

# THE Publisher

keeping you  
**POSTED**

June 2021



**TOWARDS A  
SUSTAINABLE  
FUTURE**



*Publishing and Printing for YOU*

**ONLINE EDITION**

**[www.klb.co.ke](http://www.klb.co.ke)**

# VISION

"A knowledgeable and inspired society"

# MISSION

"To provide innovative and competitive publishing and printing solutions"

# VALUES



## Customer Focus

We are committed to delivering superior customer service.

1

## Integrity

We will strive to not only uphold but also demonstrate highest standards of honesty, accountability and impartiality in our engagements with all.

2

## Creativity and Innovation

We are committed to creating new ideas and harnessing emerging technologies in the development and delivery of publishing and printing solutions.

3

## Quality Publishing and Printing Solutions

We strive to produce publishing and printing products and services that meet the demands of our customers.

4

## Our Quality Policy

Kenya Literature Bureau is committed to and shall always endeavour to reach the highest level of quality in publishing and printing educational and knowledge materials as stipulated by the ISO 9001 : 2015.

## We will:

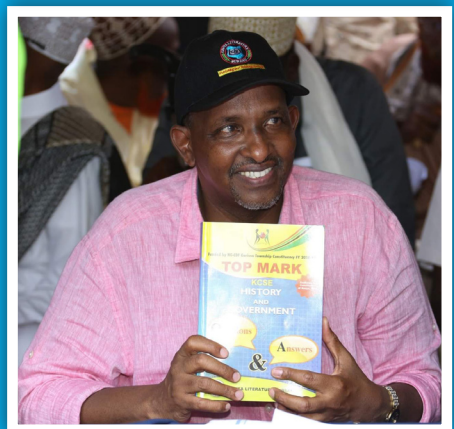
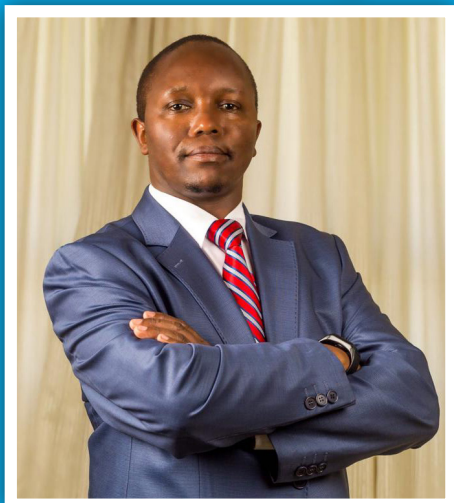
- Comply with regulatory and statutory requirements.

- Continually improve the effectiveness of our Management Systems.

- Achieve and ensure that our customers receive the highest quality service.

- As a team, be guided by strict adherence to laid down procedures and strive to be competitive and independent and will protect and uphold our customers' interest without compromising the quality standards set.

Our quality objectives shall be established and reviewed at the regular management review meetings.



*Our cover photo: KLB Coast Area Sales Manager, Doris Kabira watering a tree during the launch of a community Library at Mwakirunge, Mombasa County on the day of the African Child, 16th June 2021.*

**Published by:** KENYA LITERATURE BUREAU  
P.O. Box 30022-00100, Nairobi  
KLB Road, Off Popo Road, Belle-Vue Area, South C  
Tel: +254203541196/7, 0711318188  
Email: info@klb.co.ke

## Inside this issue....

- 2 Editorial
- 3 MD's Message
- 4 KLB's financial plan for a sustainable future
- 6 On track despite the pandemic: Interview with Ag-GM Mr. Francis Mutunga
- 12 Link established between KLB Revision books and improved performance in national examinations
- 14 Down memory lane: Ndia Kuu the cradle of publishing in Kenya
- 22 Kenya Literature Bureau Institutional Printing Market Expected to Witness Robust Growth
- 26 KLB's gain in industrial attachment deal
- 30 KLB sponsors tree planting campaign in Baringo
- 32 Catholic Diocese of Ngong launches education policy 2021
- 34 A benchmarking tour of CEMASTEIA by KLB Disability Mainstreaming Committee
- 35 A healthy environment builds a healthy future
- 36 Grooming builds confidence
- 37 Strategies to brave the pandemic
- 38 A healthy body holds a healthy soul and mind
- 40 Global warming threat to future food access
- 42 Book review

## EDITORIAL TEAM

- Managing Editor:** Diana Olenja  
**Editor:** Joseph Ndegwa  
**Design & Layout:** Grace Gittha  
**Photography:** Bernard Kibui and Ronald Kibaron
- Contributions:** Joseph Ndegwa, Kuria Nyiri, Grace Gittha, Mwaniki Kibui, Ronald Kibaron, Joan Maureen and Ali Billow



All correspondence to the:  
Corporate Communications Office,  
P. O. Box 30022 - 00100, Nairobi.  
Tel: 254 20 3541196/7, 0711 318 188  
Email: klbpro@klb.co.ke  
Website: www.klb.co.ke

## Editor's Note |

The COVID-19 pandemic is taking a toll on humanity. From a surge in hospitalisation and deaths as a result of the virus, many governments and institutions are under pressure to institute measures that will slow the spread of the virus.

In this issue of the *Publisher*, we bring you a brief on COVID-19 containment, environmental protection, grooming, disability awareness, among others. We have also traced origins of Kenya Literature Bureau, and done a story of Ndia Kuu Press, the precursor of East African Literature Bureau (EALB).

At the same time, we have compiled brief profiles of the first employees of the Bureau, who basically laid the foundation for what KLB has become, a giant parastatal in Kenya's education sector. It is an interesting read.

Karibu!

*Joseph Ndegwa*



We are continuously striving to enhance the quality of our Newsletter by providing information in a simplified manner for all our readers to enjoy. We welcome you to send your articles that can be considered for publication in the next edition. We also request that you send us your feedback on [klbpro@klb.co.ke](mailto:klbpro@klb.co.ke) on what you would like to read as well as comments on how we can improve our Newsletter.



| MD's Note

## Let's Slow Down the Virus

Around this time last year, countries in Asia, Europe and America had imposed lockdowns due to the novel coronavirus pandemic. The COVID-19 pandemic has since peaked and began to recede and is peaking again in some countries. All of us are left with the terrifying sense that we have and are still experiencing the most dangerous enemy we will ever know – unseen, ubiquitous, impulsive and hard to tackle – until everyone receives not one but two shots of coronavirus vaccine.

No doubt this is a mysterious microbe and it is not true that it cannot be defeated. The numbers as they stand seem to suggest need for us to change tact. The Government of Kenya has established COVID-19 containment protocols and issued strict measures to slow down

the virus, including social distancing, wearing of mask and handwashing.

As measures are put in place to create a safer work environment, I appeal to all staff to re-double efforts to secure and increase our pie in the market. Help bring a client to purchase our products and services. Apart from textbooks, story books, reference and other learning materials, the Bureau has a fully-equipped printing press for all institutional and individual printing jobs at very competitive prices.

All pillars in our Strategic Plan 2020-2024 require greater attention to meet the objectives prescribed. In the Kenya Institute of Curriculum Development (KICD) tender evaluation exercise for supply of Grade 6 Competency Based Curriculum (CBC) Learning and Teaching Materials (LTMs) for Primary Schools,

five Kenya Literature Bureau (KLB) entries: Home Science, Social Studies, Music, Physical and Health Education and Mandarin – were approved for use in the CBC education system. *The Samaritan*, an English Play was also selected as a compulsory Set Book for secondary schools. I thank all staff involved, particularly Publishing Department for their effort and commitment, which enabled us submit the materials to KICD on time for vetting. Let us all work in concert to reclaim and sustainably grow KLB.

In closing, I wish to thank the Ministry of Education, Board of Management and staff for your invaluable support.

Victor Lomaria, OGW  
**MANAGING DIRECTOR**

# KLB's Financial Plan for a Sustainable Future

BY JOAN MAUREEN

The financial sustainability pillar of the *KLB Strategic Plan 2020-2024* targets to generate sufficient revenues to cover the operational cost of the Bureau. This is a concern, especially with the disruptions resulting from the COVID-19 pandemic.

Subsequently, KLB has sought to diversify its product range and revenue streams to include institutional printing and branding for enhanced sustainability. The Plan targets to grow the Bureau's gross revenue from 2.718 billion in 2020/2021 financial year to 3.198 billion in 2024/25 financial year. This accounts for 17.67 percentage growth over the Plan period.

The Bureau has set aside Ksh1.52 billion for

modernisation of the printing press, remodelling of the KLB and office space optimisation, upgrade of ICT and support infrastructure. The expected revenue for the five year period is Ksh14.804 billion leaving a cumulative surplus of Ksh 2.2 billion.

Textbook sales to public schools, print sales, editorial and rental services, investment and resource mobilisation from donors are some of the identified revenue sources for Plan's implementation. It is expected that the net profit over the five year period is Ksh 3.7 billion.

The strategies to ensure the attainment of this pillar are based on the assumption that KLB wins at least two

titles per grade of the GoK textbooks under the one textbook per child programme. It is also hoped that the government will re-order the awarded books on a yearly basis at the rate of 10 per cent of the original order for competency based curriculum (CBC) and 8-4-4 curriculum.

It also aims to grow revenue from sale of books to the open market and collaborations with copyright owners; sale of course books, revision materials and general books in open markets; enhance collaboration with copyright owners; grow revenue from print sales; print and supply branded stationery and promotional materials such as exercise books; provide editorial works and

translation services; and offer rental space, key indicators being revenue generated and number of tenancy agreement signed.

In addition, it targets to grow investment income through prudent and optimal investment of funds in high yielding securities; maintain and sustain a high net profit position; mobilisation of

resources from development partners and donor agencies.

Action is of importance the attainment of the said objectives. The following will, therefore, be done during the Plan period: Print and supply primary CBC grades 5 and 6 titles; print and supply primary CBC grades 1 to 6 reorder; print and supply Tusome Early Year Education (EYE) books

grades 1 to 3 books; print and supply secondary CBC books grades 7 to 9; print and supply secondary 8-4-4 for Forms 1 to 4; and to profit from distribution of textbooks to government-run schools.

We discuss this in details with the Ag. GM – Finance and Administration, Francis Mutunga, to fully get a grasp on KLB's financial future.



# On Track Despite the Pandemic: Interview with Ag-GM Finance and Administration Mr. Francis Mutunga



three critical departments, including Finance, Information Communication Technology (ICT) and Administration.

Mr. Mutunga has been at the Bureau – the largest publisher and printer in the region for more than 17 years. He has risen up the ranks from an Accountant II in 2003. Mr Mutunga says he is a “firm believer in hard work and commitment to duty” and has strong values, attitudes and beliefs shaped by his mentors and experiences growing up.

