



**DR. RATEMO TOM JUNIOR**

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Email: [ratemo.tom@ku.ac.ke](mailto:ratemo.tom@ku.ac.ke):

**CURRICULUM VITAE**

**CAREER OBJECTIVE:**

Seeking an opportunity to utilize my skills, abilities in the field that offers professional growth, being resourceful, innovative, proactive in teaching and management/administration and being part of your esteemed institution that gives scope to enhance my knowledge and skill for the benefit of the institution.

**EDUCATION:**

- 2017** : **Advocates Training Programme (A.T.P.)**  
Kenya School of Law, Nairobi, Kenya.
- 2010-2014** : **Doctor of Philosophy (Ph.D.) in Law**  
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad,  
Maharashtra, India.
- 2007-2009** : **Master of Laws (LL.M.) – First Division with Distinction**  
**Specialization: Labour Laws**  
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad,  
Maharashtra, India.
- 2006-2007** : **Bachelor of Laws (LL.B.)**  
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad,  
Maharashtra, India.
- 2004-2006** : **Bachelor of Laws (General)**  
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad,

Maharashtra, India.

- 2001-2004** : **Bachelor of Commerce (B.Com) - First Division**  
**Specialization: Marketing and Personnel Management**  
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad,  
Maharashtra, India.
- 1999-2000** : **Certificate in Computer Applications**  
Compuera Computer College, Nairobi, Kenya.
- 1995-1998** : **Kenya Certificate of Secondary Education**  
Karura S.D.A. Church School, Nairobi, Kenya.

#### **OTHER QUALIFICATIONS:**

- 2008** : **Advanced Diploma in Insurance (Fellowship - Final Level)**  
Insurance Institute of India, Mumbai, India.
- 2005** : **Diploma in Insurance (Associate)**  
Insurance Institute of India, Mumbai, India.
- 2003** : **Certificate in Insurance (Licentiate)**  
Insurance Institute of India, Mumbai, India.

#### **WORKING EXPERIENCE:**

- May 2016 - To Date:** Law Lecturer at Kenyatta University, School of Law, Parklands Campus, Nairobi, Kenya.
- Jan 2015 – July 2016:** Law Lecturer at the Catholic University of Eastern Africa, Nairobi, Kenya.

#### **POSITIONS HELD:**

- Chairman, Department of Public Law, School of Law, Kenyatta University, Parklands Campus, Nairobi, Kenya.

- Acting Dean, School of Law, Kenyatta University, Parklands Campus, Nairobi, Kenya.
- Examination Coordinator, Department of Public Law, the Catholic University of Eastern Africa, Nairobi, Kenya.

#### LAW TEACHING AND CLINICAL WORK:

- As part of my job description, I have taught several Units which, *inter alia*, include: Constitutional Law- I, Constitutional Law- II, Consumer Protection Law, Civil Procedure - I, Civil Procedure – II, Law, Medicine and Ethics and Legal Research and Writing.
- As a part of LL.M. Final year practical, I engaged classes of Final Year Under-Graduate and First Year Post-Graduate students both at Dr. Ambedkar, College of Law and the Department of Post-Graduate Studies in Law, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, in the academic year 2008-09.
- In Clinical Work, as a Post-Graduate Research Student, I went to Paithan, Maharashtra, India, 55km away from the University and participated in creating and spreading legal awareness.

#### RESEARCH EXPERIENCE:

- ***“Laws Relating to Civil Servants in Kenya and India: A Critical Study”***: A Doctoral Thesis submitted to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, India, in partial fulfillment of the requirements for the conferment of the Doctor of Philosophy Degree in Law (Ph.D).
- ***“Discretionary Power of the Government to Refer Industrial Disputes to Adjudicatory Authorities: A Comparative Study Between Kenya and India”***, a Dissertation submitted to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, India, in partial fulfillment of the requirements for the conferment of the Masters’ Degree in Law (LL.M).
- ***“Indian Wage Policy: In Retrospect and Prospect***, a Project Report based on ‘Doctrinal Research’ submitted as a part of practical to the Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, India, in partial fulfillment of the requirements for the conferment of the Masters’ Degree in Law (LL.M).

- **“Legislations Governing Foreign Students Studying in India: A Critical Analysis”**, a Project Report based on ‘Non-Doctrinal Research’ submitted as a part of practical to the Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, India, in partial fulfillment of the requirements for the conferment of the Masters’ Degree in Law (LL.M).

