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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  
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INTERNATIONAL POSTAL ADDRESS

POST OFFICE BOX 30261  
NAIROBI, KENYA  
TEL 254-2-751613  
FAX 254-2-749590

July 7, 1998

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

Subject Award No 615-0266-G-00-8052

Dear Sir

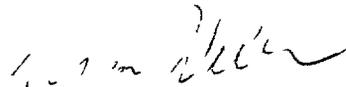
Pursuant to the authority contained in the Foreign Assistance Act of 1961, as amended, the U S Agency for International Development (hereinafter referred to as "USAID" or "Grantor") hereby grants to the Kenya National Union of Teachers (herein after referred to as KNUT or "Recipient"), the sum of \$90,000 00 to provide support for a program in Grant, 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 07/31/2000 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 "

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,

  
Dennis Weller  
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 AMBROSE A. ADONGO  
SECRETARY GENERAL

KENYA NATIONAL UNION OF TEACHERS

Date 3rd. December, 1998

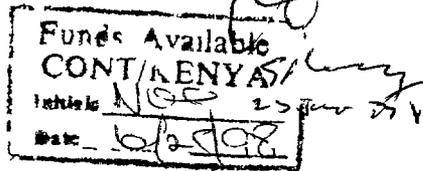
ACCOUNTING AND APPROPRIATION DATA

A GENERAL

1 Total Estimated Amount \$124,267 00  
2 Total Program Amount \$124,267 00  
3 Total Obligated Amount \$90,000 00  
4 Cost-Sharing Percentage  
(Non-Federal) 25%  
5 Activity Title  
6 USAID Technical Office OSPP  
P O Box 30261  
Nairobi  
7 Tax I D Number  
8 CEC No  
9 LOC Number

B SPECIFIC

BPC GDV8-98-21615-KG13  
APP 728/91021  
RCN V281028  
RES DOC: MAARD615-0266-3-80015  
OBL DOC: GR615-0266-G-00-8052



## TABLE OF CONTENTS

PAGE

## ACCOUNTING AND APPROPRIATION DATA

ATTACHMENT 1 4

SCHEDULE 4

1 1	PURPOSE OF AGREEMENT	4
1 2	PERIOD OF AGREEMENT	4
1 3	AMOUNT OF AWARD AND PAYMENT	4
1 4	AWARD BUDGET	4
1 5	REPORTING	4
1 5 1	Financial Reporting	4
1 5 2	Performance Monitoring and Planning Reports	4
1 6	RESOLUTION OF CONFLICTS	5
1 7	COST SHARING	5
1 8	TITLE TO PROPERTY	5
1 9	AUTHORIZED GEOGRAPHIC CODE	5
1 10	COMMUNICATIONS PRODUCTS (OCT 1994)	5
1 11	PAYMENT OFFICE	6

ATTACHMENT 2 7

PROGRAM DESCRIPTION 7

ATTACHMENT 3 8

STANDARD PROVISIONS 8

3 1	ALLOWABLE COSTS (JUN 1993)	8
3 2	ACCOUNTING, AUDIT, AND RECORDS (MAR 1994)	9
3 3	REFUNDS (JUN 1993)	10
3 4	REVISION OF GRANT BUDGET (JUN 1993)	10
3 5	TERMINATION AND SUSPENSION (JUN 1993)	11
3 6	DISPUTES (JUN 1993)	12
3 7	INELIGIBLE COUNTRIES (MAY 1986)	13
3 8	DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS (MAR 1989)	13
3 9	U S OFFICIALS NOT TO BENEFIT (NOV 1985)	14
3 10	INVESTMENT PROMOTION (JAN 1994)	14
3 11	NONLIABILITY (NOV 1985)	15
3 12	AMENDMENT (NOV 1985)	15
3 13	NOTICES (NOV 1985)	15
3 14	METRIC SYSTEM OF MEASUREMENT (AUG 1992)	15
3 15	PAYMENT - PERIODIC ADVANCE (JUN 1993)	15
3 16	USAID ELIGIBILITY RULES FOR GOODS AND SERVICES (MAR 199	18
3 17	TITLE TO AND USE OF PROPERTY (GRANTEE TITLE) (MAY 1986)	22
3 18	COST SHARING (MATCHING) (JUN 1993)	22
3 19	PUBLIC NOTICES (JUN 1993)	26