**Joan Maureen** sat with him for a corporate chat. Here are the excerpts of the interview:

“The Bureau is on the right track towards achieving the targets set out in the Strategic Plan 2020-2024,” declares Mr Francis Mutunga, KLB’s Acting General Manager, Finance and Administration. He occupies a challenging office, managing



**1. Tell us about yourself?**

Sometimes it isn't easy to define oneself since there are too many factors and dimensions at play. However, I am a loving husband to my beloved wife and a father blessed with two boys and one girl. I am a committed Roman Catholic Christian. I joined Kenya Literature Bureau on 1st December 2003 and am nearly now celebrating 18 years of growth and value addition to the company.

**2. What is your ideal day like?**

My day does not revolve around the 8 to 5 job schedule, but it sometimes starts at 3 or 4 a.m. and sometimes ends past midnight, depending on the work priorities. When time allows, attending a morning Mass starts the day with blessings. At KLB, our primary mode of communication is through emails. Hence, on a typical day, responding to emails is critical for the smooth running of the division and the departments. Meetings are also essential for decision making and hence have to be fitted within the day's

schedule, especially now that the world has embraced virtual interactions and engagement, though sometimes, the demand for meetings could overstretch one's capacity.

**3. What motivates you in life?**

My motivation has always been striving for a better tomorrow for individuals, organisations and the world at large. This is the main reason I commit time and effort to ensure that tomorrow's world is better for everyone, of course, while considering the opportunities and challenges of today.

**4. What is your life philosophy?**

Philosophy is all about the values, goals, beliefs and attitudes that define one's life. I am a firm believer in hard work and commitment to duty. I have always stated that work is a service to humanity and which is ultimately service to God. We were born to work and prosper during our lifetime. Guided by the mantra do to one, do to all, I believe in fairness, equity and standing for what is right and just.

Sometimes in other circles, they call me CJ Mutunga.

In my work life, I have been a proponent of the Theory Y of motivation. I believe that human beings are self-motivated and require a collaborative management style that harnesses each team member's strengths.

**5. Who do you look up to as a mentor?**

My Managing Director Mr. Victor Lomaria, I have the most incredible mentor, to add to the early mentorship by my late grandfather, who believed in hard work and in earning what is fair and just. I am truly mesmerised by how the Managing Director juggles from being an excellent team leader, networker, negotiator, business leader, human resource leader, to name but a few.

**6. Your role as the General Manager - Finance and Administration is broad and prestigious. How has it impacted your life as an individual?**

Honestly speaking, the job is broad, but I am not sure

about its prestigious nature since I believe you are offered a position to work for the organisation and the team members and not for yourself.

There has been an immense impact in managing critical departments, including Finance, Information Communication Technology (ICT) and Administration. Each of these departments has a valuable contribution to the growth of the Bureau and must work in synergy with other departments.

We go beyond the numbers and reconciliation for the Finance department to generate and manage resources needed to achieve the Strategic Objectives. The ICT department is critical, especially at this time of COVID-19 Pandemic, where the Bureau and the world at large have embraced the culture of virtual working. Hence, the dependency level on the ICT system and technologies is at its peak. The administration department has many duties, including office

administration, logistics/transport, records management, catering and security. The department has to play a key facilitative role in the smooth running of the business.

As an individual, I must say that this role has positively impacted me by expanding the scope of leadership and management to the critical areas of the organisation. Of course, one must embrace various dimensions in leading and managing the team members, who have diverse training backgrounds and experiences. Being an innovative change champion while at the same time ensuring team harmony has been one of the significant impacts on this job.

### **7. How has Covid-19 impacted your life, both career and personal life, positively and negatively?**

COVID-19 Pandemic has impacted negatively and sometimes positively all

facets of life. At the work level, the disruption in business operations arising from the closure of learning institutions, businesses, and the reduced working hours as the country observed the COVID-19 containment measures resulted in a loss in power for resources generation leading to job losses.

However, there existed a silver lining, where businesses in some sectors took advantage of the situation and explored the guaranteed business opportunities.

At a personal level, the demise of very close and young friends was most traumatising, in addition to the negative impact arising from the halting of social gatherings. A human being is a social being, and no wonder the cases of mental disturbance have been on the rise due to reduced social interactions.

### **8. Did you ever see yourself this far as a young adult?**

**What steps did you take to bring you this far?**

Of course, every individual is born with dreams. Along the way, some dreams come true while others are postponed. Genuinely speaking, I had never thought that I could rise to such positions within that period, but one thing was sure: trust in God and hard work pays, now or in the future. This is what has propelled me this far. Having worked with three (3) CEOs has also assisted me in learning from their effective leadership styles. Working with an outstanding, self-driven and supportive team has resulted in achieving our objectives and catapulting us to the current position.

**9. What do you love doing that is not work-related?**

One of the things that I love most is travelling and exploring Kenya and the World. I explore the magnificent beauty of our country and the diversities of the rest of the world. I also enjoy game viewing and reading.

**10. What advice would you like to give to young people who would like to follow in your footsteps?**

For one to succeed, keep an eye on the prize through hard work and commitment. Hard work pays, whether now or in the future. Work collaboratively within a team but ensure that your contribution is felt. Earn your living and uphold honesty in all work and personal engagements.

**11. What do you love the most about your job?**

I love the service to my internal and external clients. I always feel satisfied when I can provide a solution to a problem. I also feel good when the company sustainability is enhanced through what I, jointly with others, undertake to act daily.

**12. With the impact of COVID-19 on the business environment, are we likely to achieve our financial targets as set out in the financial strategy 2020/2024?**

It is true that the COVID-19 pandemic has resulted in significant disruptions in business operations and has led to reduced generation of revenue. One of the essential advantages is that the financial targets and indeed the targets in the Strategic Plan 2020 – 2024, were crafted having factored in the expected adverse effects of the COVID-19 Pandemic.

Most of the Bureau's financial targets were set having in mind diversification to ensure that the business remained resilient to the vagaries of the pandemic. This explains why we have been prospecting for increased business in the printing segment, expanding our reach to non-conventional markets. I firmly believe that COVID-19 pandemic will cease sooner than later, and the business growth will be on an upward trajectory, leading to the achievement of the targets as captured in the Strategic Plan.

**13. What are some of the challenges we currently face with attaining the 2020/2024 financial strategy pillar?**

Many challenges may negatively impact the attainment of financial strategies. Some of these include the general business sluggishness, which leads to the booksellers withholding the placement of book orders. Reduced Government revenue (national and county level) may lead to reduced funding on educational learning and teaching materials. The austerity measures implemented by Governmental agencies have reduced the prospects for the printing business; the low-interest rate regimes, which affects the level of investment income, among others.

**14. What are the contributions of other departments towards achieving the financial pillar in the new strategic plan?**

The implementation of the Strategic Plan 2020 -2024

can only succeed when the same has a perfect match in the name of the organisational structure. The structure provides departmentalisation that is needed to assign the strategies to functional areas. The other departments provide a critical contribution toward the achievement of the financial pillar strategies.

For example, the Publishing department must continue creating content packed in learning and teaching materials, including the digital ones for sale. The Sales and Marketing department is critical in ensuring that our products and services settle at the bottom of each customer's heart. They have to develop promotional offerings that will increase the uptake of the products and services and increase the market share. The Sales and Customer Service Centre has to ensure that the final product reaches the customer and enjoys the highest quality of services. The Business Development department has to continue generating business through offering printing and

branding solutions.

**15. What is the most challenging part of your job?**

There are many challenges I experience during my job performance. One of the most notable is having limited resources for competing priorities and trying to convince the internal stakeholders on the need to allocate and utilise the resources to the critical and revenue-generating activities. Work, family and life balance is another great challenge on this job.

**16. Do you believe the Bureau is still on the right path to achieving the financial pillar in the new strategic plan 2020/2024 or is there a need to manage our expectations?**

I believe the Bureau is on the right track towards achieving the targets set out in the Strategic Plan 2020 – 2024 in general and under the financial pillar in particular. The Bureau has exemplary leadership, skills, attitudes and the right mix of human

resources to overcome everyday challenges and meet expectations.

**17. As a fully commercial SAGA, what would your clarion call to our stakeholders be?**

The Bureau has a unique place in the country and under the Ministry of Education. It is important to note that the Bureau must

ensure the achievement of the commercial objectives while at the same time complying with the legal and regulatory framework, which sometimes may not be very conducive to business operations.

My clarion call to our stakeholders is to continue supporting and playing a facilitative role to the Bureau for it to continue generating

revenue for the Government in terms of increased taxation and dividend. This will lead to increased national development and growth. The Bureau has led the way in demonstrating how semi-autonomous governmental agencies could be professionally and sustainability run with no exchequer funding, having survived since 1993 to date.



KLB Finance Manager, Mr. Francis Mutunga (C), hands over a gift bag to Murang'a County Director of Education, Catherine Mwaura (R) during the flagging of KLB ECDE books at Murang'a Stadium in 2019.

# Link Established between KLB Revision Books and Improved Performance in National Examinations

BY RONALD KIBARON  
AND ALI BILLOW

The recently released Kenya Certificate of Primary Education (KCPE) and Kenya Certificate of Secondary Education (KCSE) examination results ranked Garissa Township Constituency among the most improved constituencies in the Country. The improved performance was attributed to the provision of high-quality revision books published and supplied by Kenya Literature Bureau (KLB) to schools in the area in partnership with Garissa Township National Government Constituency Development Fund (NG-CDF).

"KLB revision books prepare learners well for national examinations," Victor Lomaria, the Managing Director once said to a gathering at Menengai High School in Nakuru.

Hon. Aden Duale, the Garissa

Township MP had allocated Ksh 5 million from his NG-CDF kitty and committed to do so annually for the purchase of revision books for all KCPE and KCSE candidates. Garissa County Women Representative, Hon. Anab Sugow, through the National Government Affirmative Action Fund (NGAAF), also bought additional revision books worth Ksh1.5 million from KLB.

The best KCPE candidate in the whole of North Eastern Region came from Bulla Iftin Primary School within Garissa Township Constituency, while some Secondary schools, such as Nep Girls High School, produced 'As' for the first time.

Education stakeholders in the constituency attributed the great improvement in performance to the high-quality KLB revision books.



