

# ケニアNYS技術学院 実施協議調査団報告書

昭和62年5月

国際協力事業団  
社会開発協力部



# ケニアNYS技術学院 実施協議調査団報告書

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昭和62年5月

国際協力事業団  
社会開発協力部



## 序 文

ケニア国は、第5次国家開発5ヶ年計画(1984~1988)において、地域開発及び人材の育成に力を入れる事を基本政策として掲げており、本政策の一環として、人的資源及び機械の供給センターとしての機能を有する国家青年奉仕隊(NYS)の拡充強化を図ることを計画した。本拡充計画においては、従来から実施してきた技能者育成訓練(Artisan Grade III, II, Iレベル)より上位のテクニシャン(Technician Part IIレベル)の養成訓練を計画しており、その中で特に優先度が高いとされている電気、電子、機械、建設機械および自動車工学の各分野における無償資金協力及び技術協力を我が国に対し要請してきた。

本要請を受け、当事業団は、本件の要請内容、協力の可否等につき調査するため昭和59年11月予備調査団、更に昭和60年2月に事前調査団を派遣した。

今般それらの調査結果を基に、技術協力実施に係わる具体的事項について協議し、その結果、討議議事録(R/D)及び暫定実施計画等を署名・交換する目的で、労働省職業能力開発局企画室 松崎 朗室長を団長とする実施協議調査団を派遣し、R/Dに署名し、1988年1月1日より5年間の協力が開始される事となった。

本報告書は、本件実施協議調査団の調査、協議事項をとりまとめたものである。

最後に、本件調査団の派遣にご協力いただいた団長をはじめ団員の方々、外務省、労働省、在ケニア日本大使館及び内外関係機関の方々に対し、深甚の謝意を表するとともに、併せて今後のご支援をお願いする次第である。