ATTACHMENT 4 28

615-0266-G-00-8052

	PAGE
TABLE OF CONTENTS	
STANDARDS FOR USAID-FUNDED PUBLICATIONS	28
STANDARDS FOR USAID-FUNDED VIDEO PRODUCTIONS	30

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 07/31/2000

1 3 AMOUNT OF AWARD AND PAYMENT

- (a) USAID hereby obligates the amount of \$90,000 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\$
Office Operating Costs	25,667	4,400	30,067
Training of Trainers Seminar	26,667	5,000	31,667
Outreach Costs	27,500	24,867	52,367
Equipment/Report Production	10,166	0	10,166
	<hr/>	<hr/>	<hr/>
Total	90,000	34,267	124,267

Exchange Rate Kshs 60 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 Technical

## 1 5 2 (Continued)

Office specified in the Cover Letter of this Award 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

Controller  
USAID/Kenya  
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 Technical 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 3 - Standard Provision  
Attachment 2 - Program Description

## 1 7 COST SHARING

The Recipient agrees to expend an amount not less than 25% 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 approved in writing by the agreement officer A copy of the standards for USAID financed publications and video

1 10 (Continued)

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

8

ATTACHMENT 2

PROGRAM DESCRIPTION

The Recipient's proposal entitled "Laikipia Teachers Peace Initiative" and dated May 1998 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  
Auditors KIMANI ONYANCHA & CO NAIROBI FAX 254 -2-222701

Secretary General  
P O Box 30407  
NAIROBI (Kenya)

KNUT/LAIK/16/14/98

May 25, 1998

The Director,  
United States of America,  
Agency for International Development (USAID) Mission to Kenya,  
P O Box 64102,  
**NAIROBI.**

Dear Sir,

## **LAIKIPIA TEACHERS PEACE INITIATIVE**

The Kenya National Union of Teachers, Laikipia Branch has approached you through correspondences and discussions with some of your officers to assist it (KNUT Laikipia Branch) with some funds to organise the peace project for the teachers there

We wish to inform you that their request has our blessings We would like also to inform you that we shall supervise the use of any funds you can allocate to them

We have no doubt that you will adhere to their request sympathetically

Thanking you most sincerely in advance for any financial assistance you will give to them

Yours faithfully,

(A A ADONGO)  
SECRETARY GENERAL  
**KNUT**

Cont /2

C C

The National Chairman,  
KNUT Head Office,  
**NAIROBI**

The Ag National Treasurer,  
KNUT Head Office,  
**NAIROBI**

The Executive Secretary,  
KNUT Laikipia Branch,  
P O Box 1403,  
**NANYUKI**

The Chairman,  
KNUT Laikipia Branch,  
P O Box 1403,  
**NANYUKI**

The Treasurer,  
KNUT Laikipia Branch,  
P O Box 1403,  
**NANYUKI**

## FUNDING APPLICANT

Kenya National Union of Teachers  
Laikipia Branch  
P O Box 1403  
NANYUKI  
Tel 32375

## PROJECT IMPLEMENTOR

LAIKIPIA TEACHERS PEACE INITIATIVE BOARD  
P O Box 1403  
NANYUKI

## THE ORGANISATION

The Kenya National Union of Teachers, Laikipia Branch is a duly registered branch of the Kenya National Union of Teachers. It has a membership of 3,000 from primary and secondary schools as well as technical and tertiary institutions.

Among its other objectives, the Union seeks to promote responsible citizenship through classroom work and community-based initiatives.

## SOCIAL AND POLITICAL BACKGROUND

The Kenya National Union of Teachers, Laikipia Branch covers Laikipia District, Rift Valley Province. The District has two constituencies: Laikipia West and Laikipia East.

The ethnic composition of the area is mixed and hosts both the indigenous inhabitants and migrant settlers. The migrants are the majority. The main communities represented are Samburu, Pokot, Kikuyu, Turkana, Maasai, Kisii, and members of the Kalenjin group.

## THE PROBLEM

Over the last five to seven years, there have been animosities between the various ethnic communities in the area. The animosities have led to deaths, destruction of property, maiming, and the raping of women, including school girls.

In the most recent incident, over 60 people were killed. Of those killed, seven (7) were teachers and thus the teaching profession was the hardest hit of all professions in this flare up. Up to now, some schools have not yet reopened due to insecurity, many cattle rustling.

