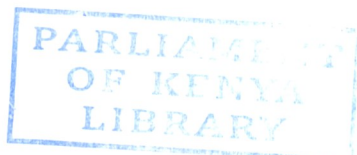




KENYA NATIONAL ASSEMBLY



TENTH PARLIAMENT  
FOURTH SESSION (2012)

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DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

REPORT ON THE  
NOMINATION OF A MEMBER TO THE NATIONAL GENDER AND  
EQUALITY COMMISSION

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Clerk's Chambers,  
Parliament Buildings,  
NAIROBI.

OCTOBER, 2012

*PAPER LAID*  
*By Hon. Sylvia Abdi*  
*Moat on 11/10/2012*  
*[Signature]*

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## PREFACE

Mr. Speaker Sir,

1. The Departmental Committee on Labour and Social Welfare is one of the Departmental Committees established under Standing Order No. 198 whose functions are *inter alia* to:-
  - a) investigate, inquire into and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and Departments;
  - b) study the programme and policy objectives of the Ministries and Departments and the effectiveness of the implementation;
  - c) study and review all legislation referred to it;
  - d) study, assess and analyse the relative success of the Ministries and Departments as measured by the results obtained as compared with its stated objectives;
  - e) investigate and inquire into all matters relating to the assigned Ministries and Departments as they may deem necessary, and as may be referred to them by the House or a Minister; and
  - f) make reports and recommendations to the House as often as possible, including recommendations of proposed legislation.
2. The Committee is mandated to consider the following issues; on Labour; Trade Union Relations; Manpower or Human Resource Planning; Gender; Culture and Social Welfare; Youth, Children's Welfare; National Heritage and Sports.
3. In executing its mandate, the Committee oversees the following Ministries and Commission:
  - i. Ministry of Labour
  - ii. Ministry of State for Youth Affairs and Sports
  - iii. Ministry of State for Special Programmes
  - iv. Ministry of Gender and Children Development
  - v. Ministry of State for National Heritage and Culture; and
  - vi. National Gender and Equality Commission
4. The Committee Membership comprises of the following: -
  - i. The Hon. Sophia Abdi Noor, M.P. – Chairperson
  - ii. The Hon. Lenny Kivuti, M.P. – Vice-Chairperson
  - iii. The Hon. Najib Balala, M.P.
  - iv. The Hon. Charles Keter, M.P.
  - v. The Hon. Elijah Lagat, M.P.
  - vi. The Hon. Joseph Magwanga, M.P.
  - vii. The Hon. Alfred Odhiambo, M.P.
  - viii. The Hon. Pollyns Ochieng, M.P.

- ix. The Hon. Jackson K. Kiptanui, M.P.
- x. The Hon. Charles Nyamai, M.P.
- xi. The Hon. Clement Waibara, M.P.

**Mr. Speaker Sir,**

- 5 On the 3<sup>rd</sup> October 2012, in your communication, you informed the House that in a letter Ref. OP/CBA.3/75A dated 28<sup>th</sup> September 2012 from the Permanent Secretary, Secretary to the Cabinet and Acting Head of Public Service, the National Assemebly had been advised that H. E. the President had in consultations with the Rt. Hon. Prime Minister nominated the following candidate to be considered for appointment as a Member to the National Gender and Equality Commission by the National Assembly pursuant to the provisions of Article 250 of the Constitution.

**Mrs. Gumato Ukur Yatani - Member**

Subsequently, you directed that the name and the accompanying Curriculum Vitae (CV) of the nominee together with the Report of the Selection Panel including the score sheet, be forwarded to the Departmental Committee on Labour and Social Welfare for consideration prior to approval by the House. Further, you directed that the Committee deliberates on the nominee and Tables its report on or before Tuesday, 16<sup>th</sup> October, 2012.

Following your communication, the Committee held a sitting on 9<sup>th</sup> October 2012 at 8.30 a.m. where the nominee was vetted in accordance with the Public Appointments (Parliamentary Approval) Act No. 33 of 2011. During the exercise, the nominee made submissions on why she should be appointed to serve as a Member to National Gender and Equality Commission.

**Mr. Speaker Sir,**

- 6 The Committee deliberated on the Report of the Selection Panel, submissions made by the nominee including her curriculum vitae and her oral submission during the interview at the sitting held 9<sup>th</sup> October, 2012 and hereby recommends that pursuant to the provisions of Article 250 (2) (b) of the Constitution, the House does approve the appointment of Mrs. Gumato Ukur Yatani as a Member to the National Gender and Equality Commission.

The recommendations of the Committee in this report were unanimous.

- 7 The Committee wishes to thank the Offices of the Speaker and the Clerk of the National Assembly for the support extended to it in the execution of its mandate.

Mr. Speaker Sir,

8 It is my pleasant duty and privilege, on behalf of the Departmental Committee on Labour and Social Welfare, to present and commend this report on the nomination of a Member to the National Gender and Equality Commission, Mrs. Gumato Ukur Yatani, to the House for adoption pursuant to the Communication from the Chair made on 3<sup>rd</sup> October, 2012 and in accordance with the provisions of Article 250 (2) (b) of the Constitution.

SIGNED.....

HON. SOPHIA ABDI NOOR, M.P  
CHAIRPERSON  
DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

DATE: .....10/10/2012.....

## BACKGROUND

### ESTABLISHMENT AND FUNCTIONS OF THE NATIONAL GENDER AND EQUALITY COMMISSION

- 9 The National Gender and Equality Commission is a successor in title to the Kenya National Human Rights and Equality Commission established by Article 59 of the Constitution, pursuant to clauses (4) and (5) of that Article.
- 10 Section 8 of the National Gender and Equality Commission Act provides that:-  
*The functions of the Commission shall be to—*
- (a) promote gender equality and freedom from discrimination in accordance with Article 27 of the Constitution;*
  - (b) monitor, facilitate and advise on the integration of the principles of equality and freedom from discrimination in all national and county policies, laws, and administrative regulations in all public and private institutions;*
  - (c) act as the principal organ of the state in ensuring compliance with all treaties and conventions ratified by Kenya relating to issues of equality and freedom from discrimination and relating to special interest groups including minorities and marginalized persons, women, persons with disabilities and children;*
  - (d) co-ordinate and facilitate mainstreaming of issues of gender, persons with disability and other marginalized groups in national development and to advise the Government on all aspects thereof;*
  - (e) monitor, facilitate and advise on the development of affirmative action implementation policies as contemplated in the Constitution;*
  - (f) investigate on its own initiative or on the basis of complaints, any matter in respect of any violations of the principle of equality and freedom from discrimination and make recommendations for the improvement of the functioning of the institutions concerned;*
  - (g) work with other relevant institutions in the development of standards for the implementation of policies for the progressive realization of the economic and social rights specified in Article 43 of the Constitution and other written laws;*
  - (h) co-ordinate and advise on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination;*
  - (i) conduct and co-ordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution;*
  - (j) receive and evaluate annual reports on progress made by public institutions and other sectors on compliance with constitutional and statutory requirements on the implementation of the principles of equality and freedom from discrimination;*

- (k) *work with the National Commission on Human Rights, the Commission on Administrative of Justice and other relate institutions to ensure efficiency, effectiveness and complementarity in their activities and to establish mechanisms for referrals and collaboration in the protection and promotion of rights related to the principle of equality and freedom from discrimination;*
- (l) *prepare and submit annual reports to parliament on the status of the implementation of its obligations under this Act;*
- (m) *conduct audits on the status of special interest groups including minorities, marginalized groups, persons with disability, women, youth and children;*
- (n) *establish, consistent with data protection legislation, databases on issues relating to equality and freedom from discrimination for different affected interest groups and produce periodic reports for national, regional and international reporting on progress in the realization of equality and freedom from discrimination for these interest groups;*
- (o) *perform such other function as the Commission may consider necessary for the promotion of the principle of equality and freedom from discrimination; and*
- (p) *perform such other functions as may be prescribed by the Constitution and any other written law.*

11 Section 9 of the Act provides *inter alia* that the Commission shall consist of a Chairperson and four other members appointed in accordance with the Constitution and the provisions of the Act.

#### **APPOINTMENT PROCESS TO THE POSITION OF MEMBER TO THE NATIONAL GENDER AND EQUALITY COMMISSION**

12 The vacancy for the position of member to the National Gender and Equality Commission arising from the expiry of the term of one of the members of the Commission was declared in the local dailies, on 18<sup>th</sup> July 2012 by the National Gender and Equality Commission Selection Panel pursuant to Section 11 (4) of the National Gender and Equality Commission Act.

13 The panel adopted shortlisting criteria that took into account the following:

- i. Minimum requirement as provided in law and the advertisement;
- ii. Quality/relevance and level of experience;
- iii. Regional and gender balance; and
- iv. Persons with disability

14 The National Gender and Equality Commission Selection Panel shortlisted the candidates to be invited for interviews on 2<sup>nd</sup> August 2012. Seven applicants were shortlisted for the position of member. Names of all applicants, their qualifications and shortlisted candidates were published in the Daily Nation and Standard Newspapers edition of 3<sup>rd</sup> August, 2012 and the Gazette.

