



THE OFFICE OF THE PRESIDENT
Ministry of Interior and Coordination of National
Government
Directorate of National Cohesion and Values

NATIONAL VALUES AND PRINCIPLES OF
GOVERNANCE

National values and principles of governance

1. National Values:

National values are beliefs of a nation guiding the attitudes, actions and behavior of its citizens.

2. Principles of Governance:

These are normative standards that oblige the state to perform its functions in a manner that promotes the general well-being of the people.

1. Patriotism

- ❖ This value assesses the contribution of an organization in making Kenyans to love, sacrifice and be proud of their country.
- ❖ This is achieved when an organisation addresses the needs, interests and challenges of the Kenyan people through the organizational programmes and projects.
- ❖ At the individual level, it is manifested in the commitment, dedication and selfless service to one's country.(Enhancing the image of your organization through exemplary service delivery)
- ❖ At the organizational level, it involves embracing and implementing the buy Kenya and build Kenya policy
- ❖ Adherence to government protocols, guidelines and procedures e.g. Covid 19 guidelines.
- ❖ Aligning the organisation's goals to national goals and priorities. e.g the Bottom up approach
- ❖ Celebration of outstanding performances and sacrificial and selfless service among staff and stakeholders

2. National Unity

- ❖ This value examines the contribution of the organization in promoting the oneness of Kenyans through programmes and projects
- ❖ Involves implementing programs that promote interaction among Kenyans from diverse backgrounds thus promoting appreciation of diversity eg exchange programmes, sporting activities, hosting cultural weeks among others
- ✓ Coordinating recruitments, promotions, deployments and trainings that reflect the face of Kenya (representation of Kenya's diverse communities).
- ✓ Distribution of organisations' programmes and projects across all regions of the country to benefit Kenyans from diverse backgrounds.
- ✓ Implementation of integrative programmes and projects to enhance interaction among Kenyans from diverse backgrounds.

3. Sharing and Devolution of Power

- ❖ This value assesses measures implemented to support the overall functioning and delivery of services by devolved units.
- ❖ Some of the measures include;:
 - ✓ Establishment of MOUs, collaborations and partnerships with county governments on delivery of programmes, projects and activities
 - ✓ Conducting capacity building programs for actors and players in devolved units to contribute to national development.
 - ✓ Establishment of offices/service points in different counties to enhance service delivery.
 - ✓ Strengthening, the equipping of established service points in counties to enhance service delivery.
 - ✓ Number of Kenyans from counties served through those service points/offices
 - ✓ This value assesses the contribution, the relevance of your organisation in the overall functioning of devolved units

4. Rule of Law

- ❖ This principle assesses measures implemented to ensure the organization's activities strictly adhere to the required policy and legal frameworks. This is realized through;
- ❖ This is realized through;
 - Number of administrative procedures, policies and regulations established, reviewed and implemented to promote the rule of law
 - Numbers of staff sanctioned for contravening legal and policy requirement.
 - Number of staff sensitized on existing legal and policy frameworks.
 - Number of rejected applications, proposals and programmes from partners/players that were not in line with the existing policy and legal frameworks.

5. Democracy and Participation of the People

- ❖ This principle assesses how the organization involves and engages its stakeholders in the decision making processes including policy making processes that ensures ownership.
- ❖ At the personal level, it is realized through willingness to engage and listen to fellow staff members
- ❖ At the organizational level, the principle may be realized through:
 - Number of stakeholder consultative forums conducted on various programs
 - Number of submissions from stakeholders on the policies/procedures/programmes developed.
 - Platforms designed to engage stakeholders
 - Policies, legislations and procedures reviewed and validated by stakeholders

6. Human dignity

- ❖ This value assesses the measures implemented to enhance the honor and respect of staff and stakeholders, and the upholding of their individual rights.
- ✓ **Article 28**-Every person has inherent dignity and the right to have that dignity respected and protected. This is realized through;
 - Number of staff supported to overcome the challenges related to ill health , drug and substance abuse,HIV & AIDs among others
 - Number of programs/projects implemented that improved the living/working/learning conditions of people.
 - Establishing effective customer service desk and waiting rooms for clients
 - Number of programmes and policies implemented that improved the quality of life of Kenyans both socially and economically.
- ✓ The question here is; how has your organization enhanced the honor and respect of staff, stakeholders and even the wider Kenyan society.

7. Equity

- ❖ This principle appreciates the fact that fair distribution of resources in Kenya should be based on regional/individual characteristics and needs.
- ❖ This ensures every region/person gets a fair share of the available resources and opportunities.
- ❖ It is treating people in such a way that the outcome for each person/region can be the same. This is realized through:
 - ✓ Coordination of deployment of officers to departments and regional offices depending on established needs.
 - ✓ Distribution of programmes/projects across the country based on established needs.
 - ✓ Establishment of service points across the country based on established needs.
- ❑ Conduct of a needs assessment for all regions to determine their unique requirements before sharing resources and opportunities is **important in the realization of this principle**

8. Social Justice

- Refers to providing for fair access to wealth, opportunities, and privileges within a society to facilitate enjoyment of human rights.
- Is about creating a society that gives individuals fair treatment and a just share of societal benefits.
- ✓ . It entails:
 - Establishing mechanisms to ensure access to services and opportunities by all Kenyans
 - Undertaking projects and programs that alleviates individual and community challenges (community empowerment)
 - Implementing the corporate social responsibility programmes to address the needs of the communities.