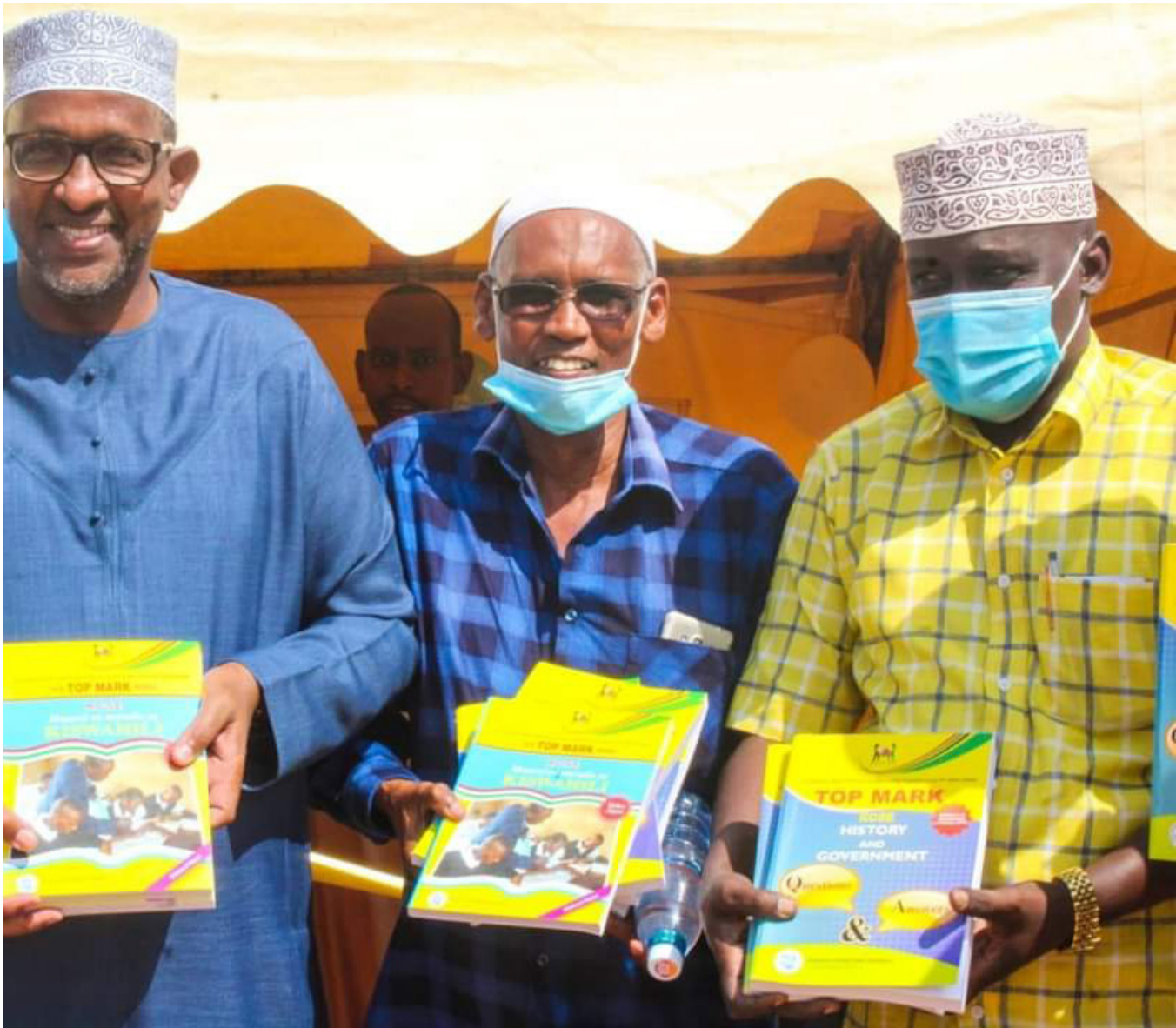
Garissa Township Member of Parliament, Khalif Issack (R) display copies of K

Hon. Duale was the first Kenyan MP to purchase KLB revision books for all candidates in public schools in the Constituency.

“Our investment in education has led to greater improvement in the KCPE and KCSE results for last year’

examinations with an overall mean of 330 marks and over 753 students attaining university and colleges entry for admission requirements,” an overjoyed Hon. Duale said after the Kenya National Examination Council (KNEC) announced the results.

KLB has continually engaged schools in all Northern Frontier Counties to purchase books and other educational materials through Area Sales and Marketing representative, Ali Billow Ismail. The efforts are bearing fruits for the publisher and learners in the region.



nt, Hon. Aden Duale (L), Ummusalama Girls Principal, Adow Aden (C) and Garissa County Director of Educa-  
 KLB revision series during the launch at Nep Girls.

## Down Memory Lane: Ndia Kuu, the Cradle of Publishing in Kenya

BY JOSEPH NDEGWA

After IBEA amalgamated small missionary presses in the 1940s to form the Ndia-Kuu Press, a commercial venture to publish religious, educational and adult literacy materials, the East African Literature Bureau (EALB), the forerunner of Kenya Literature Bureau was created.

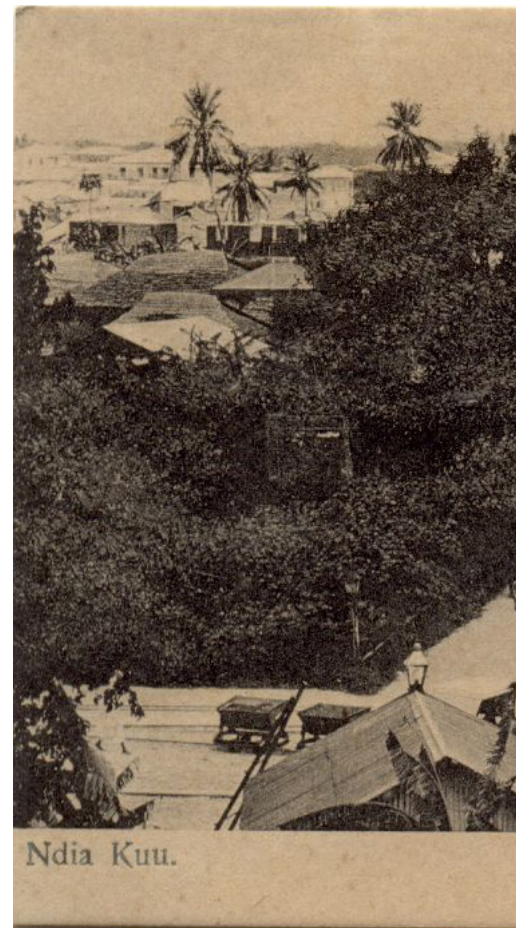
Earlier, the Evangelical Clergy of the (Anglican) Church of England had in 1799 formed the Church Missionary Society (CMS), as a special purpose vehicle to evangelise in various parts of the Africa and other parts of the world. Dr Johan Ludwig Krapf, a German missionary, and his wife Rosina arrived in Mombasa in 1844 to set up the CMS East African Mission. They got a daughter a few weeks after their

arrival, who died shortly thereafter of puerperal fever. After two years of service, Johann Rebmann joined him. He married an English widow who was a missionary in Egypt.

Krapf's grand vision was to plant a mission station in Rabai, a few miles from Mombasa. However, after 20 years of service, little progress had been made forcing Acting British Consul, Colonel Playfair and Sir Bartle Frere to re-think the CMS strategy in East Africa.

Krapf compiled a *Grammar and Dictionary of the Swahili Language* and translated the New Testament of the Bible into Kiswahili. He published a vocabulary of six other African languages.

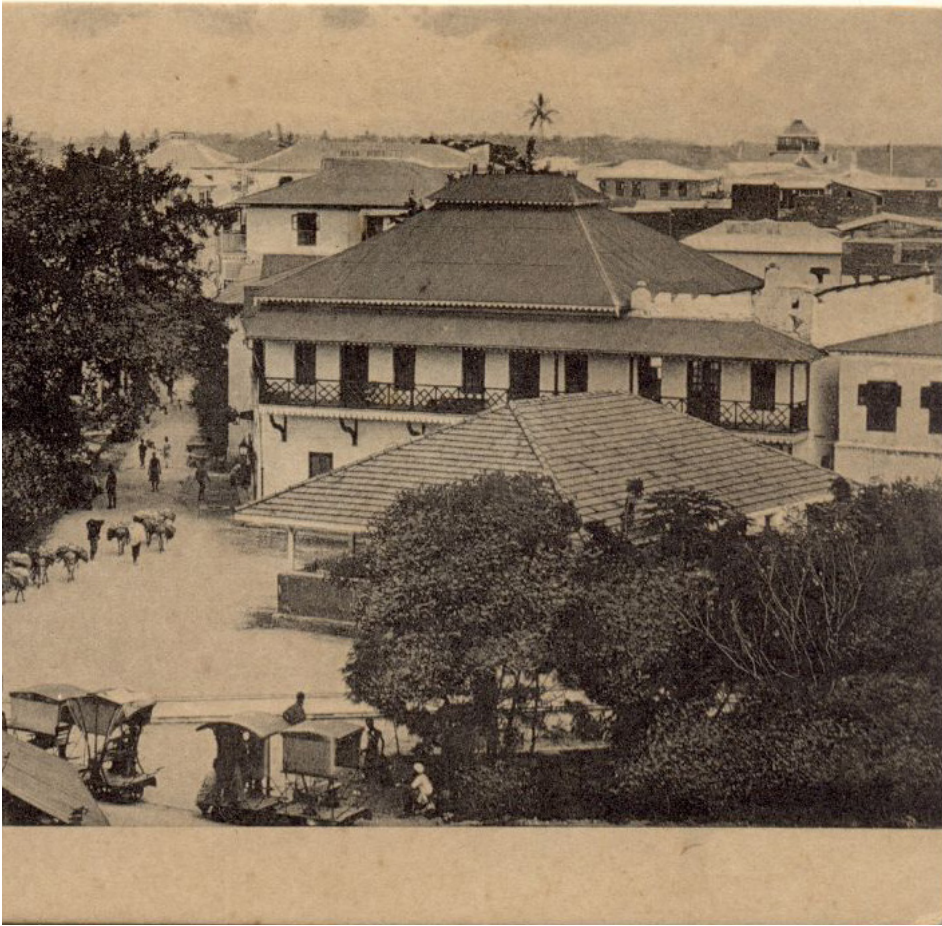
Rebmann journeyed inland to



the Chagga speaking people around Mt. Kilimanjaro while Krapf went and settled with the Akamba people accompanied by Chief Kivoi, whom he met on one of his trips to Mombasa.

Ndia-Kuu Press was named after a street located on the southern part of the Mombasa Old Town Conservation Area, which covers the Treasury Square, Piggot place, Hinawy Road (formerly Vasco da Gama Road), Mazrui Cemetery, Old





Port and Fort Jesus. It is the main street connecting Fort Jesus to major parts of the Old Town, including the Old Fish Market and Leven House. Due to its proximity to the Fort and harbour, successive rulers — the Mazrui, the Al-Busaidy and the Portuguese — occupied the conservation area.

At the time, the old and architecturally significant buildings were mud and thatched Swahili houses and sprinkles of stone structures.

**Ndia Kuu Press in Mombasa. It is the precursor of East African Literature Bureau**

Today, it is a commercial street with residential houses and retail outlets, including small-scale enterprises, a nursery school and a graveyard.

This is the original home of Ndia-Kuu Press, the grandmother of present day Kenya Literature Bureau (KLB), an offshoot of the East African Literature Bureau.

The pioneer staff of the EALB is, thus, celebrated.

