

5 August 2016

The Director,
Directorate of Immigration and Registration of Persons
Nyayo House 20th floor, Kenyatta Avenue
P O Box 30191 - 00100
Nairobi.

Attn: Principal Immigration Officer

UNPATRIOTIC BEHAVIOR BY FOREIGN GM OF LIBYA OIL KENYA LTD.

This is a letter of complaint against the person of Mr. Duncan Murashiki, the General Manager of Libya Oil Kenya Limited who is a foreigner. In the recent past, he has acted in ways that make light of Government requirements and embarrassed Oil industry executives and Government officials in meetings.

In the initial instance, he directed staff at Libya Oil Kenya limited to not cooperate with Kenya Revenue Authority Auditors who were making legitimate queries about potential tax non-compliances. Those of us who heard about this felt that this was a very unpatriotic act as it potentially denies the Kenya Government much needed tax revenues.

If the company had nothing to hide, and we doubt it, he should have not issued this instruction to employees and allowed KRA auditors access so that the issues, if any can be cleared once and for all. As it is, we have been getting several visits from KRA Auditors because they believe there to be several tax non-compliances, but they have been unable to complete their tasks because of non-cooperation by staff on the directions of Mr. Murashiki. One case involves fraudulent use of KRA stamps to remove products from storage which denied KRA tax revenues.

Shortly afterwards, we heard from industry colleagues of instances where during an industry meetings, Mr. Murashiki spoke to Ministry of Energy officials and other General Managers in the oil industry in Kenya in a belittling manner (almost bordering on derogatory remarks) by crudely rubbishing their ideas and proposals, some of which meetings were attended by the PS.

This has caused us serious embarrassment as our colleagues and friends in the industry keep raising these issues. It makes us wonder why the Government of Kenya grants work permits to people with psychological profiles and a negative attitude towards the Government and to Kenyans in particular.

In the future, we propose that this person be denied a work permit, or even an extension because it will legitimize his poor attitude towards Kenyans which may lead to more embarrassing situations where Government officials are involved.

We request that you keep this letter confidential as we would not want lose our jobs unfairly, as he has shown he is capable of doing.

Yours sincerely,

Patriotic Kenyans &
Employees of Libya Oil Kenya Limited.

Cc. Commissioner General, KRA
Inspector General, Kenya Police
Directorate of Criminal Investigations
NIS Headquarters

30/Aug/16

The Director,
Department of Immigration Services
9th Floor, Nyayo House,
Kenyatta Avenue/Uhuru Highway
P O Box 30191 Nairobi 00100

Dear Sir,

**SEXUAL HARASSMENT, EMBARRASSMENT & EXPLOITATION OF FEMALE EMPLOYEES BY OILIBYA
GENERAL MANAGER.**

In the past, we have seen our dear sisters suffering silently from the attentions of the man who heads Libya oil Kenya; we have heard several stories that are difficult to substantiate due to their sensitivity but we believe their veracity because of the consistency of the stories with his behavior in the office.

Upon assuming office in early 2015, he separately approached two of the ladies working on the office with offers to give them promotions if they accepted to meet his physical needs. Some of the offers were to assume very high office – and while no complaint was lodged, it was common public knowledge within the halls of the office.

Later in 2015, he warmed up to a lady in the office who he gave an unusual benefit, beyond his approval authority (supposedly as a reward for good work) despite the fact that she worked in a committee and was supervised by a manager in the office. This action left many in the office dumb-founded as it appeared very unusual. It appears that a complaint was lodged and the corporate office in Dubai ignored the complaint. Shortly after receiving the reward, the lady was promoted to a senior position in the company, against all expectations.

At the moment and due to a heavy handed approach by the GM, we realized that he has significant sway over employees who fear him due to his heavy handed approach which has seen several senior executives, one of whom is a woman, leave the company for other companies.

It has not escaped the attention of employees that he has also been inviting some of the women to his house for lunch meetings and while nothing has been exposed about these meetings, we, the male colleagues in the office fear for the worst. In the recent past, we have seen some unusual and close bonds developing between him and some of the junior female staff in the company which can only mean that the closeness is not because of duties of official nature.

