



# Integrity: The ultimate standard for leadership

High Court and Parliament buildings in Nairobi. PHOTO | TI-KENYA

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### Quote of the Month

**“A person rejected for leadership on account of lack of integrity is not penalised. He/She is simply by-passed in favour of the one who society feels espouses its values and ideals and that it can entrust its affairs to him or her”**

*TI-Kenya Executive Director Samuel Kimeu*

**By Samuel Kimeu**

The Constitution of Kenya 2010 assumes the theme of good leadership and integrity throughout its chapters. Chapter six in particular addresses issues of and is titled leadership and integrity. Considering the prognosis that the main maladies of our public affairs are poor leadership and corruption, it has been argued that Chapter six is the soul of the Constitution of Kenya 2010.

Besides Chapter 6, article 10 (2)(c) lists integrity as one of the national values and principles of governance on which Kenya is founded. The question then arises, what is integrity? What does it mean? There is

no one accepted definition of integrity. A general understanding however can be deciphered.

Integrity is derived from the Latin word *integritas* which means whole, unscathed, unblemished. It comes from the same word as ‘integer’ meaning a whole number. It refers to something that is complete in itself. The Concise Oxford Dictionary defines integrity as “moral uprightness or honesty”. Our Constitution for the first time ordains integrity as a guiding value and principle of governance, alongside such concepts as good governance, transparency and accountability.



## Integrity: The ultimate standard for leadership



*Transparency International Kenya's Executive Director. PHOTO | TI-KENYA*

Our point of departure as a country therefore is to determine what level of integrity is needed in leadership. Indeed it is critical to understand first and foremost why as a country we need to care about integrity of state and public officers. There is a very close nexus between integrity and leadership. Leadership without integrity is a recipe for disaster. Resources are stolen or misapplied; the poor and vulnerable are oppressed while the benefits of the state only accrue to a few. Integrity in leadership would ensure that the public machinery treats everyone with some basic rights and entitlements and that public office is not used for private gain or against the public interest.

We are yet to have a robust debate as a nation on the issue of integrity. While we agree on the need for integrity in leadership, we do not seem to be on the same page on what constitutes lack of integrity. What deficit in integrity qualifies one to lack integrity for purposes of occupying public office? This depends on the values and ethos of society. It is however clear that conviction in court of law for a felony or

serious crimes can reasonably preclude one from consideration for public office. Indeed in many countries, a convict is excluded by law from public office.

This brings us to the issue of presumption of innocence until proven guilty. A small clique of the political elite seems to be on a mission to water down the standards required for leadership in so far as integrity is concerned. Among the political class, many of whom it will be difficult to pass even moderate standards of integrity, they would prefer the lowest standard there can be – that of barring only those who have been convicted and have exhausted all the possibilities of appeal. This standard is good but only for purposes of apportioning guilt and punishment. Subjecting leadership to the same standard is like using the same measurement standard for distance and volume! The purpose of the two is completely different.

The standard for leadership is premised on the foundation that only the best in every respect should be accorded the honour to lead/serve the people.

That is why there is likely to be little debate whether or not the suspected 'vampires' and 'cannibals' now being processed in our courts are fit for public office, elected or appointed, whether as convicts or just suspects going through trial. Vetting for purposes of leadership is therefore to determine who is best suited to occupy those positions of trust in consonance with the origin of the practice – that of assessing and evaluating horses to determine which ones are fit for racing.

It therefore can be argued that the purpose of determining the guilt or innocence of a person is to punish offenders in society while that of vetting leaders is to reward the best with positions of public trust. A person rejected for leadership on account of lack of integrity is not penalised. He is simply by-passed in favour of the one who society feels espouses its values and ideals and that it can entrust its affairs to him or her. The standard of vetting for leadership is therefore understandably high. That is why society rejects from leadership those who fail to pay taxes, are unable to meet their financial obligations (bankruptcy) or have past criminal record. On the other hand the standard of proof for criminal matters is very high – beyond reasonable doubt.

Many suspects may never be convicted and those convicted of certain offences are blemished and therefore should not be available for public office. Those suspected of certain offences though not convicted should wait until they are cleared of those suspicions before they can have the possibility of being considered for public office. 🌐

**By Samuel Kimeu,  
The Writer is the Executive  
Director, Transparency  
International Kenya**

# News roundup

## TI-Kenya, regional partners launch EABI 2012

Transparency International national chapters in Kenya, Uganda and Rwanda in conjunction with regional partners Association Burundaise des consommateurs (ABUCO), a Transparency International national chapter in formation and the Tanzania Transparency forum (TrAfO) launched the 2012 East African Bribery Index.