昭和62年 5月

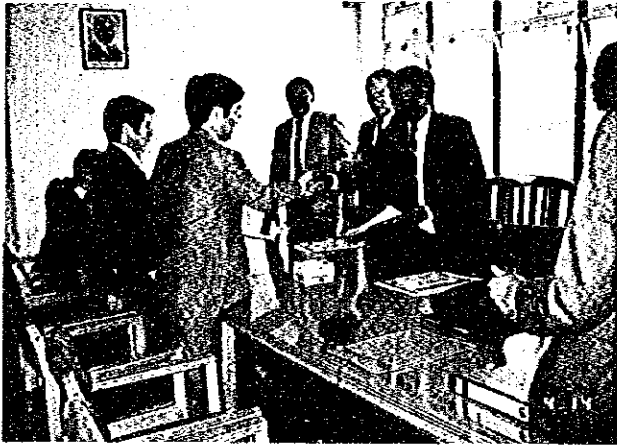
国際協力事業団

理事 玉光 弘明

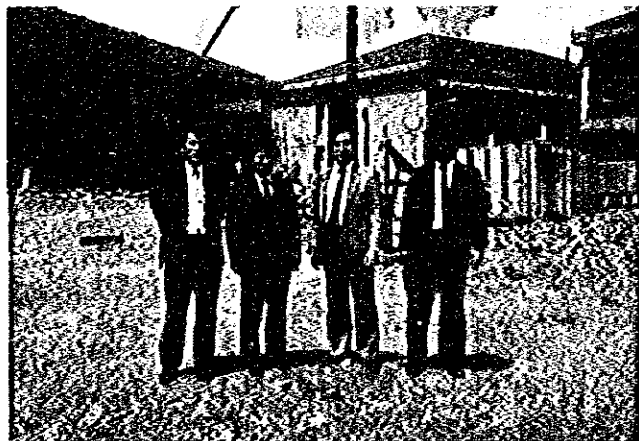




R/D協議 於NYS本部



R/D署名、交換（Ndotta大統領府次官及び松崎団長）昭和62年4月14日，於大統領府



建設サイト視察  
左から谷口団員，世取山団員，松崎団長，乾団員





NYS 技術学院 建設サイト

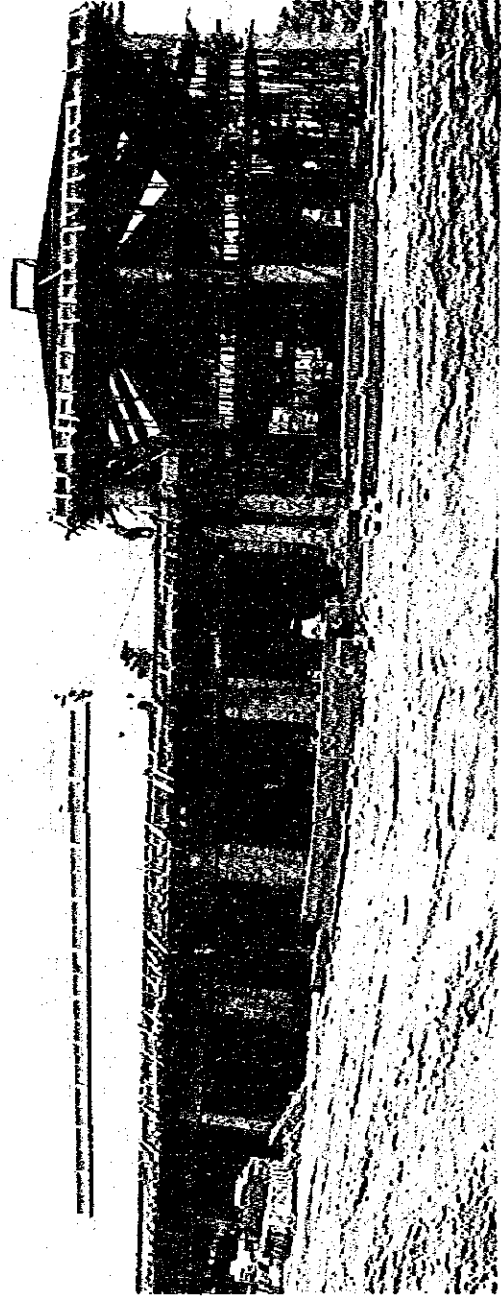


管理 / 事務棟

電気 / 電子実習棟

教室棟

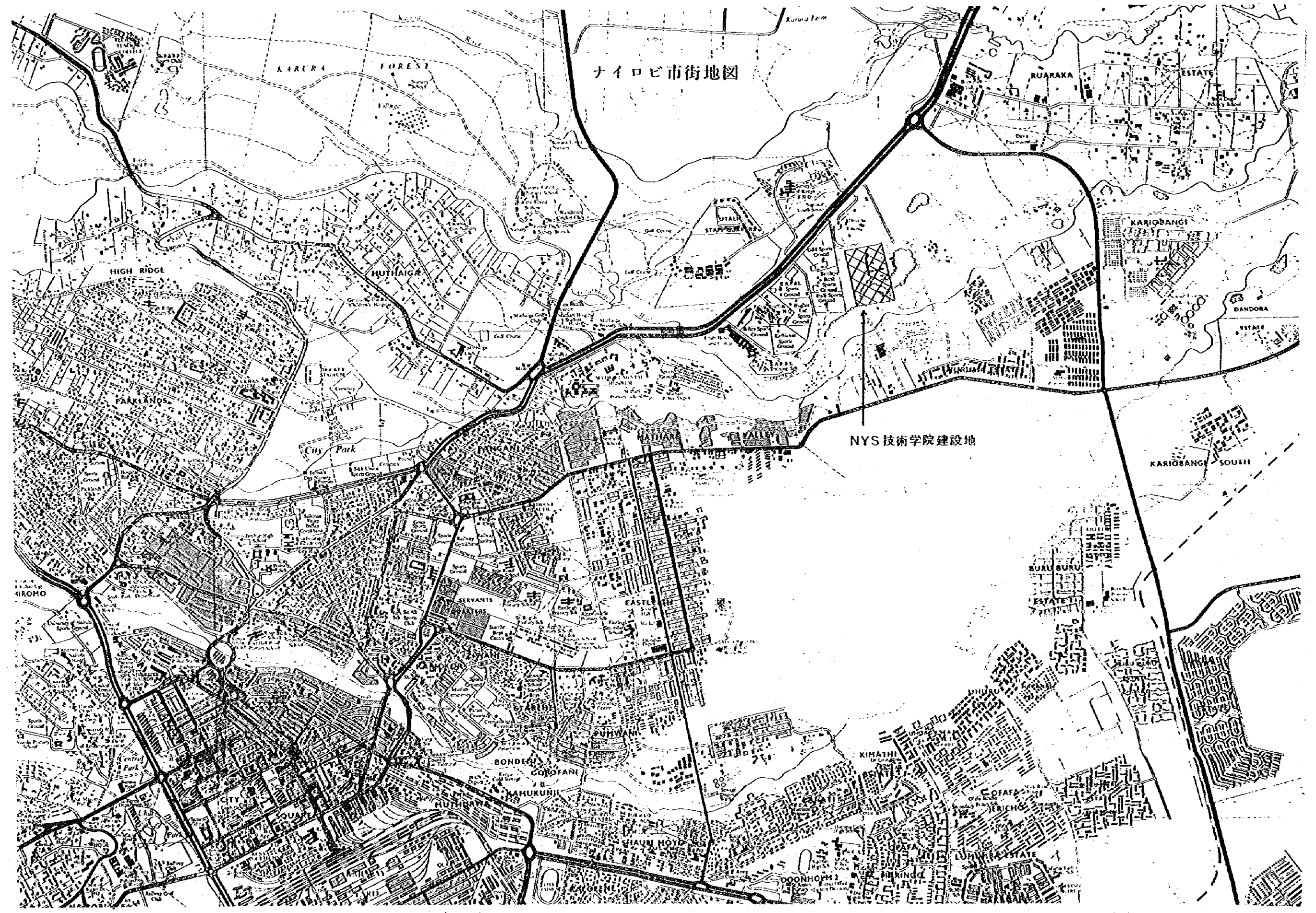
機械実習棟



自動車 / 建設機械実習棟

ナイロビ市街地図

NYS 技術学院建設地





## ケニアNYS技術学院実施協議調査閉報告書

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NYS概要書



## 1. 実施協議調査団

### 1-1 調査団派遣の経緯と目的

国家青年奉仕隊 ( National Youth Service-NYS ) はその隊員に対し、国家建設事業に従事させるかたわら職業訓練を施している。すなわち国家奉仕隊と職業訓練機関の2面の機能を持った特異な組織である。そしてその卒業生はケニアの産業界からも規則正しい技能工として高い評価をうけるようになってきている。

