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### News>> Stop High-Octane Politics, DP Implores Mt Kenya Leaders

P. 8. Deputy President Rigathi Gachagua yesterday implored leaders from the Mt Kenya region to stop high-octane politics and focus on their respective duties in development.



### News>> Enhance Safety Standards In Boarding Schools To Avert Fire Tragedies, ACK

P. 12. The Anglican Church of Kenya (ACK) has called for regular mandatory inspections of all public and private schools nationwide to assess their compliance with safety standards and enhanced safety regulations for boarding schools to avert tragedies like the Endarasha Academy

# Ruto, Gachagua Rift In Mountain Deepens

⚡ The simmering rift between the country's top two leaders widened as they held parallel church functions in neighbouring counties. President William Ruto who flew into the country at dawn from Germany attended an early morning service at Stewards Revival Pentecostal church on Outerring road, Nairobi and flew into his deputy's Nyeri backyard at noon. Strict instructions were issued at the gates of Nyeri National Polytechnic that no leaders were to be allowed to receive the Head of State as his chopper landed except Governor Mutahi Kahiga and area Member of Parliament Duncan Maina Mathenge thereby angering local leaders who wondered why they were being sidelined.



President William Ruto being received by top AIPCA leadership led by Archbishop Samson Muthuri yesterday.

STORY ON PAGE 9



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# Waiguru Ask Mt Kenya Leaders To Stop Divisive Politics And Instead Focus On Development

By: MKT Reporter  
 @themtkenyatimes



Deputy President Rigathi Gachagua, Kirinyaga County governor Ann Waiguru and other leaders cutting a cake during the Centenary at Baricho Catholic Church yesterday.

### Worth Noting:

- The governor said the region is solidly behind President William Ruto and warned that the country's development agenda should not be distracted by divisive politics and early 2027 campaigns.
- She said her track record as the governor for Kirinyaga speaks for itself because she has focused on fulfilling promises she made to the people during campaigns.
- The Council of Governors (COG) chair said when her time to exit the governor seat comes, voters should look for a leader who has a clear vision for development.

Kirinyaga Governor Anne Waiguru has urged leaders in Mount Kenya region to stop ongoing politicking and instead focus on fulfilling their development promises to the people.

Waiguru further said every elected leader has a well cut out job that they were given by voters and this should be their main focus instead of engaging in divisive politics and insults.

The governor said the region is solidly behind President William Ruto and warned that the country's development agenda should not be distracted by divisive politics and early 2027 campaigns.

She said her track record as the governor for Kirinyaga speaks for itself because she has focused on fulfilling promises she

made to the people during campaigns.

The Council of Governors (COG) chair said when her time to exit the governor seat comes, voters should look for a leader who has a clear vision for development.

"I urge our leaders to support and appreciate each other for achievement instead of pulling each other down to discredit and derail development for selfish interests at expense of deserving residents," she said.

Speaking at Our Lady of Sorrows Baricho Catholic Church in Ndia Constituency during the 100 years centenary celebrations, Waiguru who presented President Ruto's KSh2 million donation for construction of a house for the Clergy

said the region stands to benefit more if leaders focus more on development.

Deputy President Rigathi Gachagua who also attended the celebrations echoed same the sentiments saying ongoing politics was not healthy for the region.

Gachagua said he is keenly following the ongoing political realignments in the region but has deliberately chosen to remain silent so as to see the end game.

He asked elected leaders to stick to their lane so as to avoid unnecessary supremacy battles at the expense of development.

"I know, you are clever enough to see what is going on in the country and in our region, I want to ask you to remain silent and watch. I have also decided to remain silent and watch," he said.

The DP asked Mt. Kenya leaders who have joined hands with those fighting him to remember his good deeds saying he had campaigned for almost each of the MPs who are now against him.

"I went around campaigning for each of these leaders, they should remember just one good thing I have ever done for them," he added.

Other leaders who spoke included Senator Karungo Thang'wa (Kiambu), Kamau Murango (Kirinyaga), MP James Gakuya (Embakasi North) Women Representative Njeri Maina (Kirinyaga), Speaker of the County Assembly Muteti Murimi among others.

Editor's Desk



The Mt. Kenya Times

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# NEWS PAPER

IN BUSINESS

# The Mount Kenya Times

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## NEWS IN BRIEF



Turkana county residents have been urged to be vigilant to prevent theft of drugs and medical supplies from health facilities in the county. Area County Governor Jeremial Lomrukai said this when he launched the distribution of essential drugs and medical supplies worth Sh119 million to health facilities across the County. The consignment procured through the Kenya Medical Supplies Authority (KEMSA) will significantly boost the capacity of sub-county hospitals and dispensaries to provide quality healthcare services to residents. Speaking at the Lokichar Sub County Hospital, Governor Lomrukai reaffirmed the County Government's commitment to improving healthcare access and delivery.



The Jijenge Youth Organisation (JYO), in collaboration with the Kisumu Bike Club, Unplugged Thinker, and Kisumu Wellness Cyclists, organized a Suicide Awareness Ride aimed at raising awareness about mental health and preventing suicide. The event, held on Saturday, saw the participation of over 100 individuals aged between 18 and 35, all united in addressing the growing suicide crisis and promoting a more supportive society. Tom Ogallo, an official from JYO, explained that the increasing number of suicide cases, particularly among the youth, inspired the organizations to launch the awareness ride campaign. He emphasized that global awareness of mental health has been on the rise, with more countries recognizing the need for mental health care. Ogallo added that increased dialogue is crucial in reducing the stigma associated with suicide, and that the implementation of mental health policies is helping to curb the issue.

The National Police Service (NPS) says it is on high alert to counter any security threats across the country. In a statement, NPS has consequently assured Kenyans of their security noting that it is actively engaged to ensure safety for all. "The National Police Service would like to take this opportunity to reassure members of the public of their safety and security, and reaffirm that NPS Officers deployed across the country remain alert to protect our country" NPS said on X.

The assurance comes just hours after the US Embassy in Nairobi and the UK issued a terror attack warning advising its nationals to exercise heightened vigilance in public areas. According to the embassy, terrorists may target locations that are highly frequented by their citizens and other foreigners, including tourists in Nairobi and other parts of the country.



Mombasa County Government has launched a crackdown on street urchins and street families who have been a nuisance to residents. Lately, the Port City of Mombasa has witnessed a surge in street families who have jammed all the major streets in the CBD to the chagrin of pedestrians and shoppers. They harass pedestrians and motorists in equal measure. Some even rob shoppers in broad daylight. In April, social media was awash with a video of a shopper being mugged moments after he stepped out of a supermarket along Haile Selassie Road. The street families have turned the historical Mbaraki Memorial Cemetery into their abode and a hideout. County Chief Officer in charge of Governance and Serikali Mtaani Abdallah Daleno on Saturday led County Inspectorate Officers in the clampdown on the major streets.



The Kenya Chemical Society (KCS) has challenged the government to strictly adhere to the recommended procedures of disposing of asbestos following a three-month ultimatum by the environment cabinet secretary, Aden Duale. According to the KCS Western Kenya chapter chairman, Professor Fredrick Keng'ara, the process of asbestos removal from roofs must be done in a way that does not endanger the citizens' lives. Speaking during the KCS' 11th International conference at the Jaramogi Oginga Odinga University of science and technology in Bondo Friday, Keng'ara warned that unless strict adherence to the disposal procedures was upheld, the country risks creating a health problem by contaminating other areas. "As KCS, we want to know where the waste will be disposed. Are we going to create a new problem by contaminating other areas?" posed the chairman. Keng'ara, a professor at Bomet University College, further urged the cabinet secretary to tell Kenyans whether the National Environment Management Authority (NEMA) which he has assigned the task of ensuring the removal of asbestos from the roofs has sufficient budget to carry out the task.





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# Democracy Under Siege: Uchaguzi Platform's Call For Action On International Day Of Democracy

By: Cynthia Masibo  
@themkenyatimes

## Worth Noting:

- The statement also underscored the police-instigated violence against protesters, media personnel, and human rights defenders. Journalists covering protests have been attacked, bloggers threatened, and media houses have faced uneven access to commercial revenue from public sector clients. Uchaguzi pointed out that these restrictions erode democracy and violate fundamental rights enshrined in the Constitution.
- Uchaguzi Platform also criticized the sluggish pace of electoral reforms, warning that the lack of timely and comprehensive reforms hampers the credibility of elections.



Joint statement from different civil society groups in Kenya

On the occasion of the International Day of Democracy, celebrated globally to reflect on democratic progress, Uchaguzi Platform, a coalition of civil society organizations, has raised serious concerns about the state of democracy in Kenya. In a press statement, they highlighted issues such as shrinking civic space, inadequate electoral reforms, and threats to freedom of expression.

Uchaguzi Platform expressed alarm over the increasing misuse of laws, such as the Public Order Act, to stifle peaceful assemblies and protests. They particularly noted the proposed Assembly and Demonstrations Bill of 2024, which could grant the government excessive powers to crack down on protests. Abductions, unexplained disappearances, and arbitrary arrests

were cited as common practices to suppress civic engagement, with those responsible rarely held accountable.

The statement also underscored the police-instigated violence against protesters, media personnel, and human rights defenders. Journalists covering protests have been attacked, bloggers threatened, and media houses have faced uneven access to commercial revenue from public sector clients. Uchaguzi pointed out that these restrictions erode democracy and violate fundamental rights enshrined in the Constitution.

Uchaguzi Platform also criticized the sluggish pace of electoral reforms, warning that the lack of timely and comprehensive reforms hampers the credibility of elections. They urged Parliament to fast-track essential elec-

toral legislation, including the referendum bill and the IEBC amendment on constituency boundary delimitation.

Another pressing issue raised is the delay in recruiting Independent Electoral and Boundaries Commission (IEBC) commissioners. Uchaguzi noted that the absence of commissioners has left several electoral units without representation, undermining democracy and denying citizens their right to be represented.

Furthermore, the coalition highlighted concerns about the pileup of over 600,000 new ID card applications, with thousands more pending replacements of lost IDs. Without urgent resolution, many Kenyans could be disenfranchised, unable to access government services or exercise their voting rights.

The advent of Artificial Intelligence (AI) in electoral processes also came under scrutiny, with Uchaguzi warning of the dangers of misinformation and disinformation. While AI has potential benefits for good governance, the government's role in spreading inconsistent and inaccurate information is exacerbating public mistrust in democratic institutions.