## PUBLICATIONS:

- Dr. Ratemo Tom Junior, *Constitutionalism and Democracy in Kenya, Rwanda and Uganda: Trends, Challenges and Prospects*, Unimaid Journal of Private and Property Law, Vol.1, Issue No.2, 2016, p.25-42, ISSN 2534 – 6181.
- Ratemo Tom Junior and Sadhana P. Pande, *Indian Sports and the “Political Babus”*: Time For quenching the Quest of Legislative Action, International Journal of Physical Education, Health and Sports Sciences, Vol.2, Issue No.2, October 2014, p.50, ISSN 2279 – 0306.
- Ratemo Tom Junior, *Power of the President and the Governor under Article 311(2)(c) of the Indian Constitution: An In-depth Analysis*, Genius Journal, Vol.III, Issue No.1, August-January 2014-15, p.29, ISSN 2279 – 0489.
- Ratemo Tom Junior and Apeksha Ramesh Jagdhale, *Constitutional Foundations of Media Freedom in Kenya and India: Some Confessions*, 1<sup>st</sup> edn., (Aurangabad: Manikchand Pahade Law College, September 13 & 14, 2014), p.28, ISBN No. 978-81-923531-0-4.
- Ratemo Tom Junior, *Civil Service Recruitment and Promotion in Developing Countries: A Case Study of Kenya and India*, Journal of Legal Analysis and Research, Vol.1, Issue No.2, June 2014, p.44, ISSN 2348 456X, (<http://www.ijlp.in/>).
- Ratemo Tom Junior, *Cyber Crime: The Uncontrolled Digital Dragon in the 21<sup>st</sup> Century*, Indian Journal of Legal Philosophy, Vol.2, Issue No.2(1), June 2014, p.7, ISSN 2347-4963, (<http://www.ijlp.in/>).
- Ratemo Tom Junior, *Social Security Measures in Kenya and India: A Critical Analysis*, Indian Journal of Legal Philosophy, Vol.2, Issue No.2, June 2014, p.84, ISSN 2347-4963, (<http://www.ijlp.in/>).

- Ratemo Tom Junior, *Global Galvanizing of Right to Education of Civil Servants' Children: Need for United Nations' Intervention*, International Conference on Current Issues in Education and Social Sciences, ISBN 978 93 80039 08 4, May 2014, p.315.
- Ratemo Tom Junior, *Jurisdiction of Administrative Tribunals in Settlement of Disputes Over Service Matters: A Factual Analysis*, International Journal of Legal Studies and Research, Issue No.1, Vol.3, March 2014, p.43, ISSN (0) 2278 4764, (<https://docs.google.com/file/d/0B1cCvgY8zMqMX2xSNEpWbUZiBVE/edit?pli=1>).
- Ratemo Tom Junior, *Disciplinary Actions Against Judicial Officers in Kenya and India: An Appraisal*, Journal of Legal Analysis and Research, Issue No.1, Vol.1, March 2014, p.86, ISSN 2348 456X.
- Ratemo Tom Junior, *Legal Provisions Relating to Grant of Leave to Civil Servants in Kenya and India: A Comparative Study*, Indian Journal of Legal Philosophy, Issue No.1, Vol.2, March 2014, p.48, ISSN 2347 4963 (<http://www.ijlp.in/>).
- Ratemo Tom Junior, *The Public Service Commission of Kenya vis-a-vis The Union Public Service Commission: A Critique*, GNLU Journal of Law, Development and Politics, Issue No.2, Vol.3, October 2013, p.123, ISSN 0975 0193.
- Ratemo Tom Junior, *Enforcement of Civil Servants' Human Rights: An Overview*, Indian Journal of Law and Justice, Issue No.1, Vol.4, March 2013, p.242, ISSN 0976 3570.
- Ratemo Tom Junior, *Constitutional and Legal Dimensions on the Doctrine of Equal Pay for Equal Work: An Indian Perspective*, Rostrum's Law Review, May 2013. (<http://rostrumlegal.in/journal/2013/05/constitutional-and-legal-dimensions-on-the-doctrine-of-equal-pay-for-equal-work-an-indian-perspective/#more-156>).
- Ratemo Tom Junior, *International and Domestic Legal Mechanisms for Advancing Civil Servants' Human Rights in Kenya and India: An Overview*, Law Mantra Journal, Issue No.4, Vol.1, October 2013, ISSN 2321 6417. (<http://lawmantra.co.in/international-and-domestic-legal-mechanisms-for-advancing-civil-servants-human-rights-in-kenya-and-india-an-overview/>).