こうした背景のもとに、ケニア国政府は、1977年NYSの拡大方針を決定し、1979年に、その職業訓練の長期的展望に向けての拡大計画が、西ドイツのフリードリッヒエーベルト基金によって策定された。こうして、1978年約4,300人であったNYSの隊員数は、1979年4,800人、1982年5,000人、1985年には、約7,000人と増加し、更に将来計画として、この数を10,000人にまで伸ばし、国家建設への貢献と職業訓練による若年層の雇用機会(就職、自営)増大に寄与せしめんとしている。しかしながら、こうしたNYSの職業訓練拡充計画の実現の過程に於いて、隊員数の増加に職業訓練施設の拡充が追いつかない事、NYS内の職業訓練校においてインストラクターが不足している事、そして、より高いレベルの職業訓練(技術教育及び上級技能訓練)の要望に応えられる施設がない等の問題点がある。NYSは、こうした状況を解決するためにNYS内部にある既存の職業訓練校より高いレベルの教育機関をNYS内に設置することを計画した。

それを受けてケニア国政府は、1982年日本国政府に対しNYSの職業訓練施設の拡充のうち最も財政的・人的負担の大きいテクニシャンレベルの訓練施設の設立に係わる技術協力及び無償資金協力の要請を行った。その要請内容は、農業部門及び工業部門を併せもつものであったが、1983年にそれを工業部門に一元化し協力要請を改定した。

