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96521



UNITED STATES OF AMERICA
AGENCY FOR INTERNATIONAL DEVELOPMENT
U.S.A.I.D. MISSION TO KENYA

UNITED STATES POSTAL ADDRESS

US AID MISSION TO KENYA
UNIT 64102
APO AE 09831 - 4102

INTERNATIONAL POSTAL ADDRESS

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NAIROBI, KENYA
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11 SEP 1997

Mr. A. A. Adongo
Secretary General
Kenya National Union of Teachers
P. O. Box 30407
Nairobi

Subject: Award No. 698-0541-G-00-7021

Dear Sir:

Pursuant to the authority contained in the Foreign Assistance Act of 1961, as amended, the U.S. Agency for International Development (hereinafter referred to as "USAID" or "Grantor") hereby grants to the Kenya National Union of Teachers (herein after referred to as KNUT or "Recipient"), the sum of \$96,800.00 to provide support for a program in Education on Democracy for Teacher Leaders Within KNUT, as described in the Schedule of this award and the Attachment 2, entitled "Program Description."

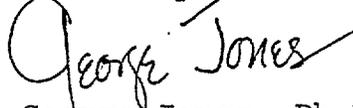
This award is effective and obligation is made as of the date of this letter and shall apply to commitments made by the Recipient in furtherance of program objectives during the period beginning with the effective date and ending August 31, 1998. USAID shall not be liable for reimbursing the Recipient for any costs in excess of the obligated amount.

This award is made to KNUT, on condition that the funds will be administered in accordance with the terms and conditions as set forth in Attachment 1, entitled "Schedule"; Attachment 2, entitled "Program Description"; and Attachment 3 entitled "Standard Provisions, which have been agreed to by your organization."

- 2 -

Please sign the original and each copy of this letter to acknowledge your receipt of this award, and return the original and all but one copy to the Grant Officer.

Sincerely,



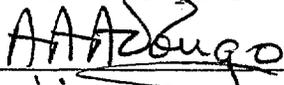
George Jones, Ph.D
Grant Officer

Attachments:

1. Schedule
2. Program Description
3. ~~Standard Provisions~~
4. ~~Standards for USAID Funded Communications Projects~~

ACKNOWLEDGED: Kenya National Union of Teachers

BY:



Title: SECRETARY GENERAL.

Date: JANUARY 20, 1998.



ACCOUNTING AND APPROPRIATION DATA

A. GENERAL

1. Total Estimated Amount: \$96,800.00
2. Total Program Amount: \$120,000.00
3. Total Obligated Amount: \$96,800.00
4. Cost-Sharing Percentage
(Non-Federal): 39%
5. Project No.: 698-0541
6. USAID Project Office: OSPP
P. O. Box 30261
Nairobi
7. Tax I.D. Number:
8. CEC No.:
9. LOC Number:

B. SPECIFIC

1. PIO/T Number: 698-0541-
2. Appropriation: 727/81021
3. BPC: GDV7-97-21615-KG13
4. RES CTL: V271056
5. PIO/T Obl. Amount: \$96,800

10

Funds Available
CONT/KENYAS
Initials: <i>NSR 05-SS</i>
Date: <i>9/2/97</i>

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ATTACHMENT 1

SCHEDULE

1.1 PURPOSE OF AGREEMENT

The purpose of this Agreement is to provide support for the program described in Attachment 2 of this Agreement entitled "Program Description."

1.2 PERIOD OF AGREEMENT

The effective date of this Agreement is the date of the Cover Letter and the estimated completion date is August 31, 1998.

1.3 AMOUNT OF AWARD AND PAYMENT

- (a) USAID hereby obligates the amount of \$96,800.00 for the purposes of this Award.
- (b) Payment shall be made to the Recipient in accordance with procedures set forth in the Standard Provision of this Award entitled Payment - Periodic Advance as shown in Attachment 3.

1.4 AWARD BUDGET

The following is the Award Budget, including local cost financing items, if authorized. Revisions to this budget shall be made in accordance with the Standard Provision of the Award entitled "Revision of Grant Budget".

