



NGEC
National Gender and
Equality Commission

State Corporations Appointments 2018

Gender Analysis





Published by

National Gender and Equality Commission Headquarters
Solution Tech Place, 1st Flr, Longonot Road,
Upperhill, next to Crowne Plaza Hotel
P.O.BOX 27512-00506, Nairobi, Kenya
Tel +254 2(20)-272-7778/ +254 (20) 3213199
www.ngeckkenya.org
Twitter: @NGECKENYA
www.facebook.com/NGECKKenya
Toll Free Line: 0800720187
SMS: 20459

Kisumu Office
Reinsurance Plaza, 3rd Floor, Wing B
Oginga Odinga Street

Nakuru Office
Tamoh Plaza, 1st Floor, Kijabe Street
P.O BOX 15263-401 NAKURU

Garissa Office
Opposite Care International Offices,
Garissa town

Malindi Office
Malindi Complex, off Lamu-Malindi Road
Malindi town

Kitui Office
Nzambani Park, off Kitui Referral Hospital Road
Kitui town
©2018

Table of Contents

Acknowledgements 3

1.0 Introduction 4

1.1 Background 4

2.0 Gender Analysis 10

2.1 Sample Board Appointments 11

3.0 Observations 14

4.0 Recommendations 15

References 16

State Corporations Appointments 2018

Acknowledgements

This analysis has been prepared by the NGEN Communications¹ in conjunction with the Gender and Women² and ICT³ departments

¹ Daniel Waitere

² Betty Malamba

³ John Munene

State Corporations Appointments 2018

1.0 Introduction

The National Gender and Equality Commission (NGEC) is a Constitutional Commission set up pursuant to Article 59(4) & (5) of the Constitution of Kenya 2010 and the National Gender and Equality Commission Act 2011. The overall mandate of the Commission is to promote gender equality, inclusion and freedom from discrimination among all people in Kenya with the main focus on women, men, persons with disabilities, the youth, children, the elderly, minorities and marginalized communities.

As a State organ that ensures compliance with principles of equality and freedom from discrimination in both private and public sectors, the Commission monitors the integration of such principles by conducting audits and documenting status reports showing progress being made by these sectors towards gender mainstreaming in their work

1.1 Background

On 6th June, 2018 the Government of Kenya vide Special Gazette Issue Vol. CXX—No. 68 published a list of new Chairpersons and Members of State Corporations. The Constitution of Kenya 2010 provides for equality and freedom from discrimination. Article 27 (2) states that women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. Sub article (8) obligates the State to take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or **appointive** bodies shall be of the same gender.

The appointment of Chairpersons and members of boards of State Corporations is done pursuant to the constitutive Acts of respective State corporations usually by the President and/or the Cabinet secretary in charge of the relevant ministry under each State Corporation.

A total of 127 appointments were announced vide the special gazette issue of June 6 2018 and the analysis is as follows.

State Corporations Appointments 2018

Parastatal Appointments 2018					
SN	Name	Institution	Designation	Gender	
				M	F
1	Benjamin Cheboi	Agricultural Development Corporation	Chairperson	M	
2	Jean Njiru	Agricultural Development Corporation	Member		F
3	Gladys Kasia Ngao(Dr.)	Agricultural Development Corporation	Member		F
4	John Owuor Onyango K'Obado(Eng.)	Agricultural Development Corporation	Member	M	
5	Hassan Osman	Agricultural Development Corporation	Member	M	
6	Tabitha Mbungu Maungi	Agricultural Development Corporation	Member		F
7	Martin Ogindo	Agricultural Development Corporation	Member	M	
8	Paul Kibet Chebor	Agricultural Development Corporation	Member	M	
9	Roba Sharu Duba	Agricultural Development Corporation	Member	M	
10	Peter Chemuigut	Agricultural Development Corporation	Member	M	
11	Miriam Gaituri	Anti-Money Laundering Board	Member		F
12	John Kipkosgei Birech	Capital Markets Authority	Member	M	
13	Freshia Mugo-Waweru(Dr.)	Capital Markets Authority	Member		F
14	Swaleh Khadara	Coast Development Authority Board	Member	M	
15	Beatrice Gambo	Coast Development Authority Board	Member		F
16	George Kethi	Coast Development Authority Board	Member	M	
17	Omar Famau	Coast Development Authority Board	Member	M	
18	Ibrahim Sane	Coast Development Authority Board	Member	M	
19	Ndegwa Julius Kariuki	Coast Development Authority Board	Member	M	
20	Mushenga Ruga Vya	Coast Development Authority Board	Member	M	
21	Abdalla Amina	Coast Development Authority Board	Member	M	
22	Dr. Wanyala Iyaya	Consolidated Bank	Chairperson	M	
23	Lillian Mahiri Zaja	Energy Regulatory Commission	Commissioner		F
24	Eng. Samuel Nyanchama Maugo	Energy Regulatory Commission	Commissioner	M	
25	Gershom Otachi	Geothermal Development Company	Chairperson	M	
26	Dr. Nelly Yatich	Geothermal Development Company	Member		F
27	Kamau Kuria	Geothermal Development Company	Member	M	
28	Ann Too	Geothermal Development Company	Member		F

