual value over its estimated useful life using the following annual rates.

	Rate - %
Motor vehicles	25
Furniture & Fittings	12.5
Computers, copiers & faxes	33.3

d) Intangible assets

Intangible assets acquired separately are initially recognized at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial recognition, intangible assets are carried at cost less any accumulated amortization and accumulated impairment losses. Internally generated intangible assets, excluding capitalized development costs, are not capitalized and expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred. . Depreciation is calculated using the reducing balance method to write down the cost of each asset to its residual value over its estimated useful life at an annual rate of 33.3%. The useful life of the intangible assets is assessed as either finite or indefinite.

e) Inventories

The Commission's stock is in the form of low cost consumables, which were expensed at the point of purchase, hence there is no reflection of closing inventory in the financial statements.

f) Inventories

The Commission's stock is in the form of low cost consumables, which are recognized as an expense when deployed for utilization or consumption in the ordinary course of operations.

g) Changes in accounting policies and estimates

The Commission recognizes the effects of changes in accounting policy prospectively especially if retrospective application is impractical.

h) Employee benefits Retirement benefit plans

The Commission provides retirement benefits for its employees. Defined contribution plans are post-employment benefit plans under which an entity pays fixed contributions into a separate entity (a fund), and will have no legal or constructive obligation to

pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The contributions to fund obligations for the payment of retirement benefits are charged against income in the year in which they become payable.

The NCIC Staff Pension Scheme was established under irrevocable trust. It commenced on 1 July 2012 and is governed by Trust Deed and Rules. Employees who are the members contribute to the scheme at the rate of 5% of their basic salary while the employer, also Founder, contributes at the rate of 10% of the Member's basic salary. In addition, members are allowed to make additional voluntary contributions.

i) Related parties

The Commission regards a related party as a person or entity with the ability to exert control individually or jointly, or to exercise significant influence over the Commission's operating and financial decisions. The Commissioners and key management are considered as the Commission's related parties. The Commission has 8 full time commissioners and 3 ex-officio members being the chairpersons of the Commission for Administration of Justice (CAJ), National Gender and Equality Commission (NGEC) and the Kenya National Commission on Human Rights (KNCHR). The Commissioners are charged with policy formulation and direction while the key management led by the Commission secretary (who is the CEO) are charged with the implementation and day-to-day running of the Commission.

j) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and cash at bank, short-term deposits on call and highly liquid investments with an original maturity of three months or less, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value. Bank account balances include amounts held at the various commercial banks at the end of the financial year. For the purposes of these financial statements, cash and cash equivalents also include short-term cash imprests and advances to authorized public officers and/or institutions which were not surrendered or accounted for at the end of the financial year.

k) Comparative figures

Where necessary comparative figures for the previous financial year have been amended or reconfigured to conform to the required changes in presentation.

l) Subsequent events

There have been no events subsequent to the financial year-end with a significant impact on the financial statements for the year ended June 30, 2018.

5. PUBLIC CONTRIBUTIONS AND DONATIONS

Description	2017-2018	2016-2017
	KShs	KShs
UNDP	37,914,700	27,553,600
UN-Women	-	12,434,436
OSIEA	-	8,848,640
Total transfers and sponsorships	37,914,700	48,836,676

The Commission is an implementing partner for the above donors and received the funds to undertake programmes through approved work plans for the year.

6 TRANSFERS FROM OTHER GOVERNMENTS

Description	2017-2018	2016-2017
	KShs	KShs
Unconditional grants		
Operational grant	410,000,000	610,000,000
Total government grants and subsidies	410,000,000	610,000,000

7 TRANSFERS FROM MINISTRIES, DEPARTMENTS AND AGENCIES

Name of the Entity sending the grant	Amount recognized to Statement of Comprehensive Income	Amount deferred under deferred income	Amount recognised in capital fund.	Total grant income during the year	2016-2017
	KShs	KShs			
			KShs	KShs	KShs
Ministry of Interior and Coordination of National Government	410,0000	-	-	410,0000	610,000,000
Total	410,0000	-	-	410,0000	610,000,000

8. EMPLOYEE COSTS

	2017-2018	2016-2017
	KShs	KShs
Salaries and wages	181,571,207	160,057,472
Employee related costs - contributions to pensions and medical aids	10,540,850	7,024,800
Employee costs	192,112,057	167,082,272

9. DEPRECIATION AND AMORTIZATION EXPENSE

Description	2017-2018	2016-2017
	KShs	KShs
Property, plant and equipment	27,014,972	33,947,716
Intangible assets	155,224	232,719
Total depreciation and amortization	27,170,196	34,180,435

10. REPAIRS AND MAINTENANCE

Description	2017-2018	2016-2017
	KShs	KShs
Vehicles	11,877,492	12,368,093
Other	2,297,880	1,803,425
Total repairs and maintenance	14,175,372	14,171,518