In a demonstration of the GM's low regard for female members of staff, recently, a female employee made a written complaint to the company authorities regarding off-hand and callous comments, made by the GM during a company meeting, regarding her and other ladies in the same department. In the complaint, the female employee described the comments made by the GM as "gender

insensitive, disrespectful, offensive, diminishing, unprofessional and demotivating". To our knowledge, no action has been taken against the GM.

In another case, when the wife of the company general counsel was undergoing complications due to her pregnancy, he openly spoke of transferring other expectant female staff in the company to legal department because, in his own words, "that is where all the births were taking place". He did this despite the fact that the lawyer's wife was facing life threatening complications during her pregnancy which necessitated pre-natal hospitalization.

Because the Dubai office has not investigated and dealt with any of the complaints that have been levelled against the GM earlier, we as employees feel that we have nowhere to turn. Individuals reporting the matter to authorities fear for their jobs. We therefore seek your intervention to:

1. Effectively probe and put these concerns of alleged sexual harassment/ exploitation and the derogatory treatment of women to rest and
2. Demonstrate that indeed the rule of law does exist and has to be followed in Kenya.

We await and seek an effective stop to the culture of harassment perpetrated by the GM of Libya Oil that has enabled him to harass, embarrass and exploit female employees of the company without them having any recourse.

Unless, the GM changes his approach, we do not believe that this is the type of person who should be allowed to lead an organization that plays such an important role in the economic activities of our great country of Kenya.

Yours Faithfully,

Libya Oil (K) Ltd Employees.

Cc. Inspector General, Kenya Police Service Headquarters
Min of Public Service, Youth and Gender Affairs
Director General, NIS

October 12, 2016

Department of Immigration Services
P O Box 30191
Nairobi 00100

Principal Immigration Officer,

OILIBYA GM HARASSING EMPLOYEES.

The General Manager of Libya Oil Kenya Limited has been behaving very arrogantly towards employees of the company and making us employees feel worthless. He is from Zimbabwe. He speaks to us in a high handed manner and always suggest that Kenyans have no skills and are not as smart as they are said to be in the national and international press. He claims that his fellow countrymen are of much higher intellectual capacity and we should work hard to emulate them or else our beloved country Kenya will fall to doom.

In fact, he fired three senior executive last year that left employees in a state of shock and fear, which means that now he is free to manipulate all of us to do his bidding whether it is right or not, out of fear of being sacked the way the senior executives were sacked. When government departments request for information, we cannot reveal information of the company, so to avoid these requests, employees have to pretend to be ill because we are caught between a rock and a hard place which is an unacceptable position for employees of a big oil company to be in.

He harasses employees and puts them under undue pressure over small issues that are not existent to the extent that some employees actually fall ill due to the pressure of threat of firing. Even where employees have other sources of income he wants to investigate them because he feel that he is the only one with a right to drive a mercedes benz – how are we as Kenyans to survive or progress in these difficult times under this kind of regime. Our lawyer had to sell his MB car and buy a Toyota to fit into the demands of this dictator.

We pray that the Government, particularly your department will confidentially investigate all these claims and others that we are unable to mention here due to their sensitivity as we Kenyans face the likelihood of not being able to grow and support our families effectively while working under this person. One person had to resign out of fear because Duncan (GM) was investigating why he was talking to the company employed staff of his official residence while supervising repairs at his house. In addition, he also fired all the staff at the residence because he feared some secrets about him were about to be exposed – of which there are many rumours. Another senior staff left the company after Duncan was victimizing him and attempting to demote him even after he had done a good job while working as GM of Uganda – all to ensure that Duncan maintains the dictatorship he has set up in the company and cannot be challenged by senior staff who are more capable than him.

Yours Faithfully,

Frustrated employee
Oilibya Kenya.

Copy to: IG, Kenya Police (OCS Gigiri)
NIS Headquarters