ESTIMATED GRANT BUDGET

Cost Element	USAID US\$	Counterpart US\$	Total US\$
Personnel Costs	0	8,200	8,200
Workshops	60,500	10,000	70,500
Training Manual	7,000	1,000	8,000
Transportation	5,000	2,000	7,000
Office Utilities	7,500	2,000	9,500
Technical Assistance	<u>16,800</u>	<u>0</u>	<u>16,800</u>
TOTAL	96,800	38,500	120,000

Exchange Rate: KShs. 55.00 to US\$1.00

1.5 REPORTING

1.5.1 Financial Reporting

- (a) Financial reporting requirements shall be in accordance with the Standard Provision of this award entitled Payment - Periodic Advance as shown in Attachment 3.

1.5.2 Performance Monitoring and Planning Reports

- (a) Reports. The Recipient shall submit an original and one copy of brief quarterly program performance reports, which coincide with the financial reporting periods, to the USAID Project Office specified in the Cover Letter of this Award. In

1.5.2 (Continued)

These reports shall be submitted within 30 days following the end of the reporting period.

(b) Paying Office. The paying office for this award is:

RFMC
P. O. Box 30261
Nairobi

(c) Final Report. Within 90 days following the estimated completion date of this Award, the Recipient shall submit the original and one (1) copy of a final report to the USAID Project Office specified in the Cover Letter of this Award. It will cover the entire period of the Award.

1.6 RESOLUTION OF CONFLICTS

Conflicts between any of the Attachments of this Award shall be resolved by applying the following descending order of precedence:

Attachment 1 - Schedule
Attachment 2 - Program Description
Attachment 3 - Standard Provisions

1.7 COST SHARING

The Recipient agrees to expend an amount not less than 39% of the total Federal contribution. Cost sharing contributions will meet the criteria as set out in the Standard Provision entitled "Cost Sharing (Matching)" as shown in Attachment 3.

1.8 TITLE TO PROPERTY

Title to all property financed under this award shall vest in the Recipient in accordance with the Standard Provisions of this Award set forth in Attachment 3.

1.9 AUTHORIZED GEOGRAPHIC CODE

The authorized geographic code for procurement of goods and services under this award is 935.

1.10 COMMUNICATIONS PRODUCTS (OCT 1994)

- (a) Definition - Communications products are any printed materials (other than non-color photocopy material), photographic services or video production services.
- (b) Standards - USAID has established standards for communications products. These standards must be followed unless otherwise specifically provided in the agreement or

1.10 (Continued)

approved in writing by the agreement officer. A copy of the standards for USAID financed publications and video productions is attached.

- (c) Communications products which meet any of the following criteria are not eligible for USAID financing under this agreement unless specifically authorized in the agreement schedule or in writing by the agreement officer:
- (1) Any communication product costing over \$25,000, including the costs of both preparation and execution. For example, in the case of a publication, the costs will include research, writing and other editorial services (including any associated overhead), design, layout and production costs.
 - (2) Any communication products that will be sent directly to, or likely to be seen by, a Member of Congress or Congressional staffer; and
 - (3) Any publication that will have more than 50 percent of its copies distributed in the United States (excluding copies provided to CDIE and other USAID/W offices for internal use.

ATTACHMENT 2

PROGRAM DESCRIPTION

The Recipient's proposal entitled "Education on Democracy for Teacher Leaders Within KNUT" and dated July 18, 1997 is attached hereto as the Program Description (Attachment 2) and is made a part of this Award.



HEAD OFFICE:
KNUT HOUSE,
MFANGANO STREET

KENYA NATIONAL UNION OF TEACHERS

Bankers: KENYA COMMERCIAL BANK Telephone: 220387, 334674 Address all correspondence to:
MOI AVENUE, NAIROBI 223509, 223849
FAX: 254 -2-222701
Auditors: KIMANI ONYANCHA & CO. NAIROBI

Secretary General,
P.O. Box 30407,
NAIROBI, (Kenya)

KNUT/AALC/ 119/13/97

July 18, 1997.