- 15 Interviews of candidates for the position of member were conducted on 7<sup>th</sup> August, 2012 and the seven names below were forwarded to H. E. the President to nominate a member in consultations with the Rt. Hon. Prime Minister.

	Name of Candidate	Total Score	Average Score	Ranking
1.	Ms. Odhiambo Rose Aoko Ogwang	666	83.2	1
2.	Prof. Lilian Wanjiku Njagi, EBS	622	77.7	2
3.	Ms. Emmy Jerono Kipsoi, PhD	621	77.6	3
4.	Dr. Grace Bosibori Nyamongo, PhD	456	65.1	4
5.	Ms. Mukulu Ngilu	517	64.6	5
6.	Mrs. Gumato Ukur Yatani	515	64.3	6
7.	Mr. Anthony Mugane Nyotu	421	52.6	7

- 16 A letter from the Office of the Permanent Secretary, Secretary to the Cabinet and Head of Public Service dated 28<sup>th</sup> September, 2012, to the Clerk of the National Assembly indicated that His Excellency the President had, in consultations with the Rt. Hon. Prime Minister, nominated the below named candidate to be considered for appointment as a Member to the National Gender and Equality Commission:

i. Mrs. Gumato Ukur Yatani

- 17 On 3<sup>rd</sup> October, 2012, the Honourable Speaker in a communication to the House referred the name of the nominee to the Departmental Committee on Labour and Social Welfare for vetting and directed the Committee to submit its recommendations on the nominee to the House on or before Tuesday, 16<sup>th</sup> October, 2012.

#### **CONSIDERATION OF THE NOMINEE BY THE COMMITTEE**

- 18 The nominee was nominated to serve as a Member to the National Gender and Equality Commission pursuant to Article 250 of the Constitution and Section 9 of the National Gender and Equality Commission Act of 2011 thereto by H. E. the President in consultations with the Rt. Hon. Prime Minister through a letter from the Office of the Permanent Secretary, Secretary to the Cabinet and Acting Head of the Public Service dated 28<sup>th</sup> September, 2012, to the Clerk of the National Assembly.
- 19 During its meeting held on 9<sup>th</sup> October, 2012 the Committee examined the Candidate against the criteria set out in the Public Appointments (Parliamentary



Approval) Act No. 33 of 2011. That criterion requires nominees to disclose information on their personal and professional life including their political affiliations, tax compliance and potential conflict of interests among other things.

- 20 The qualifications for appointment to the office are set out in the National Gender and Equality Commission Act, 2011 section 10 (2) which provides that;
- i. A person shall be qualified for appointment as a member of the Commission if the person; holds a degree from a university recognized in Kenya;
  - ii. Has knowledge and at least ten years' experience in matters relating to any of the following fields, law, public administration, economics, gender and social development, human rights, management or social sciences;
  - iii. Has had a distinguished career in their respective fields; and
  - iv. Meets the requirement of Chapter Six of the Constitution.

#### **Nomination of Mrs. Gumato Ukur Yatani, as a Member to the National Gender and Equality Commission**

- 21 The Committee having considered the curriculum vitae of Mrs. Gumato Ukur Yatani, and having heard her submissions during the meeting, made the following observations on her nomination to the National Gender and Equality Commission:-
- i. She is a Kenyan Citizen who was born in North Horr on 15<sup>th</sup> August, 1969. She is from North Horr, Marsabit County in Northern Kenya. She is married with two children and she speaks English, Kiswahili and Gabbra.
  - ii. She is pursuing her PhD at Vienna University of Economics and Social Sciences holds a Masters Degrees in Business Administration- Human Resource Management from the University of Nairobi and a Bachelor of Education (Arts) degree from Moi University.
  - iii. She is currently an Under Secretary, at the State Corporations Advisory Committee, Office of the President. She has also worked as a Head of Organization Development and Human Resource Manager at Red Cross Society Kenya; Senior Field Service and Training Coordinator-Western Union at Kenya Post Office Savings Bank; Deputy Principal at Moi Girls High School, Marsabit and Various Secondary Schools.
  - iv. She has written several Academic Seminar papers and Publications among them, 'Challenging Diversity Management: On the meaning of cultural context: the Case of Kenya; Contextualizing Diversity Management: The Case of Kenya; Survey of the relationship between the perceived empowerment and job satisfaction of employees of commercial banks in Nairobi; discussions and reflections on the Faculty workshop topic: What Jack Sparrow can teach Business School by Prof. Martin Parker; and unpublished paper on Sustainable Reporting: Useful data for research on Human Resource Management.

- v. She received a PhD Research Grant of about Kshs. 500,000 from the National Council for Science and Technology.
- vi. She is a member of various gender and diversity forums.
- vii. She served as a Director and Vice Chair of Ewaso Ngiro North Development Authority and a Board Chairperson of the Integrated Pastoralists Development (IPAD). She is the Vice Chairperson of Kanacho Nomadic Educational Foundation (KNEF) and the Chairperson of the Sub Regional Lake Victoria Program implemented in Kenya, Rwanda, Tanzania, Uganda and Burundi.
- viii. She has fully complied with her tax obligations to the State and has never been dismissed from office for contravention of provisions of Article 75 of the Constitution which deals with conduct of state officers. She has never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.
- ix. She is not a member of any political party and does not expect any conflict of interest to arise. She however, gave moral support to her husband who vied for a Parliamentary seat and lost in the 2007 general elections on the Party of National Unity.
- x. She has been involved in charity work in her community by among others, sponsoring needy students from Northern Kenya to get education, creating awareness on HIV/AIDs and provision of water projects.
- xi. She has never been charged in a court of law for any offence

### **RECOMMENDATIONS OF THE COMMITTEE**

- i. The Committee having considered the curriculum vitae of the nominee, and having heard her oral submission during the interview at the sitting held 9<sup>th</sup> October, 2012 observed that the nominee had the experience and qualifications required for appointment as a Member to the National Gender and Equality Commission.
- ii. The Committee approved the nominee for the position after she was proposed by Hon. Joseph Magwanga, M.P. and seconded by Hon. Charles Nyamai, M.P.
- iii. The Committee therefore unanimously recommends that: -

**Pursuant to the provisions of Article 250 (b) of the Constitution, the House approves the appointment of Mrs. Gumato Ukur Yatani as a Member to the National Gender and Equality Commission**

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

## **APPENDIX 1**

### **MINUTES OF THE COMMITTEE**

**MINUTES OF THE 227<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD IN COMMITTEE ROOM ON 2<sup>ND</sup> FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS ON WEDNESDAY, 10<sup>TH</sup> OCTOBER, 2012 AT 11.10 AM**

**MEMBERS PRESENT**

1. Hon. Sophia Abdi Noor, M.P. - Chairperson
2. Hon. Najib Balala, M.P.
3. Hon. Charles Keter, M.P.
4. Hon. Jackson Kiptanui, M.P.
5. Hon. Joseph Magwanga, M.P.
6. Hon. Charles Nyamai, M.P.
7. Hon. Pollyns Ochieng, M.P.

**ABSENT WITH APOLOGY**

1. Hon. Alfred Odhiambo, M.P.
2. Hon. Elijah Lagat, M.P.

**ABSENT**

1. Hon. Lenny Kivuti, M.P. - Vice Chairperson
2. Hon. Clement Waibara, M.P.

**IN ATTENDANCE**

**NATIONAL ASSEMBLY**

1. Ms. Rachael Kairu - Second Clerk Assistant
2. Ms. Caroline K. Kinyua - Third Clerk Assistant

**MIN.NO. 299/2012**

**PRELIMINARIES**

The sittings' proceedings commenced with a word of prayer.

**MIN.NO. 300/2012**

**CONFIRMATION OF MINUTES**

Minutes of the 223<sup>rd</sup> Sitting of the Committee held on 9<sup>th</sup> October, 2012 were confirmed as a true record of the deliberations and signed by the Chairperson after being proposed by Hon. Charles Keter, MP and seconded by Hon. Pollyns Ochieng, MP.

**MIN.NO.301/2012**

**CONSIDERATION AND ADOPTION OF THE REPORT ON THE NOMINEE TO THE NATIONAL GENDER AND EQUALITY COMMISSION**

The Committee considered the draft report on the nomination of Mrs. Gumato Ukur Yatani for the position of a Member to the National Gender and Equality Commission and approved it without amendments, after being proposed by Hon. Joseph Magwanga, M.P and seconded by Hon. Charles Nyamai, M.P.

**i. Consideration of the Petition on the Redundancy Exercise at Kenya Airways Limited (KQ)**

- The Committee was informed of a request from KQ to have the meetings with Management and Board held on 18<sup>th</sup> October 2012. Members upheld its resolution of Tuesday, 9<sup>th</sup> October 2012, to take evidence from the CEO and management on Thursday, 11<sup>th</sup> October 2012 at 10.00 a.m as they had earlier requested. The Committee resolved to take evidence from the Board on Thursday 18<sup>th</sup> October 2012 at 10.00 a.m.