State Corporations Appointments 2018

29	Alice M Njoroge	Insurance Regulatory Authority	Member		F
27	Joyce K Muchena	Insurance Regulatory Authority	Member		F
28	Paul K K Cheboi	Insurance Regulatory Authority	Member	M	
29	Douglas Kailanya	Insurance Regulatory Authority	Member	M	
30	Geoffery Kamau Kibi	Kenya Animal Genetics Resource Center	Chairperson	M	
31	Walter Ongeti(Dr.)	Kenya Animal Genetics Resource Center	Member	M	
32	John Gethi Muraya	Kenya Animal Genetics Resource Center	Member	M	
33	Bernadette Misoi(Dr.)	Kenya Animal Genetics Resource Center	Member		F
34	Carole Oyugi	Kenya Civil Aviation Authority	Member		F
35	Maj. Gen(Rtd.) Charles Mutyetu Mwanzia	Kenya Civil Aviation Authority	Member	M	
36	Capt. Judy Kiniti	Kenya Civil Aviation Authority	Member		F
37	Chris Chirchir Kuto	Kenya Civil Aviation Authority	Member	M	
38	James Teko Lopoyetum	Kenya Deposit Insurance	Chairperson	M	
39	Amos Ntimama	Kenya Deposit Insurance Corporation	Member	M	
60	Daula Omar	Kenya Ferry Services Limited	Member	M	
61	Naima Amir	Kenya Ferry Services Limited	Member		F
40	Peter Kimanthi Kinyua	Kenya Forest Service	Chairperson	M	
43	Peter Leitoro	Kenya Forest Service	Member	M	
44	Jane Wamoko	Kenya Forest Service	Member		F
45	Henry K. Bamao	Kenya Forest Service	Member	M	
46	Jane W. Njuguna	Kenya Forest Service	Member		F
47	Joel K. Laigong	Kenya Forest Service	Member	M	
48	Peter O. Wandera	Kenya Forest Service	Member	M	
49	Jaswant Singh Rai	Kenya Forest Service	Member	M	
50	Anne Tek	Kenya Forest Service	Member		F
51	Jonothan Lelelit Lati	Kenya Industrial Research and Development	Chairperson	M	
52	Joy Sanda Ojiambo	Kenya Investment Authority	Member		F
53	Judith Wanjiku Kibaki	Kenya Investment Authority	Member		F
54	Putunoi Godfrey Kampan	Kenya Investment Authority	Member	M	
55	Theresa Chepkony	Kenya Investment Authority	Member		F