本要請を受けて、国際協力事業団は、昭和60年2月に事前調査団を派遣し、要請の背景、内容、規模、協力の可否等の主要項目を中心に、先方と協議を重ね工業部門の16コースを内容とする要請から、現実的な5コースを内容とするものに縮小し、さらにその内容についても調査検討した。

他方、無償資金協力については、基本設計調査団を昭和60年7月に派遣し、第1期分の交換公文(E/N)が昭和61年3月に、第2期分の交換公文(E/N)が昭和61年12月に取り交され、昭和63年3月末の完工に向け建設が進んでいる。

今次実施協議調査団は、これらの調査結果等を踏まえて作成した、我が方の技術協力実施のベースとなる討議議事録(R/D)案に基づきケニア側と協議し、合意に達すれば署名、交換を行うことを目的として派遣された。

## 1-2 調査団構成

- (1) 松 崎 朗 (総括) 労働省職業能力開発局企画室長
- (2) 世取山 清 (協力企画) 労働省職業能力開発局海外協力課海外協力官
- (3) 谷 口 勝 義 (訓練計画) 雇用促進事業団北九州職業訓練短期大学校指導員
- (4) 乾 英 二 (業務調整) JICA社会開発協力部海外センター課特別嘱託職員

1-3 日程表

日順	月日	曜日	時間	主要項目・調査内容等	同席者
1	4/5	日	20:45	東京(LH-701)出発	
2	4/6	月	7:50	→ フランクフルト到着	
3	4/7	火	13:50	フランクフルト(LH-580)出発	
			22:55	→ ナイロビ到着	下村所員 出迎え
			23:30	INTER-CONTINENTAL HOTEL チェックイン, スケジュール打合せ	下村所員
4	4/8	水	0:30 ~ 1:30	国内打合せ	
			8:00	JICA事務所表敬	高橋所長, 下村所員
			8:30	大統領府 Mr.S.A.Chanzu/Under Secretary表敬	同上
			9:00	大統領府 Mr.J.Muliro/Permanent Secretary表敬	同上
				・調査団員の紹介, 調査団の派遣目的, R/Dの概略, 調査団のスケジュール等を説明	※1「ケ」側出席者は主要面談者リストを参照
			9:55	NYS表敬 ・調査団員の紹介, 調査団のスケジュール等打合せ	高橋所長, 下村所員 ※2「ケ」側出席者は主要面談者リストを参照



日順	月日	曜日	時間	主要項目・調査内容等	同席者
5	4 / 9	木	10:20	NYS 技術学院建設サイト見 学  • 工事進捗状況、今後の工事 計画等の説明を受ける	高橋主任(日本設計) 小谷所長(竹中工務店) 高橋所長, 下村所員 ※3「ケ」側出席者は 主要面談者リストを 参照
			12:00 ~ 12:30	Kenya Medical Research Center 見学	高橋所長, 下村所員
			14:30	JICA事務所打合せ  • 対処方針, スケジュール 等検討	同上
			16:00 ~ 16:45	日本大使館(中野一等書記官) 表敬  • R/D概略, プロジェクト 概要等説明	下村所員
			18:00 ~ 19:00	団内打合せ	
			9:00 ~ 14:00	第1回実施協議(NYS本部)  • 日本側が前もって送付して おいたR/Dドラフトを基 に協議  主要討議項目: R/D署名者, 専門家身分措置, 供与機材, プロジ ェクトの運営・管 理, 協力開始時期, 開校時期等	下村所員 ※4「ケ」側出席者は 主要面談者リストを 参照