**ii. Bills before the Committee**

- The Committee resolved to hold a stakeholders meeting on the Sports Bill, 2012 on Monday, 15<sup>th</sup> October, 2012 at 2.00 p.m.
- The Committee resolved to invite the Chandaria Foundation and other stakeholders to present the memorandum of Foundations and Trusts on the Public Benefit Organization Bill, 2012 on Monday October 15, 2012 at 3.00 p.m. The Committee further resolved to table its report on the Bill on Wednesday, 17<sup>th</sup> October 2012.
- The Committee resolved to Table its report on the Social Assistance Bill, 2012 on the week beginning 15<sup>th</sup> October 2012.
- The Committee was informed that the Departmental Committee on Health was also considering the Kenya National AIDS Commission Bill, 2012 and that they had too met several stakeholders. The Committee proposed to have a joint sitting to agree on the amendments.
- The Committee resolved to consider the other pending Bills including the Industrial Training Amendment Bill, 2012 and the Human Resource Profession Management Bill, 2012 after Tabling all the above reports.

**iii. Invitation to an IPU Seminar on Violence against Women and Girls**


- The Committee was informed of an invitation to an IPU seminar for the East and Southern African Parliaments on preventing and responding to violence against women and girls: From legislation to effective enforcement. The seminar was scheduled to take place in Dar es Salaam, Tanzania between 5<sup>th</sup> and 7<sup>th</sup> December 2012.

The Committee nominated Hon. Sophia Abdi Noor, M.P., Hon. Charles Keter, M.P., Hon. Joseph Magwanga, M.P., and Hon. Pollyns Ochieng, M.P. to attend the seminar.

MIN.NO. 303/2012

ADJOURNMENT

There being no Other Business, the Chairperson adjourned the meeting at Forty minutes past Eleven O'clock.

SIGNED..........  
(CHAIRPERSON)

DATE.....11/10/2012.....

**MINUTES OF THE 223<sup>RD</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD IN COMMITTEE ROOM SECOND FLOOR, CONTINENTAL HOUSE, MAIN PARLIAMENT BUILDINGS ON TUESDAY, 9<sup>TH</sup> OCTOBER, 2012 AT 8.30 AM**

**MEMBERS PRESENT**

1. Hon. Sophia Abdi Noor, M.P. - Chairperson
2. Hon. Charles Keter, M.P.
3. Hon. Jackson Kiptanui, M.P.
4. Hon. Joseph Magwanga, M.P.
5. Hon. Charles Nyamai, M.P.

**ABSENT WITH APOLOGY**

1. Hon. Najib Balala, M.P.
2. Hon. Alfred Odhiambo, M.P.
3. Hon. Pollyns Ochieng, M.P.
4. Hon. Elijah Lagat, M.P.

**ABSENT**

1. Hon. Lenny Kivuti, M.P. - Vice Chairperson
2. Hon. Clement Waibara, M.P.

**IN ATTENDANCE**

**NOMINEE TO THE MEMBERSHIP OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

1. Mrs. Gumato Ukur Yatani - Nominee

**IN ATTENDANCE**

**NATIONAL ASSEMBLY**

1. Ms. Rachael Kairu - Second Clerk Assistant
2. Ms. Caroline K. Kinyua - Third Clerk Assistant

**MIN.NO. 287/2012**

**PRELIMINARIES**

The sittings' proceedings commenced with a word of prayer.

The Chairperson briefly stated the purpose of the meeting, which she said was to consider the nomination of Mrs. Gumato Ukur Yatani as a Member to the National Gender and Equality Commission.

The name and the accompanying Curriculum Vitae of the nominee together with the Report of the Selection Panel including the score sheet were forwarded to Committee on 3<sup>rd</sup> October 2012 by the Speaker who directed the Committee to Table its recommendations on or before 16<sup>th</sup> October 2012.

MIN.NO. 288/2012

VETTING OF MRS. GUMATO UKUR YATANI FOR THE  
POSITION OF MEMBER, NATIONAL GENDER AND  
EQUALITY COMMISSION

**Nomination of Mrs. Gumato Ukur Yatani, as a Member to the National Gender and Equality Commission**

The Committee having considered the Curriculum Vitae of Mrs. Gumato Ukur Yatani, and having heard her submissions during the vetting, made the following observations on her nomination to the National Gender and Equality Commission :-

- i. That she is a Kenyan Citizen who was born in North Horr on 15<sup>th</sup> August, 1969. She is from North Horr, Marsabit County in Northern Kenya. She is married with two children and she speaks English, Kiswahili and Gabbra.
- ii. She is pursuing her PhD at Vienna University of Economics and Social Sciences holds a Masters Degrees in Business Administration- Human Resource Management from the University of Nairobi and a Bachelor of Education (Arts) degree from Moi University.
- iii. She is currently an Under Secretary, at the State Corporations Advisory Committee, Office of the President. She has also worked as a Head of Organization Development and Human Resource Manager at Red Cross Society Kenya; Senior Field Service and Training Coordinator-Western Union at Kenya Post Office Savings Bank; Deputy Principal at Moi Girls High School, Marsabit and Various Secondary Schools.
- iv. She has written several Academic Seminar papers and Publications among them, 'Challenging Diversity Management: On the meaning of cultural context: the Case of Kenya; Contextualizing Diversity Management: The Case of Kenya; Survey of the relationship between the perceived empowerment and job satisfaction of employees of commercial banks in Nairobi; discussions and reflections on the Faculty workshop topic: What Jack Sparrow can teach Business School by Prof. Martin Parker; and unpublished paper on Sustainable Reporting: Useful data for research on Human Resource Management.
- v. She received a PhD Research Grant of about Kshs. 500,000 from the National Council for Science and Technology.
- vi. She is a member of various gender and diversity forums.
- vii. She served as a Director and Vice Chair of Ewaso Ngiro North Development Authority and a Board Chairperson of the Integrated Pastoralists Development (IPAD). She is the Vice Chairperson of Kanacho Nomadic Educational Foundation (KNEF) and the Chairperson of the Sub Regional Lake Victoria Program implemented in Kenya, Rwanda, Tanzania, Uganda and Burundi.
- viii. She has fully complied with her tax obligations to the State and has never been dismissed from office for contravention of provisions of Article 75 of the Constitution which deals with conduct of state officers. She has never been



adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

- ix. She is not a member of any political party and does not expect any conflict of interest to arise. She however, gave moral support to her husband who vied for a Parliamentary seat and lost in the 2007 elections on the Party of National Unity.
- x. She has been involved in charity work in her community by among others, sponsoring needy students from Northern Kenya to get education, creating awareness on HIV/AIDs and provision of water projects.
- xi. She has never been charged in a court of law for any offence

### **Committee Clarifications**

The Committee sought the following clarifications from the nominee:-

- i. The value she was going to add to the Constitutional Commission.
- ii. The ideas she had in regard to the two-thirds gender constitutional rule in all elective posts, both at the counties and the national parliament.
- iii. With regard to clearance of candidates for the position by the Ethics and Anti-Corruption Commission, there was a report, Case No. 7579 where there were allegations that a company she owned was illegally awarded a tender worth Kshs. 7.5 for the construction of Maikona Boys Secondary School, yet the project was non-existent. In addition, the construction company had been blacklisted by the Ministry of Public Works after it failed to carry out El Nino Projects in 2000. Members sought to know whether she had links with the company.
- iv. Her opinion regarding the matter that some persons were opposed to the formation of the National Gender and Equality Commission separately from the Kenya Human Rights and Equality Commission.

### **Response from the Nominee**

The nominee responded as follows:-

- i. She had conducted lot of research on gender and diversity and she would use this knowledge towards ensuring that the Commission achieves its objectives. She would also put to use of her over 18 years experience in various public positions, including as a civil servant.
- ii. The two-thirds gender rule must be implemented. She however observed that awareness was lacking regarding the constitutional requirement and especially among the women. She added that a lot of civic education needed to be carried out for women to emerge and contest for the elective seats. If this failed to realise the two-thirds, then nomination could be considered.
- iii. She does not own any construction company and the allegations regarding a company associated with her in clarification no. iii above were false.
- iv. The separation of the National Gender and Equality Commission and the Kenya Human Rights and Equality Commission was good because each of the

commissions had their respective role and many responsibilities that needed to be carried out.

**RECOMMENDATIONS OF THE COMMITTEE**

- i. The Committee noted that the nominee had the experience and qualifications required for the appointment as a member to the National Gender and Equality Commission.
- ii. The Committee having considered the curriculum vitae of the nominee, and having met and vetted her, Members unanimously recommended that: -

*Pursuant to the provisions of Article 250 (b) of the Constitution, the House approves the appointment of:-*

*Mrs. Gumato Ukur Yatani – Member, National Gender and Equality Commission*

**MIN.NO.289/2012:            ADJOURNMENT**

There being no Other Business, the Chairperson adjourned the meeting at Thirty minutes past Nine O'clock.

SIGNED..........

(CHAIRPERSON)

DATE.....10/10/2012.....