**Øivind JOHANSEN**

He was a printing expert seconded by NORAD to train East African Literature Bureau staff in print production on 10<sup>th</sup> November, 1971. EALB, the precursor of Kenya Literature Bureau had acquired a new printing press and they needed an expert to train local staff on its operation. His visit came shortly after a team of staff had visited various printing establishments in Europe, which are specialised in book production, particularly in computer graphics and photo composing.

Johansen landed at Embakasi Airport, Nairobi aboard Alitalia Airline from Roma on Saturday, 13 November, 1971. He was received by Mr Reuben Sekantuka who was the Press Manager of the Central Printing Section, Nairobi.

At the time, foreign experts were accommodated in her flat along Shambrook/Welbeck Road, Westlands at a cost of Ksh1,350 per month and a water conservancy



fee of Ksh 28 and Ksh17 for share of cost shamba boy.

Later, Reuben and Johansen represented the Bureau at TPG Exhibition in Paris on 27 May, 1974 where various film composing machines were on display. The trip was sponsored by the defunct East African Trading Company and Thoresen & Company (East Africa) Limited, a plant machinery sales agent, then located at Tom Mboya Street, Nairobi. They visited various printing establishments in Europe that specialise in book production, particularly



Launch of EALB Kiswahili dictionary (Kamusi) in Dar es Sallam, Tanzania in 1970

compu-graphic photo-composing machines.

In London, they placed orders for Monotype 400 printers before flying to Accra, Ghana where P.F.A. Danqueh, the Managing Director of the State Publishing Corporation, look at their equipment and explore the possibility of initiating a staff exchange programme.

The director of East African Literature Bureau was Mr N.G. Ngulukulu. Personnel management was inflexible at the time. Application for



Ndia kuu road

casual or annual leave had to be submitted “not less than nine months before the date leave is to commence” and application for leave on short notice had to be accompanied by a covering letter of the “full reasons for urgent consideration.”

In a correspondence seen by this writer to Mr E.A. Vessey, the overseas manager of Monotype Corporation Limited in Salfords, England, the EALB team complained about an un-serviced machine.

The printing machines being used at the time were MonoPhoto Caster, The Times, Baskerville and Monophoto 400/8.

### **EMMANUEL NSUBUGA**

Emmanuel Nsubuga is the first African employed by the East African Literature Bureau in 1948 as an Auxiliary Staff. He was a Ugandan national working as a messenger in the Kampala office of the Bureau.

At the time, the Bureau made efforts to kit its staff, especially those occupying low cadre



**An EALB exhibition stand**

positions. Emmanuel was, therefore, provided with a staff uniform and shoes. He wore Size 7 shoes as seen in a correspondence dated 22<sup>nd</sup> July, 1976 from N.G. Ngulukulu, the then director of EALB.

Emmanuel started work in the information department of Uganda as an Office Messenger on 15<sup>th</sup> February, 1943 at the height of the Second World War (WWII), a global war that lasted from 1939 to 1945. The department was later renamed Public Relations and Social Welfare after the war, and served at the Makerere Branch until

1948 when the EALB was established, upon which he received a transfer and worked at the Bureau until his retirement.

### **ERNEST KIZITO**

Ernest was employed as a casual driver on 17<sup>th</sup> December, 1959 and confirmed to the position on 18<sup>th</sup> December, 1960. He was based in the Kampala office of the East African Literature Bureau.

A native of Palisa village, approximately 27 miles out of Mbale, Uganda, he often sought for a Railway EE Warrant to travel from



**Sir Philip Euen Mitchell, the Governor of Kenya, awards trophy to EALB for best exhibition stand during the Kaloleni Agricultural Show held on from 3<sup>rd</sup> to 5<sup>th</sup> November, 1952.**

Kampala to his rural home. At the time, when one was proceeding on leave and intended to travel by rail, they required a warrant of travel for self or family travel stating whether free or concessionary and their nearest railway station. A railways warrant was a voucher issued to

government employees, military personnel and retirees at subsidised rates or free of charge for use on official travel or annual holiday travel. It was exchangeable for a ticket whose cost was met or charged to the warrant's issuer's account. Telex was the preferred modern mode

of communication at the time.

In a letter seen by this writer dated 27<sup>th</sup> July, 1966 from Mr J.K. Muchemi, acting for the East African Common Services Organisation, the director of the EALB was asked to continue paying the driver, Kizito, laundry charges for a period of six

months from 1<sup>st</sup> July, 1966 and when the period expires, soap for washing his uniform be provided in accordance with the practice in other departments.

In another letter to the Book Production Officer, Uganda, EALB director N.L.M. Sempira refers to a Mr Mpalanyi's report of 22<sup>nd</sup> August, 1966 regarding safari mattress for the driver. It says: "Look for a proper safari mattress that can nicely fit in the car, and which can be conveniently stored away in the vehicle," an indicator that drivers were well kitted for field trips.

He retired on grounds of old age on 1<sup>st</sup> January, 1976.

#### **H.E.B.A. MACTOLO**

Hezron Eliud Bright Agar Mactolo was first appointed as an Executive Officer of the East African Literature Bureau on 10<sup>th</sup> October, 1962. He worked under Reuben Senkatuka, the Press Manager of the Bureau.

By the standards of the time, he was a man of means. He bought a car from Arroumotor Motors, Nairobi at Ksh12,300 on 7<sup>th</sup>

January, 1971. He was also a union leader who frequently championed staff matters with management. In November 1970, there was a breakdown in negotiations between the administration and union officials and a strike was to follow immediately.

Union leaders went to the Ministry of Labour headquarters and pitched camp past midnight, and decided to call off the strike after consultations with the Ministry's Chief Industrial Relations Officer. Thereafter, a joint meeting between the Union and EALB Administration was held on 12<sup>th</sup> November, 1970 chaired by the Minister, Dr Taaitta Araap Towett. The matter was eventually resolved in subsequent meetings on Tuesday 16<sup>th</sup> and Thursday 19<sup>th</sup> November, 1970.

A man wired to civic matters, H.E.B.A Mactolo wrote a letter to his supervisor asking for permission to go and cast his vote in a by-election on 6<sup>th</sup> July, 1970. He said: "I am requesting, that I be allowed to proceed home on 6<sup>th</sup> July, 1970 for a day to exercise

my right in electing the man who should represent me in the Kenya Parliament."

#### **E.E.K. MPALANYI**

Solomon Epaineto Kyabainze Mpalanyi joined the East African Literature Bureau as a Translator/Reader on 1<sup>st</sup> June, 1964. He was based in Kampala, where he rose to become a Book Production Officer Grade I.

A protestant, Mpalanyi, who was born on 23 July, 1933 did not benefit from missionary education in Uganda. He attended Mityana Junior Secondary School from 1947 to 1954 graduating with a secondary III certificate. He thereafter, joined Kings College Buddo for Senior IV from 1955 to 1957, passed his University of Cambridge Examinations, which included Religious Knowledge (credit), History (pass), Geography (credit), Luganda (credit), General Science (credit) and Art (very good).

His impressive performance earned him admission at Kyambogo Teachers Training College for Junior Secondary

Teachers Certificate. Later, in 1961, Uganda Citizenship course at Nsamizi Training Centre and Uganda Football Coach training at Makerere University College. He also took an Authors course at Makerere University College in 1965 and at Nsamizi Training Centre in 1967.

Mpalanyi was first employed as a teacher at Junior Secondary School from 1959 to 1964 where among others, he was responsible for reading and assessing manuscripts, checking galley and page proofs, and making layout of some manuscripts. His transfer to EALB was approved by Uganda's Permanent Secretary for Establishments on 1<sup>st</sup> June, 1964.

In an offer letter dated 25<sup>th</sup> March, 1968 from the British High Commission office in Nairobi and signed by Mrs E. Boyt, Mpalanyi received a partial scholarship to pursue an English tuition course in the UK under the Commonwealth Teaching Training Bursary Scheme 1968/69. The objects of the scholarship required him to deposit \$81 with

the Uganda Students Office in London before travel on 27<sup>th</sup> September, 1968. His accommodation at St. James Hall, which is the Institute of Education hostel at the University of London was paid for by the UK's Ministry of Overseas Development, while the British Council was to look at his out of pocket allowance.

He was greatly supported by Mrs R.P. Wasawo, who was working in the Finance and Administration Secretariat in the East African Community headquarters in Arusha, Tanzania.

At EALB, Mpalanyi wrote two vernacular books for Primary and adult classes. He was married and blessed with five children.

### CHRISTOPHER SSEMMANDA

He was a Ugandan national employed on 1<sup>st</sup> November, 1972 as a Sales and Marketing Officer responsible for Kampala, Jinja, Busia, Lomino, Mbale, Soroti and Moroto regions of Uganda. At the time, East African Literature Bureau sales team wore uniforms as was outlined in personnel circular No. 24 of 1966.

Christopher held a marketing and sales administration certificate from Uganda College of Commerce. He had earlier attended Tillai's Tutorial School, which is classified as a senior secondary school by Uganda's Ministry of Education, from 1966 (Senior II) to 1968 (Senior IV).

### DAVID MUSOKE

David Musoke was employed by the East African Literature Bureau as a Mobile Book Van Driver Grade III on 2<sup>nd</sup> April, 1975.



Kenya's Education Minister, Hon Jeremi at the EALB exhibition stand during the

He was born on 23<sup>rd</sup> April, 1934 in Mengo, Uganda and started schooling at Mityana Junior School from 1942 to 1944, where he passed and secured enrolment at Ngowe Primary School in 1945 before proceeding to Kako Junior Secondary School from 1946 to 1948.

David had an incident on 21<sup>st</sup> June, 1973 when the van he was assigned by the Bureau, registration number UO 053 was stolen at Uganda Bookshop (Square I) in the evening. He was married with nine children.

---

### WILLY OKIROR

Willy Okiror was a Teso from Soroti employed at the East African Literature Bureau as an Art Assistant from 7<sup>th</sup> October, 1963. He held a diploma in Art from Makerere University.

At EALB, was not only responsible for book layout, but had other responsibilities, which among other destinations, enabled him to attend the January 1977 All Africa Arts and Black Festival in Nigeria and the national show in Dar es Salaam, Tanzania on 2<sup>nd</sup> March, 1975. He was a member of the General Fund Services Show Committee.

---

### SILAS OWUOR

Silas Agumba Owuor was a Typist Grade II employed on 5<sup>th</sup> December, 1966. He began as a Temporary Typist/Clerk and was educated up to Standard VI, passing exams with a typing speed of 30 words per minute.

Before joining EALB's Registry as a clerical officer Grade I, Silas worked as a clerk at the then King George IV Hospital (now Kenyatta National Hospital) from 31<sup>st</sup> October,

1952 to 30<sup>th</sup> April, 1953. He then became Clerk of the Ministry of Health based in Entebbe, Uganda from 19<sup>th</sup> August, 1953 to 9<sup>th</sup> May, 1959. At Eboo Petrol Station along Dalamere Avenue (now Kenyatta Avenue) he, worked as a pump attendant from 27<sup>th</sup> April to 27<sup>th</sup> June, 1953.