In conclusion, Uchaguzi Platform called for a concerted effort by citizens, government, and electoral actors to safeguard democracy. The platform urged Kenyans to participate actively in democracy, asserting that without engagement, democracy in the country could crumble.

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# Stop High-Octane Politics, DP Implores Mt Kenya Leaders

By: DPCS



Deputy President Rigathi Gachagua and Kirinyaga County governor Ann Waiguru in Baricho, Ndia constituency yesterday..

## Worth Noting:

- On high political temperatures, Gachagua said, “Let us reduce high-octane politics in the Mt Kenya Region. The other regions are calm and not focusing on politics.”
- “The voters will decide in the next election cycle. Let us also be kind and of good deeds all the time and work on the development,” he added.
- While urging the leaders to also shun divisive politics, Gachagua said working together for the greater good of the country is a priority. He further asked Kenyans to give leaders space to work.
- Gachagua also advised the leaders that despite political differences “look back and do good to those who did good deeds to you”.

Deputy President Rigathi Gachagua yesterday implored leaders from the Mt Kenya region to stop high-octane politics and focus on their respective duties in development.

At the same time, Gachagua said the government will continue working with the Church on socio-economic transformation of the nation.

Addressing the faithful of Our Lady of Sorrows Baricho Catholic Parish, Kirinyaga County, at Baricho Primary School grounds after the Sunday Holy Mass marking Centenary

Celebrations of the Parish, Gachagua urged leaders to focus on the development agenda.

“The elections ended and the next election cycle is 2027. Those who were elected should do their job; when time comes, aspirants will go to the people to seek support. Kenyans are intelligent people; they are aware of the political developments. They will make decisions at the ballot,” he said.

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tane politics in the Mt Kenya Region. The other regions are calm and not focusing on politics.”

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Relating to the working partnership of the government and the Catholic Church, the Deputy President lauded the church over its contribution in the socio-economic of the community.

“The Catholic Church has participated in socio-economic development. You are our partners of the government in the development agenda. We will continue working together,” he told the worshippers.

Baricho Parish, which is under the Catholic Diocese of Murang’a, was established on September 15, 1923. The worshippers were celebrating 100 years of faith and evangelisation.

Over the period, the Parish has established schools and hospitals and participated in alleviation of social ills.

Leaders present at the event lauded the Deputy President over his efforts in uniting the country and leading the fight against illicit brews and drugs abuse.

“DP Gachagua is our uniting factor, we are telling off those being used to split the country into political camps. We elected Kenya Kwanza Administration willingly. The link of the people and Executive is Parliament and MPs should play their role without abdicating it to others,” Kiambu Senator Karungo Thang’wa said.

His Kirinyaga counterpart Kamau Murango said, “it is time to work, not engaging in political squabbles. We will continue supporting and working with the Deputy President. We are demanding that he must be respected. The Presidency comprises President and the Deputy President,” he said.

Other leaders present included, The Secretary to the Cabinet Mercy Wanjau, Kirinyaga Governor Anne Waiguru, Deputy Governor David Githanda, the host Ndia MP George Kariuki, Senator Kamau Murango, Woman Representative Jane Njeri, Embakasi North MP James Gakuya and Nominated MP Teresiahan Wanjiru. Others were MCAs led by Kirinyaga County Assembly Speaker Murimi Muteti, Majority Leader Muriithi Kibinga, area Mukure Ward Representative Thomas Muriuki and former Kirinyaga Senator Daniel Karaba, among other leaders.

# Ruto, Gachagua Rift In Mountain Deepens

By: Charles Kinyua  
@themkenyatimes

## Worth Noting:

- Strict instructions were issued at the gates of Nyeri National Polytechnic that no leaders were to be allowed to receive the Head of State as his chopper landed except Governor Mutahi Kahiga and area Member of Parliament Duncan Maina Mathenge thereby angering local leaders who wondered why they were being sidelined.
- Eleven legislators were holed up at a nearby high end hotel and eventually missed the president's arrival occasioning their running literally to catch up with him at Ngangarithi Primary School grounds where African Independent Pentecostal Church of Africa (AIPCA) was set to launch the Central West Archdiocese.



President William Ruto sitting beside an empty chair that was reserved for Deputy President Rigathi Gachagua at Ngangarithi Primary School near Nyeri town yesterday.

The simmering rift between the country's top two leaders widened as they held parallel church functions in neighbouring counties.

President William Ruto who flew into the country at dawn from Germany attended an early morning service at Stewards Revival Pentecostal church on Outerring road, Nairobi and flew into his deputy's Nyeri backyard at noon.

Strict instructions were issued at the gates of Nyeri National Polytechnic that no leaders were to be allowed to receive the Head of State as his chopper landed except Governor Mutahi Kahiga and area Member of Parliament Duncan Maina Mathenge thereby angering local leaders who wondered why they were being sidelined.

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Congregants and onlookers were left with mouths agape as the President Ruto arrived in an unmarked vehicle with most only realising it was the president after he disembarked from the vehicle.

In the neighbouring Kirinyaga county, his Gachagua had joined the congregants of Our Lady of Sorrows Catholic church in centenary celebra-

tions at Baricho in Ndia constituency. Tension reigned in both venues as the second in command's diehard followers in the two counties held their breaths as confrontation seemed inevitable.

In Baricho, Kirinyaga governor Anne Waiguru and the Senator Kamau Murango did not have very kind words for each other.

Murango who is Gachagua's close ally worked up the crowd urging them to have undivided support for the DP. His sentiments were echoed by area woman rep Njeri Maina who was wildly cheered.

In a bid to lower tensions, political speeches were disallowed at Ngangarithi where only the governor

spoke but steered off politics while Mathenge introduced his fellow legislators, none of whom uttered a word.

At one point, MCAs led by their majority leader, James Kanyugo walked out of the venue after they were informed that no seats were reserved for them.

Most of them were said to have been present to receive the Deputy President who had initially been expected to grace the occasion was held up in Kirinyaga as most cameramen focused on his empty seat with nobody explaining why he was not present.

The president left as fast as he had arrived without having any meal or acknowledging any greetings in the

town as has been his tradition.

Some of the other leaders present included MPs Wambugu Wainaina (Othaya), Njoroge Wainaina (Kieni), Geoffrey Wandeto (Tetu), Karani Wachira (Laikipia West), Jane Kagiri (Laikipia County) and Kanini Kega (EALA).

Others were Presidential Advisor Moses Kuria and Principal Secretaries Alex Wachira and Ann Wang'ombe. Also present was Speaker of the Nyeri County Assembly Gichuhi Mwangi and the area Majority Leader James Kanyugo.

The church leadership led by Archbishop Samson Muthuri.



President William Ruto with other leaders who included Governor Mutahi Kahiga, Mathira MP Eric Wamumbi, Senator Wahome Wamatinga and Othaya MP Wambugu Wainaina arriving for the AIPCA event at Ngangarithi Primary School grounds in Nyeri yesterday.

# Murang'a Police Host Games To Foster Good Relations With The Public

By: Kenya News Agency

Officers from Murang'a Police Station yesterday organized friendly matches with members of the public as part of sensitization on the importance of community policing.

The police together with National Government Administration Officers (NGAO) and other stakeholders noted that, community policing as a crime management strategy, allows the police and the community to work jointly with a view to identifying and solving problems of security and social disorder around them.

Speaking during the launch at Ihura stadium, Dr. Stanley Kamau of Ahadi Trust and the national ambassador for community policing stated that, as members of the public interact with the police and NGAO through such joint recreational programmes, the relationship between the public and the officers improves.

"Through such interaction the public is able to see the police as human and



approachable and hopefully this will boost their relationship and advance cooperation," Kamau said. "The games open up avenues for dialogue which is an important part of improving security," he added.

Kamau highlighted the importance of such platforms noting that they have proven to be effective in the past as members of the public are more likely to volunteer information in such informal settings instead of

expecting them to report or visit police stations.

"We have had cases where the community looks at the police and local administration as heartless or unapproachable, today we are here to try and change that narrative," he noted.

Kamau said that communities play a vital role in maintaining security in their areas and therefore working together with the police is important.

"By building partnerships, stake-

holders work together to anticipate, identify, prevent and investigate criminal conduct," Kamau stated.

Kiharu Assistant County Commissioner (ACC) Esther Muoto said community policing events are crucial as they give the administrators a platform to interact one on one with the public.

"Such interactions are important as they bridge the gap between the police, NGAO officials and the public

making it easy to share information," She stated.

The ACC emphasized the significance of voluntary participation of the local community in the maintenance of peace recognizing that the police need to be responsive to the communities and their needs.

She noted that joint problem identification and problem solving is a key element of community policing.

Murang'a township MCA, Charles Machigo, on his part said a close working relationship between the police and members of the public is important for peace and security.

"Once the members of the public see they can relate with police officers at a human level it is easier to share information that will lead to improved security in the area," Machigo said.

The event brought together matatu operators, tuktuk operators, bodaboda riders, students from local colleges, county government enforcement officers, police officers and NGAO.

