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SESSIONAL PAPER NO. 11 OF 1979

GOVERNMENT ACCEPTANCE AND APPROVAL FOR  
 IMPLEMENTATION OF RESOLUTIONS AND  
 RECOMMENDATIONS OF THE NATIONAL LEADERS  
 CONFERENCE HELD AT THE KENYA INSTITUTE  
 OF ADMINISTRATION

17TH - 19TH JANUARY, 1978

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The National Leaders Conference on "The Kenya We Want" held at the Kenya Institute of Administration from 17th to 19th January, 1978, was attended by Ministers, Speaker to the National Assembly, Assistant Ministers, Members of Parliament, Permanent Secretaries, Provincial Commissioners, Deputy Permanent Secretaries, Chairman and Secretary to the Public Service Commission.

2. The Conference had the basic objectives of facilitating discussion, communication and a free sharing of views among participants. Its deliberations culminated in formulation of recommendations and the passing of resolutions all of which should lead to revitalizing of our public service management and to enhancing of performance of our national economy.
3. The Conference was a unique activity in an African country and the people of Kenya must be grateful to the wise and fatherly leadership of our late President, Mzee Jomo Kenyatta for having provided wananchi with a peaceful and healthy administrative climate in which both politicians and civil servants could meet to discuss national issues in the interest of future prosperity and development of our country. The Conference also provided a very much needed opportunity for Top Leaders in the Public Service to talk to one another and to critically analyse the problems that could hinder the smooth operations of the Government machinery.
4. After conducting detailed, critical and analytical discussions, the leaders at the Conference unanimously agreed that "The Kenya We Want" should be based on the rule of law and the Constitution, peace, stability, unity and progress, which we have enjoyed in the past and continue to enjoy through the wise leadership of His Excellency the President. The Conference reaffirmed its unswerving loyalty to the President, the Government and the Party.
5. The proceedings of the Conference were summarized in detail and its Resolutions which are attached hereto as an appendix were derived from the summary of proceedings, specifically pointing at the areas in which action should be taken through the normal Government machinery. This Sessional Paper is intended to record the Government's approval for implementation of the Conference Resolutions.

"THE CONFERENCE NOTING"

- \* That effective leadership is the most critical input in a society;

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- \* That the political ideology and strategy for development must retain commitment to the goals but in application must remain flexible and pragmatic;
- \* That the most effective means to greater social economic equality is to find productive occupation for all citizens;
- \* That the process of social integration of our people into a nation requires great effort and resources;
- \* That a modern state must assure the individual the enjoyment of the fruits of his labour;
- \* That the route to transformation of our society is to abide by the free choice of the people;
- \* That one-party democracy has proved viable and feasible and a necessary basis for rapid development;
- \* That the Harambee movement is a vital tool in generating savings, investment and responsibility;
- \* That the quickest and effective way to transfer of technology is to co-operate with those who have it;
- \* That Kenyans have developed a sense of independence and confidence in themselves;

RESOLVES:-

1. To create and maintain conditions which will uphold the dignity of man as an individual and to ensure that institutions are respected and procedures adhered to, in order to create the kind of public leadership which respects the law and the constitution.
2. To remove any possible conflict between civil servants and politicians, there is need for mutual respect and understanding of each other's role and their respective responsibility to the people. In this respect, it is recommended that leaders consultative meetings should be held at least twice during the life of a Parliament, to facilitate effective communication and exchange of experience among national leaders.
3. That legislative powers of the Government of Kenya are vested in parliament and, therefore, the supremacy of parliament should be upheld and respected by national leaders and the collective responsibility of the cabinet should be adhered to as required by the constitution.
4. That the national ethic be established through discussions and debate to provide a basis and a social context within which political and administrative acts of Kenyans can be judged and that the values embodied in such ethic should help provide a commonly shared reference point for the behaviour of Kenyan leadership in the course of national development, and also that the code of ethics for the civil service should be revitalised and applied.

5. That in order to avoid conflict of interest and the exploitation of their positions for their own private ends, public officers i.e. Ministers, Members of Parliament, Civil Servants and Senior Executives in statutory bodies shall be required to register their private interests, and these should be monitored regularly so as to ensure accuracy of the information.
  
6. That the Government's planning and implementation procedures should be revitalised with the view to ensuring that all the policy processes are efficiently activated and efficiently monitored through all the stages to ensure the efficient and effective utilizations of resources planned. Further that the drawing of the national plan should be deliberately and consciously geared to enhancing a faster pace of growth and development in the marginal areas and among the under-privileged sections and members of society.
  
7. That this conference reaffirms its support for the Government and Party's commitment on making seven-year meaningful primary education available to all children in the Republic, and notes with satisfaction the progress in this direction by His Excellency, the President, authorising the waiving of fees up to Std. V, and further notes with satisfaction that first steps have already been taken towards the implementation of the report of the National Committee on Education Objectives and Policies, and urges the Government to expedite the consideration and approval of the report and its subsequent introduction to "parliament for adoption".

