

RENEWS

THE OFFICIAL MAGAZINE OF KENYA REINSURANCE CORPORATION LIMITED.

ISSUE 3 • 2019

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Time for Growth

WE'RE LISTENING. WE'RE HERE. WE CARE

Kenya Re is committed to delivering the highest levels of service quality to its customers. We intend to provide services through best practice and in line with our customers' needs, as we continually seek improvements.



WHAT IS A COMPLAINT?

- A complaint is defined as "any expression of dissatisfaction by a customer or potential customer about service delivery by the company or its agents, and/or about company or industry policy."
- At Kenya Re, we see complaints as a valuable way of meeting and responding to your expectations. We realize that in breaking down the barriers to meet your needs we value listening to feedback and complaints from you.

HOW WILL WE HANDLE YOUR COMPLAINT?

We will:

- Acknowledge your complaint, in writing or via email, within 24 hours of us receiving it.
- Enquire into your complaint and consult any relevant persons who should help resolve it fairly and within a reasonable time frame.
- Treat you and your information with confidence and respect, in line with our guidelines.
- Keep you and any other persons involved informed about the progress of the complaint, how we will try to resolve it and, as is appropriate, what we will do to prevent it from happening again.
- Take action to resolve the complaint as best as possible to your satisfaction and, where possible, recommend any changes needed to ensure the cause is fixed.
- Let you know in writing the outcome of your complaint and, as is relevant, the reasons behind this outcome.

WHAT SHOULD YOU TELL US?

- Your name, address and the best way to contact you.
- The details that will help us understand the reason/s for your complaint.
- Copies of any documents relevant to your complaint.
- If you have already have discussed your complaint with us, the details of those persons in Kenya Re that you dealt with.
- What you feel would constitute a satisfactory resolution of your complaint. For example, are you seeking information which you feel is being withheld, are you seeking an apology, etc.

YOU NEED TO KNOW THAT

- You may make a complaint verbally and/or in writing. e.g. email, and/or calling.
- We may ask for your help in the course of handling your complaint.

You can make a complaint to Kenya Reinsurance Corporation by contacting or writing to:

Assistant Communications Officer | Kenya Reinsurance Corporation

P.O Box 30271- 00100 | Nairobi, Kenya

Call: (+254) 0703083212

Email: complaints@kenyare.co.ke | ongicha@kenyare.co.ke

FROM THE MANAGING DIRECTOR



The Corporation will soon open a regional office in Uganda following approval by Kenyan and Ugandan regulatory authorities.

Mr. Jadhah Mwarania, OGW

Managing Director

The 3rd Quarter of the year has been fruitful and busy for the Corporation. We held our Investor Briefing on the 2nd of August 2019 at the Intercontinental Hotel in Nairobi, where we announced our mid-fiscal 2019 financial results. The Corporation posted a 21% decrease in profit before taxation. The figures for the period ended 30th June 2019 stood at Ksh. 1.380 Billion compared to Ksh. 1.756 Billion for the period ended 30th June 2018, this was as a result of an upsurge of claims compared to the same period in 2018.

However, as we move towards the end of the year, the Corporation aims at developing and penetrating new markets as well as expanding existing markets. This is to increase market share, spread business risks and increase return on shareholders' funds. Kenya Re has enhanced its capital to enable it access business in the Middle East, North Africa and some jurisdictions in West Africa to achieve the following:

1. Enhance its paid-up capital to enable it access business in markets that demand higher-paid capital thresholds in the days ahead;
2. To provide the shareholders of Kenya Re with greater participation in the equity of the company in terms of number of shares held and maintaining their percentage equity interests;
3. To increase the company's issued and paid-up share capital to a level which would be more reflective of its current scale of operations;
4. Enhance the marketability and trading liquidity of Kenya Re's shares at the Nairobi Securities Exchange by way of a larger capital base; and
5. To further attract participation by investors given the potential broadening of the shareholder base of the company.

The Corporation will soon open a regional office in Uganda following approval by Kenyan and Ugandan regulatory authorities. The Corporation anticipates that such enhancements will go a long way in increasing opportunities for Kenya Re to leverage and eventually maximize on long-term shareholder



value. We shall continue to work tirelessly to ensure better results, secure bigger accolades while ensuring business growth within all key regions across the business spectrum.

In other news, the Corporation took part in the Occupational Health and Safety (OSHA) Training that was convened on the 23rd of July 2019 at the Kenya School of Monetary Studies (KSMS). The training was carried out across a series of weeks with different groups consisting of Kenya Reinsurance staff being enlightened on the importance of observing safety in their surroundings to avert the occasional accidents. The training is in line with the Corporation's efforts to increase safety standards internally while ensuring that we have competent staff that can handle any emergency that occurs within Kenya Re's premises before professional medical repatriation arrives.

As we inch closer towards the end of the year, the Corporation is looking forward to kicking off some activities set out earlier the year. The Corporation shall be giving back to the community through its award-winning CSR initiative; Niko Fiti. We shall be flagging off our Niko Fiti caravan to some of the neediest areas in the country to change and transform the lives of people living with disabilities.

We shall also have a Retakaful conference where our cedants and various stakeholders from across the globe will come together and deliberate on the future of Retakaful insurance in the industry.

As always, you, our valued stakeholders, have walked the journey with us and have continued to support the Corporation's efforts across the board. For this, we are thankful and would like to continue to walk this journey together to ensure we achieve our desired goals. I thank you all for your wonderful support, patience and valued patronage to Kenya Re. Your devotion to the Corporation's progress is sincerely appreciated.

WORD FROM THE EDITOR



The 2019 half-year financial results were released. We also held our Annual Corporate Golf Tournament, which was successfully sponsored by the Corporation for all our clients, business associates and stakeholders.

Sylvia Karimi

Ag. Corporate Affairs Manager



I welcome you to this Quarter's edition of the Re News Magazine. As you flip through our informative magazine, I hope that you get a glimpse of the Corporation's strides and activities. It has been a fruitful and active period, where we've executed various activities that are showcased within the magazine.

The 2019 half-year financial results were released. We also held our Annual Corporate Golf Tournament, which was successfully sponsored by the Corporation for all our clients, business associates and stakeholders.

The Corporation has remained committed to providing world-class reinsurance services to all our customers across the board. We continuously pride ourselves on having well-trained, professional

and experienced technical staff that embrace innovation through modern ICT acquisitions. Kenya Re continues to anchor its activities on its 5 strategic pillars that have helped the Corporation make major strides in the reinsurance business. These pillars are financial performance, business development, business process improvement, enhanced risk management as well as people and culture.

We have lined up quite an array of articles that you will enjoy. From the property section, information and technology, health and fitness, mental health in the workplace amongst others.

I hope that you will be glued to these informative and transformative pieces!

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KENYA RE MID-FISCAL 2019 FINANCIAL RESULTS



By Andrew Ongicha

Kenya Reinsurance Corporation held its half-year 2019 Investor Briefing on the 2nd of August 2019 at the Intercontinental Hotel in Nairobi with the aim of releasing its mid-fiscal 2019 financial results. Kenya Re's Managing Director Mr. Jadhiah Mwarania and Chairman Mr. Chiboli Shakaba amongst other key stakeholders and shareholders graced the breakfast briefing. The results were presented months after the Corporation received an ISO 27001:2013 certification making it the sixth organization in the country to receive the accreditation. This comes exactly a year after the Corporation was re-certified as an ISO 9001:2015 organization in 2018.

The Corporation posted a 40% rise in gross written premiums from Ksh. 6.332 Billion to Ksh. 8.860 Billion compared to the same period in the 2018 financial year. This was directly attributed to the Corporation tapping into agricultural business whose premiums stood at Ksh. 2.962 Billion, contributing to 72% of the total premium in international business and 33% of the overall premium. The rise was also a direct outcome of aggressive fair sourcing of business. Most business line's marginal growth was positive compared to the same period in 2018, the marginal growth overall stood at 28%.

Kenya Re's total assets increased from Ksh. 44.362 Billion as at 31st December 2018 to Ksh. 45.828 Billion as at 30th June 2019, which is a 3% increase. The profit before taxation for the period ended 30th June 2019 stood at Ksh. 1.380 Billion compared to Ksh. 1.756 Billion for the period ended 30th June 2018, which is a decrease of 21%. This is mainly attributed to an upsurge of claims by 49% compared to the same period in 2018. Shareholders' funds increased from Ksh. 28.3 Billion as at 31st December 2018 to Ksh. 29.1 Billion as at 30th June 2019, which is a 3% increase.

Some of the challenges faced by Kenya Re ranged from increased competition, premium undercutting, domestication of reinsurance business in key markets and changing reinsurance treaty structures towards excess of loss as opposed to proportional

treaties and devaluation of currency in some of the Corporation's key markets. Low insurance uptake in Kenya and Sub-Saharan Africa countries remains a challenge the industry is contending with.