State Corporations Appointments 2018

56	Peter Njoka	Kenya Investment Authority	Member	M	
57	Washington Makodingo (Dr.)	Kenya Investment Authority	Member	M	
58	Elias Busienei	Kenya Leather Development Council	Member	M	
62	Raphael Letimalo	Kenya Leather Development Council	Member	M	
63	Joseph Mutai(Dr.)	Kenya Medical Research Institute	Member	M	
64	Emily Koech(Dr.)	Kenya Medical Training College	Member		F
65	Ruth Okowa	Kenya Medical Training College	Member		F
66	Mithamo Muchiri	Kenya Medical Training College	Member	M	
67	Peter Kiguta	Kenya National Bureau of Statistics	Chairperson	M	
68	Jinaro Kibet	Kenya Pipeline Company	Member	M	
69	Rita Achieng Okuthe	Kenya Pipeline Company	Member		F
70	Winnie Mukami	Kenya Pipeline Company	Member		F
71	Moses Merkalei Atuoko	Kenya Plant Health Inspectorate Service	Member	M	
72	Lucky C. Lotole	Kenya Plant Health Inspectorate Service	Member		F
73	Rose W. Njeru (Dr.)	Kenya Plant Health Inspectorate Service	Member		F
74	Paul Kimurto(Prof.)	Kenya Plant Health Inspectorate Service	Member	M	
75	Joseph Kibwana	Kenya Ports Authority	Chairperson	M	
76	Peter Kid Gibendi	Kenya Ports Authority Board	Member	M	
77	Mary Ngare	Kenya Ports Authority Board	Member		F
78	Conrad Thorpe	Kenya Ports Authority Board	Member	M	
79	Kariuki Njiri	Kenya Ports Authority Board	Member	M	
80	Alice Mwaisaka	Kenya Ports Authority Board	Member		F
81	Michael Waweru	Kenya Railways Corporation	Chairperson	M	
82	Hellen Nyaruai Wamuiga	Kenya Railways Corporation Board	Member		F
83	John Kimanathi Maingi	Kenya Railways Corporation Board	Member	M	
84	Rita Kavashe	Kenya Roads Board	Chairperson		F
85	Suleiman Shahbal	Kenya Trade Network Agency	Chairperson	M	
86	Isaac Meroka Mbeche(Prof.)	Kenya Veterinary Vaccines Productions Production Institute	Member	M	
87	Robert Mburu	Kenya Veterinary Vaccines Productions Production Institute	Member	M	

State Corporations Appointments 2018

88	Wambui Mureithi	Kenya Water Towers Agency Board	Member		F
89	Doyo Godana	Moi Teaching Referral Hospital	Chairperson	M	
90	Constantine Kandie	Moi Teaching Referral Hospital	Member		F
91	Vincent Mwasia Mutua	NACADA	Member	M	
92	George Ogalo	NACADA	Member	M	
93	Gladys Janet Mbindyo	National Housing Corporation Board	Member		F
94	Wainaina Kinyanjui	National Housing Corporation Board	Member	M	
95	Ochiba Lukandu (Dr.)	National Cancer Institute of Kenya	Chairperson	M	
96	David Lazaro Wafula	National Cereals and Produce Board	Member	M	
97	Teresia Mbaika Malokwe	National Environment Management Authority	Member		F
98	Augustine Neto	National Environment Management Authority	Member	M	
100	Barnabas Njiru Mitaru(Prof.)	National Environment Management Authority	Member	M	
101	Peninah Aloo Obudho(Prof.)	National Environment Management Authority	Member		F
102	Halima Ware	National Environment Management Authority	Member		F
103	Juma Ngeywa	National Environment Management Authority	Member	M	
104	Mudzo Dzili	National Irrigation Board	Chairperson	M	
105	Zainabu Chidzuga	National Irrigation Board	Member		F
106	Grace Kiptui	National Irrigation Board	Member		F
107	Wambui Nyutu	National Irrigation Board	Member		F
108	Stanley Nyutu	National Irrigation Board	Member	M	
109	Francis Gichohi(Arch.)	National Irrigation Board	Member	M	
110	Japheth Rutere(Eng.)	National Irrigation Board	Member	M	
111	Kariithi Kibuga	National Oil	Chairperson	M	
112	Caroli Omondi	National Oil Corporation of Kenya	Member	M	
113	Daniel Mutiso Nguu	National Oil Corporation of Kenya	Member	M	
114	Margaret Wanjiru Saitoti	National Oil Corporation of Kenya	Member		F
115	Sam Kibogo Gakunga	National Oil Corporation of Kenya	Member	M	
116	Hillary Sigei	National Oil Corporation of Kenya	Member	M	
117	Judy Miruka	NGOs Coordination Board	Member		F
118	Gichira Kibaara	NGOs Coordination Board	Chairperson	M	
119	Julius Waweru Karangi	NSSF	Chairperson	M	

State Corporations Appointments 2018

120	Marion Mutugi(Prof.)	NSSF	Trustees		F
121	Joseph Leasolai Lekuton	NSSF	Trustees	M	
122	Mark Rotich	Pest Control Products Board	Member	M	
123	Hillary Barchok	Retirements Benefits Authority	Member	M	
124	Margaret Makumi	Retirements Benefits Authority	Member		F
126	Stephen Gichohi	Retirements Benefits Authority	Member	M	
127	Charles Oyugi	South Nyanza Sugar Co.	Chairperson	M	

