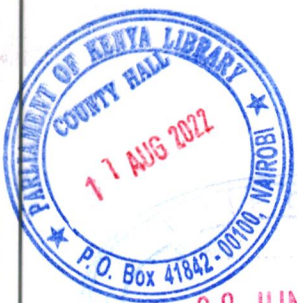


Approved for tabling.

*Pat SNA
29/6/16*

27



REPUBLIC OF KENYA



THE NATIONAL ASSEMBLY

*Paper laid
Thursday 30/6/2016
by the Chairperson,
Committee on
Labour & Social
Welfare
Ajedh*

ELEVENTH PARLIAMENT- FOURTH SESSION-2016

THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

REPORT ON

THE PETITION BY HON. ZULEIKHA JUMA HASSAN, MP ON DEPLORABLE WORKING CONDITIONS OF THE WORKERS AT KWALE INTERNATIONAL SUGAR COMPANY LIMITED

DIRECTORATE OF COMMITTEE SERVICES
CLERK'S CHAMBERS
PARLIAMENT BUILDINGS
NAIROBI

JUNE, 2016

AS

ANNEXES

- A. Committee Minutes
- B. Adoption List

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CHAIR'S FOREWORD

The petition was tabled before the House pursuant to Standing Order No. 225 (2) (a) by Hon. Zuleikha Juma Hassan, MP on behalf of employees and former employees of Kwale International Sugar Company Limited on 26th August, 2015. The petitioner requests the National Assembly through the Committee investigates the circumstances behind the poor working conditions of the workers at the Company and intervenes to have the terms of workers reviewed favorably.

The petition was referred to the Departmental Committee on Labour and Social Welfare for consideration and preparation of a report within sixty days pursuant to the provisions of Standing Order 227.

In considering the petition, the Committee invited and held meetings with the petitioner, Hon. Zuleikha Juma Hassan, MP. In addition, the Committee undertook a fact finding visit at Kwale International Sugar Company Limited (KISCOL) where they held meetings with the Workers and the Management of the Company. The meetings were aimed at inquiring into the issues raised in the petition.

The Committee appreciates the assistance provided by the Office of the Speaker and the Clerk of the National Assembly that enabled it to discharge its functions in considering the petition.

On behalf of the Departmental Committee on Labour and Social Welfare and pursuant to provisions of Standing Order 227, it is my pleasant privilege and honour to present to this House the Report of the Committee on the petition by Hon. Zuleikha Juma Hassan, MP on deplorable working conditions of the workers at Kwale International Sugar Company Limited.

Hon. David A. Were, MP

EXECUTIVE SUMMARY

This report has considered and responded to the prayers sought by Hon. Zuleikha Juma Hassan, MP on behalf of workers of Kwale International Sugar Company Limited in a petition on deplorable working conditions of the workers at Kwale International Sugar Company Limited. The Committee found out that the prayers pursued by the petitioner are reasonable given that there is a Kenya Gazette Notice No.91 of June, 2015 that clearly sets the minimum wage for employees.

The report entails presentations by the petitioner, Hon. Zuleikha Juma Hassan, M.P, the employees and the management of Kwale International Sugar Company Limited. After presentations and deliberations, the report recommends that Kwale International Sugar Company Limited should issue documentations such as contract letters and letters of appointment to all its employees so that it can be the term of reference for job description. The Company should also adhere to the wage guidelines as per the Kenya Gazette Notice No.91 of June, 2015 and also pay arrears for salaries paid below the legal threshold effective June, 2015.

The Kwale International Sugar Company Limited should further provide protective gears and enforce the safety measures, regulations and use of protective gears in the company as required by the law. It should also provide better alternative modes of transportation for their employees and further provide separate compartment for tools and its workers in the mode of transport. In addition, the Company should provide a medical scheme for its workers and ensure compensation for those who have been disabled or injured while at work.

MANDATE OF THE COMMITTEE

The Committee under Standing Order 227 is mandated to respond to the petitioner by way of a report addressed to the petitioner or petitioners and laid on the floor of the House.

The Committee is established in accordance with the provisions of Standing Order No. 216, with the following terms of reference: -

- i. To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;
- ii. To study the programme and policy objectives of Ministries and departments and the effectiveness of the implementation;
- iii. To study and review all legislation referred to it;
- iv. To study, access and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;
- v. To 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;
- vi. To vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments); and
- vii. To make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.