日順	月日	曜日	時間	主要項目・調査内容等	同席者
6	4/10	金	15:00	団内打合せ（JICA事務所）	高橋所長、下村所員
			17:00 ～ 21:00	R/D修正	
			22:00 ～ 23:00	団内打合せ	
			9:00	修正R/D コピー （JICA事務所）	下村所員 ※5「ケ」側出席者は 主要面談者リストを 参照
			9:30 ～ 12:30	第2回実施協議（NYS本部） ・日本側が修正したR/Dド ラフトを基に協議 主要討議項目：専門家身分措 置、供与機材、プ ロジェクトの運営 ・管理、入学・卒 業資格、コース名、 暫定実施計画等	
13:30	質問状の回答を取りにNYSへ （松崎団長、世取山団員） R/D修正の為、JICA事務 所へ（谷口・乾団員） 修正R/Dの見直し				
15:30 ～ 16:30	修正R/Dの提出 NY Sへ （松崎団長、世取山団員） 同 大統領府へ （谷口・乾団員）				
18:30 ～ 21:00	NYS主催懇談会				

日順	月日	曜日	時間	主要項目・調査内容等	同席者
7	4/11	土	22:00 ～ 23:00	団内打合せ	下村所員
			9:30	打合せ(JICA事務所)	
			10:30 14:00	HILTON HOTELへ移動 業務整理	
8	4/12	日		資料整理	
9	4/13	月	9:00	打合せ(JICA事務所)	下村所員
			10:00 ～ 12:30	第3回実施協議(NYS本部) ・日本側が修正したR/Dドラフトを最終訂正およびその他の調査 主要調査項目: 予算措置, C/P確保計画, 専門家派遣計画等	下村所員 ※6「ケ」側出席者は 主要面談者リストを 参照
			14:00 ～ 18:00	最終R/D修正, 業務整理	
			19:00 ～ 21:30	調査団長主催懇談会	
			22:00 ～ 23:30	団内打合せ	
10	4/14	火	9:30	打合せ(JICA事務所)	高橋所長, 下村所員 ※7「ケ」側出席者は 主要面談者リストを 参照
			10:00	大統領府にR/Dを届ける	
			11:00 ～ 12:00	R/D署名(大統領府)	

日順	月日	曜日	時間	主要項目・調査内容等	同席者
11	4/15	水	14:00 ～ 18:30	業務整理、ミニッツ案検討	
			21:00 ～ 22:30	団内打合せ(ミニッツ案検討)	
			8:30	団内打合せ	
			9:30	ミニッツ最終検討、署名  (NYS本部)	
			11:00 ～ 13:00	ジョモ・ケニヤッタ農工大学 視察見学	
12	4/16	木	14:30	JICA事務所 報告	高橋所長、下村所員
			16:00	業務整理	
			0:35	ナイロビ(BA-054)出発	
13	4/17	金	6:20	└──────────┘ロンドン到着	
			13:10	ロンドン(BA-005)出発	
14	4/18	土	14:35	└──────────┘東京到着	

1-4 主要面談者

4 / 8 (木)

※1 9:00～ 大統領府表敬

Mr. J. Muliro (Permanent Secretary / Development Coordination)

Mr. Philip (Asst. Secretary for Cabinet)

Mr. G.N. Ndotto (Deputy Secretary)

Mr. S.A. Chanzu (Under Secretary)

※2 9:55～ NYS本部表敬

Mr. G.W. Griffin (Director of NYS)

Mr. M.H. K. Arap Langat (Deputy Director of NYS)

Mr. S.A. Tongoi (Deputy Director of NYS)

Mr. C.M. Mwangemi (Senior Assistant Secretary)

Mr. D.M. Wachra (Senior Education Officer : Training)

Mr. C.M. Kwasu (Education Officer)

Mr. T.A. Myangan (Senior Officer : Administration)

※3 10:20～ NYS 技術学院建設サイト見学

Mr. S.A. Tongoi (Deputy Director of NYS)

Mr. C.M. Mwangemi (Senior Assistant Secretary)

Mr. D.M. Wachra (Senior Education Officer : Training)

Mr. C.M. Kwasu (Education Officer)

Mr. T.A. Myangan (Senior Officer : Administration)

4 / 9 (木)

※4 9:00～ 第1回実施協議 (NYS本部)

Mr. G.N. Ndotto (Deputy Secretary) : Chairman

Mr. S.A. Tongoi (Deputy Director of NYS)

Mr. C.M. Mwangemi (Senior Assistant Secretary)

