

# The 9 Civic Transformations at the Heart of the EEPR Bill

## *Why This Bill Matters for Every Kenyan*

The **Ethnic Equity and Public Representation Bill, 2025** is more than a piece of legislation. It is a turning point in Kenya's journey toward fairness, unity, and national dignity.

For decades, public service in Kenya has too often been shaped by **tribal capture**, political bargaining, and a winner-takes-all mentality. The result? Communities left out. Talented citizens overlooked. Institutions seen as serving some, but not all.

The EEPR Bill changes this story;- not with promises, but with **binding rules, transparent data, and real enforcement**.

These are the **nine civic transformations** that the Bill will deliver: each one a shift from old habits that divide us, to new norms that unite us. Together, they redefine public service as **a national trust that belongs equally to all Kenyans**.

# 1. From Tribal Capture to National Fairness

For years, winning national elections in Kenya has often been treated like winning a prize for one community.

The tribe in power would take the top government jobs, steer resources to its strongholds, and leave others feeling like outsiders in their own country.

The EEPR Bill ends this zero-sum game.

It redefines public service as **a national trust**, not a political reward.

Under the Bill, every ethnic group's share of public jobs will be **proportional to its population size** - no more, no less.

This means every ministry, county office, and state agency will be a mirror of Kenya's true diversity.

When citizens from Turkana to Taita-Taveta, from Mandera to Migori, see themselves represented at the highest levels of government, trust in the state grows.

And when trust grows, unity follows.

## 2. From Fear-Based Politics to Issue-Based Campaigns

In too many election seasons, politics in Kenya has been poisoned by fear.

Some leaders - lacking real solutions - stir ethnic suspicion, warning that if “the other side” wins, your community will lose jobs, land, or safety.

This fear keeps voters divided and distracts from the real issues that affect all Kenyans.

The EEPR Bill takes away the fuel for this kind of politics.

With **CEENI** in place, no leader can hand out public jobs as tribal rewards.

Appointments will be made according to a **transparent formula**, not the whims of political deals.

That means campaigns will have to change.

If you can’t promise jobs to your tribe, you’ll have to talk about **schools, healthcare, roads, and opportunities for the youth**.

It shifts the conversation from **who you are** to **what you can deliver**.

When elections are about ideas and solutions, Kenya wins - because democracy finally becomes a race to serve, not a scramble to divide.

### 3. From “Our Turn to Eat” to “Everyone’s Turn to Belong”

For decades, a familiar phrase has haunted Kenyan politics: “*Ni wakati wetu wa kula*” - “It’s our turn to eat.”

It means that when your tribe’s leaders are in power, your community gets the jobs, tenders, and resources - and when they’re out, you get nothing.

This mindset turns government into a feast for the few, while millions are left outside the door. It deepens resentment and teaches the next generation that power is about taking, not serving.

The EEPR Bill breaks this cycle.

By guaranteeing **proportional representation** in public offices, it gives **small tribes a permanent seat at the table**.

Big tribes are still represented - but based on merit and fairness, not political loyalty.

It means that whether you are from the El Molo, the Luhya, the Pokomo, or the Kikuyu - **you belong** in the public service of Kenya.

The right to serve and to be served is no longer a favour from those in power - it’s your lawful entitlement as a Kenyan citizen.

When everyone has a place, we replace the politics of eating with the politics of building - together.

## 4. From Cosmetic Diversity to Data-Driven Equity

For years, leaders have showcased diversity by pointing to a few token appointments - a minister here, a director there - as proof of inclusivity.

But beneath the surface, the numbers often tell a very different story: whole departments dominated by one or two ethnic groups, while others are barely represented.

The EEPR Bill replaces **optics** with **evidence**.

It requires every public body to publish its staffing breakdown by ethnicity, gender, and other diversity indicators.

The **KPEID Dashboard** will display this information openly for every Kenyan to see - updated regularly, accessible on any device.

Annual **Equity Scorecards** will rate each ministry, county, and state agency on their compliance with the law.

No more vague promises or selective statistics - the data will speak for itself.

With measurable, public information, inclusivity becomes a standard that can be **tracked, verified, and enforced** - not just claimed.

And when diversity is based on real numbers, not photo opportunities, every Kenyan can trust that fairness is more than a slogan.

## 5. From Talk About Unity to Enforced Inclusion

For decades, Kenya's leaders have spoken the language of unity.

Every inauguration speech, every national holiday address, reminds us that we are “one people, one nation.”

But too often, unity has been left at the podium - **beautiful words without action**.

The EEPR Bill changes that by putting the spirit of **Article 10** of the Constitution - fairness, inclusivity, and protection of the marginalised - into **binding law**.