The Committee is mandated to consider the following subjects:-

- (i) Labour
- (ii) Trade union relations
- (iii) Manpower or human resource planning
- (iv) Gender
- (v) Culture and social welfare
- (vi) Youth
- (vii) National youth service

(viii) Children's welfare

(ix) National heritage

(x) Betting and Lotteries

(xi) Sports

In executing its mandate, the Committee oversees the following Government Departments and Agencies, namely:-

- i) The State Department of Labour
- ii) The State Department of Social Security Services
- iii) The State Department of Sports
- iv) The State Department of Culture and the Arts
- v) The State Department of Gender
- vi) The Department of Youth
- vii) The National Gender and Equality Commission

MEMBERS OF THE COMMITTEE

Chairperson	The Hon. David Were, MP
Vice Chairperson	The Hon. Tiyah Galgalo, MP
Members	The Hon. John Serut, MP
	The Hon. Peris Tobiko, MP
	The Hon. John Ndirangu Kariuki, MP
	The Hon. Winnie Karimi Njuguna, MP
	The Hon. Janet Nangabo, MP
	The Hon. Janet Teyiaa, MP
	The Hon. Samuel Gichigi, MP
	The Hon. Elijah Lagat, MP
	The Hon. Cornelly Serem, MP
	The Hon. Abdi Noor Ali, MP
	The Hon. Daniel Wanyama, MP
	The Hon Regina Nyeris, MP
	The Hon. Wesley Korir, MP
	The Hon. Kinoti Gatobu, MP
	The Hon. Elijah Mosomi Moindi, MP
	The Hon. James Onyango K'Oyoo, MP
	The Hon. Omondi John Ogutu, MP
	The Hon. Aisha JumwaKarisa, MP
	The Hon. Patrick Wangamati, MP
	The Hon. Rose Museo Mumo, MP
	The Hon. Silvance Onyango Osele, MP
	The Hon. Nyasuna Gladys Wanga, MP
	The Hon. John Owuor Onyango Kobado, MP
	The Hon. Mwanyoha Hassan Mohammed, MP
	The Hon. Mlolwa Jones Mwangogo, MP
	The Hon. Ferdinand Waititu, MP

COMMITTEE SECRETARIAT

Third Clerk Assistant	Mr. Erick Nyambati
Clerk Assistant	Mr. Abdirahman Gele Hassan
Clerk Assistant	Ms. Nuri Kitel Nataan
Legal Counsel	Mr. Sydney Okumu
Research & Policy Analyst	Ms. Lorna Okatch
Fiscal Analyst	Mr. Joseph Ndirangu

1.0 LIST OF RECOMMENDATIONS

The Management of Kwale International Sugar Company Limited (KISCOL) should within ninety days of this Report:-

1. Issue documentations such as contract letters and letters of appointment to all its employees so that it can be the term of reference for job description.
2. Adhere to the wage guidelines as per the Kenya Gazette Notice No.91 of June, 2015 and also pay arrears for salaries paid below the legal threshold effective June, 2015.
3. Provide protective gears and enforce the safety measures, regulations and use of protective gears in the company as required by the law.
4. Provide proper sanitation, food and water to its employees.
5. Provide better alternative modes of transportation for their employees and further provide separate compartment for tools and its workers in the mode of transport.
6. Provide a medical scheme for its workers and ensure compensation for those who have been disabled or injured while at work.

2.0 INTRODUCTION

The Petition regarding deplorable working conditions of the workers at Kwale International Sugar Company Limited was presented to the House pursuant to Standing Order 225 (2)(a) by Hon. Hassan Zuleikha Juma, MP on 26th August, 2015.

Pursuant to House rules, the petition was referred to the Committee on Labour and Social Welfare for consideration and preparation of a report within 60 days. The Committee considered the petition pursuant to the provisions of Standing Order 227.

The petitioner wished to draw the attention of the House on the following, that:-

- I. Kwale International Sugar Company Limited was established in 2006.
- II. The Government of Kenya and Kwale Sugar Company Limited had indicated that employment opportunities would be availed to the local community in Msambweni Constituency, Kwale County.
- III. The Company's direct hiring strategy for its employees led to the expectation that locals would be considered first with a focus on gender equality.
- IV. Employment opportunities were to be given to the members of the local community especially to individuals personally and directly affected by land evictions, but on the contrary, the workers have not obtained fair opportunities given that some are subjected to casual and contractual terms for long periods.
- V. Employment in the company is undesirable since it exposes the employees to long hours of hard labour with meagre pay of as little as Kshs. 170 per day, which offers evicted farmers no hope of overcoming the financial and social burdens they face despite the fact that the company came to Msambweni Constituency to use the land for sugar production.
- VI. The issues in respect of which this petition is made are not pending before any court of law, constitutional and legal body.