The index shows that bribery prevalence in Kenya remains high as the country moved from fourth place recorded in 2011 to third in the 2012 East African Bribery Index (EABI) with an aggregate index value of 29.5% up from the 28.8% recorded last year.

Uganda registered the highest bribery levels in the region with a value of 40.7%. Burundi, the worst ranked country in 2011 recorded a significantly lower index of 18.8%, down from 37% recorded last year. Tanzania recorded 39.1% respectively while Rwanda remains the least bribery-prone country in the region with an aggregate index of 2.5%.

Rank	Country	Bridbery Aggregate (%)
1.	Uganda	40.7
2.	Tanzania	39.1
3.	Kenya	29.5
4.	Burundi	18.8
5.	Rwanda	2.5

All the Police institutions in the region were in the top 10 positions of the East African aggregate index with Land services in Kenya (fourth), Judiciary in Burundi, Tanzania and Uganda ( fifth, seventh and eighth respectively) and land services in Burundi ( tenth) taking up the remaining five positions.

Rank	Sector	Country	Aggregate Index
1.	Police	Uganda	85.0
2.	Police	Tanzania	82.9
3.	Police	Kenya	71.7
4.	Land Service	Kenya	70.0
5.	Judiciary	Burundi	63.3
6.	Police	Burundi	63.3
7.	Judiciary	Tanzania	45.0
8.	Judiciary	Uganda	44.0
9.	Police	Rwanda	37.5
10.	Land services	Burundi	35.8

### Key Findings:

#### Aggregate index: Kenya

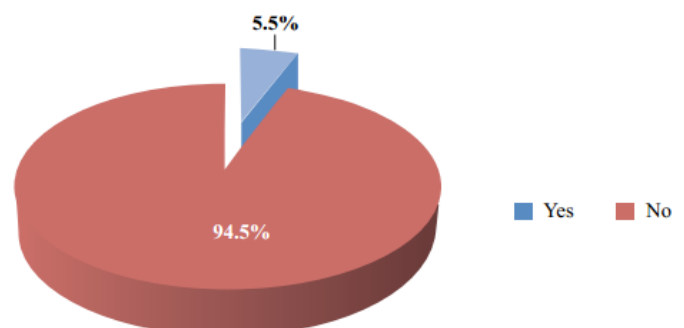
Rank	Country	Aggregate Index
1	Police	71.7
2	Land service	70.0
3	Judiciary	29.7
4	Registry and licensing service	28.9
5	City and local councils	18.9
6	Utilities (water, electricity and postal services)	16.1
7	Tax services	14.2
8	Educational Institutions	12.7
9	Medical services	12.6
10	Provincial administration	12.2

#### Reasons for paying bribes

Reasons for paying bribe	(%)
To hasten up serve	38.3
It was the only way to access service	31.6
To avoid problems with the authority	20.0
To avoid paying full cost of service	7.1
To access a service I did not legally deserve	2.2
Others	0.9
<b>Total</b>	<b>100.0</b>

### Reporting corruption

A majority of the respondents who encountered bribery never complained or reported the incidences.



