

## **Influence of affirmative action policy on recruitment of devolved government employees in the county government of Busia**

The general objective of this study was to investigate the extent to which affirmative action policy has been implemented in human resource recruitment and procurement in Busia County. To investigate the level of compliance to the policy. Affirmative action policy was independent variable while the expected affirmative action evidence (both positive and negative ones) form the dependent variable. The interplay of the said variables is regulated by an intervening variable hinged on policy framework and cultural values. The study purposively interviewed 12 Chief Officers /Directors out of a total number of 22. It also got responses from 37 devolved general staff of Busia County. All of the chief officers/Director's interviewed were male. There were 27(72.97%) male in the general staff while the rest 10 (27.03%) were female. A majority of the chief officers/directors were aged between 31- 35 years and only one was below 30. Most of The Interviewed Chief Officers had a Degree and above. Most of the workers were aged between 41-45 years and mostly Diploma holders. From the findings ,35.13 % of the general staff equally are below 35 years. This conforms positively to the affirmative action policy that touches of 1/3 gender rule. this credence is supported. The study recommends that the marginalized groups need to be expounded by being given adequate information to inform sound decision making and Recruitment policy should be harmonized to allow the youth, women and people with disability to be recruited with a slightly inferior qualification but with prioritize to grow professionally by accessing higher education while on job etc.