## **APPENDIX II**

### **REPORT OF THE SELECTION PANEL FOR THE APPOINTMENT OF MEMBER OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

## REPUBLIC OF KENYA

OFFICE OF THE PRIME MINISTER  
PERMANENT SECRETARY'S OFFICE

Fax No.: +254-(0)20-2210876  
Telephone: +254-(0)20-3247000  
When replying please quote

Prime Minister's Building  
P.O. Box 74434 - 00200  
NAIROBI  
KENYA

OPM /PS/08/03/28

27<sup>th</sup> September 2012

Mr. Francis T. Kimemia, CBS  
Permanent Secretary, Secretary to the Cabinet &  
Ag. Head of the Public Service  
Office of the President  
Harambee House  
NAIROBI

Dear Francis

RE: APPOINTMENT OF A MEMBER OF THE NATIONAL GENDER AND EQUALITY COMMISSION

I refer to your letter on the above subject dated 15<sup>th</sup> August 2012 and confirm that the Rt. Hon. Prime Minister concurs with the proposed nomination of Mrs. Glemato Ukur Yatani as member of the above commission.

Yours

  
DR. MOHAMED ISAHAKIA, CBS  
PERMANENT SECRETARY

**SELECTION PANEL FOR THE APPOINTMENT OF MEMBER,  
NATIONAL GENDER AND EQUALITY COMMISSION**

**REF: MSPS.10/7A/(61)**

**7<sup>th</sup> August, 2012**

**Mr. Francis T. Kimemia, CBS**  
Permanent Secretary, Secretary to the  
Cabinet and Ag. Head of the Public Service  
**NAIROBI**

**APPOINTMENT OF ONE MEMBER OF THE NATIONAL GENDER AND  
EQUALITY COMMISSION**

Pursuant to Section 11(5) of the National Gender and Equality Commission Act, 2011, the Selection Panel that was convened to select a member of the Commission has interviewed and shortlisted persons who are qualified for appointment to the Commission.

This is therefore to submit the attached names, listed in order of performance, for forwarding to His Excellency the President as required in the above Act of Parliament. Attached also is a report on the Appointment of Member of the Commission.

By the time the Selection Panel completed the interviews of the candidates, it was yet to receive clearance certificates for all the shortlisted persons from the Ethics and Anti-Corruption Commission. The same will be forwarded to your office once they are received by the Panel.

  
**Salome W. Muigai**  
**Chairperson**  
**Selection Panel for the Appointment of Member of the  
National Gender and Equality Commission**

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# **REPORT OF THE SELECTION PANEL FOR THE APPOINTMENT OF MEMBER OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

## **Introduction**

The Selection Panel for the appointment of a Member of the National Gender and Equality Commission was convened on 16<sup>th</sup> July, 2012 pursuant to Section 11(1) of the National Gender and Equality Commission Act, 2011. The Membership of the panel comprised representatives from:-

- a) Office of the President
- b) Office of the Prime Minister
- c) Ministry of Justice, National Cohesion and Constitutional Affairs
- d) Ministry of Gender, Children and Social Development
- e) Public Service Commission
- f) The Association of Professional Societies in East Africa
- g) The Kenya Private Sector Alliance
- h) The National Council for Persons with Disabilities

The Ministry of State for Public Service provided facilitation and support to the Panel. This included provision of an interview venue at Harambee House, the Secretariat and facilitating advertisements.

## **Number of Vacant Positions**

One position of member fell vacant arising from the expiry of the term of a member of the Commission.

## **Advertisement of Position**

Advertisement of the position of one Member of the Commission was published in the Daily Nation and Standard Newspapers editions of 18<sup>th</sup> July, 2012.

## **Shortlisting of Applicants for Interviews**

The Panel adopted shortlisting criteria that took into account the following:

- (i) Minimum requirements as provided in law and the advertisement;
- (ii) Quality/relevance and level of experience;
- (iii) Regional and gender balance; and
- (iv) Persons with disability.

Shortlisting of candidates to be invited for interview was done on 2<sup>nd</sup> August, 2012. Seven applicants were shortlisted for the position of member. Names of all applicants, their qualifications and shortlisted candidates were published in the Daily Nation and Standard Newspapers edition of 3<sup>rd</sup> August, 2012 and the Gazette.

### **Interviews**

Interviews of candidates for the position of Member were conducted on 7<sup>th</sup> August, 2012.

**Salome W. Muigai**  
**Chairperson**  
**Selection Panel for the Appointment of Member of the**  
**National Gender and Equality Commission**

**7<sup>th</sup> August, 2012**



INTERVIEW ; FOR MEMBER, NATIONAL GENDER AI EQUALITY COMMISSION

7<sup>TH</sup> AUGUST, 2012

SCORE SHEET

	NAME OF CANDIDATE	OOP	OPM	MJNC & CA	PSCK	APSEA	NCPWD	KEPSA	MGC & SD	TOTAL SCORE	AVERAGE SCORE (%)	RANKING
1.	Ms. Odhiambo Rose Aoko Ogwang	67	86	81	86	92	86	84	84	666	83.2	1
2	Prof. Lilian Wanjiku Njagi, EBS	76	80	74	86	63	85	85	73	622	77.7	2
3.	Ms. Emmy Jerono Kipsoi, PhD	65	86	80	85	65	82	84	74	621	77.6	3
4.	Dr. Grace Bosibori Nyamongo, PhD	59	-	60	76	61	75	66	59	456	65.1	4
5.	Ms. Mukulu Ngilu	55	74	70	71	61	75	56	55	517	64.6	5
6.	Mrs. Gumato Ukur Yatani	58	78	51	63	48	76	79	62	515	64.3	6
7.	Mr. Anthony Mugane Nyotu	57	43	52	67	38	59	50	55	421	52.6	7

PANEL MEMBERS

SIGNATURE

1. Ms. Salome W. Muigai
2. Mr. Kennedy W. Kihara, EBS
3. Mr. Paul Mwangi
4. Ms. Roselyne M. Aburili
5. Mr. Felix Okatch
6. Mr. Johnson M. Otenyo
7. Ms. Njeri Kang'ethe
8. Prof. Collette A. Suda, EBS

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**SELECTION PANEL FOR THE APPOINTMENT OF MEMBER,  
NATIONAL GENDER AND EQUALITY COMMISSION**

**Ref. MSPS 10/7A/(61)**

**10<sup>th</sup> August, 2012**

The Permanent Secretary, Secretary to the  
Cabinet and Ag. Head of the Public Service,  
Office of the President,  
**NAIROBI.**

**APPOINTMENT OF MEMBER OF THE NATIONAL GENDER AND EQUALITY  
COMMISSION**

**CLEARANCE OF CANDIDATES**

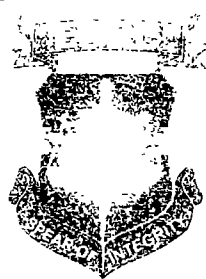
Reference is made to my letter Ref.MSPS/10/7A/(61) dated 7<sup>th</sup> August, 2012 in which I forwarded names of persons who were shortlisted for the position of Member of the National Gender and Equality Commission. As observed in the letter, clearance from the Ethics and Anti-Corruption Commission had not been received by the time the names of shortlisted persons were submitted to your office.

Attached, please find a copy of a letter Ref. EACC 6/42 Vol.V/(149) dated 7<sup>th</sup> August, 2012 from the Ethics and Anti Corruption Commission containing a report on each of the shortlisted persons for your further necessary action.



**Salome W. Muigai**  
**Chairperson**  
**Selection Panel for the Appointment of Member of the**  
**National Gender and Equality Commission**





## ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Valley Rd./Milimani Rd. Junction) P.O. Box 61130-00200, NAIROBI, Kenya  
Tel: +254-20-2717318/310722. Cellphone: +254-729-888881/2/3  
Fax: +254-20-2719757, Email: [sacc@integrity.co.ke](mailto:sacc@integrity.co.ke), Website: [www.eacc.go.ke](http://www.eacc.go.ke)

When replying please quote:

**Our ref. EACC 6/42 Vol. V (149)**

7<sup>th</sup> August, 2012

Ms. Salome W. Muigai,  
Chairperson  
Selection Panel for the Appointment of Member,  
National Gender and Equality Commission  
Harambee House  
P.O. Box 30050 - 00100  
**NAIROBI**

Dear Madam

### **RE: CLEARANCE OF CANDIDATES FOR THE POSITION OF MEMBER, NATIONAL GENDER AND EQUALITY COMMISSION**

Reference is made to your letter Ref No. **MSPS/10/7A/(49)** dated **7<sup>th</sup> August 2012**.  
A data search conducted in our reports database revealed the following:

	<b>Name</b>	<b>Report</b>	<b>Status</b>
1	Dr. Bosibori Nyamongo	No adverse Report.	
2	Mr. Anthony Mugane Nyotu	No adverse Report.	
3	Mrs. Gumato Ukur Yatani	<b>Case No: 7579.</b> – Allegations that a company owned by the candidate was illegally awarded a tender worth Ksh 7.5	Investigations established that the applicant

		Million for the construction of Maikona Boys Secondary School. It is alleged the project was non-existent and the construction company had been blacklisted by the ministry of public works after it failed to carry out El Nino Projects in 2000.	had no link with the company.
4	Ms. Emmy Jerono Kipsoi	No adverse Report.	
5	Ms. Odhiambo Rose Aoko Ogwang	No adverse Report.	
6	Ms. Mukulu Ngilu	No adverse Report.	
7	Prof. Lilian Wanjiku Njagi	No adverse Report.	

Note that, the Commission is in the process of developing an objective criterion for vetting of persons aspiring leadership positions in line with chapter 6 of the constitution. Absence of records in our current database is not a guarantee of absolute integrity of the applicants.