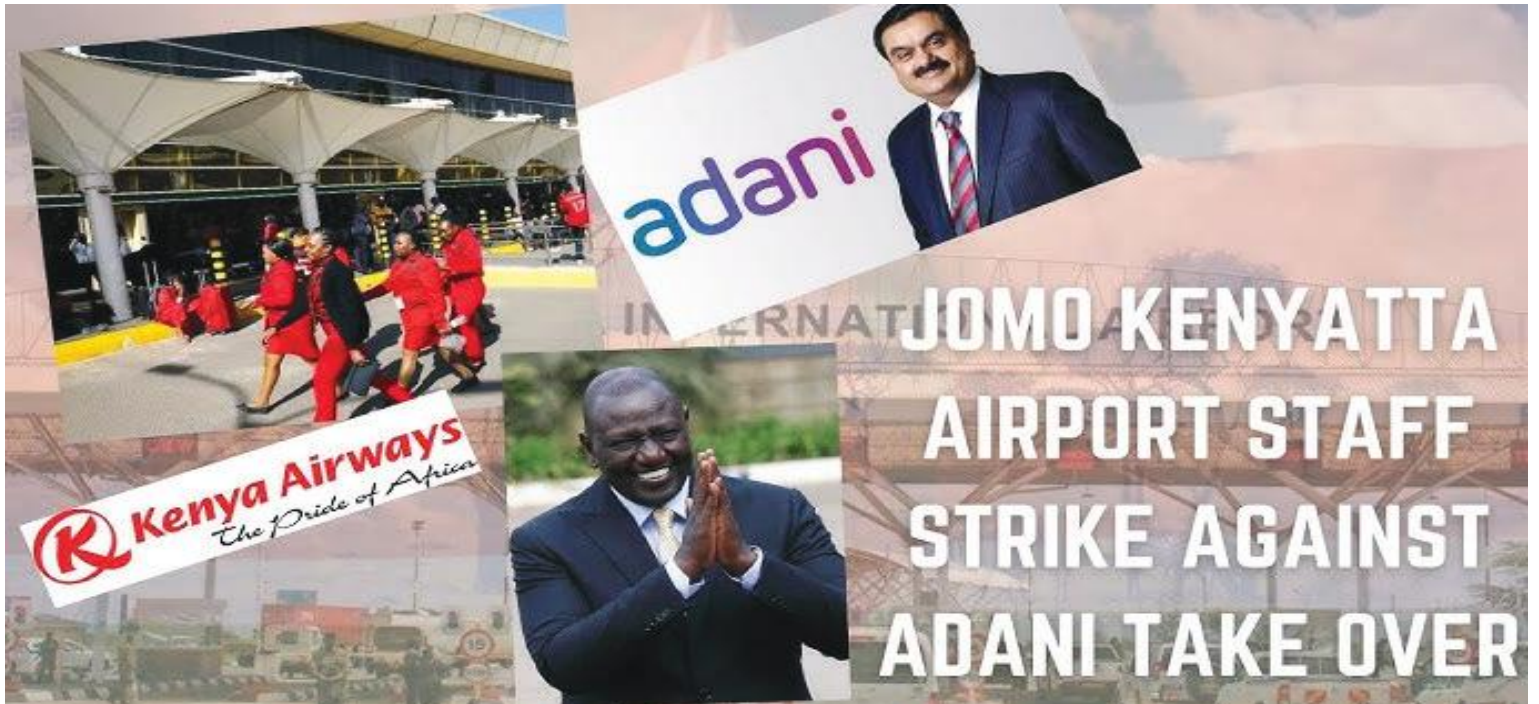
The various teams took part in tug of war, volley ball, football and 100-meter race.



# JKIA-Adani Deal: Claims By President Ruto's Critics That KAA Workers Would Lose Their Jobs Did Not Hold Any Water



By: Joseph Mutua Ndonga  
mutuandonga@yahoo.com



## Worth Noting:

- The ultimate goal was to settle political scores with President William Ruto by wrongly portraying him as a leader who have no interest of Kenyans at heart.
- It is noting that the protest took place at a time when the Roads and Transport Committee of Senate had invited Davis Chirchir, the Cabinet Secretary in charge of that document, to appear before it to respond to questions and concerns raised about deal.
- The CS vehemently denied that Adani group had already clinched the contract. The truth of the matter is that we are in the process of subjecting this deal to due diligence as required by the law.

Recently, the Kenya Airport Authority (KAA) workers downed their tools to protest what they termed as ill-advised move by the Government of Kenya to award a multi-billion contract to an Indian Conglomerate, Adani group, for construction and elevation of status of Jomo Kenyatta International Airport (JKIA) to the International standard.

The fear of losing their jobs was the main reason why the workers opted to stage a demonstration that paralysed operations at one of the busiest airports in the world for the better part of day.

A good number of travellers missed their flights after being denied access to the facility.

While making the claims of job losses, one would have expected the critics to refer to the specific clause (s) in the final agreements signed by the GoK and Adani group if it existed.

They, however, failed to do this because they knew they were not giving factual information.

So, how did the critics have their way? The KAA workers were gullible and hence would easily buy their card.

The ultimate goal was to settle political scores with President William Ruto by wrongly portraying him as a leader who have no interest of Kenyans.

It is noting that the protest took place at a time when the Roads and Transport Committee of Senate had invited Davis Chirchir, the Cabinet Secretary in charge of that document, to appear before it to respond to questions and concerns raised about deal.

The CS vehemently denied that Adani group had already clinched the contract. The truth of the matter is that we are in the process of subjecting this deal to due diligence as required by the law.

The public participation is one of the critical steps.

After inviting Kenyans to present their views, we shall ensure their inputs are captured in the final agreement before

signing it.

Claims by some senators, who were known to be fierce critics of the President, that one government official had received a hefty bribe from CEO of Adani group did not hold any water.

We saw them chickening out after being challenged to prove the allegations. CS Chirchir has also noted. The KAA workers have no reason to worry.

If Adani clinches this contract, the management will have to follow the rules developed by GoK on this matter. No worker will lose his or her job.

They will remain as employees of KAA but those who will opt to work under new terms of Adani that would be more attractive will be free to do so.

As a writer, I had been following closely this developing story of Adani-JKIA.

Many would agree that much of what we have heard so far is a one-sided story coming from those opposed to the deal.

The critics would want Kenyans to believe that the law was not being followed and further drag the name of President William Ruto.

To them, neither Adani group nor the President have the interest of Kenyans at heart.

The critics would also allege through writing and posting of unverified videos in social media that Adani group had been blacklisted in other countries.

This include their motherland of Indian.

As President Ruto noted during the GenZ protests, when he declined to sign Finance Bill 2024, the channels of communication within the government were not doing enough to rebuttal the unproven claims being peddled around by his critics.

This Financial Bill could not have faced this stiff resistance if we had educated and enlightened the public about its benefit.

Actually, this is reason that informed the President to create the Office of the

Government Spokesman.

In so doing, he followed the footsteps of his predecessors.

By now, I would have expected this office to have learn some big lessons but this seems not to be the case if the ongoing anti-Adani group protests is anything to go by.

Why I dispute some of the claims and share with Kenyans the information I have gathered since the opposition on Gov't-Adani deal started.

First, I have seen a letter written by Adani group stating that it had clinched contract to renovate JKIA to an international standard after a competitive bidding. I am yet to see the critics disapproving this with a documented and proven evidence. All we have heard is rumbling and spewing of all manner of propaganda and rumors in social media.

Secondly in India, there are more than 30 airports. The one that meets international standard in terms of infrastructural development is called Islamabad.

The renovation work of this facility had been done by Adani group and the group is up to to date managing this airport.

So, the rumors swirling around here in Kenya alleging that the company had been blacklisted in India were hollow, ill-advised and baseless.

I heard one of critics posing. Why Adani is only managing one airport in India? You cannot use this as a basis of discrediting the company.

The Adani officials are well-placed to respond. May be this was main airport in india and the administration wanted its status to be elevated.

It is also worth noting that the clips posted on Kenyan social media were those showing the images of alleged opposition activists in India.

Just like Kenyan context, even if we assume the clips were authentic, we know the role of the opposition is to portray the mega projects being undertaken by

the government of the day in bad light.

I also saw video clip of alleged a dozen protestors in Australia. The opponents wanted Kenyans to believe they were protesting the decision by authorities there to award a contract to renovate and manage one of the main airports to Adani group. Again, it was hard to authenticate these images. One would have also expected the critics to shed light on whether the deal was revoked or not. They would not do this.

It is worth to note Adani group had been awarded contracts to construct and manage airports in many countries across the world.

Thirdly, in Kenya, the provisions of public procurement in our constitution were very clear. The critics should tell us which ones had been violated so far. With this, it was wrong to drag the name of President Ruto.

Notably, the decision by Ruto administration to commence the process of awarding this contract to Adani is not a new phenomenon.

The contracts for Standard Gauge Railway (SGR) and Nairobi Expressway had also been sealed through a similar arrangement of Public-Private partnership.

PPP means that a consortia of wealthier people in those countries will fund these projects.

Once completed, they will recover their monies by managing the projects for certain period of time.

For Nairobi Expressway, reports indicated that China consortium will manage this project until the year 2043.

As for Adani, I have heard the critics saying the group will reportedly manage JKIA for 30 years.

I have not seen the contract but I'm sure the final agreement specify the period of time.

Joseph Mutua Ndonga Is A Writer and Commentator based in Nairobi

# Enhance Safety Standards In Boarding Schools To Avert Fire Tragedies, ACK

By: MKT Correspondent

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**Worth Noting:**

- Bishop Mambo urged all leaders in the county to collaborate in advancing the development agenda in health-care, infrastructure, and education, adding that toning down political rhetoric will allow for more productive governance, ensuring that the needs of Kenyans are met effectively ahead of the 2027 general election.
- The cleric called for political tolerance and stressed the need for responsible exercise of power among leaders urging them to adhere to their respective roles.
- Speaking at the Jehovah Shammah Prayer Center during the Diocese's Annual Choir Fest that brought together 33 choirs the clergyman said the State should make it mandatory for all boarding schools to have a risk management committee comprising of various professionals and that the government needs to introduce a policy that guides the construction of school buildings.

The Anglican Church of Kenya (ACK) has called for regular mandatory inspections of all public and private schools nationwide to assess their compliance with safety standards and enhanced safety regulations for boarding schools to avert tragedies like the Enderasha Academy in Nyeri county.

The Church has also petitioned the government to adopt recommendations of various task forces that have investigated school fires in the past and emphasized that any learning institution seeking to be approved as a boarding institution must meet specific operational standards.

Bishop Anthony Mwaura Mambo of Nakuru Diocese while hailing the Ministry of Education for rolling out a nationwide inspection of all public and private basic learning institutions to evaluate their adherence to the guidelines outlined in the Safety Standards Manual for Schools in Kenya, also suggested that the government sets an age limit for boarding schools, arguing that some learners may be too young to escape during an emergency.

At the same time Bishop Mambo challenged political leaders to prioritize development for the people who elected them instead of engaging early campaigns.

He stressed the need for leaders to join hands and support development and service delivery, adding that recent developments where sections of leaders have been meeting and 'endorsing' regional kingpins were undermining unity and collaboration which were requisite for development.

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"Dormitories should be designed by experts in a manner that can help learners escape during an emergency. We should have a standard way of constructing dorms. As a church we urge the Ministry of Education to turn the recommendations of various task



Bishop Anthony Mwaura Mambo of Nakuru Diocese

forces into policies to address school fires," Bishop Mambo said.

