



# NATIONAL VALUES & PRINCIPLES OF GOVERNANCE



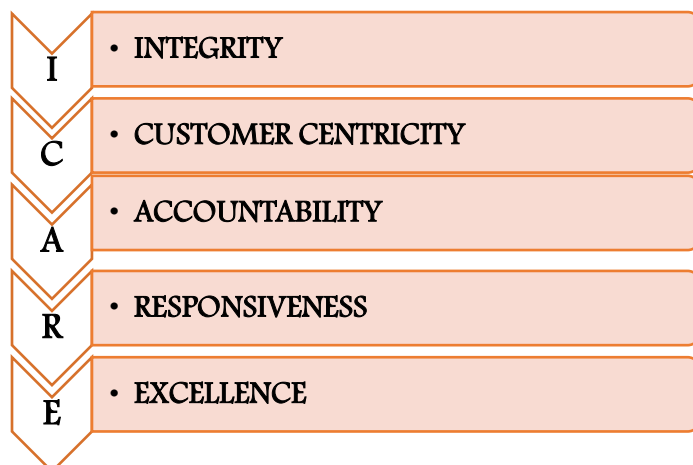
## OUR VISION

The Preferred Partner in Savings and Retirement Solutions

## OUR MISSION

To receive, prudently invest and manage members' savings for prompt payment of benefits for secured retirement.

## CORE VALUES



+254 709 805 00/100 | Toll Free: 0800 720 065 | [info@lapfund.or.ke](mailto:info@lapfund.or.ke)



2<sup>nd</sup> Ngong Avenue | 316 Upper Hill Chambers | 10<sup>th</sup> Floor

## DEFINITION OF CONCEPTS

### Values

Values refer to beliefs or ideas shared by members of the same community, same culture and same nation. Values are morals and standards of what is good or bad, and what is desirable or undesirable. Values have a major influence on a person's behaviors and attitude and serve as broad guidelines in an individual's conduct in all situations.

### National Values

National Values are beliefs of a Nation, guiding the actions and behaviors of its citizen.

### Principles of Governance

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

### The Constitution of Kenya, 2010

The Constitution of Kenya under Article 10(1), provides the National Values and Principles of Governance binding all state organs, state officers, public officers, and all persons whenever any of them:

- a. applies or interprets the Constitution.
- b. enacts, applies, or interprets any law; or
- c. makes or implements public policy decisions.

The Constitution of Kenya under Article 10(2), highlights the following National Values and Principles of Governance as follows:

### 1. Patriotism

#### *(Uzalendo)*

- Refers to love, loyalty and devotion shown to one's country.
- It calls for one's selfless services and sacrifice for the country.

### 2. National Unity

#### *(Umoja wa Kitaifa)*

- It is a state of oneness which results from shared values, vision, purpose and aspirations irrespective of the ethnic, cultural, economic, and religious or any other superficial status while recognizing diversity.

### 3. Sharing & Devolution of Power

#### *(Ugavi na Ugatuzi Mamlaka)*

Refers to governance environment in which power, political, economic and social resources are distributed between the National and County levels of government.

- It empowers people at the grassroots to make decisions on matters that affect them.

### 4. Rule of Law

#### *(Utawala wa Sheria)*

It is the legal maxim that each citizen and person within the state should respect and observe the law.

- We must all observe the law for an orderly society.

### 5. Democracy & Participation of the people

#### *(Demokrasia na Ushirika wa Watu)*

Democracy is a political culture in which all citizens exercise direct and equal participation in the running of the affairs of their country.

- Participation is the practice of involving all people in making decisions which ensures mutual respect and encourages shared responsibilities.

### 6. Human Dignity

#### *(Hadhi ya Binadamu)*

- Human dignity is honor bestowed on individuals and people, and the upholding of the individual rights as spelt out in the Constitution and the Bill of Rights regardless of one's status (Article 28).



- It is idea that all humans should be treated with love/respect since they are human regardless of class, race, gender, nationality, sex, education, religion etc.

## 7. Equity (Usawa)

Encompasses fairness, impartiality, justice, and provision of equal access to national resources and opportunities regardless of gender, disability, age, race, ethnicity, religion or status.

- It is not about treating people the same way but treating people in such a way that the outcome for each person should be the same.

## 8. Social Justice (Haki ya Jamii)

Refers to the enjoyment of the rights that enhance the wellbeing of an individual in all aspects of their interaction with one another and promotes solidarity.

- It implies fairness in the society.
- It's about a society which gives individuals fair treatment and a just share of benefits of society.

## 9. Inclusiveness (Uhusishwaji)

- It affords all people an opportunity to participate in activities including decision making which affect their life.
- It makes people feel valued and essential to the success of a group.
- It promotes sense of belonging among people.

## 10. Equality (Ulingano)

- It is the treatment of everyone with equal measure irrespective of their status such as gender, religion, social class, tribe or race.
- It also refers to equal opportunities and obligations for all.

## 11. Human Rights (Haki za Binadamu)

- Is the God given inherent inalienable liberties and entitlements to be enjoyed by all people and upholding of their rights as spelt out in the constitution.



## 12. Non-Discrimination (*Kutobagua*)

Is the practice of offering services and taking care of all persons without bias.

## 13. Protection of the Marginalized (*Kulinda Kundi Lililotelekezwa*)

- Is safeguarding livelihood of those who have challenges or those that do not have a voice in society.
- It is a deliberate consideration of the weaker members of the society.

## 14. Good Governance (*Utawala Bora*)

- Refers to having systems and structures through which the exercise of power and authority can be controlled or held to account.
- It is prudent management of institutions and resources by those entrusted with the responsibility of overseeing them.

## 15. Integrity (*Uadilifu*)

- It is adherence to virtuous moral and ethical principles.
- This includes honesty, truthfulness, consistency, and moral character both in private and public life.
- It is the quality of being steadfast and consistent about what is right.
- The will to refuse to engage in corruption and morally questionable behaviors.

## 16. Transparency and Accountability (*Uwazi na Uwajibikaji*)

- Transparency refers to the requirement to share information and act in an open manner.
- Accountability is a fact or condition of being held responsible for one's actions, conduct and management of resources.
- This is the requirement to share information and act in an open manner.

## 17. Sustainable Development (*Maendeleo ya Kudumu*)

Sustainable development is the pattern of resource use that meets the needs of the present without compromising the ability of future generations to meet their own needs.





## CONCLUSION

All LAPFUND staff and stakeholders should adhere to the National Values and Principles of Governance as they execute their duties and obligations respectively to the Nation.