Yours faithfully,



**ABDI A. MOHAMUD**  
**FOR: SECRETARY/CHIEF EXECUTIVE OFFICER**

53

Haubenbiglstrasse 9-1190  
Vienna- Austria

25<sup>th</sup> July 2012

The Secretary,  
Selection Panel for the Appointment of  
Member of the National Gender and Equality Commission  
P.O BOX 30050- 00100  
NAIROBI

Dear Sir/Madam,

**RE: APPLICATION FOR THE MEMBER OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

I refer to your advert in the Kenyan daily of 24<sup>th</sup> July 2012 on the above position, for which I humbly submit my application for consideration.

I am a 43 year old Kenyan citizen of female gender from Marsabit County of Northern Kenya.

I am currently in the final stages of completing my PhD studies in **Gender and Diversity Management** at the University of Vienna, Austria, where my research focus is on *contextualizing Diversity Management, the case of Kenya*. In 2003 and 1994, I graduated with a Master of Business Administration (Human Resource management) and Bachelor of Education from Nairobi and Moi Universities respectively.

I have over 18 years of cumulative work experience in diverse public, private and the NGO sectors. Currently, I work as an Under Secretary in Cabinet office, with previous work experience as a Director, Organizational Development at Kenya Red Cross society among other senior positions. I wish to state that in all my working life, issues of Gender and diversity has been very close to my heart, which indeed motivated me to pursue higher studies in said field.

In my considered view, the requirements sought in the advert matches well with my professional experience and technical competence that includes among others the relevant PhD study in the same field, notwithstanding my background of being from a minority Nomadic Gabra community of Northern Kenya. As a woman from the marginalized and remote Northern Kenya who has struggled against various cultural and socio-political discrimination to attain a sound academic and fairly stable socio-economic status, it gives me overwhelming confidence to believe that I am among the most suited persons for this position who given an opportunity can provide dedicated contribution that will undoubtedly lead to the full realization of the commission's vision, mission and aspirations.

I hereby enclose my resume for your further necessary reference.

Yours Faithfully,

  
Gumato Ukur Yatani

HAUBENBIGLSTRASSE 9-1190 VIENNA  
TEL: RES: +43 1 3670826  
MOBILE: +43 69911342477  
EMAIL: gumatoukur@yahoo.com

## Mrs. Gumato Ukur Yatani

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- Profile** A Seasoned Gender and diversity management specialist, accomplished and result driven Human Resource Management Professional with a wide experience in General Management Skills, specialized in Development and implementation of Human Resource administration and policies, Training and delivery with a focus on team development. Strong interpersonal skills with a client oriented approach and supportive management style.
- Personal data**
- Gender:** Female
  - Marital status:** Married
  - Nationality:** Kenyan
  - Date of birth:** 15<sup>th</sup> August 1969
  - Languages:** English, Kiswahili, Gabra (native)
- Achievements**
- A. KENYA RED CROSS SOCIETY**
- 1. Director – Organisational development**
- I. Developed and implemented decentralization strategy:**
- As the Director for Organizational development of the society, I was a team leader of a group tasked with strategy development and rationalization of the Society's 58 branch network. I developed a strategy document and effectively implemented the same resulting to clustering of the branches into 9 regions realizing a saving of over USD 300,000 for the society within the first year. The merger also led to remarkable improvement in service quality and significant reduction in wastages arising from operational inefficiencies.
- II. Resource Mobilization**
- During the restructuring period I fundraised over USD 2 million for the society towards successful implementation of the strategy. The funds were used to fully equip and increase operational functions of four regions as well as employ a regional manager, 2 more office staff, build an office block and provide each branch with a transport (land cruiser) in the first year of strategy implementation.
- While holding the position of the society's Human Resource manager, I also raised over USD 300,000 towards purchase of a staff bus. This facility immensely improved staff efficiency in addition to enhancing the overall infrastructural capacity of the organization.

### **III. Capacity building**

As Director for Organizational Development and the person charged with capacity building of the organization, I regularly engaged like-minded institutions resulting to enhanced and well developed human capacity of the society. In furtherance of this, in 2007 I led a team of KRCS to Norway to initiate a partnership program between one of the KRCS branch, Karen Langata and Sor Trodelang of Norwegian Red Cross backed by Rosenberg football club. This partnership led to KRCS branch receiving USD 10 Million over 3 year period. The fund was used to build the capacity of the branch and its volunteers as well as construct and fully equip a youth social hall. This endeavor and initiative laid solid human capital to drive organizational goals of the society and success of various regional offices.

### **V. Leadership and governance.**

As part of top-management team, I was tasked with nurturing and developing leadership skills of the organization at all levels. In this respect, I was actively involved in training of Governing Council, the organ responsible for policy direction and running of the branches. Over 120 Council members from various branches benefitted from this training that included, financial management, leadership skills development, fundraising and volunteer services. The training greatly enhanced the managerial capacities of the council members leading to sound financial bases and overall improvement of the branch management.

## **2.Human Resource manager**

- i. As Human resources manager of Kenya Red Cross Society between 2004 and 2005, I helped improve the Human capital management of the organization by developing a training policy that streamlined training needs, assessment and placement of the staff. During the period staffs were trained on many aspects of policy implementation including project and financial management.
- ii. The Society, by using a well structured training manual successfully solicited funds from donors, particularly for staff development. The initiative, and using the manual as the blue print, I managed to raise over USD 1 million for staff development which greatly enhanced the overall operational efficiency and performance of the society.

## **B. GOVERNMENT OF KENYA**

### **1. Under Secretary- Cabinet Affairs(Office of the President)**

- i. As an Undersecretary, a senior manager and Head of Department, I effectively streamlined the financial operation of the department. I also helped design, develop and implement a major Training program on good corporate governance for Board members of state corporations. Over 160 state corporations' Chief Executives and 1600 board members benefitted from this training which included; good corporate governance principles, structure of government, human resource and financial management.



- ii. I also actively participated in development of corporate governance Manual for State corporations that is currently used to guide the operations of parastatals and conduct of the board and approved by various corporations' boards as a working tool for all state firms.
- iii. Additionally, I undertook with some senior managers a comprehensive training needs analysis of cabinet staff where various knowledge and skill gaps for different cadres of staff were identified and made necessary recommendations on areas that needed improvements. As a result of this exercise over 200 staffs were trained on 'peak performance' geared towards increasing staff productivity.

## **C. KENYA POST OFFICE SAVINGS BANK**

### **1. Human Resources Officer**

- i. As human resource officer and one charged with the responsibility of staff development, I helped design suitable programs that strengthened team building and staff morale resulting to increased staff productivity. One such program was a 3 day team building exercise for 70 staff members that resulted to strong team bonding and high team spirit.
- ii. I also had short stint as training officer in the western union division (which had a partnership deal with Post Bank) to manage sub-agents for the money transfer. During the period, I recruited and trained over 100 sub agents for the money transfer business.

## **D. MOI GIRLS' HIGH SCHOOL-MARSABIT**

### **1 Deputy Principal**

As a deputy principal of a High School and in charge of discipline matters, I effectively enforced discipline among the students by creating teams, where self discipline and team care was emphasized. Through careful selection of prefects/ teams and with closer collaboration with the Principal and other staff, I was able to improve student discipline which had positive effects on better performance.

## Education

### 1. UNIVERSITY EDUCATION

2010- 2012. Vienna University of Economics and Social Sciences.

**PHD Candidate: Gender and Diversity Management.**

**PHD Thesis Topic : Contextualizing Diversity management, the case of Kenya.**

2003 – University of Nairobi-Kenya

**Master of Business Administration - Human Resource Management**

1994 – Moi University -Kenya

**Bachelor of Education (Arts)**

### 2. HIGH SCHOOL EDUCATION

1989- Advanced certificate of Education (A-Level)

**3 Principles two subsidiary**

1987- Kenya Certificate of Education

**Division 2 (24 Points)**

### 3. PROFESSIONAL EDUCATION

2010 – Institute of Personnel Management

Postgraduate Diploma in Human resources management - Ongoing.

## Work experience

**2007- 20012- Office of the president- Cabinet office, Kenya**

**Department- State corporations Advisory Committee.**

**Position: Undersecretary**

**Duties**

**In charge of finance and administration.**

- Preparation of budgets and ensuring strict adherence to the same.
- Analyses of Expenditure at the end of financial year

- Management and accountability of department finances
- Procurement of goods & services for the department and representing it in the ministerial procurement committee.

### **Performance Management**

- Coordinating mid & end year performance appraisal of staff in the Dept
- Development and follow up on implementation of the department's performance targets.
- Chair meetings to discuss performance management.
- Coordinate reward management

### **Human Resource development-Training**

- Coordinate the training function of the department
- Help in Identifying Training needs for officers in the department at the beginning of the year.
- Represents the department in Inter Ministerial training Committees
- Participated in the development of training needs analysis for Cabinet office staff .A major 'peak performance' training was mounted as a result of the needs identified.
- Designing training for state corporations' Board members based on good corporate governance. Trained 1,600 Board members and 160 chief executives of Kenya's state corporations in the last six months.