Kenya's boarding schools have a long and tragic history of deadly fires, and the recent incident at Hillside Enderasha in Nyeri County, where 21 learners lost their lives, is sadly not an isolated event.

While the country continues to mourn, three other schools have subsequently reported similar fire outbreaks, among them Isiolo Girls, where three students suffered minor injuries; Njia High in Meru; Bukhalarire Secondary in Busia; and Isiolo Boys, which reported zero injuries and fatalities.

Bishop Mambo expressed regret that investigations following school fires have often pointed to a failure to adhere to safety protocols, adding that those found culpable should be held accountable and subjected to criminal prosecution.

"Firm and decisive action must be taken against Ministry of Education officials, school administrators, and managers found to have violated the safety standards manual," affirmed the cleric man.

He added "Legal action should be taken on school directors and teachers who flout the Ministry of Education's laws and regulations that govern safety standards in schools, including installation of fire extinguishers, number of students sleeping in a dormitory, stationing of housekeepers or adults in each dormitory among others."

These stipulations, he noted, must be followed to the letter to assure every one of the safety of learners.

A 2020 audit revealed that many schools were ill-prepared for fire emergencies, lacking essential equipment such as functioning extinguishers and alarms.

This report echoed the findings of a 2016 task force, formed following a

wave of arson attacks due to student unrest.

Both investigations concluded that schools lacked adequate fire preparedness and that safety standards were poorly understood or completely ignored.

Bishop Mambo said dormitories should be fitted with fire extinguishers and have fire escape provisions. In some schools, the cleric pointed out that dormitory windows and doors are reinforced with metal grills making it difficult to quickly escape during an outbreak.

"Every time there is a fire, investigations are done and guidelines for protection of students are reissued. Unfortunately, laxity creeps in once the dust settles until there is another inferno. Fire drills should be frequently carried out to enhance teachers, support staff and learners' awareness about this grave danger to their own safety," he pointed out.

One of the deadliest school fires occurred in 2001 at Kyanguli Secondary School in Machakos County, where 67 students perished after a fire that was deliberately set by students on a dormitory housing their schoolmates. This incident remains the deadliest school arson in Kenya's history, with similar horrors which have also unfolded in other schools.

In 1988, Bombolulu Girls Secondary School reported a fire incident that resulted in multiple casualties. Three years later, a deadly and horrific incident occurred at St. Kizito Secondary School (1991) in Meru, where 19 girls died during a horrific fire incident that shook the nation.

In 1999, four school prefects were tragically set on fire at Nyeri High, with another arson attack at Moi Girls High School (2017) which claimed the lives of 10 students, shaking the capital, Nairobi.

The 2008 Safety Standard Manual,

which is in use currently in schools, outlines safety measures that every Kenyan school should follow.

The space between beds should be at least 1.2 metres and the corridor path two metres in breadth.

"All doors should be wide enough, at least five feet wide, and should easily open outwards. They must not at any time be locked from outside when learners are inside. A clearly labeled emergency exit should be placed in the middle, and each dormitory should have a door at each end.

Further, fire extinguishing equipment should be available, fitted with alarms, and well-labeled. To enhance this, regular patrols should be conducted by school security personnel," reads in part the safety manual by the Ministry of Education.

According to Education Cabinet Secretary Julius Migos Ogamba the ongoing mandatory inspections of all public and private schools nationwide seeks to evaluate their adherence to the guidelines outlined in the Safety Standards Manual for Schools in Kenya.

The inspection will involve officials from the Ministries of Education, Interior, Health, and the Department of Public Works.

Officers from county governments and the Kenya Red Cross will also participate.

The Education CS explained that the first phase, currently underway, focuses on boarding primary and junior secondary schools. The second phase will cover secondary schools.

"The Ministry has implemented policies to ensure that all public and private boarding schools adhere to safety standards that provide a secure learning environment," Ogamba added.

# Enhancing Security Measures In Educational Institutions: Lessons From Past Incidents



By: Dr Peter Mwangi  
@themkenyatimes

## Worth Noting:

- **Nyeri High School Fire (1999):** Moi Girls fire. These incidents tragically resulted in the loss of many lives and exposed significant shortcomings in school fire safety protocols. Key issues included inadequate fire alarms, poor emergency response plans, and lack of proper evacuation drills. Schools must address these areas to prevent similar tragedies in future.
- According to previous reports proliferation of indiscipline in schools resulted to high School Fires in 2016, Kenyan authorities documented 130 cases of school burnings related to students' unrest. 63 arson cases were reported in 2018. The multiple incidents in 2016 revealed a pattern of neglected fire safety standards. Many schools had outdated fire alarm systems, insufficient trained staff, and lack of coordination with local emergency services.



The tragic fire at Hillside Academy has once again underscored the urgent need for educational institutions to prioritize fire safety and security measures.

This incident echoes the devastating fires that have happened in Kenya many times. From Guardnow security group(K) Ltd, we send sincere condolences to the parents who lost their children, all of us lost the future of our Nation, as the adults today we've borrowed this country from our children, we should be burdened to protect them...the incident is beyond words leaving everyone speechless, it's very traumatic and deeply painful. The safety standards manual (2008) for schools developed by the then Minister Amb. Sam Ongeru has important standards that guide schools on safety. School safety no.12 is very clear on fire incidents. Under Article 239 of our constitution that establishes security regulations Act of 2016 gets security firms concerned about fires, according to the 2016 Act security providers have a role of protecting or safeguarding a person or property in any manner. Schools need protection and installing CCTV cameras is one way of manning every corner of a school plus installation of smoke detectors.

## Learning from the Past: Key Inci-

### idents and Their Lessons

**Nyeri High School Fire (1999):** Moi Girls fire. These incidents tragically resulted in the loss of many lives and exposed significant shortcomings in school fire safety protocols. Key issues included inadequate fire alarms, poor emergency response plans, and lack of proper evacuation drills. Schools must address these areas to prevent similar tragedies in future.

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According to Kenya National Crime Research Centre; In 2017 KNCRC found that students' arsonists are triggered by anger and frustration.

### Implementing Effective Security Measures

Upgrading Fire Alarm Systems:

Modern, reliable fire alarm systems are crucial. Schools should invest in state-of-the-art alarm systems that include both audible alarms and visual indicators. These systems should be regularly tested and maintained to ensure they function correctly during emergencies. In this regard, it's important to work with professional security companies with emergency alarm response services.

### Emergency Response Plans:

Schools need to develop and regularly update comprehensive emergency response plans as guided by the school safety manual of 2008. These plans should include clear evacuation procedures, designated assembly points, and roles for staff and students during an emergency. Conducting regular drills can help ensure that everyone knows their responsibilities and can act swiftly if a fire occurs.

**Hiring Professional Security Companies:** Engaging professional security firms can provide schools with expert guidance on security protocols, Installation of CCTV cameras. These companies can assist in conducting thorough risk assessments, developing tailored safety plans, and providing ongoing training for staff. Their expertise can be invaluable in creating a secure environment and responding effectively to emergencies

& Increased night patrols since most fires occur at night.

**Staff and Student Training:** Regular training for both staff and students on fire safety and emergency procedures is essential. This includes educating them on the use of fire extinguishers, understanding alarm signals, and practicing evacuation drills. Ensuring that everyone is prepared can significantly reduce the risk of injury during an incident.

**Maintenance and Safety Audits:** Regular safety audits and maintenance checks are vital and installing smoke detectors. Schools should schedule periodic reviews of their fire safety equipment and infrastructure to address any potential issues before they become critical. This proactive approach can help identify and rectify problems that might compromise safety.

The fire at Hillside Academy serves as a sober reminder of the importance of robust security measures in educational institutions. We reflect on these lessons, let us commit to taking the necessary actions to prevent future tragedies.

Dr Peter Mwangi Is The CEO, Guardnow security Group (K) Ltd

## DUNIA HII YA LEO



Ulojaa unafiki, hapa na pale tambua  
Ukapaliliwa chuki, bila ya kutamania  
Dunia hii ya leo, ina mengi nawambia

Niambe yale mabaya, watendayo  
walimwengu  
Pasi kuwaza duniya, kesho itaketa  
ukungu  
Wakasaliya kuliya, kilaani ulimwengu  
Dunia hii ya leo, ina mengi nawambia

Kunao wale wenzetu, maovu  
wamevamiya  
Ukiwaambia utu, ni kito kujivuniya  
Wanasisitiza katu, nasaha kuambiliya  
Dunia hii ya leo, ina mengi nawambia

Kuna wao viongozi, ahadi wanazijua  
Maneno kwao ni ngozi, tamu nje mkijua  
Ila zimeoza wazi, huwezi kutamania  
Dunia hii ya leo, ina mengi nawambia

Mambo ya hini dunia, yataka kuangalia  
Si ilimu, kazi pia, nazo pia familia  
Sekta hizi mkajua, zataka kuangazia  
Dunia hii ya leo, ina mengi nawambia

Wanjohi. P. Mugambi  
Malenga Kitunguu Machoni

Naliweka paruwaja, hima mpate sikia  
Siambi yenye vioja, makini mkatulia  
Tukajifunde pamoja, mambo ya hini dunia  
Dunia hii ya leo, ina mengi nawambia

Moja yake urafiki, ambao hima bandia

## Meeting



By: Nizomova Ismigul Zarif

Eyes meet. The boy smiles at the girl. The girl noticed it. His heart began to beat as if it had burst out of its sheath. He slowly looked at the ground and asked permission from his companion.

Wow, man was created and he is destined to descend into a place of testing called the world. Man's life, love, career and even death is a test. Only the Almighty knows the greatness and smallness of the trial and the level of his servant in the presence of God. But love was not a simple test either. It was a great test. It was a hard test. It was a test that every lover could not bear and could not receive his love. It was a test of pure love, similar to the test of Yusuf and Zulaikha. This is what the girl thought (she realized it when she grew up).

Thinking about it, the girl was at a loss for words. He looked only into the eyes of the man in front of him. He looked into the eyes of his beloved Suigani, the one he couldn't forget even after years, the one he hoped to be together in heaven after the separation of the world. The eyes in front of him smiled. The girl couldn't laugh.