8. That all efforts should be made to expand and intensify the training of personnel both in the public and private sectors to ensure efficient and productive performance in all sectors of the economy.
9. That in view of the acute unemployment situation prevailing in the country, the next development plan should make provisions that will generate new employment opportunities aimed at ameliorating this potential explosive problem.
10. That local government is a necessary institution in our system of government in that it enables the local people in different areas of our country to participate in the local affairs of their own areas and urged the government to:-
  - \* Consider the structure, functions and the financial base for local authorities so that they are made viable and capable of effectively participating in national development;
  - \* Expedite the establishment of a local government service commission to deal with appointments, promotions, and discipline of the local government staff and to minimize nepotism in the recruitment and promotion of local government staff;
  - \* Expand and intensify the training of all categories of local government staff in order to ensure that there are adequate well qualified administrative, professional and technical staff in the local government service.

11. That national party elections should be held in accordance with the KANU constitution to help provide a basis for a smooth and effective operation of the political party machinery as a basis for peaceful national development.
12. That public officers should not personalise their offices or indulge in undue influences such as nepotism, tribalism and selfish interests.
13. That there are many talented young Kenyans ready for taking up jobs available in the country, and strongly recommends that management of the public service should be better equipped in design and attitude to hire, train, develop and utilize to the maximum, local Kenyan human resources before turning to external sources for hiring external personnel.
14. That national workers' organizations should effectively be organized and used as sources of savings and of investment through the organization of workers unions and co-operatives, and that such unions and co-operatives should provide facilities for workers to save and invest individually and collectively, and further that adult education programmes should be instituted at union and organizational levels to ensure and facilitate comprehensive and effective participation by workers in the economy.
15. That study tours and training programmes be organized for members of parliament within and outside Kenya to give them an opportunity to have a comparative understanding of their role in national development.

16. That the "Kenya We Want" should at all times consist of a well disciplined leadership whose commitment to national goals and objectives should be reflected in their integrity, honesty, dedication, loyalty and public accountability because an efficient and effective leadership is the basis for political, social and economic development of the nation.
17. That Harambee, which is a democratic movement and a nationally motivating spirit, whose principles are derived from our traditions should be given greater impetus to further generate people's initiative for self-help and to supplement government's effort.
18. That Kenyan leadership should deliberately and consciously re-examine the role of tribal organizations in national development.
19. That this country has a responsibility to the welfare of those members of our society who, through no fault of their own, are poor and under-privileged and calls on the government to train and take care of those members with a hope to turning them into independent, useful and productive citizens.
20. That in order to provide our youth with training necessary for employment and self reliance, village polytechnics and other technical training facilities should be expanded and that the government should assist the graduates of these institutions with tools and some finances to enable them to establish themselves.



21. That while recognising the important role that higher education plays in preparing the requisite manpower for nation building, and noting the magnificent contribution that the present University has made in this regard there is urgent need to review the entire education policy to ensure that products of our schools and universities are well prepared for gainful employment in the economy. In this regard, there is need to lay greater emphasis on technical education and expedite the establishment of a second national university.
22. That Kiswahili, being the national language of Kenya should continue to be developed and spoken everywhere in the country, particularly in government, business, educational institutions and offices, and that a council to promote the growth and use of Kiswahili by Kenyans be established.
23. That there is a need to re-examine our policy on Kenyanization of business, with a view to ensuring effective take-over by Kenyans of various commercial enterprises and proper control of importation policy by local citizens as well as avoiding continued breach of relevant laws by non-citizens.
24. That the rate at which foreigners enter this country should be controlled more strictly and guided by the purpose for which they wish to enter and for how long. Existing rules and regulations should be stringently applied to curb this influx which is likely to pose serious security risks.

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25. That since women in Kenya constitute more than half of the population and comprise the bulk of labour in the rural areas, and in accordance with the confidence and good example His Excellency the President has shown in encouraging the participation of women in our national leadership, the conference recommends that women should be encouraged increasingly to come forward to compete for opportunities that exist in the public service and at decision-making levels. Appointments and promotions to these posts will be based on demonstrated competence and proven ability.
  
  26. That the Government should consider, as a matter of urgency, the resettlement of all people still living in emergency villages on farms which are being acquired by the Government. Further, that in settling these and other landless wananchi the lists of prospective settlers should be drawn up by district committees under the Chairmanship of District Commissioners to ensure equitable distribution.
  
  27. That Government will take measures to ensure that squatters in the 10 mile coastal strip of the Coast Province are properly looked after.
  
  28. That to avoid personalisation of offices, organizations and institutions, public officers should be transferred after a reasonable period where possible and practicable; this in itself would assist to promote greater efficiency in the public service.

29. That in order to control the unplanned growth of large towns and to assist in the distribution of urban facilities, the government should consider the control of the size of various major towns and the growth of other rural centres.
30. That in order to facilitate more effective plan formulation and implementation, more financial resources should be allocated to both Provincial and District Development Committees.
31. That in recognition of importance of Sessional Paper No. 10 of 1965 on African Socialism and its Application to Planning in Kenya, it was agreed that the paper should be up-dated to reflect the changes which have taken place in the country since its publication, and to accommodate future aspirations of this country.
32. The Conference felt assured and confident that they would obtain the President's continued support against the destruction of trees, forests, water catchment areas, cultivation of hillside and river-banks; and that national planning for development should emphasize proper land usage and conservation of vital resources. Existing rules and regulations governing these vital issues should be enforced strictly, and new rules where necessary should be made for protection of our resources.

OFFICE OF THE PRESIDENT  
NAIROBI