### **Human Resource Management**

- Advising the state corporations on best corporate governance and human resource practices.
- Worked on a good corporate governance manual for state firms.
- In Charge of welfare of the staff in the section
- Administration of staff benefits
- Advise state corporations on staff salaries and general welfare of employees.
- Member of inter-ministerial human resource committee.

## **2005 -Jan 2008 – KENYA RED CROSS SOCIETY**

Company description: A leading humanitarian organization in Kenya.

### **Position: Head Of Organization Development**

#### **Duties:**

##### **Organizational Development-Capacity building**

- Develop strategy for the development of the organization's structure and thus enhance the capacity of the National Society to deliver services effectively and efficiently.
- Coordinate the development of systems for the efficient management of branches including the recruitment and management of volunteers.
- Responsible for both local and international resource mobilization aimed at capacity building.
- Ensure capacity building and support for Regions and Branch staff

##### **Resource mobilization**

- Develop a strategy for resource development and mobilization for both staff and volunteer leaders.
- Represent the society in bilateral meetings in mobilizing resources.
- Organizes annual events aimed at resource mobilization for the organization.

##### **Human Resource Development-Training**

- To develop and implement leadership training programs for governance at both the national, Regional and Branch levels
- Provide advice and training when appropriate on best HR practices and leadership skills throughout the branches.

##### **Performance management**

- Continuously monitor and evaluate the performance of branches and their compliance with constitutional obligations and provide technical support in respect to such performance.
- Provides professional human resource assistance to managers in dealing with and responding to associate matters by coaching and consulting with managers regarding associate performance and disciplinary problems.

- Coordinate compiling of detailed, accurate, regular and timely narrative and financial reports for both the society and partners
- Organize and participate in the quarterly meetings with the regional managers to review progress against strategic plan.

## **2004 – 2005: Position: Human Resource Manager**

### **Duties**

#### **Human Resource Development**

- Developing Human Resource policies and procedures-Developed KRCS training and secondment policy.
- Designing and facilitation of Team Development workshops
- Managing yearly staff development Budget

#### **Recruitment and selection**

- Recruitment and placement of staff at all cades in the organization that has a total workforce of 2000
- Conducting of induction for newly recruited staff

#### **Performance management**

- Establishing performance appraisal schemes to support management competency systems
- Conduct Human Resource planning and initiating succession plans
- Administration of staff benefits and allowances

#### **Human Resource management**

- Coordinated employee relations and welfare Management
- Organized team building activities to enhance staff motivation
- Focal person for Gender and diversity management.

## **1999 to 2004 – KENYA POST OFFICE SAVINGS BANK**

Company description: A leading savings bank in Kenya.

### **Position: Senior Field Service and Training Coordinator-Western Union**

**Duties: -**

#### **Human Resource Development**

- Coordinating the yearly staff training and conventions
- Manage the yearly training Budget
- Develop training materials and disseminate the information to the staff and customers
- Conduct quality customer care courses

### **Human Resource management**

- Conduct yearly appraisal for the staff in the division
- Recruit new sub-agents & develop operating guidelines for them.

**1997 – 1998 Deputy Principal** Moi Girls High School – Marsabit

**1994 – 1997 Graduate Teacher 1** – Various Secondary Schools.

### **International travel and Trainings**

- June 2004 –Addis Ababa, Ethiopia – 5 day corporate governance seminar
- Nov 2005- Oslo, Norway -Freskopset –Partnership meeting that brought together over 350 partners from more than 50 countries.
- February 2006 –Oslo, Norway- Leader of the Kenya Negotiating team between Twining Partners (Karen langata branch) of KRCS and Sor trodelang Branch of Norwegian Red cross.
- January 2006- 2 weeks Organizational Development seminar- Geneva, Switzerland
- March 2006- Kampala, Uganda – Attending a Lake Victoria partnership program conference that brought together many African countries among them Uganda, TZ, Burundi, Rwanda
- May 2006- Harare, Zimbabwe- a Study on Decentralization- a case study of Zimbabwe Red Cross. This was later applied to decentralize KRCS
- November 2006 Kampala Uganda – Attended regional capacity building forum – Organized by international federation of the Red cross
- February 2007 Cross border meeting Kigali-Rwanda for the Lake Victoria partnership program
- April 2007-Lake Victoria initiative conference-Kampala –Uganda
- June 2008 – 1 month course on 'best practices in Public Sector Financial management'- Essami course, Accra, Ghana.

### **Other responsibilities**

**2003-2008- Director** Ewaso Ngiro North Development Authority

**2003-2008- Vice Chair** of Ewaso Ngiro North Development Authority Board

**2006-2009- Board Chair**, Integrated Pastoralists Development(IPAD),local northern Kenya- Marsabit NGO in

**2008-Todate- Vice chair** of Kanacho Nomadic Educational Foundation(KNEF), Local charity working in Northern Kenya

**2007-Chairperson** of a Sub regional lake Victoria program implemented in Kenya Rwanda, Tanzania, Uganda, and Burundi

## **Publications:**

1. Challenging Diversity Management: On the meaning of cultural context: the Case of Kenya. **Conference paper presented at the 7<sup>th</sup> International critical management conference in Naples Italy on 15<sup>th</sup> July 2011.**
2. Contextualizing Diversity Management: The case of Kenya. Research Proposal submitted in partial fulfillment of Doctoral Degree program Vienna University (2011)
3. Survey of the relationship between the perceived empowerment and job satisfaction of employees of commercial banks in Nairobi- **Master's Thesis, University of Nairobi, Kenya (2003)**
4. Discussions and reflections on the topic: Sustainable Reporting: Useful data for research on Human resource management by Prof. Mueller Camen on 13<sup>th</sup> December 2011. **Unpublished Doctoral seminar paper University of Vienna.**
5. Discussions and reflections on the Faculty workshop topic: What Jack Sparrow can teach Business school by Prof. Martin Parker on 11<sup>th</sup> October 2011. An unpublished Doctoral seminar paper University of Vienna.

## **References**

### **Dr. Dulach Barako**

Assistant director,  
Central bank of Kenya.  
NAIROBI  
Tel +254-0722694936

### **Mrs. Anne Karanja**

Director Operations,  
Kenya Post office savings bank  
NAIROBI  
Contact:+254-722852000

### **Univ.Prof.DI.Dr. Edeltraud Hanappi-Egger**

Vienna University of Economics and Business  
Group for gender and Diversity Management  
Augasse;21/7  
A-1090,Vienna  
Phone: +43-1-31336-5181  
Fax: +43-1-31336-759; Email: [edeltraud.hanappi-egger@wu-wi.ac.at](mailto:edeltraud.hanappi-egger@wu-wi.ac.at)

Consolidated Grade Record

0	9	6	5	7	4	1
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Degree Programm Identification No.

J	7	8	4	1	5	1			
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**YATANI**

Gumato Ukur  
Haubenbigstr. 9  
1190 Wien

Date of Birth:

15.08.1969

Degree Program

Dr.-Studium d.Sozial- u.Wirtschaftswiss. Betriebswirtschaft

The following examinations have been completed:

Name of Class and Name of Examiner	Type +)	Weekly hours	ECTS *)	Date	Grade *)
Gender, Diversity and the Workplace Prof. Dr. Mary Ann Danowitz	PI	2		22.03.2010	good
Research Methods of Social and Economic Sciences: Qualitative Paradigms Prof. Dr. Ronald Kurt	PI	2	6.00	10.06.2010	excellent
Research Seminar in Main Subject I Management Univ.Prof. Dr. Edeltraud Hanappi-Egger	PI	2	2.00	28.06.2010	participated successfully
Academic Writing Ass.Prof. Dr. Martin Herles	PI	2	1.00	06.07.2010	excellent
Philosophy of Science ao.Univ.Prof. Dr. Gabriele Mras	PI	2	6.00	15.08.2010	good
Research Methods of Social and Economic Sciences: Quantitative Paradigms (Business Administration) PD Dr. Thomas Salzberger	PI	2	6.00	27.01.2011	excellent
Research Seminar in Main Subject II Management Prof. Henriett Primecz	PI	2	2.00	27.01.2011	participated successfully
Advanced Course Research Methods of Social and Economic Sciences PD Dr. Thomas Salzberger	PI	2	4.00	20.05.2011	excellent
Research Seminar in Main Subject III Management Prof. Henriett Primecz	PI	2	2.00	16.06.2011	participated successfully
Research Seminar in Main Subject IV Management	PI	2	2.00	13.07.2011	participated successfully x)
Research Seminar Management Univ.Prof. Dr. Edeltraud Hanappi-Egger	PI	2	6.00	13.02.2012	excellent
- Continued on next page -					

Legend

- +) AG = Workshop, DP = Diploma Examination, EX = Excursion, FP = Subject Examination, KV = Tutorial Discussion, LVP = Class Examination, OL = Introductory Lecture, OT = Introductory Tutorial, PI = Course with continuous assessment of student performance, PR = Placement, PS = Introductory Seminar, PV = Specialist (Research) Seminar, RE = Revision Class, SE = Seminar, SO = Other Class, TP = Major Degree Examination, UE = Complementary Tutorial, UV = Pilot Course, VO = Lecture, VP = Minor Degree Examination
- ) Grades: If passed: excellent (1), good (2), satisfactory (3), sufficient (4), P/F - Pass (participated successfully), waived, different scale, pass
- ) If failed: fail (5), P/F - Fail (Participated without success), failed
- ) ECTS = European Credit Transfer System (according to degree program structure)
- x) Credit transfer

