



#### WHAT ARE VALUES?

Values are important and lasting beliefs, standards, ethics or ideals shared by members of the same community, same culture, same society, same nation or same country. Values are morals and standards of what is good or bad, and what is desirable or undesirable. Values are the portrayal of what a society stands for, and are the basis for the behaviour of its members. Values have a major influence on a person's behaviour and attitude and serve as broad guidelines in an individual's conduct in all situations.

# WHAT VALUES GUIDES US A COUNTRY IN HOW WE BEHAVE AND RELATE TO EACH OTHER EITHER AS CITIZENS OR AS LEADERS?

In Kenya, we are guided by values found in Article 10 of the Constitution. The national values and principles of governance are as follows:

- i) Patriotism Commitment of a person to love, to be loyal and dedicated to one's country.
- ii) Sharing and Devolution of Power This involves a political arrangement in which all communities in a society have spaces and opportunities to actively participate in how the country is managed. It also involves having systems in place that ensures there is transfer of political power, resources and services from the central government to the local communities at the grass-root level (the counties) as a way of bringing services closer to the people.
- **iii) National Unity** This involves citizens working together in pursuit of common goals of promoting unity, cohesion, togetherness, brotherhood, success, and growth of the country.
- iv) The Rule of Law This is concerned with how both the citizens and the government submit and obey the law in accordance with the constitution. The Rule of Law as a value requires that everyone, regardless of their positions in society, obey the laid down laws in all their undertakings.
- v) Democracy and Public Participation Democracy relates to a system in which all citizens participate in different forms of governance and in the management of the affairs of the country, while public participation is concerned with how citizens

participate in influencing the way they are governed. This includes taking part in community forums and identifying developmental priorities.

vi) Human Dignity - It is the idea that all human beings should be treated with love and respect regardless of class, race, gender, nationality, culture, sex, education, religion, or any other division.

vii) Equity - This is the quality of being neutral, unbiased, reasonable and fair in all our decision and actions. This means that when dealing with our citizens in various situations, whether in employment matters, education issues, or government services among others, we need to ensure that we do not only deal with each individual fairly, but that we also do not give undue advantage to other people because of favouritism, or because we know them or because they come from our community or village or town or because they are from our ethnic community among other similar considerations.

viii) Equality - This is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where they were born, what they believe in, or whether they have a disability. Equality includes ensuring that we have same rights under the law for everyone, such as security for all, voting rights for everybody, freedom of speech for all, freedom of assembly for all, and property rights for every citizen. It also includes ensuring that all members of society are able to get quality education, good health care and other social securities required in a democratic

#### **OUR NATIONAL VALUES**

- Patriotism
- Sharing and Devolution of Power
- National Unity
- The Rule of Law.
- Democracy and Public Participation
- Human Dignity
- Equity
- Equality
- Social Justice



- Inclusiveness
- Human Rights
- Non-discrimination and Protection of the Marginalized groups
- Good Governance
- Integrity
- Transparency and Accountability
- Accountability
- Sustainable Development

state. It also means the absence of special treatment, opportunities and privileges to a section of society or population.

- ix) Social Justice This is fairness in terms of distribution of wealth, opportunities, and privileges within a society. Social justice is about assuring the protection of equal access to freedoms, rights, and opportunities, as well as taking care of the least advantaged members of society including the elderly, women, People Living with Disability, the youth and the Marginalized and Minority communities.
- x) Inclusiveness This is about involving and engaging every individual in various developmental and governance matters that affects them. It also involves ensuring that this involvement is done in a manner that makes people feel valued, appreciated, and essential to the success of a group, organization or society.
- **xi)** Human Rights These are basic rights and privileges that all human beings are born with and are not given by anyone, and must be respected by both the government as well as fellow human beings. All human beings have these rights irrespective of their nationality, place of residence, sex, ethnic origin, colour, religion, language, or any other status. Examples of human rights include right to life, equality, and freedom from discrimination, human dignity, right to fair trial, right to freedom and security, prohibition to torture among others.
- xii) Non-discrimination and Protection of the Marginalized groups This refers to fairness in treating people. It means that every citizen should be treated in a humane and kind manner irrespective of their gender, ethnicity, class, religion, race, geographical or generational differences. Marginalisation is the social process of becoming or being relegated or confined to a lower social standing. The Constitution provides for inclusiveness which requires that no individual or community should be discriminated against or marginalized.
- **xiii) Good Governance** This entails conducting of public affairs and managing public resources efficiently and effectively in order to guarantee the realisation of human rights and social welfare for all.
- **xiv) Integrity** This is about being honest and truthful in one's actions activities, dealings, and relationship with others.

**xv) Transparency and Accountability** - Transparency is about openness in the management of public affairs and allowing scrutiny on one's activities.