Gender Spread Across State Corporations

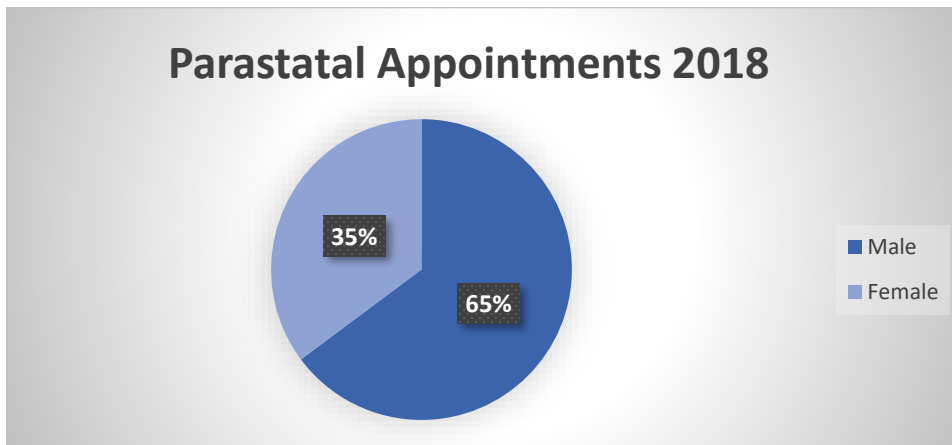
Male	Female	Total
81	44	125

State Corporations Appointments 2018

2.0 Gender Analysis

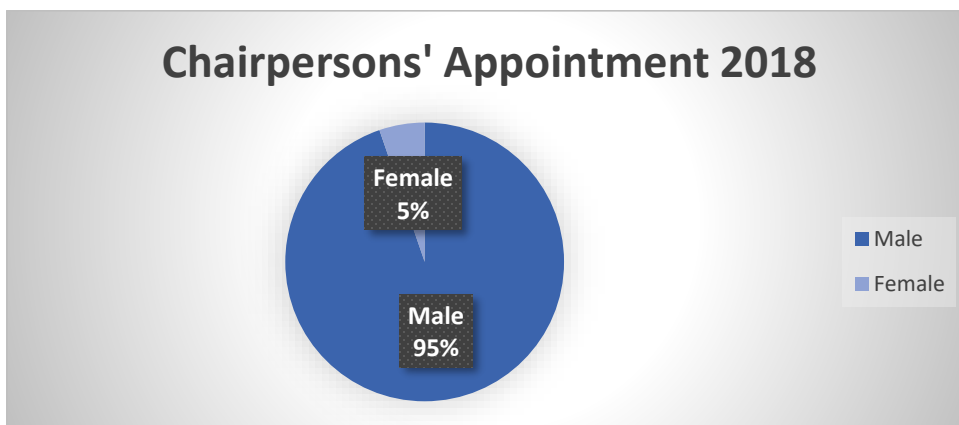
As indicated in the Table 1 above, 81 males and 44 females were appointed to various positions. This translates to 65% and 35% respectively, this adheres to the not-more- two-thirds principle as provided for in Article 27 (8) of the Constitution of Kenya. This is highlighted in fig 1 below.

Figure 1: Overall Gender Spread in parastatal appointments in 2018



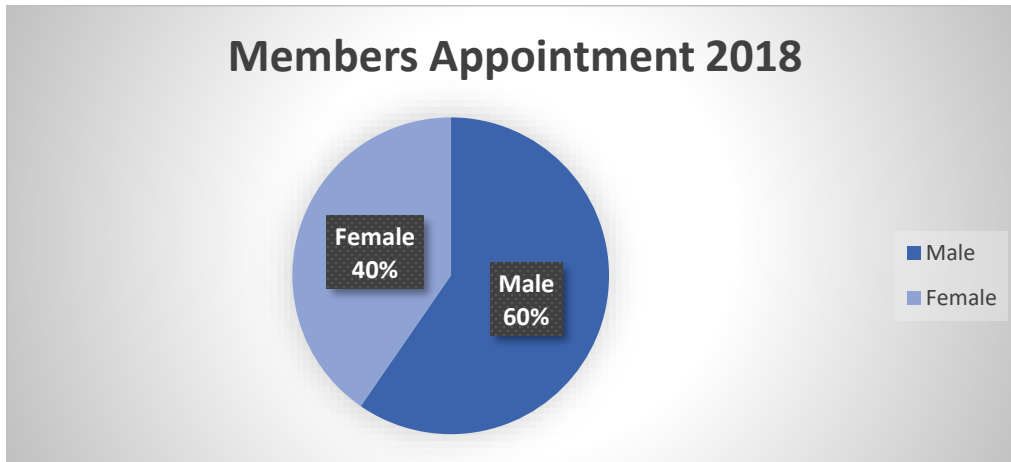
In regards to the appointments done for the position of the chairpersons to the various agencies, there were 18 males and 1 female appointed to chair the 19 agencies. Figure 2 illustrates that 95% of males were appointed as chairpersons compared to only 5% female appointed.