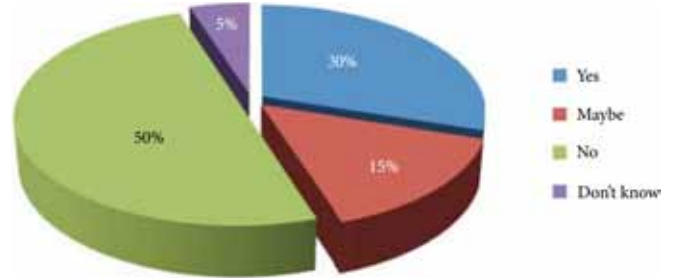
# News roundup

## Reasons for not reporting corruption

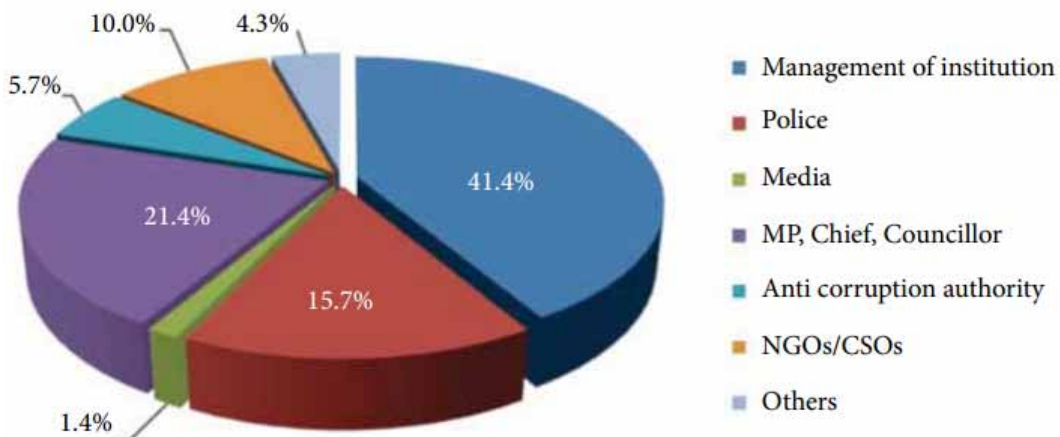
Reasons for paying bribe	(%)
I knew no action would be taken even if I reported	36.1
Didn't know where to report	16.4
Did not occur to me that I should report	15.6
Fear of Self incrimination	14.3
Fear of intimidation	13.0
Others	4.6
<b>Total</b>	<b>100.0</b>

## Government commitment to fight corruption

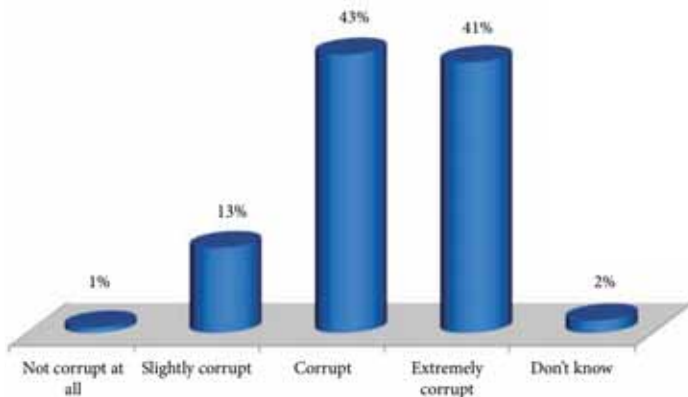
When asked if they think that the government is committed to fight corruption, half the respondents said no.



## Where the respondents would report corruption



## Perceived current state of corruption



## Reasons why respondents thought that the government is not committed to fight corruption.

Reasons for paying bribe	(%)
Corrupt government officials	38
Impunity	35
Lack of political will to fight corruption	11
Cost of living has gone up because of corruption	8
Others	8
<b>Total</b>	<b>100</b>

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# News roundup

## Religious leaders in Uasin Gishu County trained on their role in the politics of Kenya

Fifty religious leaders from various religious groups in Uasin Gishu County benefited from a sensitization workshop on the constitution of Kenya (2010) facilitated by Transparency International-Kenya and members of the North Rift Coalition for Good Governance.

The workshop, organised after a request from Presbyterian Church of East Africa (PCEA), was held in the first week of August at St. Johns Pastoral Center in Eldoret.

Eldoret ALAC officers Richard Maina, Joane Cheruto and Isaiha Mwangela supported by TI-Kenya Ag. Head of Programmes Dalmis Okendo took the participants through constitutional provisions touching on elections, devolution, political accountability as well as leadership and integrity.



Religious leaders in Uasin Gishu County trained on their role in the politics of Kenya. PHOTO | TI-KENYA

The religious leaders present at the workshop were drawn from SUPKEM, Anglican Church, Presbyterian Church,

the Catholic Church as well as the evangelical group of churches. 🌐

## TI-Kenya holds peer learning exchange for civic educators

Thirty one civic educators drawn from eighteen community based organisations from Nairobi, Mombasa, Uasin Gishu and Kakamega counties benefited from a peer learning exchange workshop conducted by Transparency International Kenya in Nairobi. The workshop was designed to give the civic educators an opportunity to share their experiences while conducting civic education in their communities. They have been conducting civic education in their communities under the guidance of TI-Kenya ALAC officers.