He also served as a Telephone Operator (Operating the Switchboard) of the East African Posts and Telecommunications Administration from 9<sup>th</sup> November, 1959 to 30 May, 1965. He was also the Radio Switchboard Operator for the Kenya Air Force.

A son of Mzee B. Owuor from Gem, Siaya District, Silas attended AAC Uranga Primary School from 1942 to 1948 before proceeding to Ulumbi School, a Nyanza diocesan educational institution for Standard V on 7<sup>th</sup> October, 1947. He lived in Mathari Valley Estate, Nairobi before moving to Jamaa Estate in Eastleigh. At the time, his children were schooling at Muslim Primary and Eastleigh Airport Primary Schools in Nairobi.



David Nyaga (centre) addressing the press at the 1967 Books Week.

## KLB Institutional Printing Market Expected to Witness Robust Growth

BY RONALD KIBARON

**K**ENYA LITERATURE Bureau strategic objectives underscore key opportunities in institutional printing and other untapped business frontiers, which are projected to grow the organisation's gross revenue from Kshs. 2.718 to Kshs. 3.198 Billion by the end of the Financial Year 2024/25.

The Bureau's Commercial Services Division, tasked with institutional engagements and business, boasts successful publishing and supply of reading and learning materials to eight constituencies, namely Buuri, Garissa, Igembe, Langata, Kamukunji, Belgut, Gichugu, and Bureti. KLB has also done printing jobs for state parastatals including Energy and Petroleum Regulatory Authority (EPRA), National Hospital Insurance Fund (NHIF), National Authority

for the Campaign Against Alcohol and Drug Abuse (NACADA), Kenya Power (KPLC), National Social Security Fund (NSSF), among others.

KLB Ag. General Manager, Commercial Services Division, Mr Evans Nyachieng'a, said that the business frontier is promising and is expected to increase profit margins and grow the Bureau's business portfolio.

"In the long-term, Kenya Literature Bureau will diversify its products and business portfolio to include more products and services to all segments of her customers," said Mr Nyachieng'a.

He added that the division is focusing on a long-term plan of bringing all the constituencies, parastatals and Non-Governmental entities on board to do business with



**Vihiga Governor Wilber Ottichilo (right) and KLB Board Chairman, Amb. Francis Baya (left) flag off a caravan of books destined to Vihiga County.**

KLB. He further added that the engagements with constituencies are proving fruitful because KLB books are well-read, and that constituencies have their own National Government Constituency Development Fund (NG-CDF).

Sales and Marketing Ag. Assistant Manager, Justine Koech, said that KLB will grow institutional business on the solid foundations





“KLB is developing a variety of products and services to address the ever-growing needs of the customers. Institutional printing is proving to be a cornerstone of our alternative revenue stream and we will continue to engage the relevant authorities and stakeholders,” said Koech. Koech further emphasised that the Bureau is partnering with constituencies to improve the education standards through provision of reading and revision books. He added that the KLB learning materials are top-notch and guarantee the desired results.

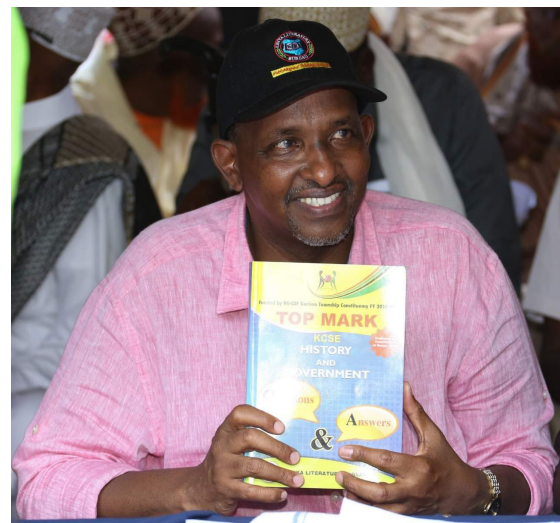
“Our revision books, for example, have been a point of reference by the national exam setters,” added Koech.

enshrined in the four pillars of the Strategic Plan 2020-2024. Mr Koech added that most of the institutions are

government-owned and hence there are no long processes when it comes to transacting.



Buuri MP, Hon. Rindikiri Mugambi (left), receives a donation of books from KLB.



Garissa Township MP, Hon. Aden Duale, holding aloft a copy of KLB revision textbooks he bought for schools in his constituency.

# Equipping Libraries



KLB book donation drive at Top View Academy, Marigat



Board Director Sammy Chepkwony on a CSR drive in schools within the Western Sales Region



KLB Coast Area Sales Manager, Doris Kabir, books to Mwakirunge community Library, County

# Across the Country



KLB donates books at Carry The Light Children's Home in Kisumu County



Learners of Maisha Orphans Academy, Siaya County performing during KLB books donation



Chepkolon Green Highlands Academy learners and teachers pose for a photo after receiving KLB donated books



Learners reading KLB donated books at Wilstar Junior Academy, Mombasa County

a donating Mombasa

## KLB's Gain in Industrial Attachment Deal

Kenya Literature Bureau is keen to nurture and grow talent out of an understanding of the important role of mentorship at the workplace. In pursuit of this goal, a partnership agreement was signed between the Bureau and the College of Human Resources Management (CHRM) to offer attachment opportunities for students pursuing careers in human resources management and related fields. The Human Resource Manager, Mrs **Roselyn Mugavana**, spoke to **Joseph Ndegwa**. Here are the excerpts of the interview:

**1. Congratulations on the signing of a memorandum of understanding (MoU) on attachment opportunities for students between KLB and the College of Human Resource Management (CHRM). Kindly highlight its contents?**

The MoU provides an opportunity for positive learning experiences for KLB, CHRM and students on attachment. It will eventually create a reservoir of highly qualified and talented manpower in all fields related to management of human resources. KLB will provide necessary resources and support needed by the attachees to support them deliver on all assigned roles and responsibilities. It will also evaluate their performance and submit reports to the CHRM. During this time, all the provisions of the KLB Human Resource Policy and Procedure Manual will be applied. The Bureau reserves the right to remove an attachee from the attachment for a just cause.

**2. When did you commence the process and when was it signed? Why College of Human Resources Management?**



[L-R] Kenya Literature Bureau Legal Secretary, Joseph Ndegwa, KLB Human Resources Manager, Roselyn Mugavana, signing a partnership to offer attachment opportunities for students between KLB and CHRM.

Engagements that led to the signing of the deal on 11 May, 2021 began in February 2021. It was my desire to provide attachment opportunities to students from the college that played a role in building

my career. Charity begins at home. I am a proud alumni of CHRMs.

CHRM has recognised KLB for its great human resource practices and innovative approaches in management

of HR, hence the partnership. KLB has previously supported CHRMs in various activities as the Bureau acknowledges that good human resource management is the panacea



Services Manager, Audrey Cheruto, College of Human Resource Management (CHRM) Principal, Margret Mwangi, Roselyne Mugavana and Claudine Muthama, Business Development Manager, during the signing of a partnership agreement for attachment opportunities to students.

panacea to enhanced employee productivity hence the attraction to be associated with CHRM.

**3. What benefits do you expect to come from the partnership – for the Bureau and students on attachment?**

KLB is a brand name and has presence in educational publishing in Kenya. It has been a market leader in innovation and creative problem-solving through publishing and printing, key to meeting national goals in education. Therefore, this industry partnership will ensure CHRM students interact with cutting edge technologies. The students will gain technical and professional skills as they work to understand and meet organisational objectives, through carefully crafted HR Strategies structured to meet overall Corporate Strategies. Personal interaction with internal and external clients will enhance students, confidence and communication at the workplace.

The students will interact first-hand with the public service

role in implementation of National Values and Principles of Governance and Leadership and Integrity as envisaged in the Constitution of Kenya (2010) Chapter 2:10 and Chapter 6 that promotes good citizenship. Overall, they gain real-world experience that prepares them better as they follow their chosen career paths.

HR students will learn to improve communication skills, gain excellent and practical HR experiences in diverse HR components ranging from recruitment, capacity building, performance and reward management, employee compensation, employee engagement, staff welfare, discipline and grievance handling, separation and personal branding, among others.

KLB will also benefit greatly from the input and fresh perspectives students bring and secure institutional printing jobs through their networks, by publicising the KLB brand and in return enhanced sales revenue.

**4. Is this the only MoU on attachments you have**

**signed in the recent past and are there plans to seek partnerships with other professions?**

Yes, we plan to engage more institutions covering diverse professions. This is because for students, the benefit extends beyond the possibility of landing a job after graduation. The professional experience and soft skills they gain can be transferred into the workplace no matter where they go.



College of Human Resource Management (left) and KLB Human Resources Management photo after exchanging the MoU on attachments

**5. In your view, what makes KLB such a powerful brand and what gives it a competitive advantage?**

KLB enjoys more than 70 years of existence having been established in 1948 as the East African Literature Bureau. We have highly qualified and skilled personnel and state-of-the-art office equipment and printing machines thus enabling it meet customer needs and organisational mandate. KLB is involved in various corporate social responsibility activities.

**6. Many people would say that corporate social responsibility is an Anglo-Saxon concept which has been developed primarily in the UK and the USA. Do you consider that KLB has a social contract with the Kenyan society to invest in industrial attachment and internship as CSR? If so, how structured is your industrial attachment and internship programme and what has it managed to achieve?**

Definitely. To invest in the youth is to invest in the next band of employers, entrepreneurs, leaders, technicians, etc. For this reason, KLB has an Attachment and Internship Policy embedded in our Human Resources and Procedure Manual. This is because we value the fresh perspectives and technical expertise students bring to the organisation, which often result in cost savings and better product development. Attachees are accommodated for a maximum of three months and interns for a period

of one year. Interns are admitted through the Public Service Commission that runs the programme twice a year for students to apply to be placed in various government institutions. While here, attachees and interns are facilitated with work tools and an officer is designated to assist and mentor them at the workplace. In the end, they are awarded a certificate of attendance and recommendation letter. In some circumstances, and when a vacancy arises, students who did their residency with us are considered for jobs.

**7. What are your plans for industrial attachment, mentorship and role modelling for the next five years at KLB?**

We intend to make it easier for students to access attachment opportunities in the organisation. We also encourage our managers or staff with specialised skills to volunteer to mentor and offer lectures in institutions of learning in Kenya.



Principal, Margret Kinyanjui, pose for a photograph with a certificate of appreciation for her role in the implementation of attachment opportunities

## KLB Sponsors Tree Planting Campaign in Baringo

BY RONALD KIBARON

Kenya Literature Bureau sponsored planting of 1000 seedlings of indigenous trees at Chemususu Forest in Baringo County to commemorate the World Environment Day on Saturday 5th June, 2021. The event, which was themed, "Ecosystem restoration", targeted to plant 10,000 trees to rehabilitate the ecosystem around Chemususu Dam.