While the insecurity has been explained in many ways and assurances given by the Government that peace will return, the potential for more violence is very high. Communities are now more divided than ever before and are threatening to use even more violent methods should fighting erupt again.

12

## LAIKIPIA KNUT VISION AND MISSION

The Laikipia KNUT feels that it has a duty to be part of the peace and reconciliation mission to restore peace in Laikipia. Apart from having a moral obligation to be part of the peace initiative in the area, the KNUT branch feels that it has a pivotal role to play because of the following:

- 1) Teachers operate at grass root level. They have the capacity to get to the root of the problem and to seek for local solutions by interacting with the local people.
- 2) Teachers are opinion leaders in their local communities.
- 3) Young people are very vulnerable since their minds are at formative stages. If teachers are consciously guided to influence the minds of their pupils and students, then the possibility of violence occurring in future is subdued.
- 4) Teachers are already accepted by the community as agents of change. If they are involved in a peace initiative, it will just be a continuation of a process to change the communities where they live.
- 5) Once the peace initiative takes off in Laikipia, it will be replicated elsewhere.

## THE INITIATIVE

The Laikipia KNUT has set up the LAIKIPIA TEACHERS PEACE INITIATIVE (LAITEPEIN). LAITEPEIN is a project of the Laikipia KNUT branch.

LAITEPEIN is run by an independent board representing communities, churches, professions and NGOs. The board is accountable to the Laikipia KNUT branch for its programmes, budgets, contracts and expenditures. The funds available to LAITEPEIN will be administered by the national office of the Kenya National Union of Teachers on behalf of the Laikipia KNUT.

## OBJECTIVES

The project has five broad objectives:

- 1) Provide a forum for teachers and community leaders from the district to share experiences on the causes of conflicts in the communities where they live in. They will also examine the solutions that have been applied in the past towards reconciliation and how effective they have been. They will then examine other methods of conflict resolution that have not been applied and evaluate how they can be used.
- 2) Examine how conflicts have affected the attitudes of children, what can be done to reverse them. The teachers will discuss how to impart concepts of peace in the minds of children through the existing school set up.
- 3) Formulate a curriculum to be used in schools for peace education. While the curriculum will be based on the Laikipia District experience, the ultimate aim is to provide one which can inspire a national one to be used in all schools in Kenya.
- 4) Develop peace education resource materials. They will include booklets, posters and other aids to be used in schools and elsewhere for peace education.
- 5) Create a pool of people equipped with skills on conflict resolution.
- 6) Create a pool of violence monitors.

## METHODS OF IMPLEMENTATION

LAITEPEIN has planned a three phase programme involving the following

- 1) Training of trainers
- 2) Production of training materials
- 3) Community outreach

### TRAINING OF TRAINERS

#### Target Group

Primary and secondary school teachers as well selected members of the affected community

The main focus of the training which will be done in seminars and facilitated by skilled people on all the areas that cause conflict and on how to solve those conflicts. By the end of the seminars, the trainers are expected to have acquired the capacity to train their other people in their own localities.

The training will emphasise a multi-media approach. It will encourage the trainers to make use of such folk media music, poetry and drama since these use local resources and are inexpensive. They will also encourage community participation.

The three hundred teachers will train their other 3,000 colleagues. They will also initiate peace education as an extra curricular activity in their schools.

The same trainers will be the outreach agents through forums that will be available to them including women groups, Christian associations, peace and justice commissions sponsored by churches, human rights groups and others. Such networking will take advantage of already existing peace initiatives so as to draw on experiences already gained.

### PRODUCTION OF TRAINING AND OUTREACH MATERIALS

While the project will use materials produced by other organisations on peace resolution and generally on civic education, it will produce its own original literature to suit its initiative.

The literature will be simple and to the point to be used in seminars, workshops and all other forums where peace and reconciliation will be discussed. The literature will be available in all languages spoken in the area and supplied gratis.

During the training of trainers, the trainers will develop material focusing on peace and reconciliation for pupils and students. It is appropriate that the teachers develop the books since they know this target group better.

Other training and outreach materials will include posters, audio cassettes, hand outs and calendars with messages.

The curriculum developed during the training of trainer will be published during this phase.

After being tested on the ground and found wanting, the published materials will be revised.