The feelings are confused. How must she feel, poor girl? He didn't notice as he walked out of his office. What if we worked on the same team, if our gazes met every day. He didn't even know how he stopped the car with such thoughts in his head. He cried on the way. From the window of the car, she admired the beauty of the countryside in her youth, where she dreamed of going as a bride when she grew up. But no such luck. I wish it were as beautiful as this scene! Sometimes ordinary eyes are not enough

to notice beauty. To realize the truth of beauty, besides two eyes, one also needs sight, that is, the eye of the heart.

Among the people of our time, those eyes are a blessing given only to the beloved of Allah. "We didn't get it," the girl read. "Well, I was young, but he is a man. Are you happy now? Is the world beautiful without me for the man who once said the world is beautiful with me?"

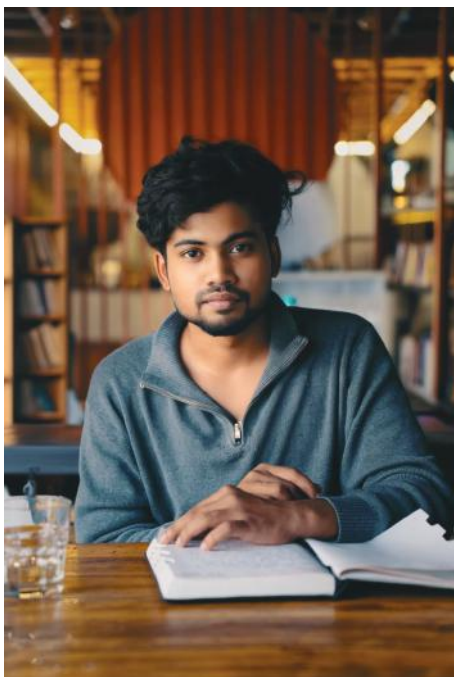
A few years ago, the girl noticed that the hardships, aches and pains in her heart began to affect not only her soul, but her body as well. He realized this again when he looked in the mirror in his room. Complaining of fever, headache, insomnia, he began to cry again in his dark room. Complaining to anyone. There is a reward for the pains that were not told to the mother. This girl has pains and sorrows that she has not even told her mother about. How can he tell his mother that the one love of his life, the God-given love of his life, has re-entered his life and begun to affect his feelings?

No! No! I can't tell her. He records the sounds of his heart in his journal. He seals it to make it easier for him. Why is he smiling at me? Or laughing at me? Why was I surrounded by incomprehensible feelings: sadness, humiliation, crying, deceit?

I was someone who loved, fought and lost. That's all. I confessed. My goal is near the valley of loneliness. He loves me as his slave.

Years later, he realized That the only one he should trust, love, rely on and tell of his suffering was Allah. Now, as always, he remembered a verse of his favorite song, "They don't call him a rich man, he has no country, for he's a piece of heart." "Yes, I have no country to my liking. I must keep this wealth and riches pure and prepare to meet God who created me, loved me, made me love, tested me, blessed me and made me dearer than all." "In sha Allah, the trials of life will one day end. The answers to the exam will be tested. And we will be victorious. Our meeting will be beautiful. Because you saved your money, I kept my love in my heart pure, and because I was able to laugh in this life even if it was hard. My liquid! Go and enjoy the ocean of knowledge, your students. I said: "Allah. I have a sea of patience. With wishes for a beautiful meeting," said the girl, entrusting her beloved to God, and went to sleep.

## The Depths



Why do I miss someone I've never met?

A question pondered, with no regret.  
With every breath, anticipation grows,  
In dreams, her presence softly flows.  
All the poetry now makes sense,  
In her essence, a divine presence.  
Her absence is a void, a vacant space,  
Yet in her absence I find grace.

In the silence, her memory blooms,  
A flower of hope amidst life's glooms.

Though unseen, her spirit's near,  
In my heart, her presence is clear  
So I'll wait with patience, calm, and true  
For the day I meet, the day I pursue.  
For even in absence, her love I feel,  
The poetry of Longing is so surreal.

Mithun Prakash

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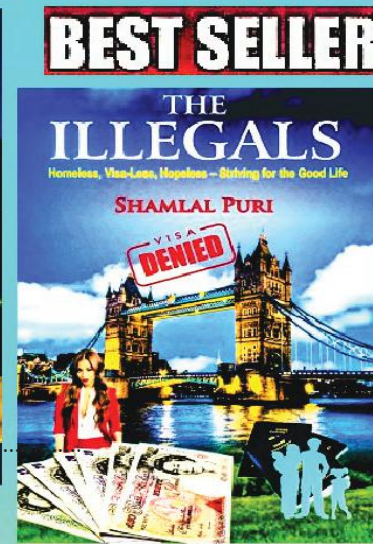
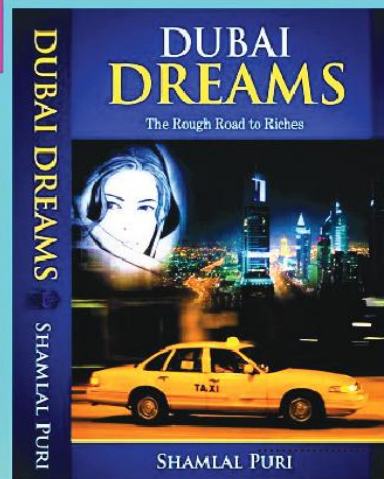
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## POLITICS

## Wiper Leader Advocates For Famers, Traders And Youth In Nairobi Visit



By: Cynthia Masibo  
@themkenyatimes

## Worth Noting:

- Musyoka's commitment to standing with local businesses aligns with his broader political vision of supporting small and medium enterprises, which he sees as key to Kenya's economic growth.
- Musyoka's comments come at a time when the Nairobi County government has faced criticism over its handling of market spaces and urban development projects. The proposed relocation of informal traders has sparked protests and resistance, as many argue that the disruptions would lead to significant financial losses.
- Musyoka stressed that development projects should prioritize the needs of those at the grassroots level, ensuring that traders can continue their operations without fear of displacement. He urged the local government to consider the economic impact on these traders, many of whom rely on the market as their primary source of income.



Dr. Kalonzo Musyoka delivering his address to the Men's Conference at a hotel in Nairobi.

Wiper party leader Kalonzo Musyoka over the weekend made a strong case for traders in Nairobi's Marikiti area, urging the Nairobi County Government to prioritize developing the existing 5.5-acre market site rather than relocating traders to another location. During his visit to the market, Musyoka expressed concern that moving the traders would disrupt their livelihoods and harm their businesses, arguing that local authorities should focus on enhancing the space to better serve the needs of the hardworking traders.

"We will stand together with Kenyans," Musyoka told the traders, "Nairobi County government should have developed the 5.5 acres here instead of sending the hardworking traders elsewhere."

His remarks came as a reassurance to the traders, and farmers, who have been grappling with challenges related to access to essential services and the fear of displacement.

Musyoka's commitment to standing with local businesses aligns with his broader political vision of supporting small and medium enterprises, which he sees as key to Kenya's economic growth.

Musyoka's comments come at a time when the Nairobi County government has faced criticism over its handling of market spaces and urban development projects. The proposed relocation of informal traders has sparked protests and resistance, as many argue that the disruptions would lead to significant financial losses.

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Later in the day, Musyoka attended the Men's Conference in Nairobi, where he was the chief guest. The event, held in the city, attracted leaders and influencers who gathered to discuss issues affecting men in today's society. Musyoka shared the stage with former Kiambu Governor

Ferdinand Waititu, where they addressed a range of topics, including national matters concerning education and youth empowerment.

In his speech at the conference, Musyoka took the opportunity to commend Kenya's younger generation, particularly Generation Z, for their resilience and contribution to the country's socio-economic landscape. He praised the youth for their innovative spirit and highlighted their role in reshaping key industries, particularly through digital innovation. Musyoka emphasized that the younger generation is not only the future of Kenya but also present changemakers, actively contributing to the na-

tion's development.

"Kenya's future is in the hands of the youth," Musyoka said. "The work Gen Z is doing in reshaping industries, especially through digital innovation, is remarkable. They are not only future leaders but present changemakers. My team is committed to collaborating with them to ensure that Kenya continues to progress." His remarks underscored his belief in the importance of engaging with the youth to drive the country's future growth.

Musyoka also touched on the state of education in Kenya, reflecting on the challenges facing the sector under the Kenya Kwanza government. He stressed the need for greater investment in education and innovation, which he believes will be critical to providing young Kenyans with the skills and knowledge they need to succeed in a competitive global economy. For Musyoka, education remains a key pillar for the country's long-term success.

In both his visit to the traders in Murikiti and his appearance at the Men's Conference, Musyoka delivered a consistent message of support and advocacy. His focus on empowering traders and engaging with the youth highlights his ongoing commitment to people-driven development. Musyoka's vision for Kenya's future is clear: economic and social progress can only be achieved through collaboration with the youth and the continued support of small traders, who play an essential role in the nation's daily life.



Wiper leader Kalonzo Musyoka addressing farmers and traders at Marikiti area in Nairobi



# PROJECT CATALOG

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Wema Gardens	NARO MORU	FROM AS LOW AS Kes.439,000	Vuyanzi Gardens	KITALE	FROM AS LOW AS Kes.1.995M
Love Gardens	KAJIADO	FROM AS LOW AS Kes.950,000	Achievers Paradise Phase 2	NGONG	FROM AS LOW AS Kes.1.995M
Ushindi Gardens	NAKURU	FROM AS LOW AS Kes.1.095M	Achievers Business Park	NGONG	FROM AS LOW AS Kes.3.95M
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# Employee Share Ownership Plans: A Strategic Tool For Startup Talent Acquisition And Retention



By: Odhiambo Jerameel Kevins Owuor  
@themkenyatimes



## Worth Noting:

- One of the most critical aspects of ESOP design is the establishment of appropriate vesting conditions, which determine the timeline and criteria under which employees gain full ownership of their equity awards.
- Vesting schedules serve multiple purposes: they incentivize long-term commitment, protect the company from premature dilution, and provide a mechanism for aligning employee tenure with value creation. A common vesting structure in the startup world is the “four-year cliff” model, wherein an employee’s options vest gradually over four years, with a one-year cliff period before any vesting occurs.
- This structure encourages employees to remain with the company for at least one year and continues to provide incentives for retention over the subsequent three years.