11 GENERAL EXPENSES

Description	2017-2018	2016-2017
	KShs	KShs
Advertising	32,640,377	39,957,711
Audit fees	1,044,000	1,044,000
Bank charges	835,054	243,786
Hospitality & Conferences	21,681,871	29,140,380
Confidential expenditure	381,100	590,000
Contracted guards and cleaning services	2,788,800	2,565,400
Contracted professional services	6,534,862	4,254,383
Domestic travel and subsistence	121,988,264	130,801,057
Electricity	896,269	502,410
Foreign travel and subsistence	27,031,467	16,293,949
Fuel and oil	11,671,436	10,323,555
Hire charges	5,246,025	3,369,440
Insurance	13,171,450	14,965,925
Internet connectivity	1,264,494	1,601,698
Membership fees, dues, subscriptions	1,052,400	764,280
Parking charges	12,730	90,050
Postage	428,000	378,754
Printing and stationery	19,284,477	10,284,680
Project sponsorships	6,335,401	6,051,260
Rental	27,893,132	25,131,423
Specialized material and supplies	224,030	5,134,900
Telecommunication	2,960,012	1,919,194
Training	9,160,688	4,604,520
Total general expenses	314,526,338	310,012,756

12. GAIN ON SALE OF ASSETS

Description	2017-2018	2016-2017
	KShs	KShs
Cost of assets	115,000	1,851,180
Net book value	34,125	347,087
Proceeds from sale	-	109,950
Total gain on sale of assets	(34,125)	(237,137)

13 CASH AND CASH EQUIVALENTS

Description	2017-2018	2016-2017
	KShs	KShs
Current account	33,940,909	123,798,261
Cash in hand	283,621	-
Total cash and cash equivalents	34,224,530	123,798,261

13a DETAILED ANALYSIS OF THE CASH AND CASH EQUIVALENTS

		2017-2018	2016-2017
Financial institution	Account number	KShs	KShs
a) Current account			
Kenya Commercial bank	11189199238	33,863,163	120,935,943
National Bank of Kenya	0102815036400	3,174	215,549
Standard Chartered Bank	01020060864600	74,572	2,646,769
Sub- total		33,940,909	123,798,261
b) Others(specify)			
cash in hand		283,621	-
Sub- total		283,621	-
Grand total		34,224,530	123,798,261

14 RECEIVABLES FROM NON-EXCHANGE CONTRACTS

Description	2017-2018	2016-2017
	KShs	KShs
Current receivables		
Imprest		
GOK	2,350,965	2,773,300
SIDA	6,528,332	4,178,132

UWIANO	-	-
Commissioners Advances	377,264	2,205,801
Total imprest	9,256,561	9,157,233
Staff advances	1,177,417	670,352
Grants receivable	-	-
Bank Guarantee	1,700,000	1,700,000
Prepayments	8,281,974	4,882,122
Total current receivables	20,415,952	16,409,707

15 PROPERTY, PLANT AND EQUIPMENT

	Motor vehicles	Furniture and fittings	Computers	Total
Cost	Shs	Shs	Shs	Shs
At 1 July 2016	160,322,940	80,943,149	22,177,192	263,443,281
Additions	-	9,301,522	24,555,516	33,557,038
Disposals	-	(386,180)	(1,465,000)	(1,851,180)
At 30th June 2017	160,322,940	89,858,491	44,967,708	295,148,139
Additions	-	2,573,750	3,637,978	6,211,728
Disposals	-	-	(115,000)	(115,000)
At 30th June 2018	160,322,940	92,432,241	48,490,686	301,244,867
Depreciation and impairment				
At 1 July 2016	93,130,115	34,087,435	15,775,347	142,992,897
Depreciation	16,797,706	6,997,398	10,151,612	33,946,716
Disposal	-	(209,130)	(1,294,963)	(1,504,093)
At 30 June 2017	109,927,821	40,874,702	24,631,996	175,434,519
Depreciation	12,598,530	6,444,567	7,971,875	27,014,972
Disposals	-	-	(80,875)	(80,875)
At 30th June 2018	122,526,351	47,319,269	32,522,995	202,368,615
Net book values				
At 30th June 2018	37,796,589	45,112,972	15,967,690	98,877,251
At 30th June 2017	50,394,119	48,982,789	20,335,712	119,712,620

16 INTANGIBLE ASSETS-SOFTWARE

Description	2017-2018	2016-2017
	KShs	KShs
Cost		
At beginning of the year	853,400	278,400
Additions	-	575,000
At end of the year	853,400	853,400
Amortization and impairment		

At beginning of the year	387,262	154,543
Amortization	155,224	232,719
At end of the year	542,486	387,262
NBV	310,914	466,138

17 TRADE AND OTHER PAYABLES FROM EXCHANGE TRANSACTIONS

Description	2017-2018	2016-2017
	KShs	KShs
KENAO	1,044,000.00	1,044,000
VAT withheld	282,825.00	1,529,330
Withholding Tax	-	366,441
PAYE	-	-
Other payables	-	4,841,745
Total trade and other payables	1,326,825	7,781,516

18 RELATED PARTY BALANCES

Nature of related party relationships

The Commission regards a related party as a person or entity with the ability to exert control individually or jointly, or to exercise significant influence over the Commission's operating and financial decisions. The Commissioners and key management are considered as the Commission's related parties. The Commission has seven full time Commissioners and three ex-officio members being the chairpersons of the Commission for Administration of Justice (CAJ), National Gender and Equality Commission (NGEC) and the Kenya National Commission on Human Rights (KNCHR). The Commissioners are charged with policy formulation and direction while the key management led by the Commission secretary (who is the CEO) are charged with the implementation and day-to-day running of the Commission.