## **COMMUNITY OUTREACH**

Community outreach will start as soon as training is over. However it will be accelerated after the production of training and outreach material. Outreach will use the methods outlined under the heading, Training of Trainers. Emphasis will be put on working with women as they have been hardest hit by the problems. They are also more effective in spreading messages because of their commitment and since they have more networks than men.

During the outreach, emphasis will be put on use of folk media and the dissemination of the written material that will have been developed. The interaction with the local groups will be based on participatory methods and feedback will be a vital component. The groups will be encouraged to create their own peace initiative programmes which will enrich the earlier phases of the programme.

The project manager will network with the trainers to guide and monitor their outreach programmes.

The overall objective is to induce the culture of dialogue at the lowest levels of communities. Citizens will also be made aware of their rights and responsibilities in an effort to create a civil society.

In the end, even after the project has ended, the communities will have realised their capacity to prevent conflict and solve it when it arises. They will have been empowered to resist violence.

## **PROJECT TIME LINE**

The entire project will take two years, broken into four phases.

- 1) Project set up. One month. This will involve setting up the office and preparing for the seminars.
- 2) Training of trainers. Three Months.
- 3) Preparation of training and outreach materials. Two months.
- 4) Community outreach. 18 months.

## **Special Problems and Solutions**

In the face of the looming teachers strike which might interrupt the peace initiative programme, the Laikipia KNUT branch will stress to the members that labour matters and the peace programme are distinct. While the teachers are free to participate in strikes, the KNUT break will seek a sure undertaking from those being trained as trainers that they will treat the two undertakings as separate and give priority to the peace initiative as it concerns the security of their lives as well as those of their families. At the same time, there should not be fear of a prolonged teachers strike as the Government cannot afford one.

## PROPOSED BUDGET

The Estimated Budget for the Leitepin Project for 24 months is

Ksh 5,670 000 = US\$90,000 at US\$ 1= Ksh 63 broken down as follows

BUDGET ITEM	USAID GRANT	KNUT LAIKIPIA BRANCH CONTRIBUTION
<b>1 0 PROJECT SET UP</b>		
1 1 Office Furniture	Shs 30,000	
1 2 Computer	Shs 150,000	
1 3 Photocopier	Shs 70,000	
1 4 Office Rent Shs 6,000pm x 24		Shs 144,000
1 5 Bronchures , Letterheads and invitations to workshops	Shs 30,000	
1 6 Telephone Installation	Shs 12,000	
1 7 Office partitioning and shelves	Shs 30 000	
<b>2 0 TRAINING OF TRAINERS</b>		
2 1 Accomodation 300 persons x Shs 700 x 4days	Shs 840,000	
2 2 Transport - 300 persons x Shs 300	Shs 120,000	
2 3 Facilitators - 2 persons per day x 10,000 x 8 workshops four days each	Shs 640,000	Shs 300 000

2 4 Seminars, Administration, Stationery etc	Shs 60 000	
<b>3 0 PROJECT ADMINISTRATION</b>		
3 1 Project Manager's salary and allowances - Shs 50,000pm x 24 months	Shs 1,200 000	
3 2 Copy Typist/Book keeper Shs 15,000 x 24 months	Shs 360,000	Shs 120,000
3 3 Office Administration, Stationery telephone, postage, maintenance of equipment	Shs 300 000	
<b>4 0 PRODUCTION OF OUTREACH MATERIALS</b> research, writing, editing, adapting, illustrating and printing	Shs 1,000,000	Shs 300,000
<b>5 0 HIRE OF SEMINAR HALLS</b> Shs 6,000 per day x 4days x 8 workshops		Shs 192 000
<b>6 0 OUTREACH</b> Reimbursements for travel , food and accomodation for trainers	Shs 500,000	Shs 1,000,000
<b>7 0 BOARD MEMBERS REIMBURSEMENTS -</b> meals, travel and accomodation when attending meetings	Shs 150,000	
<b>8 0 CONTIGENCIES</b>	Shs 178,000	
<b>TOTALS</b>	<b>Shs 5,670,000</b>	<b>Shs 2,056 000</b>

**BUDGET NOTE.**

Laikipia KNUT's contribution to training of trainers, copy typist's salary, outreach and production of outreach materials will be in form of professional services The branch will provide offices and furniture