3.0 EVIDENCE

Having been seized of the Petition, the Committee commenced its consideration by meeting with the petitioner and undertaking a fact finding visit at Kwale International Sugar Company Limited to meet with the workers and the management of the Company.

3.1 Presentation by the Petitioner, Hon. Hassan Zuleikha Juma, MP

Hon. Hassan Zuleikha Juma, MP appeared before the Committee on 13th October, 2015 and informed them as follows, that:-

1. Kwale International Sugar Company Limited had at inception indicated that employment opportunities would be availed to the local community in Msambweni Constituency, Kwale County.
2. Employment opportunities were to be given to the local community members, especially to individuals personally and directly affected by land evictions, but on the contrary, the workers had not obtained fair opportunities given that some were subjected to casual and contractual terms for long periods while others were employed on permanent basis.
3. The employees were subjected to long hours of hard labour with meagre pay of as little as Kshs. 170 per day, which offers evicted farmers no hope of overcoming the financial and social burdens they face despite the fact that the company came to Msambweni Constituency to use the land for sugar production.
4. The work environment was not conducive for the workers as there were no proper shades, drinking water and sanitation.
5. Workers do not have protective gears while working and this exposed them to work related injuries.
6. The Company does not compensate those involved in accidents while working.
7. Some workers go unpaid for several weeks, and if they hold demonstrations due to lack of payment, they are severely beaten up by officers from General Service Unit.
8. Kenya National Commission on Human Rights visited Kwale International Sugar Company and engaged the employees over the same issue of deplorable working conditions.

3.2 Presentation by the Employees of Kwale International Sugar Company

The Committee visited Kwale Sugar Company premises where they met with the employees on 30th October, 2015. They were informed as follows, that;-

1. They were denied the basic needs like food and drinking water despite the harsh climatic conditions in the county and there is no sanitation.
2. They were subjected to long working hours from Six O'clock in the morning to Six O'clock in the evening without rest.
3. They were paid Kshs. 210 per day upon completion of their work which was too little. In addition, one was required to finish weeding eight rows of about 300 meters each day failure to which they would be paid half of the amount payable that was Kshs.105.
4. Farm workers were not allowed to leave the farm upon completion of the task assigned to them but more work was assigned to them.
5. Casual labourers had no contracts despite some of them having worked for the company for over ten years.
6. They have no union that can fight for the rights and air their grievances.
7. They were not provided with protective gear like helmets and reflectors and uniforms.
8. They were deducted money for National Social Security Fund and National Health Insurance Fund but the funds were never remitted.
9. They were transported to and from work using tractors and trailers, irrespective of gender.

3.3 Presentation by the Chief Executive Officer, Mr. Mekasha Ketyibelu

The Committee held a meeting with the Chief Executive Officer and senior officers of Kwale International Sugar Company Limited on 30th October, 2015 and were informed as follows, that:-

1. Kwale Sugar Company Limited had indicated that employment opportunities would be availed to the local community in Msambweni Constituency. Despite advertising and sourcing for labour door to door with the help of local chiefs, the turnout was very low.
2. Initially the qualification for the factory workers had been set at the grade of C plain at O-Level but since most of the applicants did not meet the threshold, the qualification was lowered to D+. However, KISCOL did not meet the staffing capacity from Msambweni even after lowering the qualifications and this forced them to search for laborers in the neighboring regions like Kinango, Likoni, Lunga Lunga. This resulted in extra transport costs for ferrying employees to and from their residence hence incurring huge transportation costs.
3. Land for the KISCOL project was allocated by the National Government; however most of it had been occupied by squatters who have filed cases in court against them. This had delayed the installation of the irrigation system and construction of the power line and as a result, KISCOL was not yet fully operational and the contractors were yet to hand over full command of the operation.
4. There were thirty expatriates working under Heavy Engineering Limited and one hundred and forty one trainees of which ninety per cent are locals. The trainees work under the foreign contractors and expatriates and upon acquisition of the skills, they will be shifted to permanent positions and assume the roles being carried out by the expatriates and foreign contractors.
5. That the Company runs for twenty four hours and the official working hours were eight hours. Any employee who worked any extra time was paid overtime.
6. The casual labourers were paid weekly while the permanent workers were paid on monthly basis.
7. The Company remits funds to National Social Security Fund and National Health Insurance Fund but the employee had to follow up with Human Resource office to make sure that their contributions reflect in the records.