The Kenya Reinsurance Corporation aims at developing and penetrating new markets as well as expand existing markets to increase market share, spread business risks and increase return on shareholders' funds. Kenya Re has enhanced its capital to enable it access business in the Middle East, North Africa and some jurisdictions in West Africa with the aim of achieving the following benefits:

- Enhance its paid-up capital to enable it access business in markets that demand higher paid capital thresholds in the days ahead;
- To provide the shareholders of Kenya Re with greater participation in the equity of the company in terms of number of shares held and maintaining their percentage equity interests;
- To increase the company's issued and paid up share capital to a level which would be more reflective of its current scale of operations;
- Enhance the marketability and trading liquidity of Kenya Re's shares at the Nairobi Securities Exchange by way of a larger capital base; and
- To further attract participation by investors given the potential broadening of the shareholder base of the company.

The HY Investor Briefing also played host to various media houses such as KTN, NTV, K24, Daily Nation, The Standard and The Business Daily ensuring that the event was covered by the major print, television and online media platforms. The media covered the stories professionally and positively, stating the facts and ensuring the right results were communicated to the general public. This generated public relations value of over Ksh. 40 million. The event culminated with interactions amongst stakeholders and a prime opportunity to exchange contacts as well as renew old ones.

MAXIMIZING CLIENT MARKET VISITS



By Lilian Kanari

As part of Brand Awareness and publicity, Corporates go out of their way to ensure that their physical presence is visible to their clients. Face-to-face meetings are essential elements in running a successful organization, which gives an opportunity to leverage relationships that cannot only be achieved by sending e-mails and tele-conversations to communicate.

There are 3 major reasons why teams go out into the market; to promote the brand's position or enhance Corporate visibility, to gather market information and insights, to secure new businesses and in some cases facilitate debt collection and reconciliation of existing businesses.

Market visits can at times prove disappointing if you do not understand your clients' personal interests and also because of lack of preparation. It is necessary to connect with your client before visiting them by setting clear objectives. Below are some aspects that are applicable:

- Introduce yourself and give a brief history of your Company
- Mention the businesses you offer and any new accounts you wish to participate in.
- Mention the opportunities and challenges you face with your brand or business and possible solutions suggested to curb these challenges.
- Mention any unresolved issues such as outstanding balances and send out detailed

accounts of the pending balances to enable your clients reconcile the same prior to your arrival.

Teams may often ask critical questions that aim at knowing what their competitors are doing right while focusing on their brand. Explicitly ask questions that you can learn from rather than judge. Being a keen listener during the market visit, will enable you to learn firsthand about the business environment, market entry challenges and what it takes to be successful in your field of business.

When you put yourself in your client's shoes, it becomes easier to tailor make their needs and interests to match your expectations and enable you achieve your objectives in line with your customer service charter. You will no longer take lightly critical matters such as losing business due to delay in payment, slow turnaround time in addressing clients' queries or complaints, poor telephone etiquette and poor client reception.

Some clients will offer post-meeting luncheons, so as to break the ice and disengage yourselves from the formal business environment. It is worth noting the basic dining etiquettes that will help you maintain professionalism, while at the same time appreciating your clients' efforts and strengthening your rapport.

Let's all strive to build a solid customer base for our services, as part of meeting our 2019 objectives!

KENYA RE 2019 ANNUAL CORPORATE GOLF TOURNAMENT



By Edwin Muthabuku

The highly anticipated day, 13th September 2019, had finally arrived. This was the day set aside by the Corporation for its Annual Corporate Golf Tournament at the Karen Country Club. It was eagerly awaited because the Corporation had not sponsored a golf tournament last year. Stakeholders look forward to the Corporation's golf tournament considering the superb golf merchandize, amazing prizes and great hospitality offered.

This year's golf tournament attracted participants made up of industry players, partners as well as Kenya Re personnel. The tournament is part of the Corporation's activities geared towards bringing Kenya Re's stakeholders together to improve overall relations while building new relationships and solidifying existing ones.

Racheal Ndei immersed overall winner of the tournament carding a total number of 40 points. Nick Malesi fired a total number of 40 points that earned him the winners spot in the men's category. George Kuria bagged the Best Industry Winner prize with a total of 37 points. The overall staff winner was Maina Mukoma with 26 points. L. Oluoch's fantastic shot on the 8th tee saw him clinch the closest to the pin prize while Edwin Kiarie's power shot drove him straight to the longest drive prize.

The list of winners is as in the table below:

LIST OF WINNERS		
NEAREST TO PIN	L OLUOCH	POINTS ACCRUED
LONGEST DRIVE	EDWIN KIARIE	
BEST EFFORT/PIGA MINGI	GABRIEL KANGETHE	8 POINTS
TEAM WINNERS	ESPRUIT DE CORPS	107 POINTS
BEST 2ND NINE	JOYCE WAFULA	23 POINTS
BEST 1ST NINE	PETER WAITA	23 POINTS
GUEST WINNER	DUNCAN MWANIKI	38 POINTS
STAFF WINNER	MAINA MUKOMA	26 POINTS
BEST INDUSTRY WINNER	GEORGE KURIA	37 POINTS
LADY WINNER	PAULYNE KABUGA	39 POINTS
MAN RUNNER UP	PETER KANYUA	39 POINTS
MAN WINNER	NICK MALESI	40 POINTS
OVERALL WINNER	RACHEAL NDEI	40 POINTS

The action-packed day culminated in an evening ceremony sponsored by the Corporation. Participants amongst other stakeholders were treated with a sumptuous dinner and all-round entertainment. The evening ceremony paved the way for the prize-giving ceremony where the day's results were announced. Winners were gifted with various items such as golf clubs, top of the line golf bags, golf shoes and much more fantastic merchandise.

During the evening prize giving ceremony Kenya Re's Managing Director Mr Jadia Mwarania shared his congratulatory message with all golfers before presenting the winners with their gifts. "To all our participants, I would like to say thank you all for gracing us with your presence on this day. We, as Kenya Re, applaud your competitive efforts on the golf course along with the discipline and sportsmanship presented. I would also like to congratulate all the winners for their hard-earned victory," he said.

The Chairman of the Kenya Reinsurance Corporation, Mr. Chiboli Shakaba, who was also present at the event, lauded all golfers for their participation in the tournament as well as the winners.

Golf Pictorial



Kenya Re Chairman, Mr. Chiboli Shakaba, delivers his speech during the closing ceremony of the golf tournament.



Golfers walking down the fairway all set for their first round of the Kenya Re golf tournament at the Karen Country Club



Kenya Re Managing Director, Mr. Jadhav Mwarania awards Mr. Peter Kanyua as the man winner runners up at the awards ceremony of the Corporation's golf tournament held at the Karen Country Club on 13th September 2019.



Director Maina Mukoma, (2nd from right) awards Mr. George Kuria with a Taylor Made tour bag after he emerged industry winner in the Corporation's golf tournament held on 13th September 2019 at the Karen Country Club.

Golf Pictorial

Dr. John Simba, Chairman Sanlam Kenya PLC registers to play at the awards ceremony of the Corporation's golf tournament held at the Karen Country Club on 13th September 2019.



Director Felix Okatch (r) awards a golfer at the gala dinner after the Corporation sponsored corporate golf day held at the Karen Country Club.



GM Reinsurance Operations Mrs. Beth Nyaga (r) awards a golfer at the gala dinner of the corporate golf day.



Director Jennifer Karina (r) is all smiles with one of the golf winners during the gala dinner of the corporate golf day.



Kenya Re MD, Mr. Jadhiah Mwarania addresses the golfers at the gala dinner of the corporate golf day in Karen Country Club.

IMPORTANCE OF CYBERSECURITY TO INDIVIDUALS AND AN ORGANIZATION



By Corey Chepkurui

Unbeknown to many, giving out personal information such as identification number and PIN details can automatically expose an individual to cyber threat intelligence, which consequently ends up in a case of 'identity theft'. This is where the attacker can utilize this information to empty another's bank account under pretences.

Recently conducted surveys by Quartz Africa showed that cybercrime cost the African continent 3.7 billion dollars. While other reports obtained from the Communications Authority of Kenya stated that local entities lost approximately 11.2 billion dollars, which was reflective of a 10.1% increase in cybercrime attacks.

According to recent reports by CA (Kenya), cyber-attack cases in Kenya have been increasing owing to the digital migration in Kenya. There are about 46.8 million internet users in Kenya. This significant increase in the number of internet users was fueled by the introduction of Kenya Vision 2030, which aims at creating digital inclusivity for all.