Date: 14.6.2012

Signed for the Vice Rector,  
Academic Programs and Student Affairs:

Dr. Herbert Loicht  
(Leiter der Prüfungsabteilung)

DVR 0012343





# MOI UNIVERSITY

Upon the recommendation of Senate  
and on authority of the Council  
hereby confers upon

*Chumato Adamo*

the degree of  
Bachelor of Education  
(in Arts)

*Second Class (Upper/Lower Division)*

with all the rights and privileges  
thereunto appertaining in witness whereof  
we have hereunto affixed our signatures  
and the seal of the University

on this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

*[Signature]*  
\_\_\_\_\_  
Vice-Chancellor

*[Signature]*  
\_\_\_\_\_  
Registrar

*[Signature]*  
\_\_\_\_\_  
Dean of Faculty



# MOI UNIVERSITY

OFFICE OF THE CHIEF ACADEMIC OFFICER

## UNDERGRADUATE ACADEMIC TRANSCRIPT

NAME OF STUDENT: **ADANO GUMATO** REG NO. **ED/0052/90**  
 SCHOOL: **FACULTY OF EDUCATION**  
 DEGREE PROGRAMME: **BACHELOR OF EDUCATION (ARTS)**  
 ACADEMIC YEAR: **1991/1992** YEAR OF STUDY: \_\_\_\_\_ SEMESTER: **1**

COURSE CODE	DESCRIPTIVE TITLE OF COURSE	UNITS	MARKS	GRADE
ECT 313	SPECIAL METHODS IN GEOGRAPHY	3	54	C
ECT 318	SPECIAL METHODS IN RELIGION	3	68	B
ECT 360	EDUCATIONAL MEDIA PRACTICE & MICRO-TEACHING	3	53	C
ED 101	TEACHING PRACTICE	6	58	C
ED 102	RESEARCH METHODS AND FIELDWORK IN GEOGRAPHY	3	40	D
ED 103	THE GEOGRAPHY OF ETHIOPIA	3	51	C
ED 104	EDUCATIONAL GEOGRAPHY	3	51	C
ED 105	POLITICAL GEOGRAPHY	3	51	C
ED 106	HUMAN GEOGRAPHY AND DEVELOPMENT	3	51	C
PSY 311	STATISTICS MEASUREMENT AND EVALUATION	3	41	D
REL 313	HISTORY OF CHRISTIANITY IN AFRICA	3	52	C
REL 314	PHILOSOPHY OF RELIGION	3	60	B
REL 317	ORIGINS & DEVELOPMENT OF CHRISTIANITY	3	61	C
REL 318	HISTORY OF ISLAMIC CIVILIZATION & CULTURE	3	56	C

TOTAL NUMBER OF COURSES TAKEN: **14** FOURTEEN  
 TOTAL NUMBER OF UNITS: **45** FORTY FIVE

RESULTS: **PASS - RECOMMENDED FOR DEGREE**

### KEY TO GRADING SYSTEM

70 and above	A (Excellent)
60 - 69	B (Good)
50 - 59	C (Average)
40 - 49	D (Pass)
30 and below	E (Fail)

### EXPLANATION OF COURSES

100 - 600 Undergraduate Courses  
 700 - 900 Post-graduate Courses

### OTHER KEYS

W - Withdrawn  
 S - Satisfactory  
 F - Failed

FOR:   
 CHIEF ACADEMIC OFFICER

Tuesday September 15 2009  
 DATE

Tel: (053) 43001-8  
 (053) 43620  
 Fax: Tel: (053) 43047  
 (053) 43102  
 E-Mail: exams@immoi.com



P.O. Box 3902  
 Eldoret  
 Kenya

# MOI UNIVERSITY

OFFICE OF THE CHIEF ACADEMIC OFFICER

## UNDERGRADUATE ACADEMIC TRANSCRIPT

NAME OF STUDENT: **ADANO GUMAYO** REG NO: **ED/0058/90**  
 SCHOOL: FACULTY OF EDUCATION  
 DEGREE PROGRAMME: BACHELOR OF EDUCATION (ARTS)

ACADEMIC YEAR:	1990/1991	YEAR OF STUDY:	I	SEMESTER I & II	
COURSE CODE	DESCRIPTIVE TITLE OF COURSE	UNITS	MARKS	GRADES	
ECT 210	GENERAL METHODS OF TEACHING	3	60	B	
ECT 211	EDUCATIONAL MEDIA RESOURCES	3	56	C	
EDF 210	PHILOSOPHY OF EDUCATION	3	54	C	
EDF 211	HISTORY OF EDUCATION	3	53	C	
GEO 200	FUNDAMENTALS OF PHYSICAL GEOGRAPHY	3	64	B	
GEO 311	SPATIAL ORGANISATION	3	50	C	
GEO 312	EAST AFRICAN ENVIRONMENTS	3	52	C	
CEO 210	MAP INTERPRETATION AND SURVEY	3	52	C	
PAC 210	CURRICULUM DEVELOPMENT	3	51	C	
PHL 200	INTRODUCTION TO PHILOSOPHY	3	40	D	
PSY 200	GENERAL EDUCATION PSYCHOLOGY	3	53	C	
REL 200	PHENOMENOLOGY OF RELIGION	3	52	C	
REL 211	COMPARATIVE RELIGION I	3	50	C	
REL 212	COMPARATIVE RELIGION II	3	51	C	

TOTAL NUMBER OF COURSES TAKEN [ 14 ] FOURTEEN  
 TOTAL NUMBER OF UNITS [ 42 ] FORTY TWO

RESULT: PASS PROCEED TO SECOND YEAR OF STUDY

### KEY TO GRADING SYSTEM

70 and above	A (Excellent)
60 - 69	B (Good)
50 - 59	C (Average)
40 and below	D (Pass)
39 and below	E (Fail)

NOTE: A Semester is a period of 16 Weeks  
 1 unit is equivalent to 1 contact hour per week

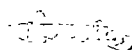
### EXPLANATION OF COURSES

100 - 600 Undergraduate Courses  
 700 - 900 Post-graduate Courses

### OTHER KEYS

Pass after Supplementary Examination  
 E Elective Course

FOR



CHIEF ACADEMIC OFFICER

Tuesday September 15, 2009

DATE

# KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Advanced Certificate of Education and qualified for the award of a

**KENYA**

## ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

Candidate's Name

Date

Centre Name

Grade

GENERAL STUDIES  
COMPUTER SCIENCE  
BIOLOGY  
PHYSICS  
CHEMISTRY  
MATHEMATICS

Signature of Candidate

Signature  
Kenya National Examinations Council

Signature  
Kenya National Examinations Council

# THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Certificate of Education and qualified for the award of a

## KENYA CERTIFICATE OF EDUCATION

NAME OF CANDIDATE

NAME OF SCHOOL

DATE OF EXAMINATION

GRADE

Signature  
Date

TEACHERS SERVICE COMMISSION

Telephone Nairobi 33144/5/6/7/8/9 and 331450  
When replying please quote,

Ref No TSC/309362/40  
and date



CO-OPERATIVE HOUSE  
HAILE SELASSIE AVENUE  
PRIVATE BAG  
NAIROBI, KENYA

6th June, 1997

Miss Gumato Adano

Through

The Headteacher,  
Nanyuki High School,  
P.O. BOX 233,  
NANYUKI.

*Forwarded*  
*H. Master*  
*16-6-97*

DEPLOYMENT AS DEPUTY HEADTEACHER  
MOI GIRLS HIGH SCHOOL, MARSABIT

I am pleased to inform you that, it has been decided that you be deployed to perform duties of Deputy Headteacher, Moi Girls High School, Marsabit with effect from 19th May, 1997.

In accordance with the Teachers Service Commission Code of Regulations for Teachers, you will be paid the appropriate Responsibility Allowance.

On behalf of the Teachers Service Commission, I congratulate and wish you success in the performance of your duties.

*L.N. NZOMO*  
L.N. NZOMO (MRS)  
FOR: SECRETARY  
TEACHERS SERVICE COMMISSION

c.c.

The Provincial Director of Education,  
EASTERN/RIFTVALLEY

The Chairman, B.O.G.,  
Moi Girls High School, Marsabit,  
P.O. BOX 123,  
MARSABIT

The Headteacher,  
Moi Girls High School, Marsabit,  
P.O. BOX 123,  
MARSABIT.

GAZETTE NOTICE NO. ....

**THE EWASO NG'IRO NORTH RIVER BASIN DEVELOPMENT  
AUTHORITY ACT  
(CAP. 448)**

**APPOINTMENT OF BOARD MEMBERS**

IN EXERCISE of the powers conferred by section 4 (1) (L) of the Ewaso Ng'iro North River Basin Development Authority Act, the Minister for Regional Development Authorities appoints,

**Gumato Okur (Mrs),  
Gindole Katelo Boru**

to be Board Members of the Ewaso Ng'iro North River Basin Development Authority, for a period of three (3) years, with effect from 20<sup>th</sup> June, 2006. The appointment of Elema Isako Fila and Tache Bonsa is revoked\*.