**Accountability** is the obligation or the requirement placed on a person(s) or authorities entrusted with public resources to report on the management of such resources and being answerable to the public.

xvi) Sustainable Development - Is a pattern of resource use and utilization that aims at meeting our needs as human beings while at the same time preserving the environment so that these needs can be met not only in the present, but also for future generations to come.

## Guiding Principles of Leadership and Integrity (Art. 73) WHAT QUALITIES SHOULD A GOOD LEADER HAVE?

#### COOPERATIVE

Willingness to work with all the different members of society regardless of their standing. This means not only working with ones' supporters but also working with one's opponents and critics.

#### **DECISIVE**

A good leader should have the ability to make decisions at the right moment without procrastinating, hesitating and delaying unnecessarily.

QUALITIES OF A GOOD LEADER

### DEPENDABLE AND TRUSTWORTHY

A good leader should be dependable. This should be someone whom people can rely on to keep her / his promise, both in terms of words and actions.

### WILLINGNESS TO ASSUME RESPONSIBILITY

A good leader should be willing and ready to work and support the community as part of fulfilling his / her mandate of leadership and development. Equally a good leader should be sincere, truthful, and take responsibility for his / her actions as part of enhancing accountability and trust to the society.

#### WHO IS A STATE OFFICER?

According to the Constitution of Kenya, a State officer is described as a public official who holds a State office. Examples of a state office includes the offices of the President, the Deputy President, Cabinet Secretary, Member of Parliament, Judges and Magistrates, among others as provided for in the constitution.

### WHO IS A PUBLIC OFFICER?

In Kenya, a public officer means any state officer or any person, other than a state officer, who holds a public office. A public office means an office in the national government, a county government or the public service if the office holders get their salaries directly from the consolidated fund or directly out of the money provided by the parliament.

### **Examples of public and state offices**

The following table shows examples of public offices and state offices.

PUBLIC OFFICE	STATE OFFICE
• Huduma center,	They include the office of the:
• Public hospitals;	<ul> <li>President; Deputy President;</li> <li>Cabinet Secretary Member of parliament, Judges and Magistrates,</li> </ul>
• Chiefs office,	Member of Independent
• County commissioner's office,	Commissions, Attorney General
Post offices	<ul> <li>Director of Public Prosecution;</li> <li>Secretary to the Cabinet, Principle</li> </ul>
	Secretary, Members of the County
<ul> <li>Public schools and</li> </ul>	Assembly, Governor, Deputy Governor
Public Universities	Member of the Executive
Police stations	Committee of County Government, Chief of Kenya Defence Forces,
County government offices	Director General of the National Intelligence Service,

Examples of public offices and state offices.

PUBLIC OFFICE	STATE OFFICE
Offices in the various National Government Ministries etc.	<ul> <li>Inspector General and the Deputy Inspector General of the National Police Service and</li> <li>An office established and designated as a state office by national legislation</li> </ul>

# WHAT DOES THE CONSTITUTION OF KENYA SAY ABOUT THE RESPONSIBILITIES OF LEADERS AND PUBLIC OFFICERS?

The constitution notes that the power and authority that has been assigned to a state officer due to his / her position in that office is a public trust to be exercised in a manner that:

- Is in conformity with the purpose and aims of the constitution of Kenya, which is to be of service to the people
- Demonstrates respect to the people
- Brings honor to the nation and dignity to the office
- Promotes public confidence in the integrity of the office

The constitution also requires the state officer to use his / her position to serve the people and not to rule and mistreat them.

#### **GUIDING PRINCIPLES FOR OUR LEADERS**



# WHAT ARE THE GUIDING PRINCIPLES THAT LEADERS SHOULD ADHERE TO, ENSURE THAT THEY OFFER GOOD LEADERSHIP WITH INTEGRITY?

- a) Selection on the basis of personal integrity, competence and suitability, or election in free and fair elections;
- **b)** Objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives, or corrupt practices;
- c) Selfless service based solely on the public interest demonstrated by:
- Honesty in the execution of public duties; and
- The declaration of any personal interest that may conflict with public duties;
- d) Accountability to the public for decisions and actions; and
- e) Discipline and commitment in offering service to the people.

## WHO IS TASKED WITH ENSURING THAT STATE OFFICERS UPHOLD THE LEADERSHIP AND INTEGRITY VALUES AS PROVIDED FOR BY THE CONSTITUTION?

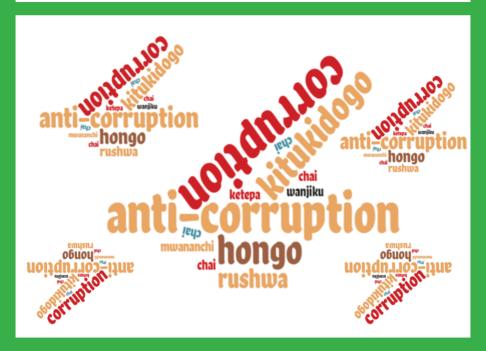
Leadership and integrity guidelines are outlined in chapter Six of the Constitution of Kenya. The task of ensuring that leadership and integrity are observed by public officers is overseen by two bodies:

- i. The Ethics and Anti-Corruption Commission
- ii. The Commission on Administrative Justice.