There was a need for Kenya to outline a framework under which there would be seamless connectivity speeds, while still protecting these cyberspace interactions. Enter the enactment of the Computer Misuse and Cyber Crimes Act, 2018. For the Act to be effected, the government created the National Kenya Computer Incident Response Team Coordination Center, a multi-agency collaboration. Their responsibilities included creating cybersecurity awareness, alerting organizations and individuals on cyber threats for technical advisory processes as well as implementing cybersecurity laws and reinforcing them.

Unfortunately, the issue of cybersecurity in many African countries is not observed as a need but rather a luxury. This notion only changes when an individual is hacked or attacked by malware. There is a growing need for cybersecurity sensitization to individuals and organizations because internet connectivity is set to reach broadband connectivity speeds of 5G by the year 2021.

As a Corporation, cybersecurity tools continue to be a crucial part of our operations. We are constantly creating automated systems while additionally utilizing digitized content management tools to ease business efficiency. Installing cybersecurity tools in the day-to-day running of an organization's operations is important because it protects them from cyber threats thus assisting in risk mitigation which occurs during financial transactions.

With secure cyber systems, a level of trust is established among customers. This generates repeat business which eventually translates into high return on investment and cumulatively allows for profit. Protected systems also increase the levels of financial transactions owing to a reputation of stability.

Installing cybersecurity tools decreases downtime in business operations. Most businesses in Kenya own websites where potential customers have access to the products and services being offered. Also, with cybersecurity, there is protection against adware, which refers to those pop-up ads that often show on the screen and distract employees. Cybersecurity software and hardware also assist information technology technicians in discharging their responsibilities.

When a business protects its digital platforms, it is assured of the provision of a consolidated solution to not only protect against cyber-attacks, but to also install firewall protection, anti-virus, anti-spam and phishing.

As an individual, having cybersecurity tools does not only apply only to personal/portable computers but also mobile phones and debit cards. If an individual upgrades their security features, it minimizes instances of theft identity thus protecting their bank accounts and protecting personal data. Individuals can also take some precautionary measures such as not giving out personal information like bank details and PIN numbers, which is how hackers become privy to a person's information.

In the wake of these cyberattacks, organizations are increasingly stepping up measures to defend computers, servers, software and personal data from attacks. According to reports by Serianu, the uptake of cybersecurity tool kits by corporations grew in 2018 to witness a 26% responsive attitude, thereby investing Ksh. 10 Million. Many of the respondents hailed from the banking and financial sectors. This was an improved response rate compared to 2017 with companies only spending Ksh. 5 Million to safeguard against cyber attacks.

In conclusion, in the words of Data Z Founder, Donato Diorio *"Without a systematic way to start and keep data clean, bad data will happen."*



HOW AUTOMATION CAN STEER BUSINESS GROWTH

By Jane Nyambeki

As international performance improvement and quality guru once reiterated, "Measurement is the first step that leads to control and eventually to improvement. If you can't measure something, you can't understand it. If you can't understand it, you can't control it. If you can't control it, you can't improve it." As alluded to, business process is synonymous with measurement of key performance indicators in organizations. The main aim of automation processes is to ensure successive workflow progress that, in turn, trickles down to great return on investments.

Automation or computerization refers to the use of technology-driven solutions to enhance operational functions of a business. With the digitalization revolution across many countries in the world, many people are seeking processes that are faster yet efficient while still reflecting error-free results. According to reports from the African Leapfrog Index, digital momentum in Kenya is gaining traction at high speeds in comparison to its counterparts in the Sub Saharan region with 95% of all consumer transactions being carried out via automated processes. Although, the uptake of digitalization varies to a huge extent among small, medium and large enterprises, with the adaption of AI processes uptake in SMEs standing at 40% in

comparison to the larger enterprise which stands at 70%, the internet users in Kenya still stand at high numbers as of June 2019 stand at 52, 214, 791.

The truth is that AI adaption in business processes reduces bureaucracy, slow processes and errors. It also realigns a business overall growth strategy in line with the customer's expectations. This allows yielding for higher business output without straining resources and time which are key factors in the success of a business. Regardless of an industry's inclination, adoption of automated systems goes a long way in record management concerned, enhances speed processes in decision-making, improves customer services, enhances human resource functionalities thus allowing for seamless running of operations and also makes a business competitive. Aptly, the opportunities for growth lay in digitalization regardless of the industry one is in.

To align and strategically position itself with the digitalization process currently ongoing in Kenya, the Corporation still continues to leverage on enacting reinsurance automation processes. This is in order to achieve financial strength and in a bid to benchmark its services of reinsurance against leading international reinsurers. Encompassing

these artificial intelligence processes has created for ease of the workflow process to streamline transaction processes. It also enhances transparency levels and accountability levels to stakeholders and users. All this while providing risk protection and advisory services to reinsurance companies not to forget assisting in underwriting. Telematics, therefore, can assist in matters profiling and storing valuable data of insured companies while aiding in customizing plans specifically tailor-made for the insurance companies who are often viewed as stakeholders.

Although uptake of automation processes is yet to gain traction due to high and increased data costs and fear of digitalisation replacing man skilled labour, digitalisation still presents itself a viable option where market penetration is concerned.

The added advantages that accompany industrialization vary within various industrial sectors mainly due to functionality. However, one feature that is reflected across all these diverse industries is the enhanced way of carrying out simultaneous tasks at the same time. In a business environment, different departments are involved in discharging different tasks. These are, in the end, integrated to generate high peak performances in the business. It is needless to state that with telematics, there is an enhanced user experience that reduces logging behind of important tasks due to the introduction of work scheduling software that is engrained in the automated machines.

Additionally, as businesses evolve so does the need for auditing and record-keeping increase due to a wider portfolio of clients. Newly introduced automation software such as Zoho, Madera has been known to increase account management processes through the various profiling software that exist to assist in financial reporting and provision of solutions.

Telematics also play a useful role in the provision of Human Resource management solutions especially in recruitment and onboarding processes with recent studies showing that automated processes can help in gauging employee engagement levels and in decentralising payroll systems. As with any organization, personnel continue to remain the key

stakeholders, and as such information that pertains to them is always crucial to keep them motivated and receive feedback from them.

Digitalization has also assisted in export diversification opportunities that assist a company in expanding its global reach while penetrating new markets to showcase services and products offered. This, in turn, helps a business to heavily invest in output growth and creation of new job opportunities within these newly established frontiers of operation.

With automated services, in business processes, customer retention rates remain exceedingly high due to the innate ability of such systems to relay customer feedback through automated questionnaires to gauge product experience. Obtaining feedback and quick response mechanisms are vital pillars of running business operations primarily because the products and services can be custom made to suit different consumer preferences.

Digitalization is a value-added asset to any business providing the right models are integrated during the transitional phase from manual to business automated process. Communicating with key stakeholders is always a benefit if digitalization processes are in progression. Although digitization may be affected, it is always key to think about interfaces in the whole telematics process to seamlessly allow for data linkage within various departments for integration purposes. Also, a key factor to remember is that because digitization works in tandem with people, automated systems are sometimes bound to fail. Thus integrating digitization with skilled labour always works as a solution in the event of unpredictability.

In conclusion, with the future of optimisation remaining a reality, there is a need for Kenya to develop skills in tertiary and secondary institutions of learning to match up to the digitalised processes in businesses. Currently, the number of Kenyans who have committed themselves in careers that utilize Business Process Outsourcing processes are only 7000, which should ultimately be more considering the extent of internet penetration in Kenya.



By Sylvia Karimi

THE PROPERTY SCENE IN KENYA

In the words of American financier Russell Sage, "Real estate is an imperishable asset, ever-increasing in value. It is the most solid security that human ingenuity had devised. It is the basis of all security and about the only indestructible security."

True to this statement, the ideals surrounding property in Kenya and acquisition of property still remains a mirage. This is especially true in these harsh economic times but the benefits that surround property ownership in Kenya are numerous. Many sometimes use properties to act as security in the situation that they are unable to finance loans. Property can additionally be used to accrue supplementary income. To establish viable investment options where property in Kenya is concerned, it is mandatory to analyze the property scene in Kenya so as to carefully examine the performing and nonperforming sectors before a decision is made.

When it comes to matters land, surveys carried out in the year 2019 conducted by Hass Consult

Index showed an appreciation in land value. Studies about Nairobi's 18 suburbs recorded a 0.6% increase. Spring Valley area recorded an increase of 4.43%, closely followed by areas such as Satellite with a 3.2% increase. However, Upperhill property sales dipped with high-land value averaging at Ksh. 550 million per acre. It is important to note, land appreciation is often determined by proximity to main roads, upcoming highways, as well as important landmarks. The Hass Consult Index report conclusively stated that the average value for land had gone from Ksh. 30. 3 million in December 2017 up to Ksh. 192. 7 million as of June 2019.