Dr. George Jones,
Country Director,
U.S. Agency for International Development,
USAID Towers,
P.O. Box 30261,
NAIROBI.

Dear Sir,

KNUT/AALC/USAID DEMOCRACY PROJECT:

My colleagues and I at the Kenya National Union of Teachers (KNUT) have had several meetings with the staff of USAID and the African American Labor Centre, and I am pleased to inform you that we have made good progress concerning the development of a KNUT program to further democratic ideals and practices. We have also received the recommendations contained in the management assessment report prepared by USAID which was required to "ensure implementation of the proposed program and to account for USAID funds". We have made note of the findings and will take steps to ensure that our Finance Department takes appropriate action where possible.

Attached to this letter is a draft programme of work project activities and revised budget which we will present to the KNUT National Executive Council (NEC) for approval on 1st August, 1997.

This is also a request to include the meeting of the NEC as part of the democracy program budget. The portion of the budget for the above meeting to be met by USAID would be Ksh. 165,000/= to cover transport and accommodation expenses.

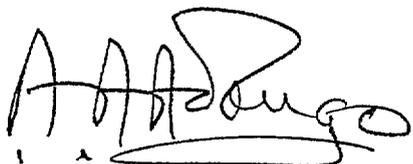
Subject to the approval of the NEC, we propose to have a one day workshop for the 62 KNUT Branch Executive Secretaries on August 14, 1997, a curriculum

Cont.../2

development workshop in September, a training of trainers workshop from 15 - 19 September and the ten democracy seminars would be held in September and October, 1997.

As per our discussions in your office last year, we view this program as a pilot project which may lead to a larger effort to promote democracy in the KNUT, in the schools and in the community.

Yours very truly,



(A.A. ADONGO)
SECRETARY GENERAL
K.N.U.T.

C.C. Mr. Dan O'Laughlin, ✓
AALC,
NAIROBI.

The National Chairman,
KNUT Head Office,
P.O. Box 30407,
NAIROBI.

The National Treasurer,
KNUT Head Office,
P.O. Box 30407,
NAIROBI.

DEMOCRACY AND GOVERNANCE

PROPOSAL SUMMARY

AALC, KNUT, USAID (JULY 1, 1996)

Background and Justification

The Kenya National Union of Teachers (KNUT) is an independent trade union and professional organization with 165,000 members. It has members and democratic structures throughout Kenya and wishes to play a leading role in the promotion and development of democracy as a way of life for Kenyans. Although it did not play a direct role in the 1992 national elections, most teachers were involved with preparations for the elections and the manning of polling stations. The union has also demonstrated its ability to sponsor permanent and effective member education programs with a female participation of at least 30%.

The union was registered in 1958 and has developed into a well structured and democratic organization with 60 branches and a staff of over 500. It has formal policies related to personnel, travel and the implementation of educational activities. It is a member driven organization with an annual income of \$3 million, with about 65% returned to its branches to service its members and to influence matters related to the teaching profession in Kenya. The KNUT is a transparent organization with annual audits and annual general meetings at branch and national levels.

The KNUT is an independent trade union and professional organization which has not been identified with the ruling or opposition parties. While remaining above party politics, it has maintained the confidence of the Government of Kenya. It has active working relationships with various government agencies, particularly the Teachers' Service Commission. It has not hesitated, however, to stand up for its members and principles when it may not have been politically expedient to do so.

Proposal

With the assistance of USAID/AALC the KNUT proposes to become permanently involved with promoting democratic practices. The three year project would have two basic components; (1) Through its structures to train and motivate teachers to become more actively involved with promoting democracy and participative development strategies, and (2) to take the lead in revising the civic education curriculum in Kenya's school system. The AALC would be responsible for developing and monitoring the project.

The activity would be initiated with a five month pilot project including an evaluation.