Mr. D.M. Wachra (Senior Education Officer : Training)

Mr. C.M. Kwasu (Education Officer)

Mr. T.A. Myangan (Senior Officer : Administration)

4/10(金)

※5 9:30~ 第2回実施協議(NYS本部)

Mr. G.N. Ndotto (Deputy Secretary) : Chairman

Mr. C.M. Mwangemi (Senior Assistant Secretary)

Mr. D.M. Wachra (Senior Education Officer : Training)

Mr. C.M. Kwasu (Education Officer)

Mr. T.A. Myangan (Senior Officer : Administration)

4/13(月)

※6 10:00~ 第3回実施協議(NYS本部)

Mr. S.A. Tongoi (Deputy Director of NYS) : Chairman

Mr. C.M. Mwangemi (Senior Assistant Secretary)

Mr. D.M. Wachra (Senior Education Officer : Training)

Mr. C.M. Kwasu (Education Officer)

Mr. T.A. Myangan (Senior Officer : Administration)

4/14(火)

※7 11:00~ R/D署名(大統領府)

Mr. G.N. Ndotto (Deputy Secretary)

Mr. S.A. Tongoi (Deputy Director of NYS)

Mr. C.M. Mwangemi (Senior Assistant Secretary)

Mr. D.M. Wachra (Senior Education Officer : Training)

## 2. 要 約

NYS技術学院プロジェクトに係る日本側の技術協力については、昭和60年2月に派遣された木全ミツ労働省職業能力開発局海外協力課長(当時)を団長とする事前調査団の結果を踏まえ、日本側にて作成したマスタープラン(案)をもとにケニヤ側と協議した結果、概ね合意に達したので、討議議事録(R/D)に署名した。

さらに、本件プロジェクト実施のため必要な諸事項(技術協力期間、コースの開始時期、日本人専門家の派遣、機材供与、研修員の受入れ、ケニヤ側の人員配置計画、プロジェクト実施に必要なローカルコスト負担等)についても、日本側で準備した暫定実施計画(TS1)(案)に基づき、ケニヤ側に説明し、詳細な協議の結果、概ね合意に達したので署名した。

なお、本件プロジェクトは、現在、技能工レベル(クラフツマン・レベル)の職業訓練しか行っていないNYSに新たにテクニシャン・レベルの技術教育機関を設置し、より高いレベルの訓練を行い、今後のケニヤ産業の中核となる技術者を養成するという要求に応えるものである。

以上協議の経緯及び本件プロジェクトの性格からケニヤ側は極めて本プロジェクトを重視していると考えられ、日本側としても、この期待に応えるべく万全の体制を整え、日・ケ双方の不断の努力により、所期の目的を達成するとともに、これを通じ、日・ケ両国の友好協力関係が一層強固なものとなることが期待される。

### 3. 討議議事録の交渉経緯

#### 3-1 交渉経緯

協議・調査項目	日本側案	「ケ」側案	最終結論(合意内容)
1. 正式名称	和名：NYS技術学院 英名：NYS Engineering Institute		日本側案通りとすることで合意
2. R/D署名等	「ケ」側：ケニア大統領府Deputy Secretary 日本側：調査団長	「ケ」側：ケニア大統領府Deputy SecretaryとDirector of NYSとの連名 日本側：調査団長	「ケ」側は、Director of NYS とケニア大統領府Deputy Secretary との連名 日本側は、調査団長とJICAケニア事務所長の連名
3. 開校日	1988年7月	1988年9月	ケニアの教育制度(学期等)を考へて、「ケ」側案通りとする。
4. R/D発効日	1987年10月1日	開校日が1988年9月であるため、R/Dの発効日をできるだけ遅らせて欲しい旨を提案	開校予定日が日本側が考へていたよりも2ヶ月ほど遅れるため、R/D発効日を、その分、遅らせることを考へ、双方の条件を考へし、1988年1月1日とする(JICA HDQに連絡確認後)
5. 協力期間	発効日より5年間		日本側案通り