The civic educators shared the challenges they face, strategies they used to overcome these challenges as well as memorable stories.

While making a presentation during the workshop, Eunice Adhiambo from Ujamaa Center in Mombasa spoke of the challenge of always getting demands for sitting allowance from the public during civic education public forums popularly referred to as Vitamin M.

Sapienta Ambani, from Kakamega County shared the memorable experience of the Khwisero Member of parliament attending a public forum in the area after hearing about it from third party sources. 🌐



Participants during a focus group discussion session during the peer learning exchange workshop. PHOTO | TI-KENYA

# News roundup

## Kasarani youth enjoy, learn at the 3rd annual imagine Kenya festival

Imagine Kenya Trust hosted Transparency International Kenya and Inform Action at the third annual Imagine Kenya festival held at Maji Mazuri Grounds in Kasarani constituency, Nairobi County.

The festival was designed to promote the concept of leadership and integrity through a fusion of entertainment and civic education. Entertainment ranged from music, dance to film screening.

In addition to the Deputy French Ambassador, renowned artists- Jua Cali, Avril and Rufftone, while delivering scintillating performances, talked to the attendees of the festival on the concept of leadership and integrity as a measure of a person 'fitness' for political office. 🌐



📍 **Singer Avril on stage at the 3rd annual imagine Kenya festival. PHOTOS | TI-KENYA**



📍 **Rapper Jua Cali on stage at the 3rd annual imagine Kenya festival. PHOTOS | TI-KENYA**



📍 **Transparency International Kenya Programmes Dalmas Okendo with Hon. Elizabeth Ongoro on stage**



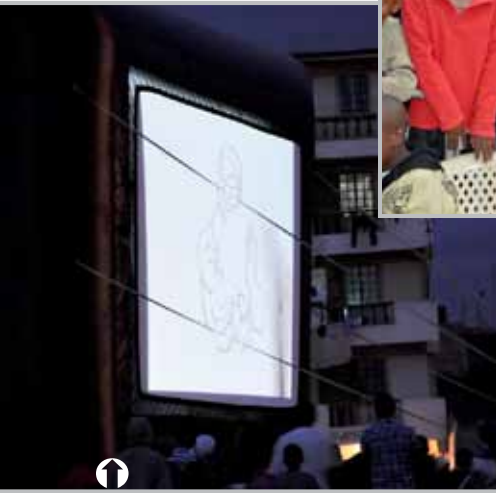
Gospel artiste Rufftone on stage at the 3rd annual imagine Kenya festival. PHOTOS | TI-KENYA



Festival goers participate in a game designed to demonstrate cooperation PHOTOS | TI-KENYA



Festival goers at the festival PHOTOS | TI-KENYA



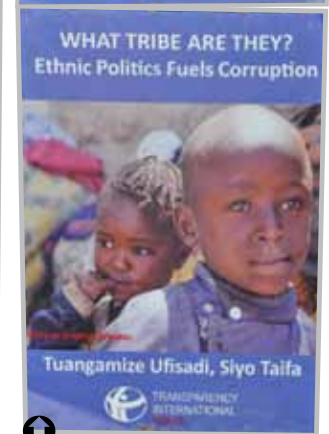
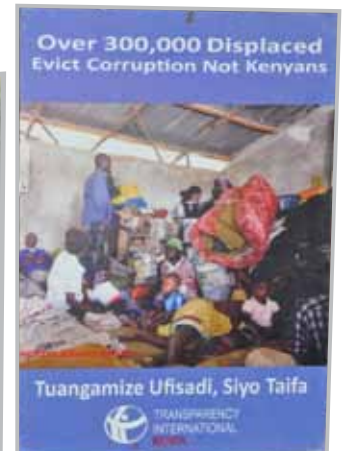
The late evening film screening session at the imagine Kenya festival on information's 'The Beast' PHOTOS | TI-KENYA



Ag. Head of Kasarani MP PHOTOS | TI-KENYA



Transparency International Kenya Executive Director Samuel Kimeu engaging a festival goer during the 3rd Annual Imagine Kenya Festival PHOTOS | TI-KENYA



Key messages that Transparency International Kenya took to the festival. PHOTOS | TI-KENYA

## News roundup

### Improving integrity in the education sector in Kwale County

The process of infusing a higher level of integrity in the education sector in Kwale County gained momentum following a three day multi stakeholder training workshop held in Kwale County in July.