## WHAT ARE THE FUNCTIONS OF THE ETHICS AND ANTI-CORRUPTION COMMISSION?

In relation to State and Public Officers, the Ethics and Anti-Corruption Commission is required to:

- a) Develop and promote standards and best practices in integrity and anti-corruption;
- b) Develop a code of ethics;
- c) Work with other State and public offices in the development and promotion of standards and best practices in integrity and anti-corruption;
- d) Receive complaints on the breach of the code of ethics by public officers;



- **e)** Investigate and recommend to the Director of Public Prosecutions the prosecution of any acts of corruption or violation of codes of ethics or other matter prescribed under the Ethics and Anti-Corruption Commission Act, 2012, or any other law enacted pursuant to Chapter Six of the Constitution;
- **f)** Recommend appropriate action to be taken against State officers or public officers alleged to have engaged in unethical conduct;
- g) Oversee the enforcement of codes of ethics prescribed for public officers;
- h) Advise, on its own initiative, any person on any matter within its functions;
- i) Raise public awareness on ethical issues and educate the public on the dangers of corruption, and enlist and foster public support in combating corruption, but with due regard to the requirements of the Anti-Corruption and Economic Crimes Act, 2003, on the aspect of confidentiality;
- **j)** Monitor the practices and procedures of public bodies to detect corrupt practices and to secure the revision of methods of work or procedures that may be conducive to corrupt practices; and
- **k)** Institute and conduct proceedings in court for purposes of the recovery or protection of public property, or for the freezing or confiscation of proceeds of corruption or related to corruption, or the payment of compensation, or other punitive and disciplinary measures.

## WHAT ARE THE FUNCTIONS OF THE COMMISSION ON ADMINISTRATIVE JUSTICE?

The functions of the Commission on Administrative Justice are to:

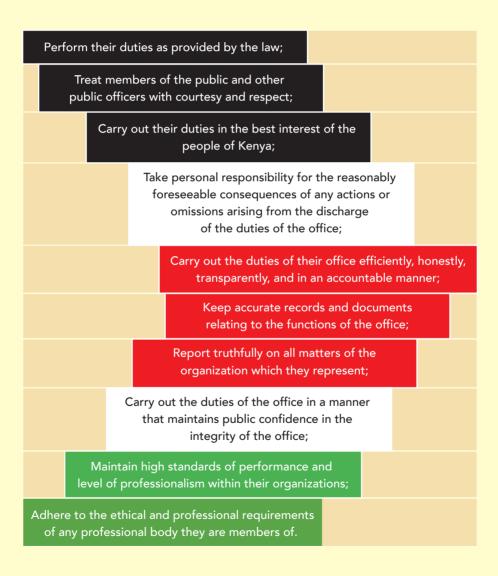
Investigate any
conduct in state
affairs, or any act or
omission in public
administration in any sphere of
government, that is alleged, or
suspected to be prejudicial or
improper, or to result in
any impropriety or
prejudice;

To investigate complaints of abuse of power, unfair treatment, manifest injustice or unlawful, oppressive, unfair or unresponsive official conduct;

To report
on complaints
investigated and
take remedial
action

## HOW ARE STATE OFFICERS REQUIRED TO CONDUCT THEIR WORK IN SERVING THE PUBLIC?

In conducting their duties, the Constitution of Kenya requires that state and public officers must:



## WHAT MUST STATE AND PUBLIC OFFICERS AVOID WHILE CONDUCTING THEIR DUTIES?

In undertaking their duties, State and public officers should;

Not
demean the
office that the officer
holds; This requires that
they respect the office
and be courteous to
everyone always.

Not misuse public resources.

Not use their offices to unlawfully or wrongfully enrich themselves or any other person.

Should not falsify any records.

Not
have any conflict
between personal
interests and public or
official duties. This means
that they should undertake
their work objectively
and as required by
law.

Not commit criminal offences.

Not
engage or be
involved in activities
that amount to abuse of
office; This means that
they should not be
involved in corrupt
practices.

Not violate or abuse the rights and fundamental freedoms of any person. Not
engage or be
involved in actions
which would lead to
their removal from the
membership of a
professional
body.

Not engage or be involved in wrongful conduct in furtherance of personal benefit. Not discriminate against any person, they should treat and serve all Kenyans equally and fairly.

#### **CALL TO ACTION:**

As a citizen you should;

Not give bribe(s) or ask for favours when accessing services both from public offices as well as private offices.

g upright
in how you
relate and
interact with
fellow citizens. One
should avoid using
ethnicity and tribalism to
seek for favours when it comes
to seeking for employment or when
employing people or seeking and
offering services.

Ensure that you report and expose any corrupt practices that you come across to the relevant authorities.



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