協議・調査項目	日本側案	「ケ」側案	最終結論（合意内容）
6. 専門家派遣	<p>分野のみを記入し、人数は入れず</p> <p>チーフアドバイザー、調整員、機械、自動車、建設機械、電気、電子</p> <p>短期専門家：必要に応じて派遣</p> <p>C/Pへの技術移転を中心とし、プログラムやカリキュラムの作成に対しても助言する</p>		<p>長期専門家：</p> <ul style="list-style-type: none"> <li>・ R/Dは日本側案通り</li> <li>・ 専門家派遣時期（ミニッツ締結）： <ul style="list-style-type: none"> <li>リーダー、調整員</li> <li>1988年1月</li> <li>各コース1名</li> <li>1988年4月</li> <li>機械分野で1名</li> <li>1988年7月</li> <li>自動車・建設機械分野で1名</li> <li>1988年7月</li> <li>電気・電子分野で1名</li> <li>1988年7月</li> </ul> </li> </ul> <p>日本側案通り</p> <p>日本側案通り</p>

協議・調査項目	日本側 案	「ケ」側 案	最終結論（合意内容）
1.1. 専門家身分措置	<p>1家族につき自動車2台免税購入（日本から）</p> <p>医療費は、ケニア側負担</p>	<p>ケニアの法律により、自動車の免税購入は1家族1台となっており3ヶ月以内に購入しなければならない</p> <p>専門家のC/Pと同等の医療費の給付が受けられる。</p>	<p>プロジェクトにこれから技協として車を供与した場合は、専門家の公用車として使用できる事を確認し、（ミニッツ締結）R/Dにおいては、「ケ」側案通りとする。</p> <p>ケニアの基準に基づく医療給付が受けられる事とする。</p>
1.2. プロジェクトの運営 (II)運営管理	<p>プロジェクトの総責任者は大統領府の Deputy Secretary</p> <p>プロジェクトの運営上の責任者はNYSの Director</p> <p>チームリーダーはプロジェクト実施上に関わる技術面、運営面での問題に対して助言をする。</p>	<p>プロジェクトの総責任者は大統領府の Permanent Secretary</p> <p>プロジェクトの運営上の責任者はNYSの Directorとする。</p>	<p>プロジェクトの総責任者は大統領府の Permanent Secretary</p> <p>プロジェクトの管理、運営上の責任者はNYSの Director</p> <p>プロジェクトの日常業務に関してはNYS技術学院のPrincipalが責任をもつ</p> <p>チームリーダーはプロジェクト実施上に関わる技術面、運営面での問題について、NYS技術学院のPrincipalに、もし必要であれば、NYSの Directorに対しても助言をする。</p>

協議・調査項目	日本側 案	「ケ」側 案	最終結論（合意内容）
(2)運営委員会	Joint Committee の議長は、大統領府の Deputy Secretary	Joint Committee の議長は、大統領府の Permanent Secretary	Joint Committee の メンバーに、大蔵省、教 育科学技術省、労働省の 各代表を含み、大統領府 の予算担当官と人事担当 官も含む。  議長は大統領府の Per- manent Secretary と する。
(3)運営予算	すべてのローカルコス トはケニア側の負担		日本側案通り 予算計画は、1987年 7月より、C/P 確保の 為の予算、「ケ」側 負担分のNYS技術 学院建設予算を確保 し、  1988年7月より、  NYS技術学院の運 営予算を確保する。  (ミニッツ締結)
1.3. 建物・施 設の整備			正式に開校する以前の専 門家用の執務室を、NY S本部内に確保する。  「ケ」側負担分（職員宿 舎、フェンス等）は、1 987年7月以降より工 事を開始する。