As noted in the seminal work “Equity Compensation Strategies” by Professor Elizabeth R. Cosgrove, “Employee Share Ownership Plans (ESOPs) have become an indispensable tool in the modern startup ecosystem, serving as a bridge between organizational goals and individual aspirations.” This profound observation encapsulates the essence of ESOPs and their transformative potential for nascent enterprises seeking to attract and retain top-tier talent in an increasingly competitive marketplace. The judicious implementation of ESOPs can engender a symbiotic relationship between a startup and its employees, fostering a culture of ownership, commitment, and shared success that transcends traditional employment paradigms. This article delves into the multifaceted nature of ESOPs, elucidating their strategic importance for startups, while also navigating the complex legal and practical considerations that underpin their effective utilization.

At its core, an ESOP is a sophisticated financial instrument that grants employees the right to acquire ownership stakes in their employing company, typically in the form of stock options or restricted stock units. The fundamental premise underlying ESOPs is the alignment of employee interests with those of the company, creating a powerful incentive structure that encourages long-term commitment and performance. For startups, which often operate in resource-constrained environments, ESOPs offer a compelling alternative to high base salaries, allowing them to compete for talent against more established firms. Moreover, ESOPs can serve as a potent retention tool, as the value of the equity typically appreciates over time, particularly in successful ventures. This time-based value proposition encourages employees to remain with the company

for extended periods, fostering stability and continuity in the often-turbulent startup landscape.

The implementation of an ESOP requires careful consideration of various legal and regulatory frameworks, which can vary significantly across jurisdictions. In the United States, for instance, ESOPs are governed by the Employee Retirement Income Security Act (ERISA), which sets forth stringent requirements for plan administration and fiduciary responsibilities. Conversely, in jurisdictions like Kenya, the legal framework surrounding ESOPs is less developed, necessitating a more nuanced approach to plan design and implementation. The Companies Act of Kenya, while not explicitly addressing ESOPs, does provide a foundation for share-based compensation through its provisions on share capital and allotment. Startups operating in such jurisdictions must navigate these legal complexities with the assistance of experienced counsel to ensure compliance and mitigate potential risks associated with non-standard compensation structures.

One of the most critical aspects of ESOP design is the establishment of appropriate vesting conditions, which determine the timeline and criteria under which employees gain full ownership of their equity awards. Vesting schedules serve multiple purposes: they incentivize long-term commitment, protect the company from premature dilution, and provide a mechanism for aligning employee tenure with value creation. A common vesting structure in the startup world is the “four-year cliff” model, wherein an employee’s options vest gradually over four years, with a one-year cliff period before any vesting occurs. This structure encourages employees to remain with the company for at least one year and continues to provide incentives for retention over

the subsequent three years. However, startups should carefully tailor their vesting schedules to their specific circumstances, considering factors such as growth projections, industry norms, and the competitive landscape.

The valuation of startup equity presents unique challenges that must be addressed in the context of ESOP administration. Unlike publicly traded companies, where stock prices are readily available, startups must rely on alternative valuation methodologies to determine the fair market value of their shares. This valuation is crucial not only for setting the exercise price of stock options but also for compliance with tax regulations in many jurisdictions. Common valuation methods for startup equity include the Discounted Cash Flow (DCF) approach, comparable company analysis, and precedent transactions analysis. However, given the inherent uncertainty in startup valuations, it is advisable to engage independent valuation experts and to conduct regular reassessments as the company progresses through various stages of growth and funding.

Tax considerations play a pivotal role in the design and implementation of ESOPs, with significant implications for both the company and its employees. In many jurisdictions, the tax treatment of equity awards can vary depending on factors such as the type of award (like stock options vs. restricted stock units), the timing of exercise or vesting, and the holding period of the shares. For instance, in the United States, Incentive Stock Options (ISOs) offer potential tax advantages to employees, as they may qualify for favorable capital gains treatment upon sale of the shares. However, ISOs also come with strict statutory requirements and potential alternative minimum tax (AMT) implications. Startups must carefully

weigh these tax considerations when structuring their ESOPs, balancing the desire to provide tax-efficient compensation with the need for simplicity and administrative feasibility.

The communication and education aspects of ESOP implementation are often overlooked but are crucial for maximizing the plan’s effectiveness. Many employees, particularly those new to the startup world, may not fully understand the mechanics and potential value of equity compensation. Startups should invest in comprehensive education programs that explain the ESOP structure, vesting conditions, exercise procedures, and potential tax implications. Moreover, regular updates on company valuation and progress towards key milestones can help maintain employee engagement and reinforce the connection between individual contributions and overall company success. Transparent communication about the ESOP can also foster a culture of trust and shared ownership, which is particularly valuable in the early stages of a startup’s lifecycle.

As startups grow and evolve, they may need to make adjustments to their ESOPs to reflect changing circumstances or strategic priorities. This may involve modifying vesting schedules, adjusting the size of the option pool, or introducing new types of equity awards. It is crucial for startups to maintain flexibility in their ESOP design while also respecting the rights and expectations of existing option holders. Any changes to the ESOP should be carefully communicated to employees and, where necessary, approved by the board of directors and shareholders. Additionally, startups should be prepared to address scenarios such as employee departures, whether voluntary or involuntary, by establishing clear policies on option exercise periods and share repurchase rights.

The termination of an ESOP, while not a common occurrence, is a possibility that startups should be prepared for, particularly in the event of a merger, acquisition, or significant restructuring. The process of ESOP termination can be complex and may involve issues such as accelerated vesting, cash-out of options, or rollover of equity into a new plan. In Kenya, for example, the termination of an ESOP would need to be conducted in accordance with the



## LETTERS TO THE EDITOR

# Celebrating The International Week Of The Deaf: A Call To Action For Inclusion And Advocacy

**By: James Kilonzo Bwire**

As the world observes the International Week of the Deaf, it is a crucial time to reflect on the rights, culture, and achievements of the deaf community. This annual event, celebrated during the last full week of September, not only highlights the challenges faced by over 70 million deaf individuals globally but also emphasizes the urgent need for greater inclusion and accessibility in society. With this year's theme being "A World Where Deaf People Everywhere Can Sign Anywhere," the focus is on ensuring that sign language is recognized and respected as a legitimate form of communication.

### The Importance of Awareness and Advocacy

The International Week of the Deaf, also known as Deaf Awareness Week, was first launched in 1958 and has since evolved into a significant global event. The World Federation of the Deaf (WFD) encourages various activities and events during this week to promote the importance of sign languages and the human rights of deaf people. This initiative serves as a reminder that the fight for equal rights and recognition for the deaf community is ongoing and requires collective effort.

Advocacy is a vital component of this week. Many organizations use this time to push for policy changes that enhance the rights of deaf individuals. This includes advocating for better access to education, healthcare,

and employment opportunities, as well as promoting the legal recognition of national sign languages. By amplifying their voices, the deaf community can effectively advocate for their rights and push for necessary changes in society.

### Engaging with the Deaf Community

Throughout the week, various events are organized globally, including workshops, seminars, and community gatherings that focus on deaf culture and rights. These activities not only educate the public about the challenges faced by the deaf community but also celebrate their achievements and contributions to society.

For instance, many organizations encourage individuals to learn basic sign language, attend local deaf community events, and advocate for accessibility in public spaces. This collective effort is essential for fostering understanding and cooperation between the hearing and deaf communities. Engaging with the deaf community allows hearing individuals to gain insight into their experiences and challenges, fostering empathy and support.

### The Role of Self-Advocacy

Self-advocacy is crucial for deaf individuals in navigating a society that often lacks access and accessibility. Many deaf and hard-of-hearing individuals encounter situations where they are denied access to necessary accommodations, such as sign language interpreters or assistive listening devices.

Being informed about their rights empowers them to express and defend their needs effectively.

Organizations like the National Association of the Deaf (NAD) provide resources and support for deaf individuals to understand their rights under disability laws, such as the Americans with Disabilities Act (ADA). These resources help individuals navigate challenges and advocate for necessary accommodations in various settings, including schools, workplaces, and healthcare facilities.

### Building a More Inclusive Society

The International Week of the Deaf serves as a powerful movement aimed at promoting awareness, inclusion, and respect for the deaf community. As we observe this week, it is crucial to remember that the fight for equal rights and recognition continues. By participating in events, advocating for policy changes, and learning about deaf culture, we can all contribute to creating a more inclusive world where deaf individuals can thrive and communicate freely.

This year's theme emphasizes the necessity for sign language to be recognized as a legitimate form of communication. It serves as a call to action for governments, organizations, and individuals to create a society that accepts and celebrates sign language. By fostering an environment where deaf individuals can use their language freely and without barriers, we can work

towards a more equitable society.

### Celebrating Deaf Culture and History

During this week, it is also essential to celebrate the rich history and culture of the deaf community. Deaf culture is vibrant and diverse, encompassing unique traditions, art forms, and social practices that have developed over centuries. Events that showcase deaf artists, storytellers, and performers can help raise awareness about the cultural contributions of the deaf community.

For example, storytelling in sign language is a powerful medium that conveys not only narratives but also cultural values and shared experiences. Workshops that teach the history of deaf education, the evolution of sign languages, and the contributions of prominent deaf figures can foster a deeper understanding of the community's heritage.

### The Intersectionality of Deaf Advocacy

The theme of intersectionality is increasingly relevant in discussions about deaf advocacy. Deaf individuals often belong to multiple marginalized groups, and their experiences can be shaped by factors such as gender, race, socioeconomic status, and sexuality. Recognizing the diverse identities within the deaf community is essential for creating inclusive advocacy efforts.

For instance, deaf women and people of color within the deaf community

may face compounded discrimination, making it vital to address their specific needs and challenges. Advocacy efforts should aim to uplift all voices within the community, ensuring that everyone has a seat at the table and that their unique experiences are acknowledged.

### Conclusion: A Collective Responsibility

The International Week of the Deaf is not just a celebration; it is a reminder of our collective responsibility to advocate for the rights of deaf individuals and to promote inclusivity in all aspects of life. As we engage with the deaf community, let us take this opportunity to learn from their experiences and work together to ensure that sign language and the rights of deaf individuals are recognized and celebrated everywhere.

By fostering collaboration between state agencies, local communities, and civil society, we can move toward a more equitable and efficient system that prioritizes the rights of all citizens. Let us commit to being allies in this journey, advocating for change, and ensuring that the voices of the deaf community are heard loud and clear. Together, we can create a world where everyone, regardless of their hearing ability, can communicate, participate, and thrive.