According to reports obtained from the Kenya Banking Association Housing Price Index, in the first quarter of this year, house prices fell by 2.78%, a significant drop from last year. In the second quarter of this year, they fell by 1.78%. Many analysts equated these dips in sales to limited availability for funding, credit constraints as a result of the interest rate capping, increased non-performing loans thus decreasing appetite on the part of the lenders and oversupply in the property

market which led to lowered prices on properties.

Additionally, according to recent reports carried out by Knight Frank Limited, uptake of commercial office spaces in the grade A and B categories declined by 8% compared to a similar period last year. However, the serviced office sector recorded rapid growth owing to shared office spaces, shared lease agreements, as well as increased demand from small and medium enterprises as well as multinationals. Residential prime properties witnessed a decrease in sales of 1.8% in the first half of 2019 compared to a decrease of 0.8% in the same period last year.

Apartment prices, however, emerged one of the best performers with growth rates averaging between 2.2% and 4% with rental prices dropping to stand at 1.9 % due to the increased demand among middle-income earners. Detached unit prices also realized growth rates of 2.7% in the lower mid-end areas which were resultant of a decline in market properties.

Overall, the performance in the residential areas was positive. This was further strengthened when the prime residential sector received an upgrade with the government stepping in with an affordable housing scheme to provide cost-effective housing framework for 500,000 people. The move to breach the accessibility gap of homeownership was catered to groups of income earners below the Ksh. 100,000 bracket.

The retail sector performance, however, recorded a dip of 0.5% in rental yield due to the declined average occupancy rate of 76.8% compared to 79.8% occupancy rates in 2018. The decline was as a result of shared office space.

It would, therefore, be politically correct to state that the property sector had its fair share of highs and lows. The lows of the property in Kenya were in many ways reflective of the economic situation that has phased the liquidity and cash flow process. With lending rates being affected by the move to cap interest rates, credit facilities to fund housing projects being obscured by the lenders due to nonperforming loans and approval of building

permits. Recent reports show that building permits in Kenya increased to 21247.45 million Kenya Shillings in March 2019 from 9792.55 in February 2019, which was positive.

With the recent capping on interest rates on September 14th, 2016, the cost of borrowing money from the banks was obscured. The property sector, which had thrived at the time, began to experience difficulties when taking loans for mortgages. This had been a practice that had been common in the property sector with the non-performing loans in banks adversely increasing. Due to lower demand in housing, prices in housing dropped by 4.5% to attract more buyers according to reports by Hass Consult Index.

In a bid to tame the situation, the Kenya Mortgage Refinance Company (KMRC) was introduced under the government to allow for easier access to credit for prospective property buyers in light of the liquidity issues. The KMRC is expected to be licensed by the Central Bank of Kenya coupled with financial injections from the World Bank amounting to Ksh. 160 Billion, the project is set to be implemented next year.

As a Corporation, investing in property contributes to our financial capabilities with our property accounting for 27% of our investments. Our properties comprise of office buildings some of which are on the market for letting, we also have housing projects for rentals. The properties we own are strategically located in the urban centers with ease of access to key governmental offices as well as basic amenities. Our portfolio of properties includes Reinsurance Plaza Nairobi along Haile Selassie Avenue, Anniversary Towers Nairobi, Kenya Re Towers Upperhill and Reinsurance Plaza Kisumu.

In conclusion, property still remains one of the greatest assets that can appreciate or depreciate. It is, therefore, necessary that before purchasing property always ensure to carry out research, secure a down payment, consider viable investment loan options, pay debts and seek the assistance of a legal team to understand policies surrounding property in Kenya.

BENEFITS OF SAFETY TRAINING



By Edwin Muthabuku

The importance of observing health and safety practices in the workplace cannot be undermined. This is especially true where it concerns avoiding accidents in the workplace, which often pose major setbacks to businesses' health if not monitored. According to the Occupational Health and Safety Act 2007, it is obligatory for an employer to provide and maintain systems and procedures that are safe without posing a risk to workers. Failure to comply with these regulations could warrant a fine amounting to not less than Ksh. 500,000.

In a bid to comply with these safety measures, Kenya Reinsurance Corporation enlisted its employees to participate in the Occupational Health and Safety (OSHA) training that was convened on July 23rd 2019 at the Kenya School of Monetary Studies (KSMS). The training was carried out across a series of weeks with different groups from Kenya Reinsurance staff being enlightened on the importance of observing safety in their surroundings to avert the occasional accidents.

The topics that headlined the OSHA training included but were not limited to: dealing with fire outbreaks, occupational safety related accidents in the course of work such as trips and falls or even bruises, and the measures to take in instances such as robberies. It is, therefore, needless to state that the immense setbacks a business exposes itself to, should a fire start, are insurmountable not to mention the losses that accompany these instances often take a long time to recover from.

With this in mind, there is a growing need for employers to educate their staff on the added advantages of precautionary measures which, in essence, can mitigate a situation from becoming worse. Once employees are privy to such crucial information that pertains to their safety and wellbeing, not only does it assist them as individuals but also allows for them to share this information with close networks of information such as family and friends.

An accident is, unfortunately, a common phenomenon that can occur anywhere, whether it is in the office or the home environment and as such

should be given appropriate attention in as far as preventive solutions. Unfortunately, many overlook the importance of undergoing safety training but forget the negative outcomes of foregoing such a crucial exercise.

Beyond the obvious reasons, safety training at the home and workplace can avert instances of higher insurance premiums, decreased productivity levels, lawsuits and increased downtime for the business as a result of employees often frequenting hospital. The benefits outweigh the disadvantages and lead to business sustenance provided the trainings are occasionally carried out to keep afloat with the new trends that pertain to safety.

It is also essential to note that safety training in the home environment is equally as important as safety training in the work environment. This is because accidents in the home environment are more frequent owing to the occasional falls and trips as well as equipment, whether it is electrical or gas induced. Drawing from a recently conducted study, home accidents are more frequent with approximately 6000 lives being claimed per year. In conclusion, it is pertinent to admit that safety training is a practice that should be adopted by all individuals because an ounce of prevention is better than a pound of cure.



Staff members in one of the group photos of the OSHA training held on 30th August 2019.

THE NUTRITIONAL VALUE OF MILK



Milk's health benefits are so well known that people all around the world include it as a staple part of their diet. The popular drink is an ideal source of nutrients such as vitamins A, B12 & D, calcium, carbohydrates, phosphorous, selenium, magnesium, protein, zinc and riboflavin. Most of its caloric content comes from the natural sugars found in it. These are essential to the overall functioning and health of the body and they reduce the chances of developing several deficiencies and boost health in a variety of ways.

Milk deficiency

Milk deficiency can cause severe anaemia, osteoporosis and other related illnesses. Milk consumption is essential for good health as it gives energy and strength to do everyday activities. It is the best source of calcium for all age groups. Calcium is important, as it is an essential mineral for healthy growth, functioning, repair and durability of the bones and skeletal system. It will always have a significant role in people's diets as it prevents calcium deficiency or osteoporosis.

Health benefits of milk

It is an extremely beneficial drink for the health of the human body. Some of the advantages of drinking this life-giving nectar are:

- **Supplies calcium** – Milk is the best source of calcium for our bodies. Calcium protects the body from major chronic ailments such as cancer, bone loss, arthritic conditions, migraines/headaches, pre-menstrual syndrome and obesity in children. It also functions as a health aid in losing unwanted fats and reducing weight. Calcium is an essential mineral in the creation of bone matter and bone mineral density measurements rely highly on calcium as the main support structure of our body. It is the quickest, least expensive and most readily available source of calcium in the market.
- **Improves heart health** – Although most of the focus of calcium is on bones, it has also been shown to reduce cardiovascular diseases and the chances of strokes. Two long-term studies in Japan have positively shown a correlation

between daily calcium intake and a reduction in stroke, atherosclerosis and cardiovascular diseases. Therefore, grab a glass of milk for a healthier heart! Furthermore, the magnesium and potassium content in it act as vasodilators, which reduces blood pressure, increases blood flow to vital organs and reduces stress on the heart and cardiovascular system.

- **Healthy bones** – Milk is rich in calcium, which is essential for growth and the proper development of a strong bone structure. Bone disorders such as osteoporosis can be prevented with a significant daily intake of milk. Children deprived of cow's milk have an increased chance of suffering from bone fractures when injured and their healing time will be significantly higher if they don't have a steady stream of calcium to aid in the regrowth of bone matter.
- **Dental care** – Encouraging children and youngsters to drink milk will give them excellent dental health as it protects the enamel surface against acidic substances. Drinking it for energy and health would also lessen the frequency of children consuming soft drinks thus reducing the risk of decaying teeth and weak gums.
- **Acidity reduction** – Consumption of milk products can also help in reducing acidity throughout the body. Drinking cold milk provides relief from acidity.
- **Prevents cancer** – Intake of milk may also provide relief to those suffering from colon cancer. A new study suggests that a diet rich in dairy products may slightly extend the lives of people diagnosed with colon cancer.