The project would include a KNUT National Executive Council (NEC) meeting to establish its policy on democracy and governance, a workshop to prepare a draft training manual, a train the trainers workshop, 10 three-day seminars for elected school representatives and a curriculum development seminar. Follow-up strategies would be developed to enhance democratic practices in society and to prepare for the 1997 national elections. The pilot project will be used to develop measurable grass roots activities which promote democracy in the society at large.

Objectives

The overall goal of the project is to promote democracy and good governance in Kenya. A short-term objective is to strengthen the democratic structures of the KNUT, and to increase its effectiveness in promoting democratic change in the country. By using democratic practices in the KNUT as an example, strategies will be developed for the broader promotion of democracy and a better informed electorate. A specific short-term objective will be to update the civics education curriculum in Kenya's school system.

Estimated Budget

- Workshop for National Executive Council of KNUT ✓	\$3,000
- Writers' Workshop (for manual) ✓	2,500
- Training manuals 300 x \$30 ✓	9,000
- Train the Trainers Workshop ✓	4,000
- Workshops and follow-up activities for Elected Union Officials 10 x \$3,500 ✓	35,000
- Curriculum Development Workshops ✓ 3 x 2,500	7,500
- Transportation (use of KNUT vehicles) ✓	8,000
- Other Direct Costs - materials, supplies, information services ✓	8,000
- Evaluation	<u>3,000</u>
	80,000
AALC indirect Costs 21% ✓	<u>16,800</u>
	\$96,800

- 4 -

P R O J E C T P R O P O S A L

PROJECT TITLE:

Education on Democracy for Teacher Leaders
Within KNUT.

IMPLEMENTING AGENCY:

Kenya National Union of Teachers (KNUT)

AGENCY REQUESTED TO FINANCE THE PROJECT:

United States Agency for International Development
(U.S.A.I.D)

PILOT PROJECT DURATION:

Five months: August to December, 1997

ESTIMATED COST:

US\$ 96,800

P R O J E C T A C T I V I T I E S

1. National Executive Council Policy Meeting

Participants: All N.E.C members and National Executive Officers.

Duration: 1 day

To approve the project

2. Meeting of Branch Executive Secretaries

Number of participants - 62

Duration: 1 day

3. Training of Trainers Workshop

Participants: 8 Provincial Coordinators and Resource Persons

Duration: 5 days

14

4. Workshops for Elected Union Officials

Number of Workshops: 10 to cover a few branches.

Spread in all Provinces

Participants number 25 per seminar drawn from among elected Union Officials.

5. Curriculum Development Workshop

Number of participants: 21

Duration: 5 days

Number of Workshops: 3

6. Writers' Workshop

Participants: 8 Provincial Coordinators and ;
2 National Coordinators.

Duration: 6 days

To write the Training Manual at the end of the Pilot Workshop

7. Training Manual (Handbook)

Number of copies to be printed - 300

PILOT PROJECT BUDGET

1. Workshop for National Executive Council of KNUT ¹	\$3,000
2. Meeting of Branch Executive Secretaries	6,000
3. Training of Trainers Workshop ¹	3,500
4. Workshop for elected Union Officials ¹	35,000
5. Curriculum Development Workshops (3) ¹	7,500
6. Writers Workshop ¹	2,500
7. Training Manual (300) ¹	7,000
8. Pilot Project ^{Evaluation} Education ^{Kafuku} Education ^{\$2097}	3,000
9. Transport (use of KNUT Vehicle) ¹	5,000
10. Other Indirect Costs (Materials, Supplies, Information Services)	7,500
11. Technical Assistance (AALC) ¹	<u>16,800</u>
	<u>\$96,800</u>

PROPOSED PILOT PROJECT WORK PLAN

<u>ACTIVITY</u>	<u>DATES</u>
1. Workshop for N.E.C. of the KNUT	August 1, 1997
2. Meeting of Branch Executive Secretaries	August 14, 1997
3. Training of Trainers Workshop	September 14-19, 1997
4. Pilot Workshops for elected Union Officials	September/October, 1997
5. Curriculum Development Workshop	September, 1997
6. Writers Workshop for Training Manual	November/December, 1997
7. Production of Training Manual	January, 1998
8. Pilot Project Evaluation	February, 1998