8. The Factory had two major operation areas; Agriculture and Factory. In Agriculture, there were 500 workers for farm activities like weeding, 790 working on the cane supply management like cutting, collecting and transporting, and 794 on the cane supply side. On the factory side, there are 133 permanent workers out of which twenty two (22) are expatriates.
9. All the workers were covered under Work Injury Benefits Act (WIBA) and the Company has taken out an insurance policy for its employees and has been paying for all the bills for employees who sustain any injuries at the work place.
10. KISCOL has maintained favourable working conditions to its employees as listed below;
 - I. Providing meals at subsidized price and provision of clean water for all employees.
 - II. Providing transport to its employees to and from the work stations.
 - III. Availing safety gear to the factory workers both in agriculture and factory sector.

4.0 FINDINGS

The Committee made the following observations from evidence adduced in meetings and the field visit, that:-

1. In Agriculture operation sector, the farm workers were paid Kshs.210 per day while the cane cutters were paid Kshs.230 for every tone of sugarcane harvested which is contrary to the Kenya Gazette Notice No.91 of 26th June, 2015 that states that the minimum wage for unskilled employee is Kshs.265.90 which translates to Kshs.6, 278.80 per month.
2. Despite the assertion by management that protective gear was provided to workers, most of the workers in the farm did not have protective gears like gumboots, reflectors, helmets and overalls.
3. The employees especially those in the farms were not provided with basic needs like food, drinking water and proper sanitation.
4. The Committee noted that despite provision of subsidized meals and water, the basic remuneration was too little for the labourers to afford to pay for food.
5. Permanent workers were provided with employment contracts clearly stipulating the terms of employment whereas the casual workers in the farm had no contract or agreement.
6. Due to large number of employees, most of them including pregnant mothers were transported to and from their homes using Lorries and tractors which was not a conducive mode of transport. Further, they were lumped together with working tools thereby endangering their lives.
7. The Committee established that KISCOL did not meet its staffing requirement from the local community in Msambweni Constituency even after lowering the qualifications for factory workers. This had forced KISCOL to search for labourers in the neighboring regions like Kinango, Likoni, Lunga Lunga among others.
8. Consequently, the Company transports workers from the furthest point of Matuga which is over 100km from the location of the factory. This poses logistical challenge of transporting each worker after completing his/her allocated task of the day.
9. Some workers had suffered industrial injuries which had caused them to be maimed while others were disabled.

5.0 RECOMMENDATIONS

In response to the prayers by the petitioners, the Committee recommends that the Management of Kwale International Sugar Company Limited (KISCOL) should within ninety days of this Report:-

1. Issue documentations such as contract letters and letters of appointment to all its employees so that it can be the term of reference for job description.
2. Adhere to the wage guidelines as per the Kenya Gazette Notice No.91 of June, 2015 and also pay arrears for salaries paid below the legal threshold effective June, 2015.
3. Provide protective gears and enforce the safety measures, regulations and use of protective gears in the company as required by the law.
4. Provide proper sanitation, food and water to its employees.
5. Provide better alternative modes of transportation for their employees and further provide separate compartment for tools and its workers in the mode of transport.
6. Provide a medical scheme for its workers and ensure compensation for those who have been disabled or injured while at work.

Signed..........Date.....06-06-2016.....

Hon. David Were, MP

Chairperson, Departmental Committee on Labour and Social Welfare

ANNEX I

MINUTES

**MINUTES OF THE 6TH SITTING OF THE LABOUR AND SOCIAL WELFARE COMMITTEE
HELD ON THURSDAY 18TH FEBRUARY, 2016 IN THE BOARDROOM ON 5TH FLOOR
CONTINENTAL HOUSE, AT 10:30 AM.**