Conservationists from different NGOs, parastatals and government agencies participate in tree planting exercise

Baringo County Governor, H.E. Stanley Kiptis, who was the chief guest, thanked KLB and other participating institutions asking communities around the forest to refrain from over-exploiting nature and work towards its protection and healing. He said that his

government was focused on conservation, prevention, halting and reversing the damage to ecosystems to maintain their rich biodiversity.

"As we celebrate World Environment Day, think of the many ways you can



Baringo Governor, H.E. Stanley Kiptis m Environment Day at Chemususu Forest

reimagine, recreate and restore our environment by planting trees. Baringo will continue to partner with various stakeholders such as KLB, NEMA, KEFRI and Commercial Banks to improve the forest cover," said Governor Kiptis.

Gilbert Magut, the NEMA County Director of Environment, Baringo County, highlighted the climatic changes and their impact on the area's flora and fauna.

"We will continue to highlight the rules and regulations on environmental safety, policies and their implementation for the protection of the





Ag. Corporate Communication Manager, Diana Olenja, speaking during the World Environment Day event.

biodiversity," he said asking the younger generation to take proactive measures to protect their surroundings for the betterment of humanity in society.

KLB Ag. Corporate Communication Manager, Diana Olenja, while representing the Managing Director, lauded the conservationists for their commitment towards protecting the environment. She urged parents to inculcate the culture of conserving the environment among the young generation. Ms. Diana further added that KLB as a book publisher will continue to support such initiatives

directed towards conserving the environment.

"Kenya Literature Bureau, a renowned book publisher in the country, greatly relies on paper from trees for all its operations. Today, our organisation is donating 1000 seedlings of indigenous trees to be planted in the Chemususu forest. We will continue supporting tree planting initiatives. Sustainability has always been a pillar of our mission and this partnership aligns perfectly with our commitment to protecting the environment," said Diana.

The exercise saw participants from NEMA, Kenya Forestry Research Institute (KEFRI), Kenya Forestry Service, Self Help Africa, Baringo County Government, among others.

Chemususu Forest is the catchment area that feeds Chemususu Dam, which is ranked among the largest dams in Kenya with a capacity of 15 billion litres of water. The dam receives water from the Barain and Sawich rivers, which flow through the Chemususu Forest and discharges about 35 million litres of water per day.



Ag. Corporate Communication Manager, Diana Olenja, speaking on behalf of KLB's MD during the World Environment Day



# Catholic Diocese of Ngong Launches Education Policy 2021

BY KURIA NYIRI AND MWANIKI KIBUI

Kenya Literature Bureau participated in the launch of the Education Policy of the Catholic Diocese of Ngong on June 2, 2021 at the Watakatifu Wote Senta in Ngong, Kajiado County. The event coincided with an assembly of all Catholic School Principals at a Capacity Building Workshop themed: "Enhancing Psychosocial and Spiritual Support in

Learning Institutions for Better Teaching and learning." The Policy launch was presided over by Rt. Rev. John Oballa Owaa, Bishop of the Ngong Diocese who thanked KLB with the continued support of their programmes, including capacity building of their head teachers. The Diocese in Ngong is affiliated to the Kenya Conference of Catholic Bishops (KCCB). Ms. Margaret Nyaga, the

KCCB Programme Secretary, represented KLB Board Member and National Executive Secretary of KCCB, Ms. Augusta Muthigani, at the event. In her remarks, she lauded the Ngong Diocese for the milestones achieved saying development of the policy is an important milestone in their reform agenda. "This is a milestone that would only be implemented if the leadership commits to its operationalisation," she said. Fr. Paul Ng'eno, the Education



Delegates follow proceedings during the launch of the Catholic Diocese of Ngong's Education Policy 2021.



**KCCB Programme Secretary, Ms. Margaret Nyaga, makes her remarks on behalf of KCCB National Executive Secretary, Ms Augusta Muthigani.**

Secretary, Diocese of Ngong and Ms. Nancy Mirera, Embulbul Education and Counselling Centre, Director were also present. KLB was represented by Assistant Sales and

Customer Service Manager, Kuria Nyiri who spoke at the event.

Meanwhile, KLB participated in the virtual national Catholic Private Education Institutes Association (CaPEIA)

conference held in March 2021. The online meet brought together heads of all private educational institutions owned by the Catholic Church in the country. KLB Sales and Marketing Manager, David Kimita, attended.



**Kenya Literature Bureau Assistant Sales and Customer Service Manager, Mr. Kuria Nyiri, displays one of our products during the Capacity Building Workshop.**

## KLB's Disability Mainstreaming Committee Benchmarks CEMASTEА

BY GRACE GITIHA

*“When you focus on someone’s disability, you’ll overlook their abilities, beauty and uniqueness. Once you learn to accept and love them for who they are, you subconsciously learn to love yourself unconditionally.” – Yvonne Pierre.*

KLB recognizes the significance of supportive work environment in the inclusion and enhancement of employee productivity. It values the ability, beauty and uniqueness of her staff. It has, therefore, committed to removing all forms of social, structural and other environmental barriers to enhance disability mainstreaming.

In doing so, it has established a Disability Mainstreaming Committee (DMC) that has continually worked to generate and implement ideas to make KLB premises accessible and sensitive to the needs of Persons Living with Disabilities (PLWDs).

To do better, the Bureau’s Disability Committee members visited the Centre for Mathematics, Science and Technology Education in Africa (CEMASTEА) on 5<sup>th</sup> March, 2021 to benchmark and acquire new knowledge on disability mainstreaming at the workplace.

Among others, they observed that customised rest rooms

and lavatories, wheelchair for physically challenged visitors, a disability register and ramps are in most places at CEMASTEА.

Reserved tenders for PWDs, regular staff training (30 staff trained in Sign Language) and awareness creation programmes, a brailed Service Charter converted and a dedicated budget for disability mainstreaming were also observed. They have three PWDs in their staff establishment.

Disability is not a barrier to success. A person with disability can live and work in a dignified and comfortable environment. Organisations are required to mainstream disability at the workplace, ensuring their facilities are accessible and equipped with assistive communication devices. Indeed, the physical, attitudinal and financial obstacles facing persons living with disabilities can be overcome. The society has a moral duty to unlock and mine the vast potential of PWDs.



KLB Disability Mainstreaming Committee members at CEMASTEА, Karen.



## A Healthy Environment Builds a Healthy Future

BY JOSEPH NDEGWA

“Wetlands and Water” was the theme of World Wetlands Day 2021 which highlighted the importance of wetlands as a source of fresh water and encouraged action to restore them to stop the loss. An annual event held every February 2, the World Wetlands Day is an environmentally related celebration which dates back the year 1990 when leading world environmentalists gathered in Ramsar City, Iran to reaffirm the protect and love for wetlands.

The Ramsar Convention on Wetlands is an intergovernmental treaty that aims at promoting conservation and

sustainable utilisation of wetlands. Approximately four per cent of Kenya's landmass is occupied by wetlands.

In an effort to protect wetlands and increase tree cover in the country, all ministries, departments and agencies as well as private institutions, NGOs and lobbies come together annually to commemorate World Wetlands Day.

This year's event was held at Sabaki Estuary along Sabaki River in Malindi, Kilifi County, to raise awareness on the need to protect the estuary and sustainably utilise its resources within the ecosystem. The estuary covers a wide area consisting of sand banks, mud banks, dunes, seasonal

and permanent freshwater pools, mangroves and scrub. It is Kenya's second largest river point of empty into the ocean.

The wetland is facing extinction due to habitat destruction, siltation, unregulated and harvesting, human encroachment, farming and limited environmental education and awareness among local communities occupying the area.

Sabaki River is part of Athi River, Kenya's second largest river covering a total of 390 km. The estuary is a recognised bird area, hosting large visiting stocks of the Madagascar Pranticole, and is an important nesting, roosting and feeding ground for gulls and terns. KLB is continually partnering with NEMA to champion conservation activities countrywide.



## Grooming Builds Confidence

BY JOSEPH NDEGWA

It is Christian Dior who once said, "Grooming is the secret of real elegance. The best clothes, the most wonderful jewels, the most glamorous beauty don't count without good grooming." As aptly captured in his quote, grooming enhances the personality of an individual. It boosts one's self-esteem, creating comfort and projecting a positive personality.

According to Jorien Van

Paasschena, a semantic scholar, "self-grooming occurs as a form of impression management to improve one's physical appearance and social perception." It is about maintenance of cleanliness for a pleasing appearance. Generally, no individual would want to associate or engage with a person who is unkempt. You are, therefore, your greatest asset.

Former first lady of the United States of America, Michelle Obama, recently said that success is determined by

"confidence and fortitude." Dressing well, therefore, not only creates an impactful impression that allows one to stand out, it also enhances an individual's personality and shapes the perceptions of the people you meet.

Looking neat and respectable is an extension of professional behaviour and ethical conduct. It helps one appear more persuasive, reliable and trustworthy. It enhances the senses of sanity which translates into quality output at the workplace. It provides a distinctive and recognisable personal brand

to public servants and corporates.

In this case, the personal brand is the sum total of the manner of your dressing, speech, academic qualifications, skills and experience, and overall achievements. Personality, attitude and approach to life define the personal brand of an individual. The perceptions you create will shape how others treat you.

In advanced economies, the society scrutinises people, especially public sector workers, intimately. They watch, praise and judge an individual at the same time. Maintenance of hygiene in personal social media platforms is increasingly becoming important for career enhancement and reputation management.

This is because life is about perceptions, which are largely based on opinion. A change of mind will lead to a transformation of life, which will in turn make your distant dreams come closer.

## Strategies to Brave the Pandemic

BY JOSEPH NDEGWA

AS the world surpassed the three million deaths due to COVID-19, time to reflect on some of the lessons learnt from the pandemic has come. At its onset, no one had an idea of what the coronavirus was about. Before long, it triggered one of the greatest interruptions to life in a century. A lot remains to be learnt from the experience in order to remain resilient in the face of adversity.

A crisis can come in any form and when it does what counts is not how well an individual or organisation is prepared but how flexible it can adopt to the changing situations.

The sense of confusion and panic COVID-19 brought created stress, fatigue and a disturbing sense of worry, which led to a spike in mental health cases. Absence of a vibrant social support system has made it difficult for many people to cope. It is, therefore, advised that individuals, families and firms invest in quality relationships at the workplace and home to bear the emotional and financial burden of the pandemic. As regards corporates and businesses, cultivation of a right mix of good relations, quality products and services makes

a difference during the pandemic.

A need for better management of personal finances is recommended. Abraham Rugo, a budget expert, recently advised individuals, families and organisations to pay more attention on income channels and cost centres, saying expenditure should not be pegged on availability of money, but the necessity and value propositions. A more aggressive pursuit of business to open up alternative income streams and enhanced saving culture will sustain people and institutions during the pandemic.