Figure 2: Chairpersons' Appointment in 2018



The total members appointed to various boards and commissions, 62 of these were males while 42 were females; this represented 60% and 40% gender spread respectively. This is shown in the Figure 3 below.

Figure 3: Overall Gender Spread in Board Members appointed in 2018



In regards to the various appointments of members to various boards, it is noted that most of the appointments met the not-more-than two thirds threshold. This is illustrated in figures 4, 5, 6 and 7.

2.1 Sample Board Appointments

Figure 4: Kenya Forest Service Board 2018

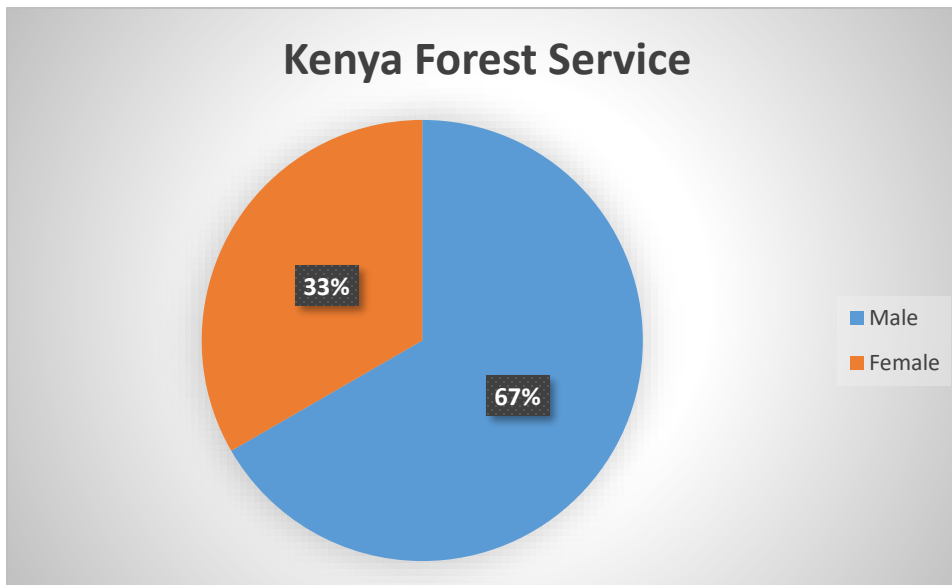


Figure 5: Agricultural Development Corporation Board 2018

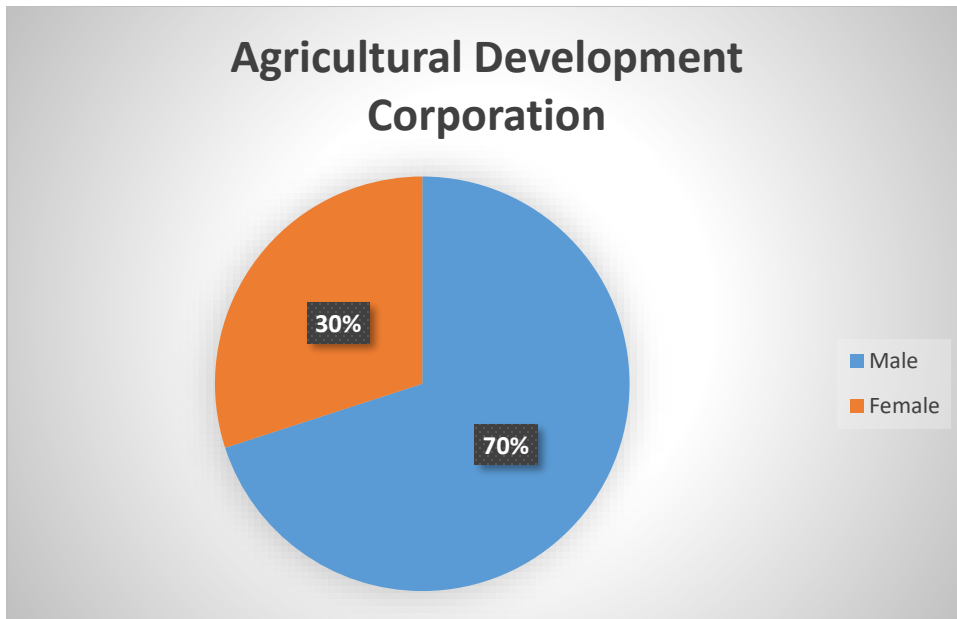


Figure 6: National Irrigation Board 2018

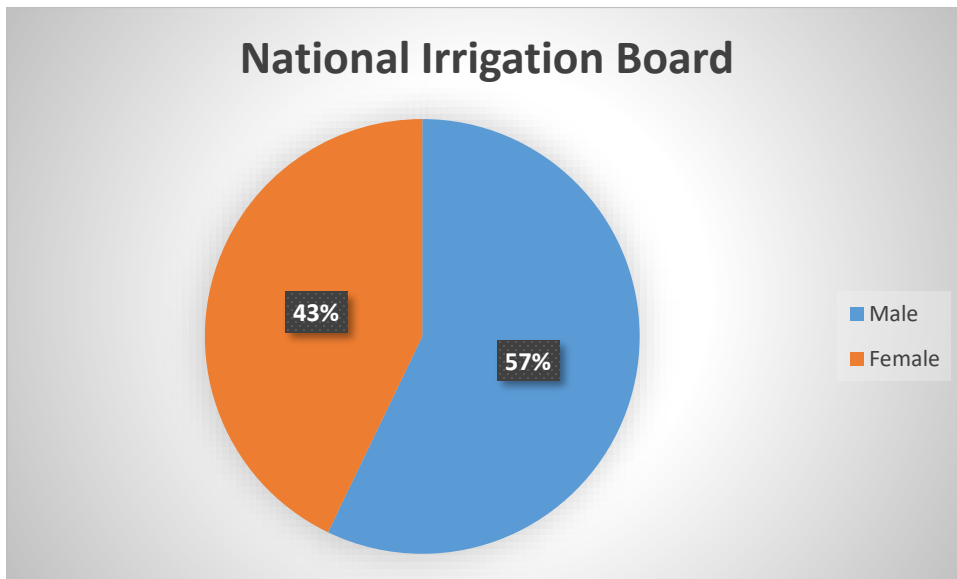


Figure 7: National Environment Management Authority Board, 2018



However, in figures 8 and 9 shows that these boards constituted more than two thirds of the males compared to the females in these boards.