Present

1. Hon. David Were, MP - **Chairperson**
2. Hon. Tiyah Galgalo, MP - **Vice Chairperson**
3. Hon. Peris Tobiko, MP
4. Hon. Nyasuna Gladys Wanga, MP
5. Hon. Winnie Karimi Njuguna, MP
6. Hon. John Serut, MP
7. Hon. Elijah Mosomi Moindi, MP
8. Hon. Samuel Gichigi, MP
9. Hon. Janet Teyiaa, MP
10. Hon. Abdinoor Mohamed Ali, MP
11. Hon. Mwanyoha Mohammed, MP
12. Hon. Cornelly Serem, MP
13. Hon. Wesley Korir, MP
14. Hon. John Ndirangu Kariuki, MP
15. Hon. Dan Wanyama, MP
16. Hon. Janet Nangabo, MP
17. Hon. Patrick Wangamati, MP
18. Hon. Kinoti Gatobu, MP
19. Hon. Elijah Lagat, MP

Apologies

1. Hon. Mlolwa Jones Mwagogo, MP
2. Hon. Omondi John Ogutu, MP
3. Hon. Regina Nyeris Changorok, MP
4. Hon. Silvance Onyango Osele, MP
5. Hon. Aisha Jumwa Karisa, MP
6. Hon. James Onyango K'Oyoo, MP
7. Hon. Rose Museo Mumo, MP
8. Hon. Mustafa Idd, MP
9. Hon. Ferdinand Waititu, MP
10. Hon. John Owuor O. Kobado, MP

In Attendance

1. Mr. Erick Nyambati
2. Mr. Abdirahman G. Hassan
3. Ms. Nuri K. Nataan

- **National Assembly**

Third Clerk Assistant
Third Clerk Assistant
Third Clerk Assistant

Min/DC-LSW/2016/029

Preliminaries

The Chairman called the meeting to order at 10:45 am and said the opening prayers.

Min/DC-LSW/2016/030

Confirmation of Minutes

The minutes of the 5th Sitting were confirmed as true records of the proceedings having been proposed by Hon. Samuel Gichigi, M.P. and seconded by the Hon. Nyasuna Gladys Wanga, M.P.

Min/DC-LSW/2016/031

Meeting with the Cabinet Secretary for the Ministry of Youth, Public Service and Gender Affairs on implementation of programmes for the Financial Year 2014/2015, 2015/2016 1st and 2nd Quarter Budget

The agenda was deferred since the Cabinet Secretary could not attend the meeting as she was attending a Cabinet Meeting.

Min/DC-LSW/2016/032

Adoption of the report on Memorandum by the President on the National Employment Authority Act, 2015

The Committee considered the report and adopted it with the following observations:-

Committee Observations

1. There was no oversight by Parliament in the National Employment Authority Bill, 2015 as passed by the National Assembly since the Bill envisaged the establishment of a new Authority.
2. The Committee concurred with H.E. the President's memorandum to provide for transitional provisions to facilitate the transformation of the Bureau into the Authority and cater for the legal consequences of such transformation.

Min/DC-LSW/2016/033

Adoption of the report on Petition by Hon. Zuleikha Juma Hassan, MP on the deplorable working conditions of workers at Kwale International Sugar Company Ltd

The Committee considered and adopted the report with the following observations and recommendations:-

Committee Observations

1. In the agricultural operation sector, the farm workers were paid Kshs.210 per day while the cane cutters were paid Kshs.230 for every tone of sugarcane harvested which is contrary to the Kenya Gazette Notice No.91 of 26th June, 2015 that states that the minimum wage for unskilled employee was Kshs.265.90 which translates to Kshs.6, 278.80 per month.
2. Most of the workers in the farm did not have protective gears like gumboots, reflectors, helmets and overalls. However, the Management provided documents showing that the Company had bought and issued the same.
3. The employees especially those in the farms were not provided with basic needs like food, drinking water and proper sanitation.
4. Permanent workers were provided with employment contracts clearly stipulating the terms of employment whereas the casual workers in the farm had no contract or agreement.
5. Due to large number of employees, most of them including pregnant mothers were transported to and from their homes using Lorries and tractors which was not a conducive mode of transport.
6. The Committee established that KISCOL did not meet its staffing requirement from the local community in Msambweni Constituency even after lowering the qualifications for factory workers. This had forced KISCOL to search for laborers in the neighboring regions like Kinangop, Likoni, Lungalunga among others.
7. Consequently, the Company transports workers from the furthest point of Matuga which is over 100km from the location of the factory. This poses logistical challenge of transporting each worker after completing his/her allocated task of the day.
8. Some workers had suffered industrial injuries which had caused them to be maimed while others were disabled.