The Commission is in summary is related to

- i) The National Government;
- ii) The Parent Ministry;
- iii) Commissioners;
- iv) Ex-officio members;
- v) Key management.

18a. RELATED PARTY BALANCE

	2018	2017
	Kshs	Kshs
Transactions with related parties		
a) Key management compensation		
Compensation to key management	28,068,000	31,440,000
Total	28,068,000	31,440,000

18b. EVENTS AFTER THE REPORTING PERIOD

There were no material adjusting and non- adjusting events after the reporting period.

19. ULTIMATE AND HOLDING ENTITY

The National Cohesion and Integration Commission is a statutory body established by the National Cohesion and Integration Act (NCI Act) NO 12 of 2008 under the Ministry of Interior and Coordination of National Government.

20. CURRENCY

The financial statements are presented in Kenya Shillings (Kshs).

APPENDIX 1: PROGRESS ON FOLLOW UP OF AUDITOR RECOMMENDATIONS

The following is the summary of issues raised by the external auditor, and management comments that were provided to the auditor. We have nominated focal persons to resolve the various issues as shown below with the associated time frame within which we expect the issues to be resolved.

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Focal Point person to resolve the issue (Name and designation)	Status: (Resolved / Not Resolved)	Timeframe: (Put a date when you expect the issue to be resolved)

Guidance Notes:

- (i) Use the same reference numbers as contained in the external audit report;
- (ii) Obtain the “Issue/Observation” and “management comments”, required above, from final external audit report that is signed by Management;
- (iii) Before approving the report, discuss the timeframe with the appointed Focal Point persons within your entity responsible for implementation of each issue;
- (iv) Indicate the status of “Resolved” or “Not Resolved” by the date of submitting this report to National Treasury.

Commission Secretary/CEO



Date..27/09/2018

APPENDIX II: PROJECTS IMPLEMENTED BY THE ENTITY

Projects

Projects implemented by the Commission Funded by development partners

Project title	Project Number	Donor	Period/ duration	Donor commitment	Separate donor reporting required as per the donor agreement (Yes/No)	Consolidated in these financial statements (Yes/No)
Deepening the Foundations of Peace & Community Security in Kenya	7KEN14710	UNDP	2014-2018	99,565,682	Yes	Yes

Status of Projects completion

	Project	Total project Cost	Total expended to date	Completion % to date	Budget	Actual	Sources of funds
1	Deepening the Foundations of Peace & Community Security in Kenya	99,565,682	73,237,987	73%	99,565,682	73,237,987	UNDP

APPENDIX III: INTER-ENTITY TRANSFERS

ENTITY NAME:		NATIONAL COHESION AND INTEGRATION COMMISSION		
Break down of Transfers from the Ministry of Interior and Coordination of National Government.				
FY 17/18				
a.	Total Grants			
		<u>Bank Statement Date</u>	<u>Amount (KShs)</u>	<u>Indicate the FY to which the amounts relate</u>
		8/1/2017	102,500,000	2017/2018
		10/16/2017	102,500,000	2017/2018
		2/1/2018	102,500,000	2017/2018
		4/18/2018	102,500,000	2017/2018
		Total	410,000,000	
b.	Donor Receipts			
		<u>Bank Statement Date</u>	<u>Amount (Kshs)</u>	<u>Indicate the FY to which the amounts relate</u>
		8/31/2017	11,448,100	2017/2018
		11/2/2017	7,453,150	2017/2018
		3/26/2018	1,850,000	2017/2018
		4/13/2018	17,163,450	2017/2018
		Total	37,914,700	

The above amounts have been communicated to and reconciled with the parent Ministry by



For: Dr. Benjamin M. Kituku

Director Finance, HR & Administration

ICPAK Member Number 3145



TUME YA KITAIFA
YA UWIANO
NA UTANGAMANO



JE, UMEWAHI KUBAGULIWA KWA MISINGI YA KABILA LAKO, DINI AU RANGI?

Tume ya Kitaifa ya Uwiano na Utangamano imerahisisha njia ya kuripoti malalamishi yoyote kupitia nambari ya HARAFA isiyotozwa chochote **15666**

Au

Tembelea tovuti yetu ya kutoa malalamishi moja kwa moja kwenye anwani www.cohesion.or.ke

WATU WAMOJA **TAIFA MOJA** HATIMA MOJA.



One People **One Nation** One Destiny

KMA Centre, 6th Floor Mara Road, Upper Hill

P.O. Box 7055-00100, GPO Nairobi

Tel: +2542-02-585702/3/1

Cell: 0702 777000

Toll Free SMS: 15666

E-mail: info@cohesion.or.ke

Twitter: @NCIC_Kenya

Web: www.cohesion.or.ke

Facebook: National Cohesion and Integration Commission