SAMPLE

KENYA NATIONAL UNION OF TEACHERS
SEMINAR ON DEMOCRACY FOR TEACHER LEADERS

Date _____ Place _____

TIME	Day One	Day Two	Day Three
0830 to 1030	Opening Session Opening Questionnaire. Assessment of Views and Knowledge of Democracy. Expectations of the Seminar. What is democracy?	Workshop #1 - Signposts to Democracy - What basic principles exist in a democratic trade union or country? Exercise - Which constitutional provisions support democracy?	Workshop #3 -Proposals What can KNUT do in the next 12 months to overcome the constraints and achieve a more perfect democracy?
1030	Tea Break		
1100 to 1300	Overview of KNUT. Democratic Structures and Activities by Secretary General or President of KNUT Defining Types of Democracy	How Government Works in a democracy. Exercise on drafting a constitution. Exercise on debating corporal punishment in schools.	Workshop # 4 - 90 Day Time Line - What will you as a group do to promote democracy in KNUT and the community? Implementation steps.
1300	Lunch		
1400 to 1530	- Dictatorship - Direct Democracy - Representative Dem. Exercise. What kind of government is it?	Workshop #2 - Roadblocks to Democracy. What may prevent a union or country from achieving a more perfect democracy?	Democracy and elections. Roles of trade unions in a democracy and elections.
1530	Tea Break		
1600 to 1700	You and Democracy. - Exercise - Do you think democratically?	Exercise on democracy and power. - Are teachers' savings and credit cooperatives democratically run?	Assessment of Views and Knowledge of Democracy. Evaluation of Seminar. CLOSING SESSION

SAMPLE

KNUT SEMINAR ON DEMOCRACY FOR TEACHER LEADERS

Read the following situations and decide whether the government is a dictatorship, direct democracy, or representative democracy. Give reasons for your answers.

1. The people elect someone to the parliament of the country to make laws. There is one elected person for every 100,000 people. The president is elected. Judges are appointed by the president.
2. There was a revolution and the head of the military is the president. The president makes the laws and appoints judges and other officials. There are presidential elections every 5 years, but no one stands for election against the president.
3. There is a king and queen who do not make or enforce the laws of the country. They carry out the official ceremonial duties of the country. The laws are made by an elected parliament which chooses the prime minister. Elections are held regularly.
4. A chief who is not elected by the people, and who has inherited his title from his father, makes and enforces the laws of the area in accordance with the customs and traditions of his tribe. He is advised by a council but need not follow their advice. His son will take over as chief when he dies.
5. A group of leaders makes the laws of the country. They control the military and the police. They tell the press what they can and cannot print. There are no elections. There is only one political party which is that of the leaders.
6. The legislature writes laws requested by the citizens at the monthly town meeting open to all citizens. After the law is written, the citizens vote whether to make it a law. There is an elected president who controls the police and military. Every cabinet member and judge is elected by the people.
7. The president and the parliament have major disagreements over the future direction of the country. The parliament is not elected by the citizens, but the president is elected. The president orders the parliament to disband and orders new elections.

You and Democracy

Every country has a particular culture which is its languages, history, art, work habits, and other beliefs and customs. Within this culture there exist beliefs, ideas and attitudes about government and authority which are usually learned at home, in the community and in school. Some people believe that democracy is not just a system of government, it is a way of thinking and acting. It is a culture. They say that democracy is a way of life.

Do you Think Democratically?

Read the following statements and mark those which you think are examples of a democratic way of life.

1. I don't like Piet, so I will not allow him into my house.
2. Jane doesn't want to work. Even though I think everyone should work for a living, I think Jane has the right not to work.
3. Nimsa is a lawyer and Cecille is a housekeeper, but they are still equal.
4. Anyone who has the money should be allowed to buy a house in any area.
5. Everyone should be given an equal amount of property to do with as they please.
6. My husband can practice a different religion from me.
7. Teachers at schools should be harder on male students because males must learn to be heads of households.
8. The white students in our school should get text books last because they use to get them first. It's payback time.
9. My wife should do as I say because I know best.
10. I don't think my sister should go out with anyone who doesn't come from this area. Someone may see her and cause trouble.
11. No matter what people do to him Mandla never uses violence.