- Ratemo Tom Junior, *Dismissal, Removal or Reduction in Rank of Civil Servants: Kenyan and Indian Perspective*, Indian Journal of Applied Research, Issue No.10, Vol.3, October 2013, ISSN 2249 555X. (<http://www.theglobaljournals.com/ijar/file.php?val=MjUzMg==>).
- Ratemo Tom Junior, *Collective Bargaining in Kenya and India: Resurgence or Demise*, Galaxy Link, Issue No.II, Vol.1, October 2013, p.67. ISSN 2319 8508.
- Ratemo Tom Junior, *Eligibility Criteria for Recruitment and Promotion of Civil Servants in Kenya and India: A Comparative Study*, Asia Pacific Journal of Management and Entrepreneurship Research, Issue No.3, Vol.2, June 2013, p.21. ISSN 2277 8098. ([http://www.lebanonfoundation.org.in/html/vol\\_2\\_issue\\_3\\_june\\_2013.htm](http://www.lebanonfoundation.org.in/html/vol_2_issue_3_june_2013.htm)).
- Ratemo Tom Junior, *Equal Pay for Equal Work: A Constitutional and Legal Facet*, Shodh Prerak, Issue No.2, Vol.III, April 2013, p.254. ISSN 2231 413X.
- Ratemo Tom Junior, *The Public Service Commission of Kenya vis-a-vis The Union Public Service Commission: A Comparative Study*, Global Research Analysis, Issue No.7, Vol. 2, July 2013, p.70. ISSN 2277 8160. (<http://theglobaljournals.com/gra/file.php?val=MTAwNg==>).
- Ratemo Tom Junior, *Inclusive Education in Kenya and India: A Constitutional and Legal Perspective*, International Conference on Current Issues in Education and Social Sciences, ISBN 978 93 80039 06 0, May 2013, p.560.
- Ratemo Tom Junior, *Judicial Review of Service Matters in Kenya and India: A Blessing or a Curse*, Kenya Law Reports, April 2013. (<http://www.kenyalaw.org/klr/index.php?id=1469>).
- Ratemo Tom Junior, *Recruitment, Promotion and Conditions of Service of Officers and Servants of the Supreme Court in Kenya and India: An Overview*, The Legal Analyst, Vol. No.III No.1, June 2013, p.139. ISSN 2231 5594. (<http://thelegalanalyst.blogspot.in/>).
- Ratemo Tom Junior, *Social Security Vis-à-vis Rural Development: The Need of the Hour*, Ajanta Prakashan, ISBN 978 81 921 327 4 7, April 2013, p.32.

## STUDENTS SUPERVISION:

**AWARDS:**

- Awarded a ‘Merit Certificate’ for obtaining highest marks and coming *Second* in the LL.M. batch of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, India, in 2008 – 2009 Academic Year, on 29<sup>th</sup> August 2009.
- Awarded a ‘Merit Certificate’ for obtaining the highest marks in Environmental Science, a compulsory course for Under-graduate level (LL.B.) as per Dr. Babasaheb Ambedkar Marathwada University New Regulations 1431 on 2<sup>nd</sup> June 2007.
- Felicitated for obtaining the highest marks and ranking *First* for Bachelor of commerce (B.Com.) batch of Dr. Babasaheb Ambedkar College of Arts and Commerce, Aurangabad, Maharashtra, India, in 2003-2004 Academic Year, on 2<sup>nd</sup> February 2005.
- Awarded a ‘Certificate of Merit’ by Dr. Ambedkar Arts and Commerce College, Aurangabad, Maharashtra, India for being a ‘Winner’ in the Central Zone of Men’s Basketball held at Aurangabad during the Academic Year 2003 – 2004.