*James Kilonzo Bwire is a Media and Communication practitioner.*

## South Sudan Postpones Elections, Extends Transitional Government

**By: James Kilonzo Bwire**

South Sudan's government has made the decision to postpone its national elections, originally scheduled for December 2024, by two years. The new election date is now set for December 22, 2026, extending the transitional government led by President Salva Kiir.

This announcement, made on September 13, 2024, comes in response to incomplete preparations for the elections, including the need to conduct a census, draft a permanent constitution, and register political parties.

The extension reflects the ongoing challenges South Sudan faces in

implementing the 2018 peace agreement that ended a five-year civil war. Despite the peace deal, political tensions between President Kiir and his former rival, First Vice President Riek Machar, have repeatedly delayed the transition process, which began in February 2020.

### Opportunity for Critical Tasks

Officials have indicated that this additional time will allow for the completion of critical tasks necessary for conducting free and fair elections. Tut Gatluak, the Presidential Adviser on National Security, stated that the extension will provide an opportunity to implement the remaining protocols in the 2018 peace agreement.

International Observers Frustrated

International observers have expressed frustration over the lack of progress in South Sudan's transition process. The Troika group of nations (Norway, the United States, and Britain) has made it clear that they will only support a further extension of the transitional period with the involvement of the Tumaini Initiative, which includes holdout opposition groups.

### Need for Cooperation

Edmund Yakani, a South Sudanese civil society activist, emphasized the importance of President Kiir and First Vice President Machar regaining trust and confidence in working together to transition the country from political instability to stability.

The success of the newly extended transitional period will depend on their ability to cooperate and direct resources towards the implementation of the pending tasks of the peace deal.

### Potential Impact on Tumaini Initiative

The extension of the transitional period could affect the progress of the Tumaini Initiative talks between the transitional government and the holdout opposition groups. The Troika group has informed the leadership in Juba that they will only support a further extension if it includes the Tumaini Initiative.

### Concerns from the Troika

The Troika group has expressed

concerns over the repeated delays in South Sudan's transition process. They have made it clear that they will only support a further extension if the government involves the Tumaini Initiative, which includes holdout opposition groups.

### Ongoing Challenges

Despite the peace deal, South Sudan continues to face challenges in implementing the transition process. The postponement of elections and extension of the transitional government highlights the need for continued efforts to address political tensions and ensure stability in the country.

*James Kilonzo Bwire is a Media and Communication practitioner.*

# The Adani Deal At JKIA: A Scandal Grounded In Controversy



By: Midmark Onsongo  
@themtkenyatimes



## Worth Noting:

- Adani Group's entry into Kenya's aviation industry has been controversial from the start, given its questionable track record in India. The company has been mired in allegations of corruption, particularly in the energy and infrastructure sectors, with critics accusing it of using political connections to secure lucrative government contracts. This history has cast a long shadow over the JKIA deal, fueling speculation that certain individuals within the Kenyan government may have facilitated the agreement for personal gain.
- As aviation workers continued their strike, the ripple effects were felt across the country. Flights were delayed or canceled, with long queues of frustrated passengers at the airport.

In recent weeks, the proposed lease of Jomo Kenyatta International Airport (JKIA) to the Indian conglomerate Adani Group has ignited widespread public uproar and resistance from various sectors, revealing a deeper tale of corruption, mismanagement, and national sovereignty concerns. The situation hit a boiling point with aviation workers going on strike, paralyzing operations at JKIA and stranding thousands of travelers, all in opposition to the Adani deal, which many believe threatens not only jobs but also Kenya's control over a strategic national asset.

The deal, valued at KES 246 billion, was initially presented as a solution to modernize JKIA, with promises of constructing a new passenger terminal and a second runway under a 30-year build-operate-transfer contract. However, as the details emerged, it became clear that the agreement lacked transparency and was pushed forward without adequate consultation, leaving workers, legal institutions, and civil society in a state of alarm.

The Kenya Aviation Workers Union (KAWU) has been at the forefront of this battle, opposing the deal on the grounds that it would lead to mass layoffs, introduce foreign labor, and diminish working conditions. The union's Secretary General, Moss Ndiema, has been vocal about the need for the resignation of key Kenya Airports Authority (KAA) board members, whom they accuse of mismanaging the deal and failing to prioritize the interests of Kenyans. Ndiema has said, "He who eats alone, chokes alone." This proverb captures the frustration of workers

who feel betrayed by the closed-door negotiations that led to the agreement.

Tensions escalated further when the Law Society of Kenya (LSK) and the Kenya Human Rights Commission (KHRC) filed a legal petition, successfully obtaining a court order to halt the lease temporarily. The High Court in Nairobi ruled that the deal could not proceed pending a full judicial review, stating that it raised significant concerns about good governance, transparency, and the responsible use of public resources. The case is set for further hearings in October, but the damage to the public trust has already been done.

Adani Group's entry into Kenya's aviation industry has been controversial from the start, given its questionable track record in India. The company has been mired in allegations of corruption, particularly in the energy and infrastructure sectors, with critics accusing it of using political connections to secure lucrative government contracts. This history has cast a long shadow over the JKIA deal, fueling speculation that certain individuals within the Kenyan government may have facilitated the agreement for personal gain.

As aviation workers continued their strike, the ripple effects were felt across the country. Flights were delayed or canceled, with long queues of frustrated passengers at the airport. Travelers like one who spoke to The Star remarked that the situation was unbearable, saying, "I had to go by road because they are not checking in travelers." The strike

underscored the broader public resistance to the deal, with workers stating that their protest would only end once the deal was scrapped and senior KAA officials were held accountable.

Adding to the scandal, the National Assembly's Transport Committee has launched an investigation into the leasing arrangement. Several legislators have expressed their opposition to the deal, with one member commenting, "A bird that flies off the earth and lands on an anthill is still on the ground." This proverb reflects the sentiment that even though the deal may appear to elevate Kenya's aviation infrastructure, it ultimately risks leaving the country vulnerable to exploitation by foreign interests.

At the heart of this controversy are several key figures within the KAA who are believed to have played pivotal roles in advancing the deal. While their names have not been publicly disclosed due to ongoing investigations, there are growing calls for full accountability and transparency. Critics argue that the individuals involved must face consequences, as their actions have put the livelihoods of thousands of workers at risk and compromised the nation's strategic assets.

The Adani deal is not just an isolated incident. It speaks to a broader pattern of opaque dealings and questionable foreign investments in Kenya. The rush to privatize national infrastructure without considering the long-term consequences has become a recurring theme, one that undermines public trust in government institutions. A tongue twister often

said in jest, "She sells sea shells on the seashore, but the shells she sells aren't hers," aptly captures the frustration of many Kenyans who feel that their country's resources are being sold off to the highest bidder without their consent.

Ultimately, the fate of JKIA now lies in the hands of the judiciary, but the public discourse surrounding the deal has already revealed significant cracks in Kenya's governance framework. The opposition to the Adani lease has brought together unions, civil society, and the legal community in a rare display of solidarity, all united by the belief that Kenya's national assets must be protected from predatory foreign deals.

As the case unfolds in court and the investigations by Parliament continue, one thing remains clear: the Adani deal at JKIA has exposed deep-seated issues of corruption, lack of accountability, and mismanagement that must be addressed. If left unchecked, the consequences could extend far beyond the aviation industry, setting a dangerous precedent for future deals involving Kenya's public assets.

The Kenyan proverb, "A hyena cannot smell its own stench," serves as a fitting reminder of the dangers of unchecked power. Those who pushed for this deal may have underestimated the public's resolve to fight back, but the ongoing protests and legal challenges indicate that the fight to protect JKIA is far from over.

*This article was scripted by:  
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# Speaker Wetang'ula Calls For Swift Reconstitution Of IEBC

By: KBC Digital

The Speaker of the National Assembly Moses Wetang'ula has called for the swift reconstitution of the Independent Electoral and Boundaries Commission (IEBC).

His appeal yesterday when he joined worshippers at Chebukwa Catholic Church in Bungoma County comes ahead of Parliament's resumption after a month-long recess this week.

The Speaker emphasised the urgency of addressing the IEBC issue as there were many pending commission activities which had stalled due to lack of commissioners.

"We cannot afford further delays on boundary reviews or pending by-elections in our wards and constituencies. I urge those obstructing this process to reconsider their stance and allow the country to move forward," he stated.

Wetang'ula also called on the Chief

Justice to expedite court cases concerning the IEBC, stressing the need for a prompt resolution to avoid further disruptions to the electoral process.

The Political Parties Disputes Tribunal has barred Parliament from replacing persons nominated to the IEBC hiring panel by the political parties liaison committee.

It gave orders last week quashing any lists to Parliament that do not have the name of Augustus Muli who sued after Azimio sought to change the list.

In addition to electoral reforms, the Speaker highlighted the importance of consolidating public educational resources, a move he believes could lead to the introduction of free education from primary school through to university.

"If we consolidate our Bursaries and funds, we can be able to give free education from primary to university," he explained, reiterating Parliament's commitment to addressing this issue.

Wetang'ula closed his remarks by underscoring the need for decisive



The Speaker of the National Assembly Moses Wetang'ula .

action, saying, "The work is cut out for us, and we must act now to secure Kenya's future."

The Speaker's call comes at a critical time as Parliament gears up to tackle several key national issues, with the

reconstitution of the IEBC expected to be a priority on the agenda.

# Employee Share Ownership Plans: A Strategic Tool For Startup Talent Acquisition And Retention

Contd from page 18

Companies Act and any specific provisions outlined in the company's articles of association. It is advisable for startups to include provisions for potential termination scenarios in their ESOP documentation from the outset, providing clarity and certainty for all stakeholders in the event of a significant corporate transaction.

The global nature of many startups introduces additional complexities in ESOP administration, particularly when dealing with employees across multiple jurisdictions. Cross-border equity awards can trigger a host of legal, tax, and regulatory issues, including securities law compliance, foreign exchange controls, and data privacy considerations. For instance, offering equity to employees in certain countries may require registration or qualification of the securities, while others may impose restrictions

on the transfer of shares to foreign entities. Startups with international operations should conduct thorough due diligence on the legal and regulatory landscape in each jurisdiction where they have employees and consider implementing a global equity plan that can accommodate country-specific requirements while maintaining overall consistency.