Seminar on Democracy for Teacher Leaders**SIGNPOSTS OF DEMOCRACY**

People in democracies around the world support many of the same basic principles. These are referred to as signposts of democracy.

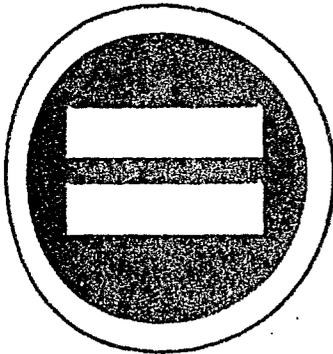
People from around the world have identified the basic principles which must exist in order to have a democratic government. These principles often become part of the constitution or bill of rights in a democratic society. Though no two democratic countries are exactly alike, people in democracies support many of the same basic principles and desire the same benefits from their government. The following are examples of the principles referred to as signposts of democracy which will be used throughout this book:



(a) Citizen Participation

CITIZEN PARTICIPATION

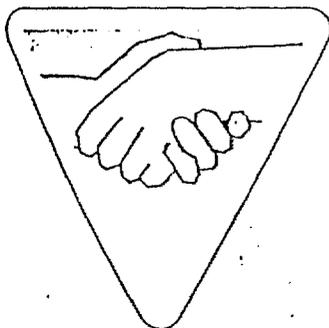
One of the most basic signposts of a democracy is citizen participation in government. Participation is the key role of citizens in democracy. It is not only their right, but it is their duty. Citizen participation may take many forms including standing for election, voting in elections, becoming informed, debating issues, attending community or civic meetings, being members of private voluntary organizations, paying taxes, and even protesting. Participation builds a better democracy.



(b) Equality

EQUALITY

Democratic societies emphasize the principle that all people are equal. Equality means that all individuals are valued equally, have equal opportunities, and may not be discriminated against because of their race, religion, ethnic group, gender or sexual orientation. In a democracy, individuals and groups still maintain their right to have different cultures, personalities, languages and beliefs.



(c) Political Tolerance

POLITICAL TOLERANCE

Democratic societies are politically tolerant. This means that while the majority of the people rule in a democracy, the rights of the minority must be protected. People who are not in power must be allowed to organize and speak out. Minorities are sometimes referred to as "the opposition" because they may have ideas which are different from the majority. Individual citizens must also learn to be tolerant of each other.

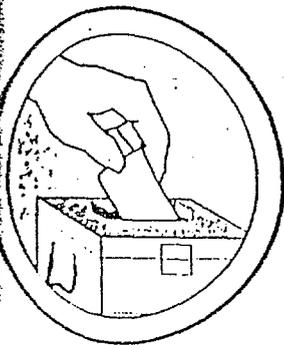
These principles often become part of the constitution or Bill of rights.



Accountability



Transparency



Regular, free, and fair elections

A democratic society is often composed of people from different cultures, racial, religious and ethnic groups who have viewpoints different from a majority of the population. A democratic society is enriched by diversity. If the majority deny rights to and destroy their opposition, then they also destroy democracy.

One goal of democracy is to make the best possible decision for the society. To achieve this, respect for all people and their points of view is needed. Decisions are more likely to be accepted, even by those who oppose them, if all citizens have been allowed to discuss, debate and question them.

ACCOUNTABILITY

In a democracy, elected and appointed officials have to be accountable to the people. They are responsible for their actions. Officials must make decisions and perform their duties according to the will and wishes of the people, not for themselves.

TRANSPARENCY

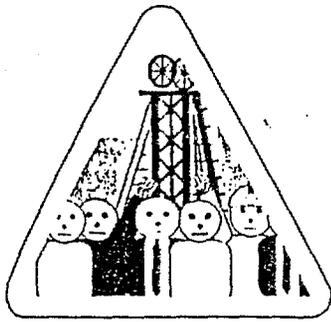
For government to be accountable the people must be aware of what is happening in the country. This is referred to as transparency in government. A transparent government holds public meetings and allows citizens to attend. In a democracy, the press and the people are able to get information about what decisions are being made, by whom and why.