Figure 8: Coast Development Authority Board, 2018

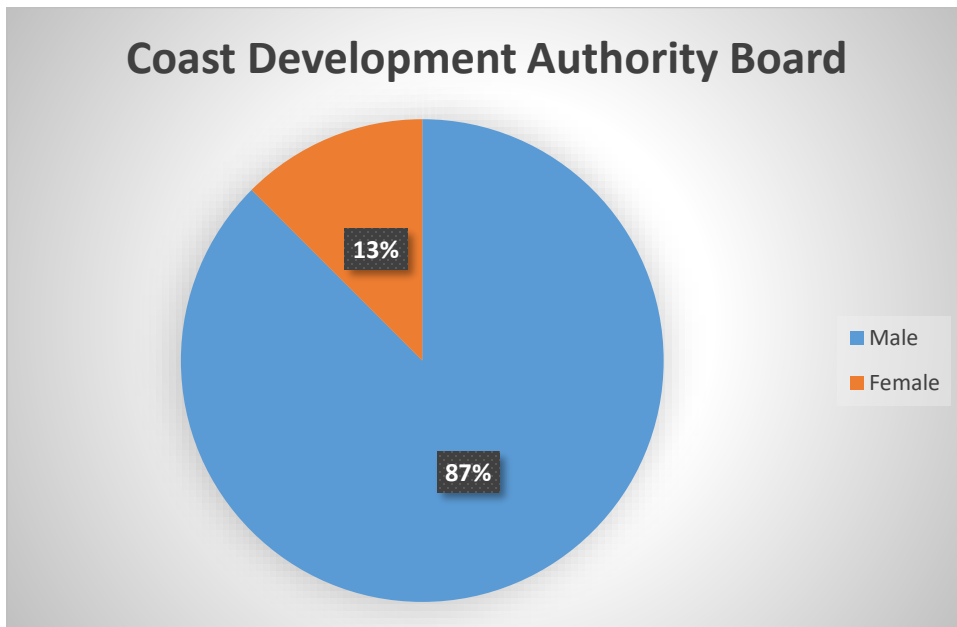
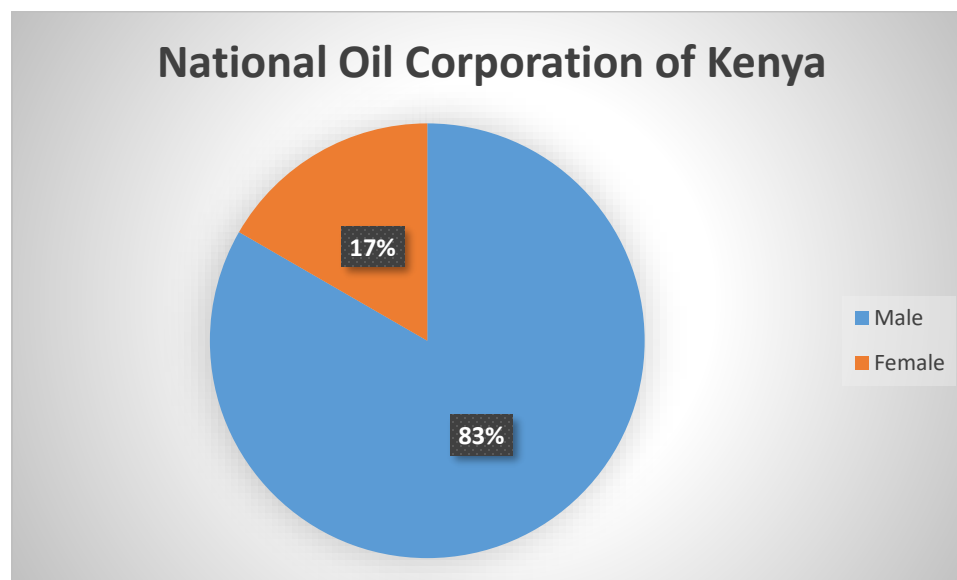


Figure 9: National Oil Corporation of Kenya Board, 2018



3.0 Observations

- i. The gender analysis takes into consideration only the appointments contained in the special gazette issue of June 6, 2018. As such the computation of the two thirds gender principle is in respect to the general appointments and not specific to each board of a State Corporation. Where specific boards have been highlighted, computations require to consider serving board members together with the new appointees to determine full compliance. The figures therefore serve to indicate a general trend of gender spread across State Corporations and as an indicator of progressive gender mainstreaming in public appointments by the State.
- ii. While the percentage number of members appointed to State Corporations stood at 60% for men and 40% female, the same was remarkably different for Chairpersons of boards standing at 95% for men and 5% for women. Most State Corporations are chaired by men.
- iii. Apart from the Coast Development Authority and the National Oil Corporation whose board membership appears to be discriminatory to women, the gender spread across most State Corporations adheres to the not more than two thirds gender principle.
- iv. The appointments as they appear in the special gazette issue do not indicate the age and ability status of the appointees. It is therefore impossible to provide a considered opinion in terms of mainstreaming appointments of youth and persons with disabilities in State Corporations appointments.

4.0 Recommendations

1. The recent appointments indicate an appreciation of women in leadership positions. Empowerment of women in the leadership of State Corporations needs to be upscaled to the highest level by ensuring as many women as men get to chair various boards of State Corporations.
2. Future appointments should endeavor to disaggregate the age and ability of the appointees. The youth and persons with disability have an important role in formulating and directing policies in the management of State Corporations and their inclusion is paramount
3. The Commission notes and appreciate Ms. Rita Kavashe for having been appointed Chairperson of the Kenya Roads Board. The only female Chairperson appointee out of 18 Chairpersons.

State Corporations Appointments 2018

References

Kenya, R. o. (June 6 2018). *Kenya Gazette*. Nairobi: GoK Printer.