The workshop was convened by TI-Kenya in partnership with Public Procurement oversight Authority (PPOA), The Ethics and anti-corruption Commission (EACC) and the National taxpayers' Association (NTA) to equip stakeholders in the education sector with procurement and anti-corruption skills.

This is part of the mechanisms TI-Kenya is using to enhance accountability in their institutions and includes equipping them with relevant knowledge on the procurement processes, efficient record management and administration of contracts with service providers.

The participants were taken through exercises that will enable them identify existing gaps in procurement in the sector and corruption-related challenges. At the close of the three day workshop, the participants came up with recommendations that will help to curb irregular payments

or overpayment for goods and services not delivered or payment not sanctioned by the relevant authorities.

The workshop brought together community representatives in School Management Committees (SMCs), School Boards, School Report Card Committees, Parents Teachers Associations (PTA), the Teachers Service Commission (TSC) representatives and Ministry of Education officials, including the District Education Office (DEO) and the recently established office of the County Director of Education in Kwale County. 

**Paid a Bribe? Didn't pay a Bribe? Didn't have to pay a Bribe?**  
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**& share your bribe story**

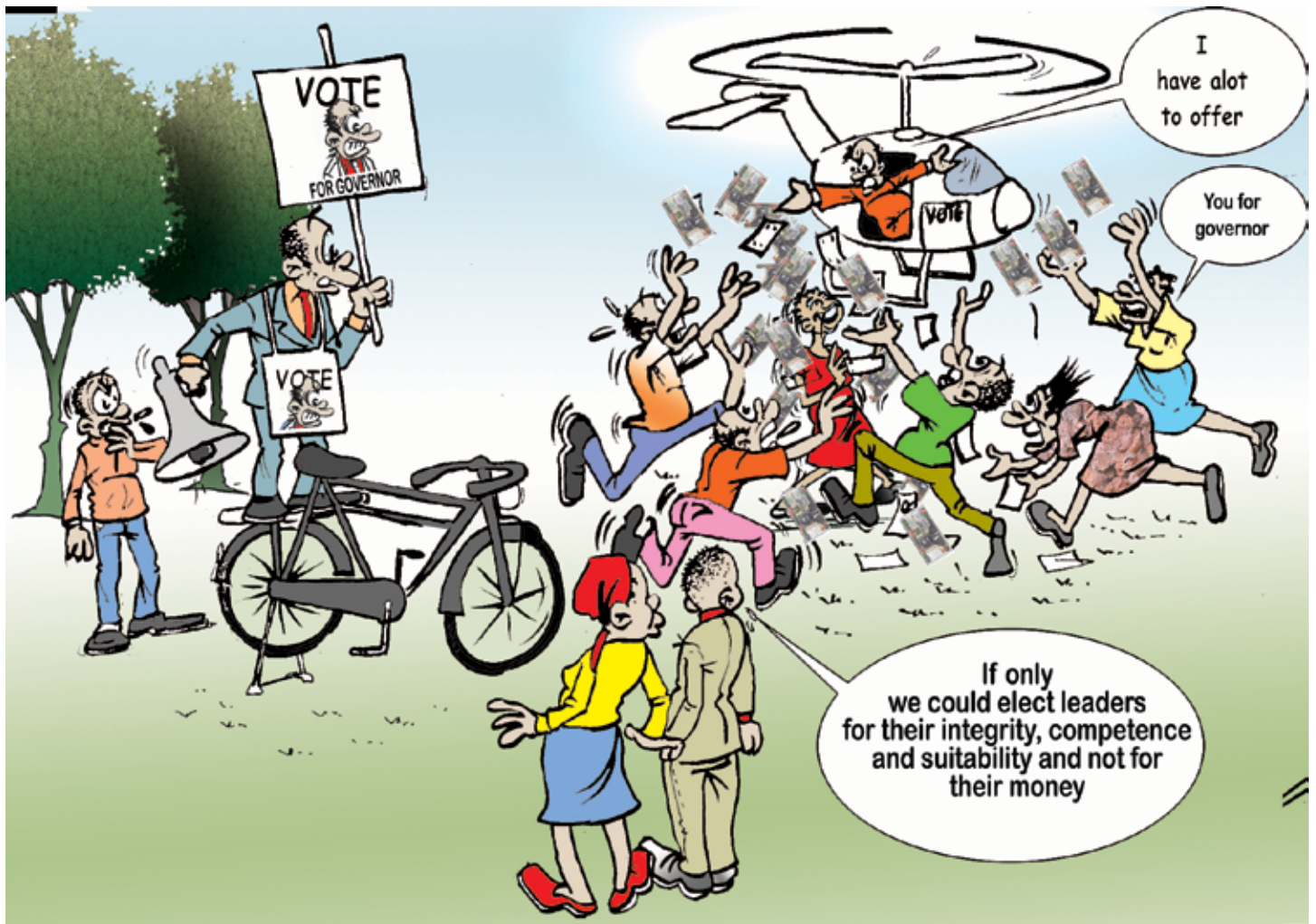
"A week ago, a friend and I had a lunch date in Westlands. We car pooled and made sure we looked for parking. We then looked around for City of Nairobi council workers to No avail. This was the parking near Gypsys restaurant, by CBA bank. After about 15 min futile minutes we left but not before we left a note ( on the windscreen) explaining that we had looked for the NCC officials and explained we were having lunch at Gypsys. We then left. About 2 hours later, when we got back, we had a nice clamp on the car and miraculously the NCC staff were milling around , obviously looking for some cash. We politely explained our situation and what or why we hadn't got a ticket, showed them the note by the windscreen etc, but the gentlemen(3) of them became rude, arrogant and a little intimidating. We suggested instead of having the whole argument which in my view was a waste of time , we should just go and pay the fine and later be unclamped, we also requested to get the names of the gentlemen and the supervisor. The gentlemen now started becoming less rude and arrogant, we however insisted that we would only go to the office to pay the fine, but only after we got the supervisor. The gentlemen conferred for a few minutes and then came and told us they had "forgiven" us and that we should be careful next time. They unclamped us and left. WE said NO to a bribe. Thereafter we left and called a friend at NCC who promised to look at the issue."