Best practices in ESOP design and administration continue to evolve as the startup ecosystem matures and regulatory frameworks adapt to new realities. One emerging trend is the use of dynamic equity allocation models, which adjust equity grants based on ongoing performance metrics rather than relying solely on time-based vesting. Another important consideration is the incorporation of diversity, equity, and inclusion (DEI) principles into ESOP design, ensuring that equity compensation practices do not inadvertently perpetuate or exacerbate existing disparities within the organization. Startups should also stay abreast of technological advancements in



equity plan administration, such as blockchain-based cap table management systems, which can enhance transparency and reduce administrative burdens.

In conclusion, Employee Share Ownership Plans represent a powerful tool for startups seeking to attract, retain, and motivate top talent in a competitive landscape. When thoughtfully designed and imple-

mented, ESOPs can create a strong alignment between employee and company interests, fostering a culture of ownership and shared success. However, the complexities inherent in ESOP administration necessitate careful consideration of legal, tax, and practical factors. Startups must navigate these challenges with diligence and foresight, leveraging expert guidance where

necessary to ensure compliance and maximize the strategic value of their equity compensation programs. By embracing best practices and remaining adaptable to changing circumstances, startups can harness the full potential of ESOPs as a cornerstone of their talent management and growth strategies.

The writer is a lawyer and legal researcher

Sports >> \*Harambee Stars have been handed a massive boost after skipper Michael Olunga returned to action for his Qatari club Al Duhail, following an injury that kept him out of the pitch for close to a month

# SPORTS NEWS

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## Reprieve For Harambee Stars As Skipper Olunga Returns To Action

Harambee Stars have been handed a massive boost after skipper Michael Olunga returned to action for his Qatari club Al Duhail, following an injury that kept him out of the pitch for close to a month.

Olunga missed Kenya's opening two matches of the 2025 Africa Cup of Nations qualifiers due to the injury, but his return now means he can be available for the next round of fixtures in October.

The striker came on as a second half substitute as Duhail beat Al Wokrah 2-0 in a league fixture. He was introduced in the 55th minute of the game.

"I am delighted to be back. I feel stronger now and hopefully I can pick up fitness in the next few weeks," Olunga said from Doha.

His return will be key for Kenya in the quest to qualify for the 2025 AFCON, with back to back games against Cameroon coming up next month.

*Capital Sport*



Michael Olunga in action for Al Duhail in his return from injury. PHOTO/AL Duhail.

# GET THE BEST OF WORLD

**Sports >>** \*South African international Percy Muzi Tau struck a brace as holders Al Ahly thrashed record Kenyan champions Gor Mahia 3-0 at the Nyayo National Stadium yesterday

# Percy Tau Double Drags Dagger Down Gor Mahia's Champions League Hopes



Al Ahly players celebrate Percy Tau's goal. PHOTO/Timothy Olobulu.

South African international Percy Muzi Tau struck a brace as holders Al Ahly thrashed record Kenyan champions Gor Mahia 3-0 at the Nyayo National Stadium yesterday evening to put one foot into the group stages of the CAF Champions League.

The Red Devils scored two goals in two minutes, Tau scoring just after centreback Rami Rabia had given them the lead. The South African then completed the job with quarter of an hour left, leaving the Kenyan champions with a mountain to climb in the second leg in Cairo next weekend.

Within quarter of an hour, the visitors were 2-0 up. Rabia broke the deadlock tapping into the roof of the net after keeper Kevin Omondi had spilled Hussein El Shahaat's cross from the left.

Immediately after the restart, Ahly doubled their lead when Tau interceded a short backpass before beating the keeper one on one.

Ahly almost made it 3-0 minutes later but Omondi pulled a point blank double save to deny Wesam Abou Ali.

Gor landed their first effort on target after 23 minutes when Enoch Morrison rifled a shot from inside the box after a corner was headed into his path, but Ahly keeper Mohamed Elshenawy pulled a brilliant save to keep the score at 2-0.

Needing to score to stay alive, Gor had to ditch their erstwhile defensive approach which had seen them employ defender Alphonse Omija as a defensive midfielder, to play with a low block against the potent attack posed by

Ahly.

Coach Leo Neiva pulled out Philemon Otieno and Kennedy Onyango, bringing in Alpha Onyango and Paul Ochuoga. The latter went on the right replacing skipper Philemon while Omija dropped back to centre half, Alpha coming into midfield.

The change in structure helped Gor offensively. They had a close chance five minutes to the break when a good passage of play saw Austin Odhiambo put Boniface Omondi through, but the latter's shot went inches over the bar.

In the second half, Ahly were comfortable sitting back and let Gor have the ball, but come nowhere near their box. K'Ogalo tried to unlock the defensive line, but were often indecisive in the final third.

Tau drove the final nail in their coffin in the 75th minute when he landed on a rebound after Omondi had made a save, thumping the ball home.

Gor tried to switch formations and personnel, but couldn't grab at least a single goal at home. They thought they had one late on, but Shariff Musa's tap in after Elshenawy had punched Samuel Kapen's shot was ruled out for offside.

*Capital Sport*

# SPORTS NEWS



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# SPORTS AS THEY HAPPEN



# Let Us Consider A Monthly Stipend For The Unemployed Graduates To Make Their Lives Bearable

By: Kamomonti Wa Kiambati  
@themkenyatimes



## Worth Noting:

- A monthly stipend would have several benefits. First, it would help graduates meet their basic needs, such as food, shelter, and healthcare. This financial support would reduce the pressure on families and prevent graduates from falling into poverty. Second, it would allow graduates to focus on job searching and skill development rather than taking up low-paying, unrelated jobs just to survive.
- By providing a cushion, the stipend would enable graduates to invest in their future, whether through further education, vocational training, or starting their own businesses.
- In addition to the stipend, the Kenyan government should establish a comprehensive data bank to track the employment status and skill sets of all unemployed youths.

Kenya is facing a critical issue that, if not addressed, could lead to severe economic and social consequences: the unemployment of its youth, particularly graduates. Every year, thousands of young people graduate from colleges and universities, full of hope and expectations for a bright future. Unfortunately, many of them face the harsh reality of unemployment. A year after graduation, many of these young people remain jobless, unable to find meaningful employment that aligns with their skills and education. This situation calls for urgent action, including the introduction of a monthly stipend for unemployed graduates and the establishment of a comprehensive data bank to track and manage the skills and employment status of these youths.

The Kenyan economy has struggled to create sufficient job opportunities for its growing population. The number of graduates entering the job market far exceeds the number of available jobs, leading to a high rate of unemployment. According to recent statistics, the unemployment rate in Kenya stands at approximately 6.6%, with youth unemployment being significantly higher. Many graduates find themselves in a position where they have the skills and qualifications but lack the opportunities to apply them. This mismatch between the supply of labor and the demand for skilled workers creates a gap that leaves many young people disillusioned and financially strained.

To address this issue, the Kenyan government should consider im-

plementing a policy that provides a monthly stipend to graduates who remain unemployed for a year after completing their studies. This stipend would serve as a temporary safety net, helping these young people navigate the challenges of unemployment while they continue to search for meaningful employment. Such a policy would not only alleviate the financial burden on unemployed graduates but also provide them with the necessary support to pursue further training, internships, or entrepreneurial ventures.

A monthly stipend would have several benefits. First, it would help graduates meet their basic needs, such as food, shelter, and healthcare. This financial support would reduce the pressure on families and prevent graduates from falling into poverty. Second, it would allow graduates to focus on job searching and skill development rather than taking up low-paying, unrelated jobs just to survive. By providing a cushion, the stipend would enable graduates to invest in their future, whether through further education, vocational training, or starting their own businesses.

In addition to the stipend, the Kenyan government should establish a comprehensive data bank to track the employment status and skill sets of all unemployed youths. This data bank would serve as a valuable resource for both the government and the private sector, helping to bridge the gap between job seekers and employers. By keeping detailed records of the skills and qualifications of unemployed graduates, the govern-

ment can identify areas where there is a surplus of talent and work to create job opportunities in those fields.

The data bank would also allow for more targeted job creation initiatives. For example, if the data shows that there is a high number of unemployed graduates with skills in information technology, the government could work with the private sector to create programs that focus on developing the tech industry in Kenya. This approach would ensure that job creation efforts are aligned with the skills and aspirations of the youth, leading to more sustainable employment opportunities.

With the data from the unemployed graduates' data bank, the government can take a more deliberate approach to job creation. Rather than relying solely on traditional methods of job creation, such as infrastructure projects or public sector employment, the government can use the data to develop strategies that are tailored to the needs of the economy and the aspirations of the youth. For example, the government could invest in sectors that have the potential for growth, such as technology, renewable energy, and agribusiness. By focusing on these areas, the government can create jobs that are not only in demand but also aligned with the skills of the unemployed graduates.

Furthermore, the government should work to create an enabling environment for entrepreneurship. Many graduates have the skills and ideas to start their own businesses but lack the necessary capital and support. By providing access to

funding, training, and mentorship, the government can encourage more young people to pursue entrepreneurship as a viable career path. This would not only reduce unemployment but also drive innovation and economic growth.

While the proposal for a stipend and a data bank for unemployed graduates is promising, there are several challenges that need to be addressed. One of the main concerns is the cost of implementing such a program. Providing a monthly stipend to thousands of unemployed graduates would require significant financial resources, which could strain the government's budget. However, the long-term benefits of reducing unemployment and poverty would outweigh the initial costs.

Another challenge is ensuring that the stipend is targeted to those who truly need it. To prevent abuse of the system, the government would need to establish strict criteria for eligibility and implement a robust monitoring and evaluation system. This could include regular assessments of the employment status of beneficiaries and requiring graduates to participate in job search activities or skill development programs as a condition for receiving the stipend.

The unemployment crisis among graduates in Kenya is a pressing issue that requires immediate action. By providing a monthly stipend to unemployed graduates and establishing a data bank to track their skills and employment status, the Kenyan government can take a significant step towards alleviating the economic hardships faced by the youth. These initiatives would not only provide much-needed financial support but also help to create more targeted and effective job creation strategies. Ultimately, investing in the future of Kenya's youth is an investment in the future of the country as a whole. It is time for the government to take bold and innovative steps to ensure that no graduate is left behind in the quest for meaningful employment.

*Kamomonti teaches English and Literature in Gatundu North Sub County. He is the author of "Maintaining Healthy Boundaries in Schools."*