Committee Recommendations

In response to the prayers by the petitioners, the Committee recommends that the Management of Kwale International Sugar Company Limited (KISCOL) should:-

1. Review the wage rate of its employees as per the Kenya Gazette Notice No.91 of June, 2015.
2. Enforce the safety measures, regulations and use of protective gears in the company as required by the law.
3. Provide proper sanitation, food and water to its employees.
4. Issue documentations such as contract letters and letters of agreements to all its employees so that it can be the term of reference for job description.
5. Provide better alternative modes of transportation for their employees and further provide separate compartment for tools and its workers in the mode of transport.
6. Have a structured capacity building plan for the local community.
7. Provide for medical scheme for its workers and compensation for those who have been disabled.
8. Implement the Committee's recommendations within ninety days from the day that the report is adopted by the whole House.

Min/DC-LSW/2016/034

Any Other Business

The Chairman brought to the attention of the Committee that he had received a letter from the Ministry of Youth, Public Service and Gender Affairs requesting the Committee to nominate four Members of the Committee to attend the 60th Commission on the Status of Women (CSW) to be held in New York from 14th to 24th March, 2016. They resolved that priority be given to Members who had not previously travelled to the USA while nominating the participants for the CSW.

Min/DC-LSW/2016/035

Adjournment

There being no other business, the meeting was adjourned at 12.00 pm to be reconvened on Tuesday, 23rd February, 2016 at 10.30 am.

SIGNED..........DATE.....15-03-2016.....

HON. DAVID WERE, M.P
(Chairperson)

ANNEX II

ADOPTION LIST

The National Assembly



Eleventh Parliament-4th Session
Departmental Committee-J: Labour and Social Welfare

AGENDA



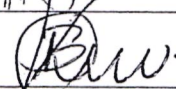
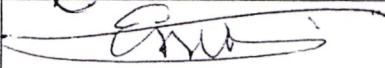
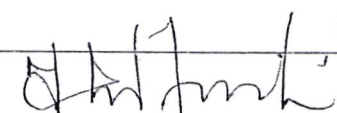

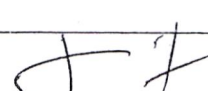
1. Consideration and adoption of the Report on the National Employment Authority Bill, 2015.
2. Consideration and adoption of the Report on the Petition by Hon. Zuleikha Juma Hassan, MP on the deplorable working conditions of workers at Kwale International Sugar cane Company Limited.

VENUE : Boardroom on 5th Floor, Continental House

DATE : Thursday 18th February, 2016

Time: 10:30 a.m.

NO.	NAME	SIGNATURE
1.	Hon. David Were (Chairperson), MP	
2.	Hon. Tiyah Galgalo (Vice Chairperson), MP	
3.	Hon. Janet Teyiaa, MP	
4.	Hon. Peris Tobiko, MP	
5.	Hon. John Ndirangu Kariuki, MP	
6.	Hon. Winnie Karimi Njuguna, MP	
7.	Hon. Janet Nangabo, MP	
8.	Hon. John Serut, MP	
9.	Hon. Samuel Gichigi, MP	
10.	Hon. Elijah Lagat, MP	
11.	Hon. Cornelly Serem, MP	
12.	Hon. Abdinoor Mohamed Ali, MP	

13.	Hon. Dan Wanyama, MP	
14.	Hon. Regina Nyeris Changorok, MP	
15.	Hon. Wesley Korir, MP	
16.	Hon. Kinoti Gatobu, MP	
17.	Hon. Elijah Mosomi Moindi, MP	
18.	Hon. James Onyango K'Oyoo, MP	
19.	Hon. Omondi John Ogutu, MP	
20.	Hon. Aisha Jumwa Karisa, MP	
21.	Hon. Patrick Wangamati, MP	
22.	Hon. Rose Museo Mumo, MP	
23.	Hon. Silvance Onyango Osele, MP	
24.	Hon. Mustafa Idd, MP	
25.	Hon. Nyasuna Gladys Wang, MP	
26.	Hon. John Owuor O. Kobado, MP	
27.	Hon. Mwanyoha Mohammed, MP	
28.	Hon. Mlolwa Jones Mwangogo, MP	
29.	Hon. Ferdinand Waititu, MP	

Erick Nyambati-Committee Clerk

For: CLERK OF THE NATIONAL ASSEMBLY