In all, considerations should be made towards the poor and the sick to lessen their pain. Look out for the neighbour, workmate, friend or the total stranger in desperate need for help. Never lose an opportunity to support and give hope to the suffering.

Finally, embrace technology to win easy. Business automation and virtual working systems have been adopted by many corporates as part of the global strategy to slow the spread of the virus. It is advised that each person should consider investing in a laptop or ipad for easy execution of assignments.

# A Healthy Body Holds a Healthy Soul and Mind

BY GRACE GITIHA

Surprisingly, minor health problems such as lethargy, pains and aches can slack off or even hinder other aspects of your life. But, unfortunately, these minor issues can also impact our emotional well-being.

One sure way of building on our ability to manage pressure and get healthier is to devote ourselves to better habits. Unhealthy habits can add pressure to our lives and play a role in poor stress management. The force that comes from poor health is remarkable and can also affect other areas of our lives. These pressures can make day-to-day tasks more taxing, generate economic stress and threaten our capability to earn a livelihood.

Stress can worsen minor health conditions, from the common coughs and colds to more severe illnesses and diseases, so sustaining healthy habits can pay off in the long run.

**Here are a few healthy habits that carry a significant impact:**

- **Eat a Healthy Diet for the Right Reasons**

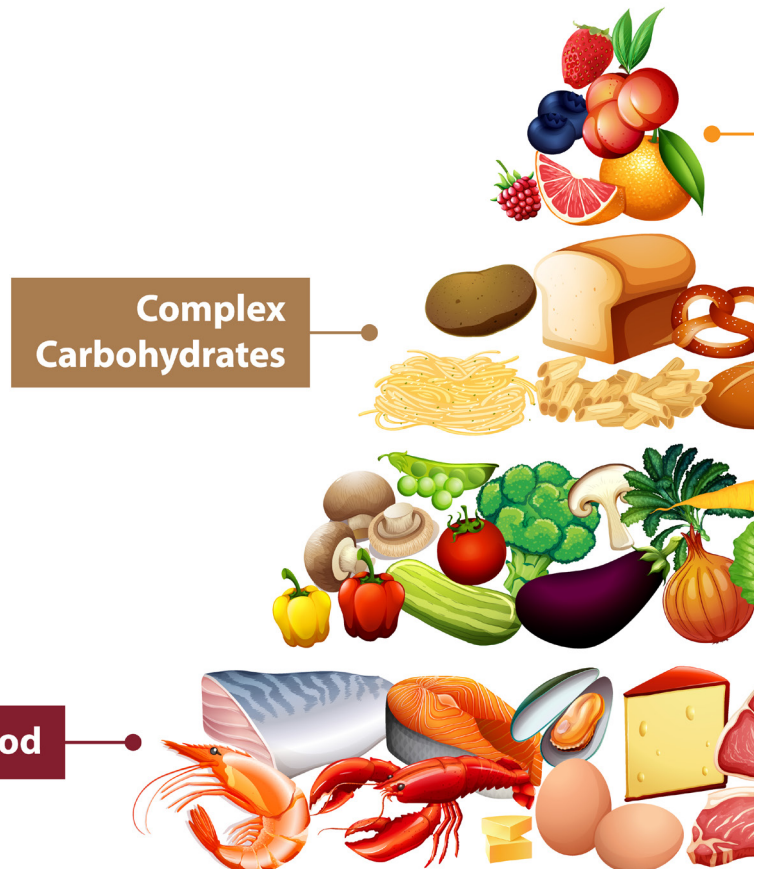
Rather than eating right to look better, commit to eating foods that will boost your energy levels and keep your system running smoothly. What you eat can not only impact your short-term and long-term health, but also affect your stress levels.

It is much harder to cope with stress if you are hungry or malnourished. Hunger can make you more emotionally reactive to stressors, leaving you irritable or angry in the face of minor daily annoyances. Watching

what you eat can be a stress management tool as well as a health preserver.

Eating well has significant long-term benefits and may also help you feel more energetic and optimistic in the short-term.

If you remind yourself that



## HEALTHY EATING



what you eat now will affect how you feel in the coming hours or days, it may be easier to stick to a healthy diet.

- **Make Sleep a Priority**

Sleep can have a severe impact on your overall health and well-being. Commit to getting enough sleep at night. If you haven't gotten adequate sleep, you may be less productive, less mentally sharp and otherwise more prone to the effects of stress. Some good habits that can help include:

- ✓ Try to get a total of six to

eight hours of sleep each night

- ✓ Avoid caffeine after 2 pm
- ✓ Avoid eating foods that might disrupt your sleep in the evening
- ✓ Go to bed at the same time each night; wake up at the same time each morning
- ✓ Adopt a calming technique such as meditation to help yourself relax each night before bed.

You may be surprised by how much less stressed you feel when you're not tired if this is an issue for you right now. Following good strategies can help if you have trouble getting quality sleep when stressed. Not only will you sleep better, but you'll also feel better all day.

- **Find a Fitness Habit That Works for You**

We've all heard the advice to eat right and exercise. Still, it can be challenging to fit in workouts around a busy schedule, particularly when you're feeling exhausted from stress.

Build an exercise habit around your other activities. For instance, attach exercise to your morning routine, your lunchtime habits, or make it a regular part of your evening. Another important way to make exercise easier is to

choose activities that you enjoy. Finding an activity that you enjoy means that you are more likely to stick to it.

- **Watch What You Put Into Your Body**

Avoid feeding your body with unhealthy substances. For example, nicotine, excess alcohol and even excessive caffeine can take a toll on your health in the long run. They also make you feel generally lousy in your day-to-day life.

It helps if you can avoid allowing toxic thinking patterns from aggravating your stress levels as well. Find healthier ways to manage stress and you'll enjoy double health and stress management benefits. Some habits come without effort, but some need a mind shift.

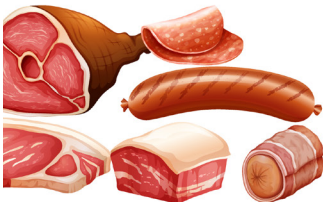
Finally, implement set goals to improve your health. Not only will you feel the difference, but you will also see results in multiple areas of your life. The new practices will significantly impact your life and are well worth the effort.

*"Wellness encompasses a healthy body, a sound mind, and a tranquil spirit. Enjoy the journey as you strive for wellness."* – Laurette Beaulieu

## Fruits And Berries



## Vegetable



## PYRAMID

# Global Warming Threat to Future Food Access

BY GRACE GITIHA

Natural ecosystems are one of our most precious resources, critical for sustaining life on the planet. The benefits humans derive from ecosystems are varied, from food crops to recreational opportunities such as camping to ecosystem services such as water purification. For many people, nature plays an influential, spiritual and aesthetic role in their lives, and many place a high value on the existence of nature for its own sake. Yet, despite the critical roles ecosystems play, these areas are increasingly threatened by the impacts of a growing human population through habitat destruction, air and water pollution. Added to these stresses comes a new threat — global climate change resulting from increased greenhouse gas concentrations in the atmosphere.

However, the changing climate has far-reaching impacts on agricultural production, which are likely to challenge food security in the future. Global food security relies on both sufficient food production and access.

Climate change is likely to contribute substantially to food insecurity as a result of poor production. As a result, food may become more expensive as climate change mitigation efforts increase energy prices. Water required for food production may become more scarce due to increased crop water use and drought. Competition for land may increase as certain areas become climatically unsuitable for production.

In addition, extreme weather conditions associated with climate change may cause sudden reductions in agricultural productivity,

leading to rapid price increases. Unfortunately, the rising food prices will force local people into poverty.

Agriculture and the broader food production system is already a significant source of greenhouse gas emissions. Future intensification of agriculture to compensate for reduced production (partly caused by climate change) alongside an increasing demand for animal products could further increase these emissions.

Heat waves (periods of extremely high temperature) are likely to become more frequent in the future and represent a significant challenge for agriculture. Heat waves can cause heat stress in both animals and plants, and hurt food production. Extreme periods of high temperature are particularly harmful for crop production. In animals, heat stress can result in lower

productivity and fertility, and it can also have adverse effects on the immune system, making them more prone to certain diseases. It isn't easy to make accurate predictions about the future frequency and magnitude of heat waves.

Projected changes in climate are not limited to increases in temperature and heat waves; significant changes in rainfall patterns are also expected to occur. While some regions are likely to suffer from more droughts

in the future, other areas are expected to face the opposing issues of torrential rains and increased flooding. In coastal areas, rising sea levels may result in the complete loss of agricultural land. Warmer climates may also lead to more problems from pests and diseases and shifts in the geographical distribution of certain pests. For example, insects that serve as a vector for disease transmission are likely to migrate further pole-ward in the future, further threatening the lives of livestock.

Crop-level adaptation to climate change is vital in reducing future yield losses and may include changing crop cultivars, sowing time, cultivation techniques and irrigation practices. Ongoing research is addressing the challenges of maintaining and/or increasing crop production under global change. Some strategies need to be put in place to respond to food shortages to prevent food price shocks that might reduce people's access to food.



## The Samaritan



BY JOSEPH NDEGWA

The play highlights the Post-modern social, economic and political ills bedeviling Third World countries. It captures with abject lucidity the high level of corruption, mismanagement and embezzlement of public funds that has stood in the way of progress of a County called Sapiri.

The play opens when the Governor comes to Athena Academy to give an award to Ahadi for winning the innovation competition. Teacher Angels, Ahadi and Abby stage a play within a play to explain the rationale and background

of *The Samaritan* app. They highlight the danger of maintaining the *status quo* and the possibilities that ICT presents to the society taking time to demonstrate the necessity of their app and explain how it works.

In this play within the play, Abby and Angels present one facet of the coin, the ugly one, that awaits people of Sapiri County if nothing is done to right the wrongs committed by Governor Mossi and the entire County leadership. Ahadi concentrates on the positive side and elucidates what could be if the leaders

do what is right in exposing the rot in their midst and harnessing ICTs to create a better reality for the people of Sapiri County. It is through appreciation of potential use of ICT tools to address societal challenges and its contribution to development that Ahadi comes up with "The Samaritan" in which members of the public gather information of interest to the government and put it in pigeon holes to be accessed by the relevant government agencies and departments for the betterment of the society. All the information related to the acts of corruption, plunder, murder, theft, injustice, nepotism, environmental degradation, among others are subsequently deposited in the app and segregated for easy access by relevant officials. The app helps expose the chaos in Sapiri County.