It gives **CEENI** the power to:

- Audit every public body for ethnic balance.
- Issue **compliance orders** with deadlines.
- Impose penalties on those who ignore the law.

This is not unity by request - it is unity by requirement.

If a ministry, county, or agency is over-represented by one group, it will be ordered to correct the imbalance.

If it refuses, the law will back the public's right to demand compliance.

True unity comes when **representation is not optional**, but a legal duty.

The EEPR Bill ensures that the promise of fairness finally steps down from the podium - and walks into every office in Kenya.

## 6. From Hate Speech to Hope Speech

In too many election seasons, some politicians have built their careers by dividing us - telling one community that another is the enemy, warning of doom if “they” take power.

This hate speech spreads fear, fuels violence, and distracts us from the real work of building the nation.

The EEPR Bill removes the prize that fuels this kind of politics.

When public offices can no longer be handed out as tribal rewards, there’s no point in stoking ethnic fear.

Leaders will have to compete on their vision, policies, and results - not on who they can turn us against.

It shifts the tone from **“protect your own”** to **“serve everyone”**.

From words that divide to words that unite.

When the competition is about which candidate can deliver better schools, safer streets, and more jobs - hope replaces suspicion, and Kenya’s democracy grows stronger.

The EEPR Bill helps turn our public square into a place where leaders inspire us with possibility, not threaten us with fear.

## 7. From Voter Cynicism to Civic Empowerment

Many Kenyans have stopped believing that voting changes anything.

They have seen the same cycle repeat: campaigns full of promises, then appointments that reward political friends instead of serving the people.

This cynicism weakens our democracy - because when citizens feel powerless, they stop participating.

The EEPR Bill puts real power back in the hands of the people.

Through the **KPEID Dashboard** and the **CEENI Citizen Reporting Portal**, every Kenyan will be able to:

- Check if ministries, counties, and state agencies are following the law.
- Report violations safely and anonymously.
- Track whether corrective actions are taken.

This is not just voting once every five years - it is **continuous oversight** by the people, for the people.

When citizens can see the data, flag problems, and watch as they are fixed, they know their voices matter.

And when voices matter, democracy comes alive.



## 8. From Youth Disillusionment to Generational Justice

Kenya's youth - the majority of our population - have grown up seeing opportunities go to people with the "right" last name or political connections, while talent and hard work are overlooked.

This has left many young people disillusioned, feeling that the system is stacked against them no matter how hard they try.

The EEPR Bill levels the playing field.

By requiring that all public jobs be distributed according to **merit** within the framework of proportional representation, it ensures that your tribe doesn't determine your chances - **your skills and commitment do.**

This is generational justice:

- A public service where a young graduate from Garissa has the same shot at a position as one from Kericho or Kiambu.
- A Kenya where your name opens doors because of your qualifications, not your ethnic network.

When young Kenyans see that fairness is built into the system, they are more likely to believe in - and invest in - their country's future.

The EEPR Bill sends a clear message to the next generation: *your talent matters, your effort counts, and your dreams are valid everywhere in Kenya.*

## 9. From Ethnic Arithmetic to Institutional Accountability

For decades, Kenya's politics has been a numbers game:- not about budgets or policies, but about how many ministries, parastatals, and ambassador posts each ethnic bloc can secure after an election. This "ethnic arithmetic" treats government as a prize to be divided, instead of a trust to be managed for the public good.

The EEPR Bill ends this shadow bargaining.

Every ministry, county, and public agency will be required by law to:

- **Publish** their staffing composition by ethnicity.
- **Measure** it against the proportional representation formula.
- **Correct** any imbalances within a set timeline.

CEENI will track, verify, and publicly report compliance, ensuring no institution can hide behind political deals or partial disclosures.

It shifts the focus from **"How much did our side get?"** to **"Is our public service fair and effective for everyone?"**.

When institutions are accountable to the law instead of political maths, they serve the whole nation, and every Kenyan wins.

## Closing Call:- Fairness Is Not a Favour, It's a Right

The **Ethnic Equity and Public Representation Bill, 2025** is more than a reform - it is a reset. It takes us from politics of exclusion to governance of inclusion, from division to dignity, from promises to proof.

These nine transformations are not abstract ideals;- they are practical, enforceable changes that will touch every ministry, county, and public office in Kenya.

They are the bridge from the country we have inherited to the country we can be proud to pass on.

This is not about helping one group at the expense of another.

It is about building a Kenya where **every citizen belongs**, every community is respected, and every public institution reflects the face of the nation.

Fairness is not a favour given by those in power.

It is a right guaranteed by law.

The time to claim it is now.

Join the movement. Support the EEPR Bill. Let's make history together.