Word of caution: Some people may have lactose intolerance and may have trouble digesting milk because of the lactose found in it. The symptoms of lactose intolerance include bloating, stomach pain, gas and diarrhoea. For children, it is advisable to consult your healthcare provider since it's not common among children. For adults, lactose-free milk and its products are readily available in the market. You can also drink varieties of soy or almond milk and still receive many of the same benefits.



MENTAL HEALTH IN THE WORKPLACE



By Coredy Chepkurui

On average, people spend 90,000 hours at work, which is equivalent to 13 years and two months of their lives. Drawing from this, a working environment should ideally be a place that cultivates a culture of happiness because we spend most of our time there.

In surveys carried out by WHO, an estimated 60 million people globally are depressed with 300,000 of them in Kenya. The conversation even becomes sparse at the workplace with the topic remaining unarticulated. It is for this reason that the Kenya Mental Health Policy 2015-2030 was initiated. This policy provides a framework for interventions when it comes to securing mental health reforms in Kenya.

Mental health in the workplace is often a topic overlooked by employees with discussions around mental health being termed as non-issues. It is only until the recent past that the topic gained traction, with many making the correlation between mental health and the inability of employees to perform at an optimum level. Various factors such as the nature of work and occupational hazards that exist play huge roles in stress build-up.

Recent WHO studies have also shown that employees have in the past attributed poor productivity levels to poor communication and mismanagement at the workplace; inflexible working hours and underpayment issues; unclear tasks or organisational objectives; and limited participation in the workplace where it involves decision-making.

With additional studies from the WHO ranking Kenya second in East Africa with the highest

number of depression cases totalling to two million cases per year. There is a definite growing need for mental health awareness in Kenya, particularly in the workplace.

That said, the role of employees where it concerns suppressing these worrying trends and statistics remain uncountable with many viable options. Communicating openly with employers in regards to their issues is one of the ways in which employees can avert stress. Employees who communicate with employers regularly, whether through human resources or department heads, are considered valuable assets owing to the provision of feedback if carried out assertively and respectfully. Socializing with co-workers (also an extension of open communication) plays a huge role in suppressing stress at the workplace because through these interactions a sense of belonging is built.

Scheduling mental breaks during the day also assists in decompressing amidst a busy schedule and creates a positive work-life balance. Lunch breaks and annual leaves should, therefore, be an essential part of an employee's schedule. They allow for system rejuvenation and create a mental break from the usual routine, which is a necessity for increased productivity levels.

Although the occupational front in Kenya is yet to eradicate depression wholly, these are but a few measures that can be employed to minimise the prevalence rates. In the words of famous American politician Arlen Specter, 'There's nothing more important than our good health – that's our principal capital asset.'



By Samuel Ruugia

HEALTH IS WEALTH: AEROBIC TRAINING

Certain mechanics happen in the body during participation in an aerobic exercise. First, oxygen that is brought in by the lungs is transferred to blood vessels. Then, the heart pumps this oxygen-rich blood to the muscles. Here, the muscles utilize oxygen for muscle contraction. This means that through routine aerobic activity, the body becomes more efficient at processing oxygen.

Examples of aerobic activity include running, jogging, biking, rowing and walking. In fact, any exercise that incorporates large muscle groups, raises the heart rate, breathing rate and body temperature is aerobic.

Benefits

- *Decreases blood pressure;*
- *Reduces LDL blood cholesterol level;*
- *Tones muscles;*
- *Improved balance and posture;*
- *Increases blood oxygen level;*
- *Increases flexibility, reducing capability for injury;*
- *Increases cardiorespiratory and cardiovascular system outputs;*
- *Strengthens the heart;*
- *Decreases resting heart rate;*
- *Improves circulation by clearing out cholesterol buildup;*
- *Body adapts to burning fat as primary fuel source;*
- *Improves psychological disposition and reduces stress levels; and*
- *Raises basal metabolic rate.*

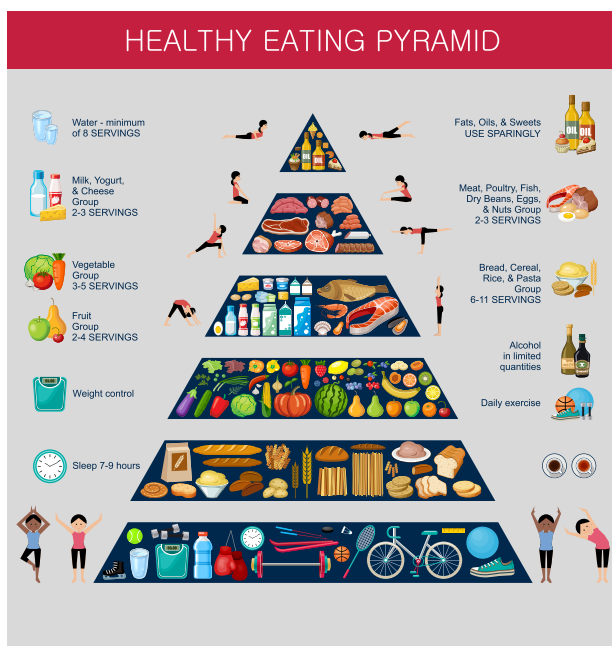
Weekly requirements and limitations

Various researches have shown that fitness level gains are determined by Frequency, Intensity and Duration of the aerobic exercise. Each session (duration) should last from 20 to 60 minutes and be performed 3 to 5 days per week (frequency) at an intensity level measured by a heart rate of 60% – 90%.

During the first 15 minutes of aerobic activity, glycogen or sugar within the muscles is used for energy. Fat metabolism for energy doesn't occur until about 15 to 20 minutes after the beginning of the aerobic activity. This is why it's important that aerobic duration be at least 30 minutes. Aerobic sessions greater than 1 hour continue to burn fat but at not the same rate as during the first hour.

Additionally, sessions greater than 1-hour increase the risk of injury due to fatigue. Increasing aerobic frequency (greater than 5 times per week) does not give the body a chance to fully recover and can even reduce the body's capability to defend itself against illness. It is important to listen to what your body is trying to tell you. Rest, adequate sleep and proper diet all become more critical when demands are placed on our bodies above the normal physical stress.

Diet Requirements



The type of fuel you put in a vehicle depends on the performance you expect out of it. The same is true of our body. Unlike weight training, aerobic training has two main goals. The first is to improve cardiovascular performance, the second to burn fat. Both of these goals can be realized during the same aerobic session.

If the goal is to simply improve cardiovascular strength then we need to target performance. Like weight training, we want to consume a complex carbohydrate snack before aerobics. A sugar snack will not provide the sustained energy and in fact, may decrease performance. Excessive sugar intake before aerobic activity can work against the participant.

When large amounts of sugar are ingested, the pancreas must secrete insulin to metabolize the sugar. Insulin levels in the blood inhibit the liver from metabolizing fat. Therefore, little or no fat burning takes place during exercise. This includes sugary drinks i.e. sports drinks which stay in the stomach much longer than ordinary cold water thereby inhibiting quick hydration. Therefore, if the goal is to burn fat, then water only should be consumed before aerobics. Check with your nutritionist for the appropriate diet.

Types of aerobic activities

Anything that maintains the target heart rate 60% – 90% of the Maximum Heart Rate is considered aerobic. If the heart rate is lower, then aerobic levels have not been reached. If the heart rate is higher, then an anaerobic level has been reached. During anaerobic exercise (sprinting) protein is being consumed and energy is being produced without the benefit of oxygen.

High intensity, high impact aerobics is not necessary to burn fat. For example, running for 1-mile burns only 20% more fat than brisk walking for 1 mile. It's important to focus on the exercise and maintain the target heart rate. Watching TV, reading books or other similar activity tends to distract the participant from monitoring the target heart rate. Use music with sufficient beats per minute to intensify the exercise session (120 – 140 bpm).

It is important to provide a period for cool-down. Abruptly stopping aerobic activity can cause blood pooling in your lower extremities or making you feel lightheaded.

FOUR HARD-EARNED LESSONS FROM 'THE HARD THING ABOUT HARD THINGS'

by Ben Horowitz



By Luke Kiunga

*Every time I read a management or self-help book, I find myself saying, "That's fine, but that wasn't really the hard thing about the situation." The hard thing isn't setting a big, hairy, audacious goal. **The hard thing is laying people off when you miss the big goal. The hard thing isn't hiring great people. The hard thing is when those "great people" develop a sense of entitlement and start demanding unreasonable things.** The hard thing isn't setting up an organizational chart. The hard thing is getting people to communicate within the organization that you just designed. The hard thing isn't dreaming big. The hard thing is waking up in the middle of the night in a cold sweat when the dream turns into a nightmare.*

Ben Horowitz



Sometimes an organization doesn't need a solution; it just needs clarity.

