



UNIVERSITY OF NAIROBI

COLLEGE OF EDUCATION AND EXTERNAL STUDIES

CORRUPTION ERADICATION BASELINE SURVEY REPORT

FEBRUARY 2010

**COLLEGE OF EDUCATION AND EXTERNAL STUDIES**

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## **1.0 CHAPTER ONE: INTRODUCTION**

### **1.1 Background**

One of the core aims of the College of Education and External Studies is to offer its employees the benefits of freedom, security and justice without internal borders. To this end the College of Education and External Studies has developed a comprehensive policy on fighting corruption, including a number of acts to support this work.

Its firm commitment to quality services is hinged on the observance of the rule of law, skilled human resource, handwork, transparency, accountability, fairness and timely delivery in all units. Integrity is a core value of the University of Nairobi and is enforcement under the code of conduct and ethics for public university act 2003.

**Integrity** meaning strength and firmness of character or principle honesty that can be trusted.

The college is increasingly moving into the realms of greater responsibility and accountability in order to display greater sensitivity to the needs of the stakeholders. In an effort to improve service delivery and provide conducive work environment in the college a survey was conducted to assess and measure both attitude and perception about integrity among the staff.

### **1.2 Executive summary**

College of Education and External Studies has put much effort to ensure corruption is eradicated in the college. Corruption is a common phenomenon in most institutions that presents a serious obstacle to the efficient functioning of a nascent public.

Indeed the university's vision of a world class university committed to academic excellence and transformation of the lives of Kenyans and serving with distinction may only be realized through integrity. However, corruption in the college is neither so pervasive nor so deeply ingrained as to render corruption policy in the university efforts hopeless. Top management and employees in the college have shown the will to tackle the corruption problem in the college, particularly through the promulgation of an ambitious and comprehensive Anti-Corruption Strategy.

### **1.3 Objectives of the study**

The objectives of the study are:-

- Measuring the genuine perceptions of corruption among employees
- To provide a basis for actions to be taken in the light of the findings of the survey.
- Give an indication of how staff members perceive the integrity of the college
- Obtain data to help develop preventative measures to improve overall level of integrity at the college.

### **1.4 Study limitations and weaknesses**

#### **1.4.1 Time constraints**

Some of the questionnaires were not returned on time.

#### **1.4.2 Unanswered questions**

There were instances where no information was filled.

### **1.5 Terms of reference**

The following were the terms of reference for the survey to be conducted:

- To conduct an internal survey among staff within various departments of the college.
- To develop appropriate tools of data (questionnaire) and to address issues to do with university effort towards:
  - (a) Corruption
  - (b) Implementation of new service delivery systems such as performance contract.
  - (c) The service charter
  - (d) Adherence to statutory requirements

## **2.0 CHAPTER TWO: SAMPLING METHODOLOGY**

### **2.1 Population**

The population comprised of the employees/staff of the college .The questionnaires were administered to all the staff both working in the offices and the subordinate staff.

### **2.2 Survey design**

The total numbers of questionnaires administered were 120.The survey utilized the questionnaire to gather the data. The total number of staff who gave their feedback was 51.The survey utilized a questionnaire to gather the data.

The study was carried out in the month of February 2010, employed quantitative methods by use of a structured questionnaire.

### **2.3 Questionnaire development**

The integrity survey content was developed based on focus groups in the college of education and external studies. Subsequently a draft questionnaire was developed and minor edits to the questionnaire were made prior to the full administration in early February. The questionnaire answers yielded distinct factors which were converted to a “performance” or “favorability” score based on the actual responses of those who gave their feedback. All index and factors had a range of 1-5.

### **2.4 Demographic variables**

There were various demographic variables on which the overall measures were analyzed:

- Service delivery
- Integrity and Impartiality
- Professionalism
- Organization focus