**By Bribe fighter.**



# Integrity in leadership the only saviour for Kenya in the upcoming general elections

By Jacob Otachi



What is integrity? This is a question that many, more so the political class, are afraid to face. Some oriental theories paint a picture of integrity being an abstract concept to be discussed in an ideal world. To a vast majority of Kenyans, a person of integrity is one who is morally upright, incorruptible, honest and who keeps their word. But not so to the Kenyan political class, who, as

history has shown, betray these basic elements of integrity.

Ask a Kenyan on the street who their leader is and you will get shocking responses. First, these are persons who appear during the election period, promise heaven on earth, lavish us with new 50 shilling bank notes but once elected into office, they vanish only to reappear when another election is around the corner.

To divorce integrity and leadership and hope to have an accountable and transparent society is futile. Common knowledge supports the assertion that integrity is essential for effective leadership. Authors like Covey, Morrison and Badaracco have written about the importance of integrity for leadership not leadership for integrity. Reality however indicates that in order to get trustworthy and reliable leaders, potential candidates have

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## Integrity in leadership the only saviour for Kenya in the upcoming general elections

to be subjected to a rigorous vetting process.

A good legal framework alone may not enhance a value based system providing leaders of integrity and eliminating of poor leaders whose main objective of joining politics is to seek an avenue to serve their own selfish interests.

Realising that Chapter Six of the Constitution of Kenya 2010 and particularly the clauses on leadership and integrity would knock many of them out of the running for public office, current members of parliament did the predictable thing: They participated in trudging on the will of the people by passing a leadership and integrity bill diluted by cabinet. This clearly displayed the fact that the present crop of political leaders we have in Kenya are afraid of their own shadow. *“Tell that to the birds”* is their favourite quote. But lest they forget, the value system set up by the current constitution and the rise of social accountability will not provide them room to escape scrutiny.

But lest they forget, the value system set up by the current constitution and the rise of social accountability will not provide them room to escape scrutiny.

More Kenyans are now aware of the kind of the leader they want. They want a leader who will take care of their CDF kitty without allowing a few corrupt cronies to benefit from the public resource. They want leaders who will work to ensure that public healthcare facilities are well staffed, equipped and have quality drugs. They want a leader who is guided by the rule of law, who respects them, a leader who is noble in the altruist sense and above all a servant.