– Ben Horowitz

Entrepreneur and venture capitalist Ben Horowitz gets real in his recently released book 'The Hard Thing about the Hard Things'. While most start-up stories read like a romance novel, Ben's book is more like watching the film 'Fight Club'.

He wants to dispel the myth that being an entrepreneur is always exciting. He says, "The biggest myth is that it's fun. The reality is that creating and running a business is an incredibly tough grind and its emotionally debilitating. It can be euphoric, but more often than not, it's terrifying."

Ben cut his teeth in the tech sector and now he is a cornerstone of Silicon Valley's venture capital community. His firm funded ventures like Airbnb, Skype, Facebook and Twitter. Here are four lessons he shares in his book:

1. When Things Fall Apart: Get Real

Victories are fun. Things falling apart, now that is terrifying. Stock markets crash, anchor clients leave, new competitors enter the battle and investors bail on you. **When your venture is fighting for its life, no amount of positive messaging will save the day.** Ben says that when things go wrong in your company, nobody cares. No one is going to step in and rescue you. Ben's message is that you need to get real. He says spend zero time on what you could have done and to **concentrate all of your efforts on finding that one seemingly impossible way out of your current mess.**

2. Good or Bad: It's Contagious

Jim Barksdale, Ben's old boss, said, **"We take care of the people, the products and the profits...in that order."** Ben says that many ventures pick the wrong people for the wrong positions for the wrong reasons. The impact of having the wrong people directly impacts your ability to create and deliver a product. And without a winning product, you will not generate profits. Game over.

He says there are three lessons you can learn:

- Hire for strengths versus lack of weakness;
- At every single point of your venture's life, invest in training your team. It will generate exponential dividends; and
- Make sure you are a great place to work.

When times are tough, you will have to lay-off people. By being a great place to work, those who remain will understand the situation and stick by the CEO's side to forge ahead.

3. Growing Pains: Right People at the Right Time

Go big or go home is the prevailing culture in Silicon Valley. This means that entrepreneurs need to figure out how to scale. This is a major challenge since most entrepreneurs have zero experience with scaling something. Ben notes that one of the hardest things to do is get the right people at the right time for your scale. Most of the time people are lured into what he calls the scale anticipation fallacy. CEOs start picking up big-name talent in the hopes that they will help the organization rise to the next level. The problem is that these big names are often over-sized for the venture and end up squashing its potential as frustration sets in and eats up precious management energy.

What you want to do is hire the right person for the right job at the right time. And as the venture scales, you can adjust, adapt and rework your teams.

4. Mental Strength

CEOs face tremendous pressure. When times are tough they have to deal with unhappy investors, employees and clients. It can be a lonely job. Ben says it's like the fight club of management. "The first rule of the CEO psychological meltdown is don't talk about the psychological meltdown."

Ben says three tools help beat back the pressure. **The first is to build a trusted circle of friends where you can be open about your thoughts.** They will help you think through challenging situations and provide strength. **The second is to clear your mind.** This is all about getting your thoughts out of your head and onto paper. That way you can see it and get some perspective on the situation. It lightens your mental load. Finally, Ben encourages entrepreneurs to **free up their emotional bandwidth.** He says dwelling on the past and worrying about the future eat up your emotional resources. For him, the key is to focus on where you are going rather than on what you hope to avoid.



"The Struggle is Where Greatness Comes From"

About Ben

Ben Horowitz is the co-founder of the venture capital firm Andreessen Horowitz. He was the co-founder and CEO of Opsware, which was sold to Hewlett-Packard for \$1.6 billion in 2007.

<https://www.forbes.com>

Investor Briefing Pictorial



A section of Kenya Re board during the investor briefing at the Intercontinental Hotel, Nairobi.



A section of the board members followed proceedings of the investor briefing on 2nd August 2019 at the Intercontinental Hotel, Nairobi.



From left: Manager Claims, Ms. Alice Mbutu, Manager Risk & Compliance, Mr. Sammy Kaaria and Manager, Zambia Office, Mr. Mumut Ole Sialo engage in a discussion at the Corporation's half year investor briefing held on 2nd August 2019.

The chairman Mr. Chiboli Shakaba gives his remarks during the investor briefing at the Intercontinental Hotel, Nairobi.



General Manager, Finance & Investments, Mrs. Jacqueline Njui & Ag. Manager, Corporate Affairs, Mrs. Sylvia Karimi engage in a discussion before the start of the Corporation's investor briefing.



Guests follow proceedings of the release of the 2019 Half Year Financial Results at the Intercontinental Hotel, Nairobi.



Chairman, Mr. Chiboli Shakaba and Managing Director, Mr. Jadhiah Mwarania shake hands after they arrived at the Intercontinental Hotel to release the Corporation's 2019 Half Year Financial Results.

OSHA Pictorial



A practical session ongoing at the Corporation's Occupational Safety & Health (OSHA) training held at the Kenya School of Monetary Studies (KSMS) on Friday, 26th July 2019.



Staff listen to tips in a practical scenario/situation at the Corporation's Occupational Safety & Health (OSHA) training held at the Kenya School of Monetary Studies (KSMS) on Friday, 26th July 2019.



Pollpine lead facilitator explains a point at the 2019 Occupational Safety & Health (OSHA) training held at the Kenya School of Monetary Studies (KSMS) on Friday, 26th July 2019.



Rachel Gatune and Josephine Atandi during one of the demonstrations of the OSHA training at KSMS on 23rd August 2019.



Staff members in one of the group photos of the OSHA training held on 30th August 2019.



Staff members (l-r) John Ihugo, Lilian Kanari and Login Nterere during the OSHA training held at KSMS on 2nd August 2019.



IMPORTANCE OF NURTURING TALENT IN THE YOUTH



By Sylvia Karimi

"Micro-managing creativity kills it. To encourage creative brilliance, foster an atmosphere where it can thrive and then step out of the way and let it happen", reiterated American author Stewart Stafford about talent management among the youth.

Inarguably, Kenya is a developing country is constantly faced with a myriad of challenges ranging from inaccessibility to healthcare, costly housing, poor infrastructure among others. It was against this backdrop that the "Big Four agenda" was spearheaded by President Uhuru Kenyatta. It was launched to combat the underlying problems that were being experienced and also to create a sense of empowerment with the youth as his core focus. Hence the reason why President Kenyatta on the 12th August 2019, initiated a forum for job creation among the youth dubbed as 'The Ajira Digital Program'. These facilities were developed

within every county to sensitize the public on the youth's potential.

According to the World Youth Report, there are currently 71 million unemployed young people, while many youth work in informal jobs despite having obtained an education. The same report in conjunction with the International Labour Organisation estimates that 156 million youth in low and middle-income countries are living in poverty even though they are employed. The situation in Kenya is no different, with further studies conducted revealing that the unemployment rate in Kenya stands at 9.31% in 2018.

Drawing from these reports, the unemployment rate of the youth still remains at a high in spite of the increased efforts to eradicate the menace. According to reports from the World Bank, 75% of

Kenya's population is the youth with 1.8 million of them still unemployed.

With these statistics, the question that begs is what are the underlying factors that have pushed the unemployment rates in Kenya to these staggering figures.

Despite education being at the helm of the Big Four Agenda, the education system in Kenya has often been alluded to as the ailment in the system due to claims of poor technical training skills in the curriculum. This is in spite of the continued efforts by the government to introduce free secondary education while also availing Ksh. 17 Billion for students to receive free laptops to inculcate digitalization into the education system

Many have, therefore, linked the high unemployment rates in Kenya to a poor curriculum, lack of supervised internships and the lack of a holistic educational approach. The youth aren't equipped with soft and hard skills and their creative skills aren't sharpened either. This ultimately means that they don't become multitasking individuals who can adequately make independent decisions without much supervision.

Although this is hoped to change with the recently announced radical move of planned restructuring in Kenyan universities. This is to ensure quality education in the wake of high inflation rates in the country for August 2019 at annual inflation rates of 5.7%.

Judging from these surveys, there is an increasing need for organizations to take up the responsibility of nurturing the youth. This will equip the youth with adequate skills and knowledge in as far as revolutionizing the current state of affairs in Kenya. The youth, therefore, should be viewed as instruments of change in a country because they are fully equipped to integrate their skills alongside their telematics knowledge to combat the problems facing Kenya. As such, there needs to be increased investment in nurturing their skills through mentorship processes, internships as well as industrial training to add to the existing database of knowledge.