## **2.5 Data collection and analysis**

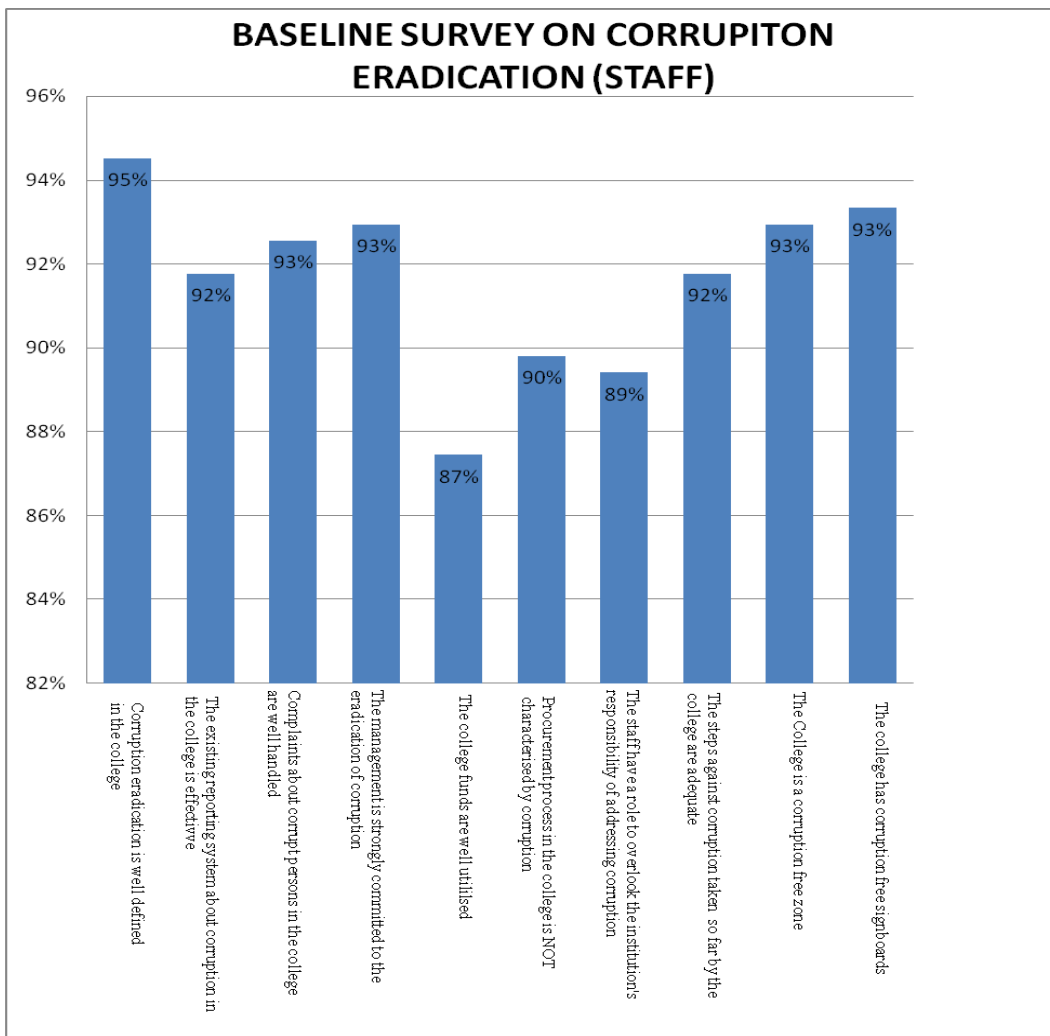
A questionnaire was used as the data collecting instrument for the survey. The data was pooled and analyzed on the basis of the questionnaires that were returned. The response numbers varied between different issues because some questions were not responded to by some of the samples. Charts were used to represent survey results.

### 3.0 CHAPTER THREE: RESEARCH FINDINGS

Survey results are integral to planning and managing the college effectively and efficiently. It is the belief of the management that the findings will play an important role in designing improvement strategies and developing staff.

#### 3.1 Overall index

The overall index is 91.7. Meaning that the level of corruption is 8.3%. The index is above average. Thus the staff perception indicated that a minimal level of corruption does exist in the college.



### **3.2 Baseline survey**

The management of the college is strongly committed to the eradication of corruption.

The results have shown a score of 93%.

The college handles well complaints about corrupt persons . This is shown by a score of 93%.

Results have also shown that the college has corruption free signboards and it's a corruption free zone. It's shown by a score of 93%.

Other scores include, the college funds are well utilized at 87% and the staff have a role to overlook the institutions responsibility of addressing corruption at 89%.



## **4.0 CHAPTER FOUR: CONCLUSION AND RECOMENDATIONS**

### **4.1 RECOMMENDATIONS**

- Staff should have a role to overlook the institutions responsibility of addressing corruption.

### **4.2 CONCLUSION**

Corruption is an issue within the college and the university as a whole. The college of education and external studies is waging a war against it. However in the survey it was noted that the college is succeeding in the eradication of corruption among the staff through the survey.

Following up on the survey results will help build on this result and enhance integrity within the college and ultimately people's perception of the integrity. Training on ethics and integrity should not be treated exclusively as an independent subject, but should be integrated into as many learning experiences as possible. This could start with educating new employees and continue throughout an employee's career.

It is our belief that this integrity survey has met the objectives as per the terms of referee.