The electioneering period in Kenya is usually very busy with politicians presenting themselves as saviours of the people while seeking political office and leadership positions. They sweet talk Kenyans into placing them in public office by promising them heaven on earth. The lords of impunity awake from their slumber in pursuit of political office. They will tell how the others ate, while they watched!

This must not happen under your watch. We have a candid and golden opportunity to redeem our lost glory through the ballot and this first election under the new constitution which we overwhelmingly voted for. The Chinese have a saying that the best time to plant a tree is 40 years ago and the next best time is now. Vote integrity.

**By Jacob Otachi**  
The writer is a Deputy Programme Officer, Advocacy & Communication Programme at TI-Kenya

# Lest we forget...

goldenbergs

maize scam  
triton oil scandal

anglo-leasing

## ...past corruption cases

[tikenya.wordpress.com/lest-we-forget-past-corruption-cases/](http://tikenya.wordpress.com/lest-we-forget-past-corruption-cases/)

## Feedback:

"I think this is a good baseline on people's participation and perhaps the ongoing discussions amongst the Kenyan Civil Society Strengthening program team about guided democracy or democracy by consensus as popularized by Dr. Mzalendo Kibunjia, that are aimed at developing a workable methodology for building people's participation in identifying leaders in line with provisions of the constitution..." - Roselyn Mungai commenting on an article titled

"Public participation in governance gives Kenya a chance against graft and poor governance" on TI-Kenya blog on <http://tikenya.wordpress.com>



"On behalf of the silent majority Kenyans, I would like to grab this early opportunity to thank Chief Justice Dr. Willy Mutunga's NEW FOUND JUDICIARY for scoring a first; by securing conviction for a handful of the former untouchables in the Tourism sector scam..." - Kemboi David Kiplimo commenting on <http://www.facebook.com/TransparencyKenya> on a video post of a news story concerning the conviction of former KTB chairman and Tourism PS for their role in a corruption scandal at the Ministry of Tourism.

"Information that is collected for public good should equally be made available to the public for scrutiny and to ensure that public interest are taken into account" - Beatrice Okundi from Nairobi, Kenya on signing the online petition for freedom of information in Kenya. <http://www.change.org/petitions/i-demand-my-right-to-know>

Lest we forget past corruption cases - Celine Moraa - Nairobi

Hon. Kibaki, Raila, Kalonzo you promised Kenyans that you will leave no stone unturned. Please can the three of you tie a heavy tug of war rope on your waists to assist you pull together and at least turn even one stone to leave a good name in the eyes of God and all Kenyans.

Visit <http://tikenya.wordpress.com/lest-we-forget-past-corruption-cases/> and add your voice to the number of Kenyans demanding action on past corruption cases

**I DEMAND my right to know!**



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**Freedom of Information in Kenya**

[change.org/petitions/i-demand-my-right-to-know](http://change.org/petitions/i-demand-my-right-to-know)



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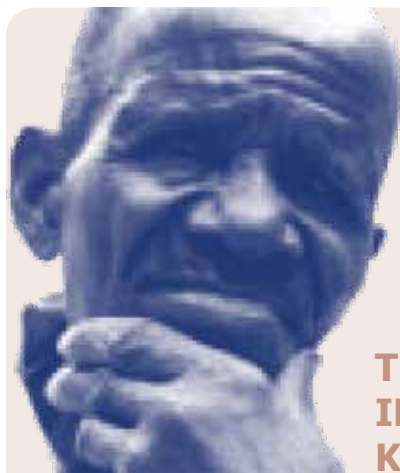
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*mtetezi ni mimi na wewe!*



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**Demand your right to Know Petition the  
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<https://www.change.org/petitions/i-demand-my-right-to-know>



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**For advice on corruption related cases contact the Advocacy  
and Legal Advisory Centres (ALAC) in NAIROBI:**  
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ELDOROT: Tel - 053 2033100, Email:[alaceldoret@tikenya.org](mailto:alaceldoret@tikenya.org),  
MOMBASA: Tel - 041 4470813/4/5, Email:[alacmombasa@tikenya.org](mailto:alacmombasa@tikenya.org)

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Transparency International, 3rd Floor, Wing D, ACK Garden House, 1st Ngong Avenue. PO Box 198-00200, City Square, Nairobi, Kenya. Tel.: 254-020-2727763/5, 0733-834659, 0722-296589; Fax: 254-020-2729530.