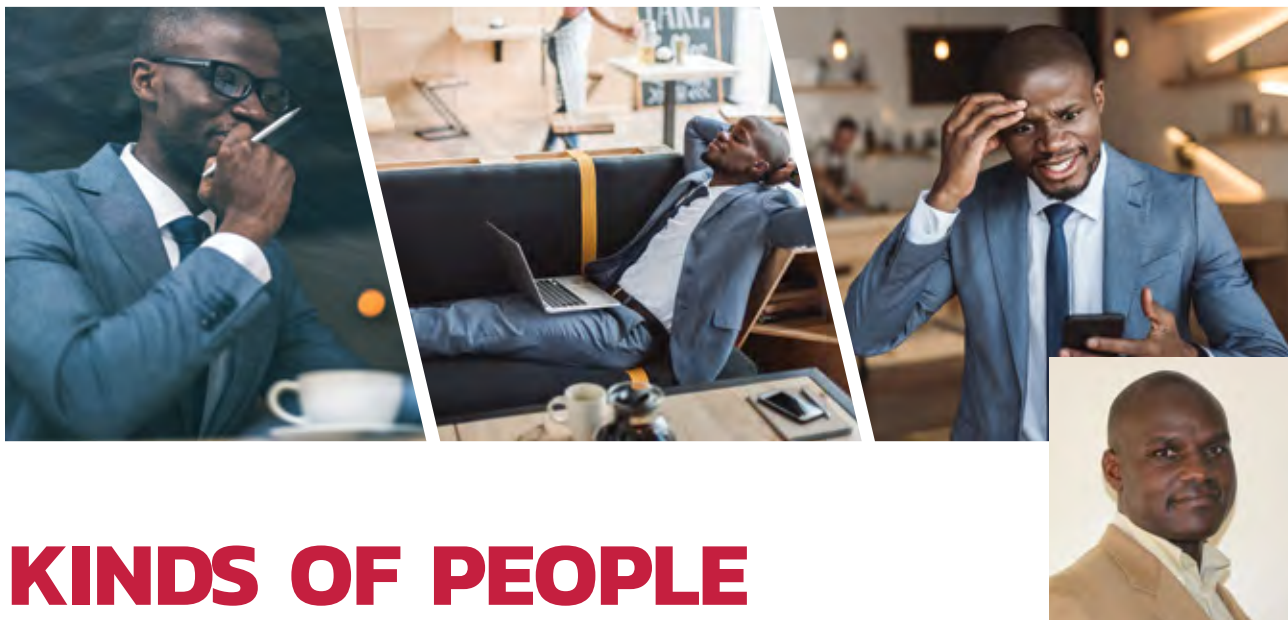
The Corporation's core values which has been firmly rooted in promoting learning and innovation as well as aiming towards the development of people and culture still remain a strong proponent for the training and development of the youth in Kenya while offering trainings pertinent to the reinsurance sector.

When a country, therefore, invests in its youth, there are a host of yields that accompany this decision. One of these being, value creation or marketability is created when the skills of a young person are nurtured. In partnership with statutory bodies, Kenya has been able to create affordable vocational training centers for the skill-building capacity to further strengthen the educational policies.

Nurturing talent in the youth instills and boosts their confidence levels in their abilities. Thus, more youth, as a result, become self-reliant while also seeking avenues to start their entrepreneurial ventures which consequently allow for more job opportunities for upcoming youth. Through programs to nurture talent in the youth, a country can be able to have a variety of skilled artisans and professionals in various fields which then allows for the numbers of skilled laborers to increase thus allowing for general output of product and services to be of high-quality standards.

With the current trends in the employment of employers expecting more from employees, nurturing talents among the youth, allow for the individual to become a value add to the company while increasing their chances of landing a job.

As can be deduced, the youth are the future of a country and hence if adequately invested in they can help decrease poverty levels in a country. The youth should, therefore, be more engaged in policy developments owing to their ability to design policies that will be applicable in the globally evolving times. As Sabuz Shariar Khan, once reiterated "The greatest power of the youth is that they can think beyond boundaries."



KINDS OF PEOPLE

By Davis Onsakia

There are three kinds of people.

Those who do good because they know it is good to do good. They know good comes back to you, pressed down, running over... later on. Any Evangelicals in the house?

Another group is those who do good because they know somebody is watching them. A mean supervisor with a cane in his hands, ready to deploy it even if it isn't necessary, makes all the difference to them.

The last set is those who work because they've been promised some goodies, once the sweating is done.

Which set do you belong to?

The group you can identify yourself with makes all the difference in this life.

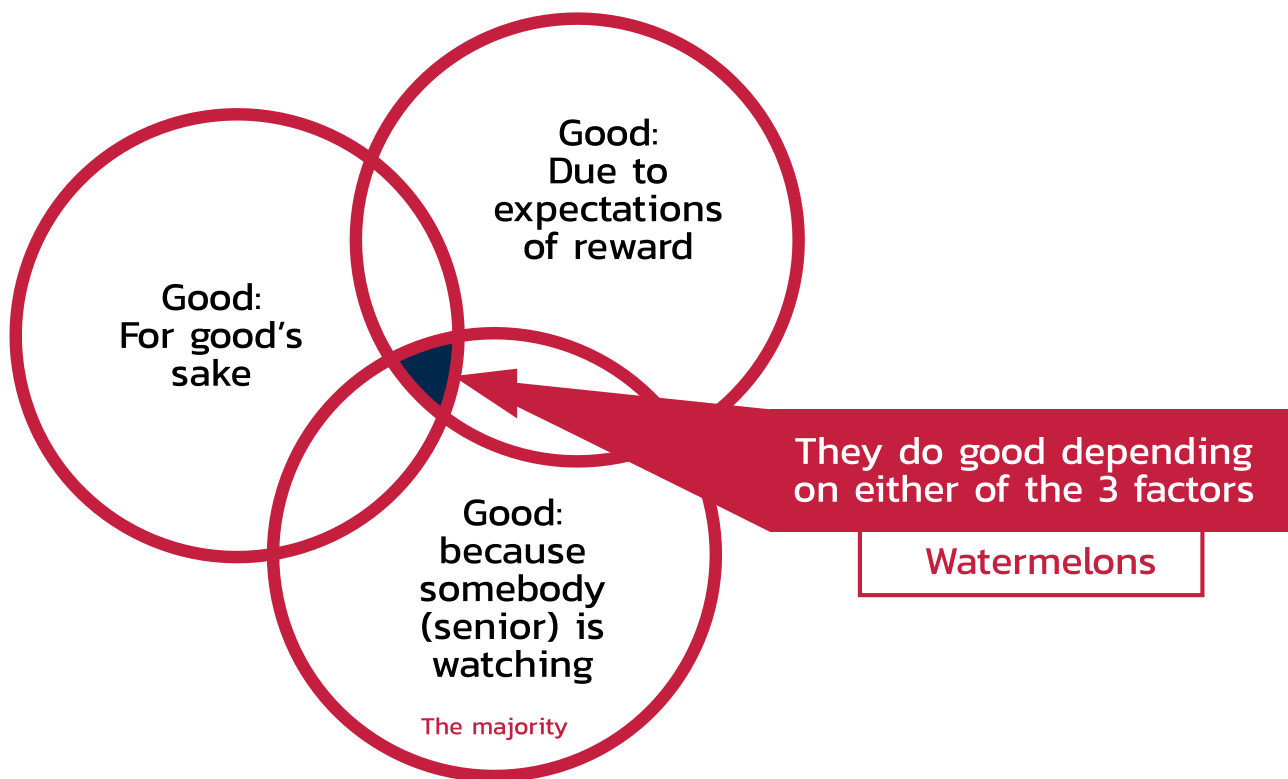
The first group are those who report to work or their business on (or in) time and work extra hard to deliver to their employer, families and humanity as a whole. They make all the difference in this world. They work more because they love their job or business and they cannot do anything else. When they retire, they continue doing what they're doing, even on a pro bono basis. Whether it's volunteering in that charity organization next door or sharing their skills, expertise and experience in

a local group where they regularly meet. Mechanics, electricians, IT experts and accountants belong here.

The second cluster has the majority. Where many are gathered, be careful not to disturb the pond. (They can beat you up!).

This set can only work under supervision. Nothing works unless you work on them to work. Being a supervisor to this set is the most frustrating job. And note that they are the majority. Do you belong here? Then know that you are making somebody's life miserable. You wanna change – because when also you climb up the corporate ladder, things will be difficult for you too – revenge served in double portion!

The last category is those guys who, ideally, deserve to be paid wages. These guys seriously believe nothing moves until you grease their hands with the legal tender. They believe that they deserve to work only for paid-for engagements. Volunteerism is not part of their vocabulary. Because of this aloof attitude, they miss many learning opportunities – you learn a lot when you get your hands dirty. And you can only be paid once you deliver – and sometimes you're not very sure of the path. Makangas, turn boys, some government and parastatal officials fall here.