REGULAR, FREE AND FAIR ELECTIONS

One way citizens of the country express their will is by electing officials to represent them in government. Democracy insists that these elected officials are chosen and peacefully removed from office in a free and fair manner. Intimidation, corruption and threats to citizens during or before an election are against the principles of democracy.

In a democracy, elections are held regularly every so many years. Participation in elections should not be based on a citizen's wealth.

For free and fair elections to occur, most adult citizens should have the right to stand for government office. Additionally, obstacles should not exist which make it difficult for people to vote.



(a) Economic Freedom

ECONOMIC FREEDOM

People in a democracy must have some form of economic freedom. This means that the government allows some private ownership of property and businesses, and that the people are allowed to choose their own work and join labour unions. The role the government should play in the economy is open to debate, but it is generally accepted that free markets should exist in a democracy and the state should not totally control the economy. Some argue that the state should play a stronger role in countries where great inequality of wealth exists due to past discrimination or other unfair practices.

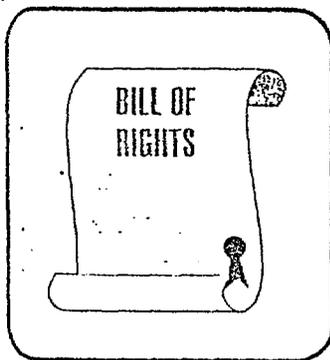


(b) Control of the abuse of power

CONTROL OF THE ABUSE OF POWER

Democratic societies try to prevent any elected official or group of people from misusing or abusing their power. One of the most common abuses of power is corruption. Corruption occurs when government officials use public funds for their own benefit or exercise power in an illegal manner.

Various methods have been used in different countries to protect against these abuses. Frequently the government is structured to limit the powers of the branches of government; to have independent courts and agencies with power to act against any illegal action by an elected official or branch of government; to allow for citizen participation and elections; and to check police abuse of power.

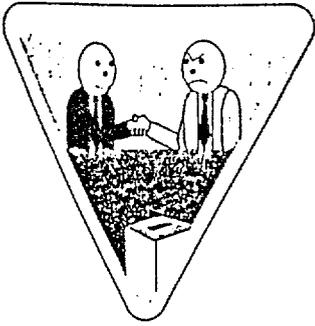


(c) Bill of Rights

BILL OF RIGHTS

Many democratic countries also choose to have a bill of rights to protect the people against abuse of power. A bill of rights is a list of rights and freedoms guaranteed to all people in the country. When a bill of rights becomes part of a country's constitution, the courts have the power to enforce these rights. A bill of rights limits the power of government and may also impose duties on individuals and organisations.

ACCEPTING THE RESULTS OF ELECTIONS



(j) Accepting the results of elections.

In democratic elections, there are winners and losers. Often the losers in an election believe so strongly that their party or candidate is the best one, that they refuse to accept the results of the election. This is against democratic principles. The consequences of not accepting the results of an election may be a government that is ineffective and cannot make decisions. It may even result in violence which is also against democracy.

HUMAN RIGHTS



(k) Human Rights

All democracies strive to respect and protect the human rights of citizens. Human rights mean those values that reflect respect for human life and human dignity. Democracy emphasizes the value of every human being. Examples of human rights include freedom of expression, freedom of association, freedom of assembly, the right to equality and the right to education. (See Chapter 3)

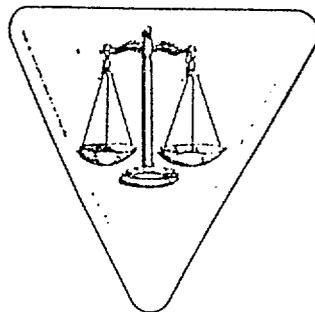
MULTI-PARTY SYSTEM



(l) Multi Party system

In order to have a multi-party system, more than one political party must participate in elections and play a role in government. A multi-party system allows for opposition to the party which wins the election. This helps provide the government with different viewpoints on issues. Additionally, a multi-party system provides voters with a choice of candidates, parties and policies to vote for. Historically, when a country only has one party, the result has been a dictatorship.