The play is captivating. It lays the foundation upon which the conflict of the play rests. The important

lesson that comes out and thus the need for the app is that the worst will happen in this society if nothing is done to stem the tide of moral decay and the worsening economy of the county. The play within the play gives a sneak preview of the consequences of the current mismanagement of county resources. It illuminates clearly the urgency and the need for interventions meant to reverse the retrogression of the county in terms of development. It captures the catastrophe that awaits future generations if the current *status quo* of mismanagement of county resources and climate is maintained. Once it dawns on Governor Mossi what the app entails, its threat to his position, and its potential to expose the disorder in Sapiri County and send the whole bunch to prison, he changes his mind and instructs the Principal and the teacher in charge of creativity and ethics in the school, Mrs Angels, to write to the Ministry of Education headquarters and say the award couldn't proceed as the app has inherent weaknesses that needed to be handled. His main focus is to destroy it.

Teacher Angels refuses to be compromised and tells the Governor that the app has already been taken over by the national government and the Ministry of Education and thus beyond her control. What follows is an attempt by Governor Mossi and his cronies to try to prevent their prosecution and imprisonment at Makaburi Express Prison. Clearly *The Samaritan* app has become a thorn in the flesh of the county leadership. Because of their selfish motives, the leadership is split into two camps, with each trying to bring down the other. Governor Mossi, the County Public Service Secretary, Mr Harvester, and the County police boss, Mr Silali, are in one camp against the Deputy Governor, Mr Siringi, the County assembly speaker, Mr Wangereka and the leader of majority, Mr Ted in the other camp. Mr Hare and the Principal Judge, Mr Otonglo, at first sit on the fence. Later, Mr Hare, because of his thirst for power, signs an MOU with the Deputy Governor's camp. The Judge plays hardball until towards the end of the play when he realises the law

has cornered them all. He quickly convenes a meeting of both camps who agree to entice Teacher Angels to join the corrupt county government, a scheme she flat rejects.

Soon the national government disbands the Sapiri County Government and all the leaders are arrested. The play ends on a positive note as we now expect the national government to engineer the desired change in Sapiri County.

In conclusion, the play exposes the rot manifest in Sapiri County Government and the power intrigues that pit the leadership against each other in their quest for power and wealth. It calls for intervention by members of the public, and leaders who wish to see justice and development in the society. The play entertains and educates at the same time. It sends a warning to those embezzling public funds while in office that their day of reckoning is coming. It also deters would-be corrupt officers to shun the vice completely for the good of society.

*Introducing!*

# The Innovator

A new comprehensive series of  
**KLB Artisan Course books**  
for Technical Training and Vocational Learning.



**More books  
in this series  
are available**



**Head Office**

Bellevue Area, Popo Road off Mombasa Road,  
P.O. Box 30022-00100 GPO, Nairobi  
Tel: 020 3541196/7, Mobile: 0711 - 318 188, 0732 - 344 599  
E-mail: info@klb.co.ke

**Customer Service Centre - Kijabe Street**

Tel: 020 2684941/2/3/4  
Mobile: 0724 - 256 629, 0733 - 666 055 Fax: 020 2692220  
E-mail: customer@klb.co.ke

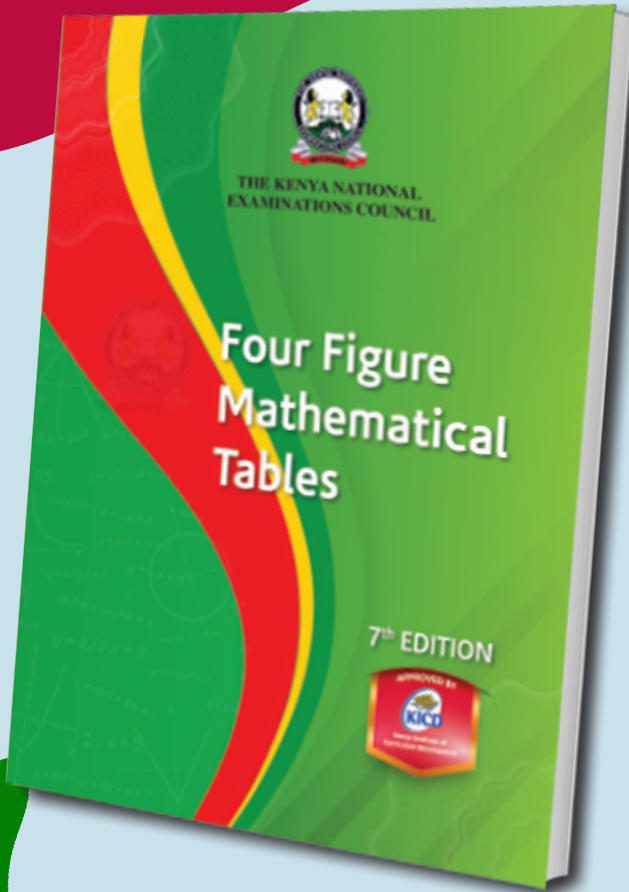
*Publishing and Printing for YOU*

[www.klb.co.ke](http://www.klb.co.ke)

**KENYA  
VISION 2030**

**KICD APPROVED SEVENTH EDITION**

# **KNEC Four Figure Mathematical Tables**



**Available  
in Bookshops  
near YOU!**

- \* Essential tool in supporting curriculum in Mathematics, Sciences, and for Examination purposes.
- \* This Mathematical Table is Approved by KICD.
- \* Improved Content and Presentation.
- \* Enhanced Security Features.
- \* Kenya Literature Bureau (KLB) is the Sole Distributor.



*Publishing and Printing in Kenya*

**KENYA LITERATURE BUREAU**  
PUBLISHERS AND PRINTERS

**HEAD OFFICE AND PRINTING PRESS** | South C, KLB Road, Off Pepo Road • P.O. Box 30022-00100 GPO, Nairobi.  
Telephone: +254 (20) 3541196/7, Mobile: +254 711 318188/ +254 732 344599 • E-mail: info@kib.co.ke

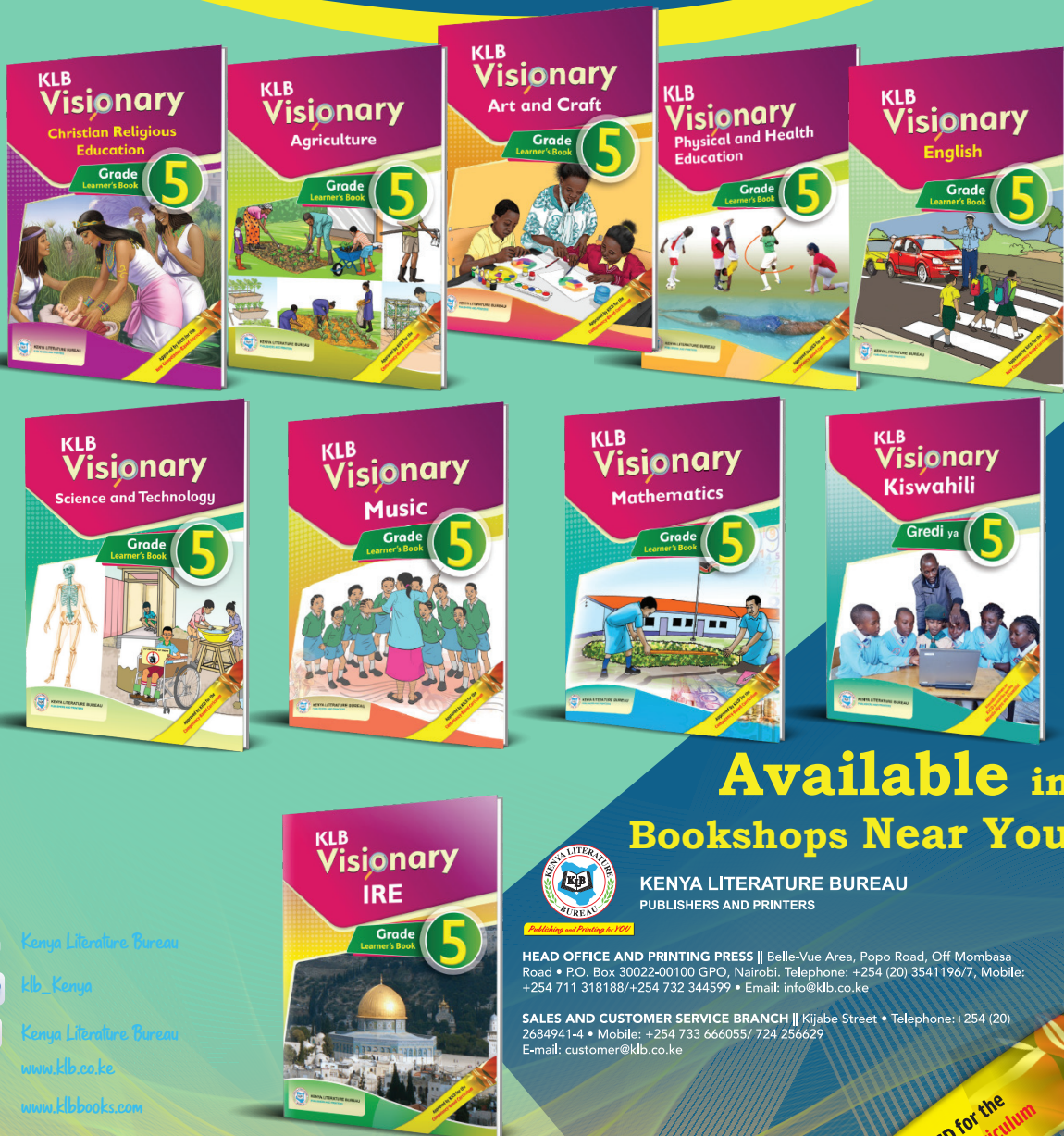
**SALES AND CUSTOMER SERVICE BRANCH** | Kijabe Street • Telephone: +254 (20) 2684941-4 • Mobile: +254 733 666055/ 724 256629  
E-mail: customer@kib.co.ke • [www.kib.co.ke](http://www.kib.co.ke)

 Kenya Literature Bureau  kib\_kenya

**KENYA  
VISION 2030**

# KLB Visionary

## Grade 5 Approved Learner's Book



**Available in  
Bookshops Near You**



**KENYA LITERATURE BUREAU**  
PUBLISHERS AND PRINTERS

*Publishing and Printing in Kenya*

**HEAD OFFICE AND PRINTING PRESS** || Belle-Vue Area, Popo Road, Off Mombasa Road • P.O. Box 30022-00100 GPO, Nairobi. Telephone: +254 (20) 3541196/7, Mobile: +254 711 318188/+254 732 344599 • Email: info@klb.co.ke

**SALES AND CUSTOMER SERVICE BRANCH** || Kijabe Street • Telephone: +254 (20) 2684941-4 • Mobile: +254 733 666055/ 724 256629  
E-mail: customer@klb.co.ke

- Kenya Literature Bureau
- klb\_kenya
- Kenya Literature Bureau
- www.klb.co.ke
- www.klbbooks.com



Kenya Literature Bureau is ISO 9001:2015 Certified.

**Approved by KICD for the  
Competency-Based Curriculum**