**PARTICIPATION IN SEMINARS, WORKSHOPS AND TRAINING CAMPS:**

- Participated in the review of the curriculum for the Advocates Training Programme and Paralegal Training Programme (Diploma in Law) offered by the Kenya School of Law, Nairobi, Kenya held at Naivasha, Kenya on 6<sup>th</sup> to 8<sup>th</sup> March 2019.
- Participated in the Four-Day 15<sup>th</sup> International Seminar on the “*Right to Vote and Electoral Law in Comparative Perspective*” organized by the School of Law, Kenyatta University, Nairobi, Kenya on 5<sup>th</sup> to 8<sup>th</sup> February 2019.
- Participated in the Two-Day training for Deans, Directors and Chairpersons of Departments held at the Kenyatta University Conference Center, Nairobi, Kenya on 27<sup>th</sup> and 28<sup>th</sup> February 2019.

- Participated in the Two-Day Kituo cha Katiba retreat meant to discuss the organisation's strategic direction for the next 5 years that took place at the Imperial Royale Hotel, Kampala, Uganda from Thursday 30<sup>th</sup> to Friday 31<sup>st</sup> August, 2018.
- Participated in the Two-Day training for Chairpersons of Departments held at the Kenyatta University Conference Center, Nairobi, Kenya on 8<sup>th</sup> and 9<sup>th</sup> January 2018.
- Participated in the Three-Day Academic Staff Training Workshop on "*Teaching and Learning in Higher Education*" organized by the Faculty of Education, the Catholic University of Eastern Africa held at the University's Jubilee Hall, Nairobi, Kenya on 9<sup>th</sup> to 11<sup>th</sup> December 2015 and facilitated by Prof. Jared Sagini Keengwe, University of North Dakota, USA.
- Participated in the Two-Day University Grants Commission Sponsored National Conference on "*Superior India by 2020 Through Physical Education, Traditional and Cultural Activities*" organized under the aegis of the Marathwada Sanskritik Mandal's College of Physical Education held at Khadkeshwar, Aurangabad on 10<sup>th</sup> and 11<sup>th</sup> October 2014.
- Participated in the University Grants Commission, New Delhi Sponsored Two-Day National Seminar on "*Reporting of Judicial and Legislative Proceedings by Media*" organized under the aegis of Manikchand Pahade Law College, Aurangabad on 13<sup>th</sup> and 14<sup>th</sup> September 2014.
- Participated in the Two-Day International Conference on "*Current Issues in Education and Social Sciences*" organized under the aegis of the Department of Education in Collaboration with the Faculty of Education of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, held at Deogiri College Campus, Aurangabad on 10<sup>th</sup> and 11<sup>th</sup> May 2014.
- Participated in the Two-Day International Conference on "*Current Issues in Education and Social Sciences*" organized under the aegis of the Department of Education in Collaboration with the Faculty of Education of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, held at Deogiri College Campus, Aurangabad on 25<sup>th</sup> and 26<sup>th</sup> May 2013.



- Participated in the Two-Day National Conference on “*Rural Development: Challenges and Opportunities*” organized by Ajanta Prakashan, held at M. S. P. Mandal’s Deogiri College, Aurangabad, Maharashtra, on 27<sup>th</sup> and 28<sup>th</sup> April 2013.
- Participated in the One-Day Multilingual and Multidisciplinary National Seminar-Cum-Workshop on “*Journalism, Secularism, Politics and Literature: Pedagogy and Research*” organized under the aegis of Aurangabad Municipal Corporation in collaboration with Dr. Babasaheb Ambedkar Marathwada University, Aurangabad and Lokseva Education Society’s Arts and Science College, Aurangabad, on 22<sup>nd</sup> February 2013.
- Participated in the Two-Day National Seminar on “*Changing Trends in Legal Education, Profession and the Judiciary in the Era of Globalization*” organized under the aegis of the Department of Post-Graduate Studies in Law in collaboration with Marathwada Janata Vikas Parishad of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, on 6<sup>th</sup> and 7<sup>th</sup> April 2007.
- During the two year recommended course duration of the LL.M. Degree, prepared and presented several Seminar Presentations and Home Assignment Drafts.
- While studying for Bachelor of Commerce (B.Com.), I had an opportunity to attend an industrial training camp at Aurangabad Sugar Mills, Beed, Maharashtra, India.
- Participated in an Annual Day function of Foreign Students organized by Foreign Students Cell, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra, on 6<sup>th</sup> March 2009.

#### **SKILLS:**

- Independent and flexible
- Dispute resolution skills
- Excellent communication and interpersonal skills
- Computer literate

#### **INTERESTS AND HOBBIES:**

- Reading

- Listening to gospel music
- Making friends
- Travelling
- Sports