There also those who don't wholly belong to either of the above categories. They have their legs in different pots – basically not fully decided on what they should believe, follow or get paid to do. Politically speaking, 'watermelons' of the workplace. However, at the end of the day, the dominant motivation that places you in a specific set normally wins. And this ends up determining your fate, not only in your career but also in your personal life.

This brings to me an issue I've been intending to write about for some time now. What places a person in the set that they belong? What places you in the set that you identify with? Is it your education (or lack of it)? Is it your exposure? Experience? What really determines where you belong?

What makes a politician, a parastatal chief or a businessman continue accumulating money without caring for the environment and the people working under him/her? What makes them accumulate so much that even if they were to spend a Ksh. 1 million per day for the rest of their lives, they

cannot exhaust the wealth? What really motivates such an individual? What drives you?

Psychologists in the house can volunteer many explanations (if any) of such behaviour but I have a simple conclusion: it is simply lack of values! Lack of values in their upbringing, not lack of education, professional or academic training. It's more of a sadistic upbringing. This has nothing to do with religion. It has everything to do with what your mama and baba taught you; they gave you no values, you cannot be taught these in any class, even the class of life! And hence it boils down to family. If have a dysfunctional family (and I mean dysfunctional in the sense that you can do what you want, when you want, to whomever you can, the way you want) then don't shed any crocodile tears later when that young boy grows up and has no qualms grabbing and kicking anything and anybody in his path.

Think good and do good for it is good to do good.

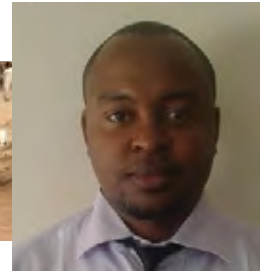
1 Footnote:
Spending KES 1 million per day, working with God-given life expectancy of 70 years (KEBS will give us a new life expectancy once the Census 2019 figures are out) translates to: KES (1 million X 365 days in a year X 70 years) = 25.55 billion total expenditure in your entire life. This is assuming you got this money before you popped from your mother's womb. Since this is not practical; so halving this to 35

years of life expectancy we will get (1 million X 35 years X 365 days) translates to KES 12.775 billion – this is more than the taxes being demanded by KRA from some entities.

Another assumption in the above calculation is these monies are in your current account – your work is just to withdraw and 'chew' – no investment or returns.

Accountants, tuko pamoja?

Then the question is, why do we have to keep 'stealing'? Is that not cheating yourself?



THE CHERRYEATERS

By Luke Kiunga

This is a story of cherries as narrated by the one who has on no occasion and maybe will never taste them. Her name was River Tana. She was tall and dark just like chocolate. Her curvaceous body was the envy of all the mountains, hills and ranges, which poured their cool, fresh and clean and some muddy tributaries into her. She had a certain captivating dexterity in storytelling especially when the story buoyed around cherries, actually, you would ruminate she was a cherry farmer or the very least, a cherry eater. Though when she appreciated someone had noted inconsistencies in her storyline, she would confess that the story of cherries was told to her as it had been 'told' to the one who told her.

There was a contention though fitting the hills, ranges and mountains on one side and forest, grassland and even savannah on the other side. Each claimed to own and be the source of the waters which generously fed the beautiful, calm and yet at times violent Tana River. Every time she hovered by each, they clung onto her and whispered sweet nothings of how they loved and cared for her. She understood each one of them for she had for ages interacted with them. Maybe save for the few times the so-called 'human beings' barricaded her way by erecting or digging very deep and wide holes they called dams. She could, however, fill them, overcome and continue with her times slow, but sure journey to her final destination.

She kissed her 'owners' and then enjoyed her cool tender candling. "Human Being? What will they become? They had obstructed my way!" she was overheard telling Savannah along the dry, hot Garissa when finally she reached there after having stayed for over three months without passing by. Garissa Savannah was very much worried that the wild animals that crisscrossed her would eat all her species up in absence of Tana River for it is on her kind survival depended on.

Tana River, with her gusto, treasured the story about cherries, she narrated the story to her 'owners' along the strait gates. The story about the far-

away cherries which were adored by 'human', she claimed, "It would take the human being lengthy hours and even days via air using their 'birds' to reach the cherries." She told the story about the nearby cherries, she exclaimed that nobody liked, neither attended to the nose distance cherries except that were forced to them by the forces of nature.

Human being looked forward to the next expedition to go and hunt for cherries, it was startling how they strategized, planned and executed the plans for the far away cherries. Tana River alluded to something that baffled both her owners and those who lived within her. It seemed like the real inspiration for expeditions was not the cherries but the benefits, which came along the long expiration. Like a chance to meet a perfume or a sponsor, a chance to see new tree variety, birds of different colours, take a selfie with a stranger in a strange land and post to social media for applause by peers and show that you have reached 'there', you know? The journey across the forest, along the oceans and over the air was full of perfume cherry eaters.

'Perfume' was a nickname christened to the female cherry eaters. It wasn't clear how the nickname 'Perfume' came about for there were many theories and notions postulated by Tana River.

To be continued...

Subtopics: *The rise of cherries*

The upsurge of cherry eaters

Perfumes and Sponsors

Modernization of nose distance cherries

To be continued...

Towards the end it seemed like the end, push came to shove and the truth came out as it always did. River Tana narrated the finale of long-distance voyages, perfumes and sponsors capitulation to irrelevance and the end of cherry-eaters happiness, demise of cherries and, of course, the conclusion of narrative of cherry eaters.

Kenya Re Retakaful

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KENYA RE
STRENGTH & WISDOM BEYOND BORDERS



By Coredey Chepkurui

TOMATO AND BASIL SAUCE WITH SPAGHETTI

A rich tomato sauce speckled with herbs is an easy to prepare all-time favourite pasta sauce.

INGREDIENTS (4 SERVINGS)

Preparation time: 30 minutes

3 tbsps. vegetable oil

Onion, chopped

2 cloves garlic, finely diced

6 ripe tomatoes, peeled and cut into chunks

1 tsp vinegar, 1 tsp sugar

1 tbsp. dried basil

½- tsp oregano

1/8 tsp black pepper

Salt to taste

1 sausage, cooked and diced (optional)

DIRECTIONS

STEP 1 In a saucepan, add the oil, onions and garlic. Cook until soft and slightly brown.

STEP 2 Add the tomatoes and 2 tbsps. of warm water. Stir, cover and cook until soft.

STEP 3 Add the vinegar, sugar, basil, oregano, black pepper and salt. Stir well and cook over low heat for 20 mins.

STEP 4 Stir occasionally and add 1/8-cup water to prevent it from sticking.

STEP 5 Serve spooned over pasta with sausage or ham pieces, if desired.



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OUR HOME OWNERSHIP SCHEME

At Kenya Re, we understand that owning a home requires a significant investment. So, we have considered financing members of the public to acquire homes of their choice through our Commercial Mortgage Scheme.

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The Kenya Reinsurance Corporation Limited was established in 1971 to transact reinsurance business. This provided funds for investment in both Commercial and Residential properties to the public on the Corporation's housing projects. You can purchase an existing, developed residential property at an affordable interest rate of 14% per annum. All you need is to fulfil the following:

ELIGIBILITY

- All Kenyan citizens, permanent residents or expatriates are eligible.
- Maximum age at the end of the mortgage term must be 60 or retirement age, whichever is earlier.
- Salaried customers, directors of reputable companies or well-established SMEs with demonstrable and verifiable monthly income for the past 12 months.
- Professionals and consultants who earn a regular monthly income and are purchasing a residential property for owner occupation.

REQUIREMENTS

- The property should be fully serviced, ready for occupation and with valid title document.
- The house loan should be from Ksh. 3 Million to a maximum of Ksh. 20 Million.
- Maximum repayment period of 20 years.
- Financing up to a maximum of 90% of the value of the property.
- The property should be within a municipality.

DOCUMENTS REQUIRED

- Certified copy of ID / passport.
- Copy of KRA PIN certificate.
- Certified letter from employer stating terms of employment (it should include your pay / position / duration of service / retirement age).
- Certified copies of last six pay slips.
- Sale agreement.
- Documentary evidence of any other income.
- Certified copies of bank statements for 12 months and audited three years annual accounts for self-employed applicants.
- Copy of title deed.

ON ACCEPTANCE OF THE OFFER YOU WILL PAY

- 10% deposit of the property value to the vendor/ Kenya Re.
- Commitment fee of 1% of the loan approved.
- Valuation fees payable to the valuer directly.
- Legal fees payable to the advocates.
- Stamp duty of 4% of selling price payable to the government.

COST SUMMARY

Deposit	10% deposit of the property value
Commitment fee	1% of loan approved
Valuation fees	Depends on property value
Legal fees	Depends on loan amount
Property Insurance	Based on value of the property
Mortgage Life Policy	Based on outstanding loan amount
Stamp duty	4% of the property value

For more information contact:

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