THE RULE OF LAW



(m) The Rule of Law

In a democracy no one is above the law, not even a king or an elected President. This is called the rule of law. It means that everyone must obey the law and be held accountable if they violate it. Democracy also insists that the law be equally, fairly and consistently enforced.

This is sometimes referred to as "due process of law".

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KENYA NATIONAL UNION OF TEACHERS

SEMINAR ON DEMOCRACY FOR TEACHER LEADERS

SEPTEMBER 1997

VENUE

VISION WORKSHOP

SIGNPOSTS OF DEMOCRACY

(WHAT BASIC PRINCIPLES OR SIGNPOSTS TO DEMOCRACY SHOULD EXIST IN ORDER TO HAVE A DEMOCRATIC TRADE UNION OR GOVERNMENT?)

1.

2.

3.

4.

5.

6.

7.

8.

9.

CHART 1

24

KENYA NATIONAL UNION OF TEACHERS

SEMINAR ON DEMOCRACY FOR TEACHER LEADERS

SEPTEMBER 1997

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CONSTRAINTS WORKSHOP

ROADBLOCKS TO DEMOCRACY

(WHAT FACTORS MAY PREVENT A TRADE UNION OR GOVERNMENT FROM ACHIEVING DEMOCRACY?)

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

CHART 2

25

KENYA NATIONAL UNION OF TEACHERS

SEMINAR ON DEMOCRACY FOR TEACHER LEADERS

SEPTEMBER 1997

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PROPOSALS WORKSHOP

HOW A MORE PERFECT DEMOCRACY CAN BE ACHIEVED

(WHAT CAN BE DONE TO OVERCOME THE CONSTRAINTS
AND TO ACHIEVE A MORE PERFECT DEMOCRACY IN A TRADE UNION OR
GOVERNMENT?)

1.

2.

3.

4.

5.

6.

7.

CHART 3

KENYA NATIONAL UNION OF TEACHERS

SEMINAR ON DEMOCRACY FOR TEACHER LEADERS

SEPTEMBER 1997

VENUE

NINETY DAY PLAN OF ACTION

WHAT WE CAN DO IN OUR BRANCH TO PROMOTE DEMOCRACY

(WHAT SPECIFIC ACTIVITIES CAN WE DO?)

1.

2.

3.

4.

5.

6.

Chart 4

90 DAY IMPLEMENTATION

KENYA NATIONAL UNION OF TEACHERS

September 1997

Venue _____

ACTIVITY TITLE

(Activity Number ____)

DATE _____

WHAT WILL BE DONE?

IMPLEMENTATION STEPS

WHO

WHEN

HOW WILL IT BE DONE?

1.

2.

3.

4.

5.

COORDINATOR:

TEAM MEMBER:

Chart 5

SAMPLE

KENYA NATIONAL UNION OF TEACHERS

SEMINAR ON DEMOCRACY FOR TEACHER LEADERS

September 1997

BEGINNING QUESTIONNAIRE

1. What is democracy?

2. List three important characteristics of democratic organisations.

a)

b)

c)

3. On a scale of 1 to 5, how democratic is the KNUT?

Too	Very		Not Very	
Democratic	Democratic	Democratic	Democratic	Undemocratic
1	2	3	4	5

4. Is the constitution of the KNUT democratic or undemocratic? _____
Why?

5. Is the KNUT transparent and financially accountable? _____ Explain?

6. In the structures of KNUT, where is democracy the weakest and why?

7. Can a democratic trade union movement exist in an undemocratic country?
_____ Explain

8. Is Kenya becoming more democratic or less democratic?_____ Explain

9. Does the KNUT have a role in promoting democracy in society?_____ Explain

10. Other Comments