9. Inclusiveness

- ❖ Examines measures implemented to afford all people opportunities to participate in activities, including decision making that affect their life.
- ❖ At the organizational level, inclusiveness makes people feel valued and inspires them to function at a high capacity. This is realized through:
 - ✓ Engagement of staff/stakeholders in periodic consultative meetings on different programmes, projects and activities.
 - ✓ Establishment of committees and other structures that reflect the face of the organization.
 - ✓ Establishment of the recruitment and selection criteria that takes into account the diversity of the Kenyan people.

10. Equality

- ❖ This principle examines modalities used by the organization in ensuring equal treatment to all people irrespective of their status such as gender, religion, social class, tribe or race.
- ❖ This is realized through:
 - ✓ Subjecting all players in your sector/organisation to a common set of rules and regulations
 - ✓ Removing barriers to promotions for workers with different needs through review of policy or administrative procedure.
 - ✓ Affording all staff members equal opportunities for promotion and training.
 - ✓ Improving access to services through automation.

11. Human Rights

- ❖ This principle examines measures implemented to facilitate enjoyment of inalienable liberties and entitlements by all people. This is realized through:
 - ✓ Sensitization of staff/stakeholders/sector players on their basic entitlements.
 - ✓ Provision of a conducive work environment with the necessary basic facilities.
 - ✓ Mainstreaming human rights in development of programmes, projects and policies.
 - ✓ Instituting mechanisms to address human rights violations when they occur.
 - ✓ Implementing measures to facilitate access to information and enjoyment of other basic entitlements.

12. Non-discrimination

- ❖ Measures put in place to facilitate service delivery to all persons without bias..
- This creates a sense of belonging among citizens and enhances patriotism and national unity. This is realized through:
 - ✓ Effectively communicating available opportunities to reach all categories of people.
 - ✓ Ensuring all citizens have access to public goods and services
 - ✓ Firmly and strictly enforcing the requirement of the use of official languages in office premises.
 - ✓ Implementation of policies and programmes that support the realization of non-discrimination

13. Protection of the marginalized

- ❖ Measures put in place to safeguard the livelihood of the vulnerable or disadvantaged in the society
- ❖ This is realized through :
 - Enacting and implementing laws that protect marginalized persons.
 - Establishing offices and service points in marginalized areas to expand service delivery.
 - Designing service procedures for the public that takes care of clients with special needs.
 - Establishment of disability friendly structures and facilities.(If already established, how many clients with special needs have benefited from the structure during reporting period)
 - Protecting the rights of those disadvantaged in the sector by affording them additional support to cushion them against unfair competition
 - Deliberately reserving employment and other opportunities for people from marginalized areas

14. Good Governance

- ❖ Refers to having systems and structures through which the exercise of power and authority can be controlled or held to account.
- ❖ It also refers to the prudent management of institutions and resources by those entrusted with the responsibility of overseeing them This is realized through:
 - ✓ Consistently reviewing service standards and procedures to incorporate emerging issues and trends
 - ✓ Implementation of efficient performance monitoring, reporting and oversight systems
 - ✓ Establishment and maintenance quality control in service delivery.
 - ✓ Automation of processes and procedures to improve service delivery
 - ✓ Creating public awareness of newly developed products and services

15. Integrity

- ❖ Measures put in place to facilitate consistence in doing what is right, no matter the circumstances .
- ❖ It is also the consistency between beliefs, words and actions. This is realized through;
 - Number of processes and procedures reviewed/developed to facilitate enforcement of integrity among staff
 - Number of officers sanctioned for ethical breaches(those using public office to wrongfully or unlawfully enrich themselves, advancing private interests) .
 - Number of declaration of conflict interest among staff and stakeholders.

16. Transparency and Accountability

- ❖ Measures put in place to facilitate sharing of information and acting in an open manner.
- ❖ Manifested in the provision to the public of timely, accurate and relevant information.
- It may be expressed in:
 - ✓ establishment of an interactive and updated website to facilitate access to information(no. of clients that visited your website),
 - ✓ publishing and production of newsletters and magazines,
 - ✓ compiling and disseminating annual reports,
 - ✓ Frequent use of media to disseminate information on organization's milestones, achievements and opportunities.

Accountability cont...

- Measures implemented to improve assumption of responsibility for one's actions and conduct, as well as the management of public resources.
- May be demonstrated in administrative acts:
 - ✓ Periodic accountability forums with staff/stakeholders/donors/oversight institutions
 - ✓ Undertaking financial and systems audits
 - ✓ Enforcing service standards as espoused in the organizational service charters.
 - ✓ Establishing a monitoring and evaluation system
 - ✓ Implementing effective performance management procedures for staff

17. Sustainable Development

- ❖ Implementing measures to strategically position the organization to consistently deliver its mandate better to the present and future generations
- ❖ This is demonstrated through:
 - ✓ Implementing capacity-building and mentorship programs (Number of officers trained on new technology)
 - ✓ Implementing measures to protect the environment, mitigate climate change, and improve the national forest cover.
 - ✓ Number of programmes/projects initiated with impact on present and future generations.
 - ✓ Embracing modern technological advancement and innovations in service delivery.
 - ✓ Establishment of strategic collaborations with relevant organisations
 - ✓ The key question here is- how are you positioning the organization to deliver its mandate better in the days to come?

Conclusion

National Values and Principles of Governance provide the minimum standard that public officers should observe in their interactions and provision of services to the citizenry.