Dated the 3<sup>rd</sup> Day of July 2006

  
**M.A. MOHAMUD**  
**MINISTER FOR REGIONAL DEVELOPMENT AUTHORITIES**

\*G.N 4786/2006



Commonwealth Secretariat  
London



Centre for Corporate Governan  
Ken

## FIVE-DAY DIRECTORS' COURSE

*This is to Certify that*

*Gumato U. Yattani*

*has attended the "Five-Day Residential Training Course for Directors "*  
*conducted by the Centre for Corporate Governance*  
*on behalf of the Commonwealth Fund for Technical Co-operation*  
*at Addis Ababa, Ethiopia,*  
*13-19 June 2004*

Dr. Srinivas Sampath  
Adviser, Public-Private Sector Development  
Governance & Institutional Development Division  
Commonwealth Secretariat

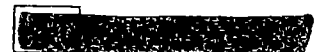
Karugor Gatamah  
Chief Executive Officer  
Centre for Corporate Governance



Attended



Passed Examination



Date: June 18, 2004





**CENTRE FOR CORPORATE GOVERNANCE**  
[AN AFFILIATE OF THE COMMONWEALTH ASSOCIATION FOR CORPORATE GOVERNANCE]  
[SECRETARIAT TO THE PAN-AFRICAN CORPORATE GOVERNANCE FORUM]

---

## WORKSHOP ON CORPORATE GOVERNANCE

This is to confirm that

*Gumato Ukur Yattani*

Attended and participated in the  
“3-Day Corporate Governance Induction Course for Directors”  
which covered:

Introduction to Corporate Governance  
Principles of Corporate Governance  
Legal Duties and Liabilities of Directors  
Roles and Functions of the Board  
Constituting the Board  
Making the Board More Effective  
The Board and Strategy  
The Board and Human Resources  
Appreciating Financial Reports  
Risk Management  
Knowledge Management and ICT  
Corporate Citizenship, Social Responsibility and Ethics  
Corporate Governance Reporting and Disclosure

Held at the AFC Training Institute, Karen, Nairobi, Kenya

From February 25-27, 2004

**Karugor Gatamah**  
Chief Executive Officer

**Dr. Joshua A. Okumbe**  
Dep. Chief Executive Officer,  
Training and Education  
Programmes Coordinator

Date: November 20, 2004



# KENYA REVENUE AUTHORITY

## TAX COMPLIANCE CERTIFICATE

Certificate Serial No:

KRA 16/022182/2012

THIS CERTIFICATE CONFIRMS THAT

YATTANI GUMATO UKUR

Holder of Tax Registration Personal Identification Number A002706285G

has fulfilled the obligation to file relevant tax returns and to pay taxes due as provided by law

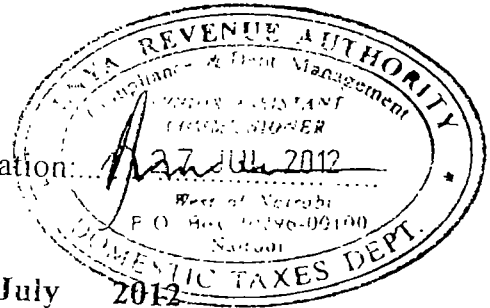
This certificate will be valid for *six(6) months* up to **27TH January 2013**

Issued by:

Name: D.O.OBURE

Signature:

Designation:



Date of Issue: **27TH July 2012**

### Caveat

- a) This certificate is issued on the basis of information available to the Authority as at the date shown above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.
- b) Confirm genuineness and validity of the certificate using the TCC checker available at: <http://www.kra.go.ke/notices/tcc-checker.html> or contact the nearest DTD office.

TCC3

*Handwritten signature*

*Handwritten text*

*Handwritten text at the bottom of the page*





# ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Valley Rd /Milimani Rd Junction) P O Box 61130 -00200, NAIROBI, Kenya  
TEL : 254 (020) 2717318/ 310722. MOBILE. 0729 888881/2/3  
Fax. 254 (020) 2719757 Email eacc@integrity.go.ke Website: www.eacc.go.ke

When replying please quote:

Our ref. EACC.6/42 VOL. IV / (324)

26<sup>th</sup> July, 2012

Gumato Ukur Yatani  
[gumatoukur@yahoo.com](mailto:gumatoukur@yahoo.com)

0726 377 651/0738 191 771

Dear Madam,

**RE: CLEARANCE CERTIFICATE: NATIONAL GENDER AND EQUALITY COMMISSION**

The Commission is in receipt of your request for a clearance certificate dated **25<sup>th</sup> July, 2012** as a condition precedent to applying for the position of Member at the above Commission.

Please note that a report will be forwarded to the National Gender and Equality Commission upon request.

Yours faithfully,

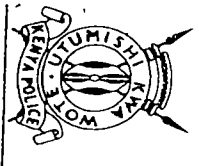
**ABDI A. MOHAMUD**  
**FOR: AG. SECRETARY/CHIEF EXECUTIVE OFFICER**

AAM/ta

KENYA

POLICE

No C 24 A



C No 176798

CRIMINAL INVESTIGATION DEPARTMENT  
P.O. BOX 30036  
NAIROBI, KENYA

Ref No. *CID/SEC/6/7/2/A/VOL.XLV.173226* Date *30 / 07 / 2012*

### CERTIFICATE OF GOOD CONDUCT

I hereby certify that the fingerprints attached to this Certificate are those of

***GUMATO UKUR YATTANI***

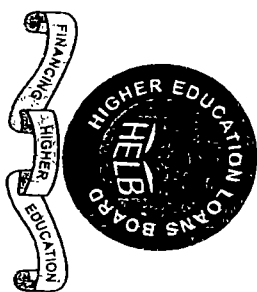
and that they have been searched in the criminal records office and no criminal record has been traced. The validity of the information on this Certificate is as at the date of issue.  
This Certificate has been issued without any alteration or erasure.

*juK*

*(J.M. Maggamba)*  
*J.M. Maggamba*  
Director of Criminal Investigation

No.038533

# HIGHER EDUCATION LOANS BOARD



## Certificate of Clearance UNIVERSITY STUDENT LOAN

This Certificate is awarded to ADANO GUMATO

ID No. 9558540

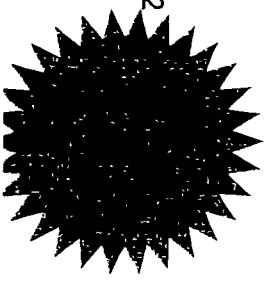
University Registration No. ED/058/90

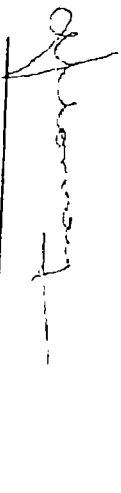
University attended MOI UNIVERSITY

For having repaid in full the Principal Loan and interest thereon.

  
Signature CEO/BOARD SECRETARY

Date 25 Jul 2012



  
Signature HEAD OF OPERATIONS

Date 25 Jul 2012

**CONSUMER CREDIT REPORT**  
 Credit Reference Bureau Africa Limited  
 All Trade Sectors Credit Report  
 Report requested by Names: MS GUMATO UKUR YATTANI

**PERSONAL PROFILE**

**ID Number: 00004395095**

**Names: MS GUMATO UKUR YATTANI**

**9558540 PIN:A002706285G**

**Gender: F Date of Birth: 15/08/1969 Nationality: KENYAN**

**Postal Address(es)**

3565, Post Code: 00100, NAIROBI  
 P.O.BOX 356, MARSABIT, KENYA

**Physical Address(es)**

SOUTH C, SHERIFF ESTATE, HSE NO.08, NAIROBI  
 House Type: Not Known

**Phones**

Mobile Phone 254-+436764757138  
 Mobile Phone 254-+4369911342477  
 Mobile Phone 254-0705-237344

**Employment**

OFFICE OF THE PRESIDENT  
 Postal Address: 62345-00200, NAIROBI  
 Postal Address:  
 Position: UNDER SECRETARY

**SUMMARY**

	Your Sector	Other Sectors
Total Delinquencies	0	0
Total Collection Accounts	0	0
Total Accounts	0	0
Total Bounced Cheques	0	0
Total Fraudulent Cases	0	0
Total Credit Applications	0	0
Total Legal Suits	0	0
Last Delinquency Date	-	-
Last Collection Account Date	-	-
Last Legal Suit Date	-	-
Enquiries - Last 30 Days	0	0
Enquiries - 31 - 60 Days	0	0
Enquiries - 61 - 90 Days	0	0
Enquiries > 91 Days	1	0

CREDIT REFERENCE BUREAU AFRICA LIMITED  
 NAIROBI

**CONTACT ENQUIRIES**

**Company:** Credit Reference Bureau Africa Limited  
**Address:** Bank Sector Bureau  
**Phone:** 254-0705-237344  
**Date:** 06 Dec 2011

CONSUMER CREDIT REPORT  
 Credit Reference Bureau Africa Limited  
 All Trade Sectors Credit Report  
 Report requested by Names: MS GUMATO UKUR YATTANI

**IMPORTANT NOTICE**

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Handwritten signature and stamp area, including a circular stamp with text that is partially illegible but appears to contain "3751344".