協議・調査項目	日本側 案	「ケ」側 案	最終項目(合意内容)
<p>14. 機材について</p> <p>(1) 供与機材</p>	<p>Necessary spare parts and equipment will be provided in the course of the implementation for The Project in accordance with this "Record of Discussions"</p>	<p>両国間の合意に基づく機材を供与してほしい旨を説明し、それをR/Dに明記する事を提案</p>	<p>技協のシステムについて説明し、その説明文をR/Dに付加する。</p> <p>具体的には、専門家派遣後に検討する事とする。</p>
<p>15. 基本計画</p> <p>(1) 訓練目標</p>	<p>現行の資格取得について明記し、教育制度改革後は、"Technician Certificate Part I" に相当する "Ordinary Diploma" の資格取得を目標とすることを記す。</p>	<p>教育制度改革後は、"Ordinary Diploma" は、"Diploma" と呼び、それは "Technician Certificate Part I" よりも、より高い資格となるが、訓練内容の差異は、あまりない。</p>	<p>1988年に入学する新入生は、現行の資格取得目標 ("Technician Certificate Part I") を目指し、教育改革後は新しい資格取得目標 (Diploma) とする。</p>

協議・調査項目	日本側 案	「ケ」側 案	最終結論（合意内容）
(2)シラバス	シラバスについて明記しない		1988年に入学する新入生は、現行のシラバスで訓練を行ない、具体的には、専門家派遣後につめる。
(3)教材作成			教材、テキスト（現行および新制度下）の作成をケニア側が中心となり、実施する事を確認し、予算確保を約束する。（ミニッツ締結）
(4)ケニア側 スタッフ			C/Pの確保計画を検討し、資格については“Bachelor of Science” または、“Higher National Diploma” 以上とする。（ミニッツ締結） チームリーダー用の秘書をつける。（ミニッツ締結）
(5)C/P受け 入れ	62年度分、4名		62年度分C/P研修員として、Heads of Departmentsの内4名を送る。C/P研修枠を各コース1名の5名に増やして欲しい要望があったことをミニッツに記した。
(6)入学資格	“O” Level またはそれと同等		教育制度改革後は、“KCSE” Level 以上

THE RECORD OF DISCUSSIONS  
BETWEEN THE JAPANESE IMPLEMENTATION SURVEY TEAM  
AND THE AUTHORITIES CONCERNED OF THE GOVERNMENT OF  
THE REPUBLIC OF KENYA  
ON THE JAPANESE TECHNICAL COOPERATION FOR  
THE NYS ENGINEERING INSTITUTE PROJECT

The Japanese Implementation Survey Team (hereinafter referred to as "the Team") organized by the Japan International Cooperation Agency (hereinafter referred to as "JICA") and headed by Mr. Akira Matsuzaki visited the Republic of Kenya from April 8 to April 15, 1987 for the purpose of working out the details of the technical cooperation programme concerning the NYS Engineering Institute Project in the Republic of Kenya.

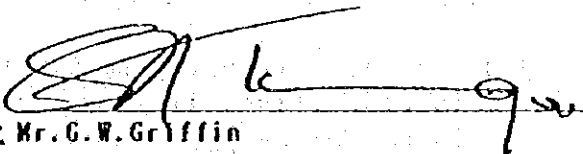
During its stay in the Republic of Kenya, the Team exchanged views and had a series of discussions with the Kenyan authorities concerned in respect of the desirable measures to be taken by both Governments for the successful implementation of the above-mentioned project.

As a result of the discussions, both parties agreed to recommend to their respective Governments the matters referred to in the document attached hereto.

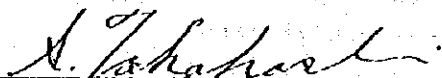
Nairobi,  
April 14th, 1987

松崎 昭


Mr. Akira Matsuzaki  
Leader, Implementation Survey Team  
Japan International Cooperation  
Agency, JAPAN



Mr. G.W. Griffin  
Director of NYS,  
The Republic of Kenya



Mr. Akira Takahashi  
Resident Representative,  
JICA Kenya Office



Mr. George M. Ndollo  
Deputy Secretary  
Office of the President,  
The Republic of Kenya

## THE ATTACHED DOCUMENT

### I. TECHNICAL COOPERATION BETWEEN BOTH GOVERNMENTS

1. The Government of Japan and the Government of the Republic of Kenya will cooperate with each other in implementing the NYS Engineering Institute Project (hereinafter referred to as "the Project") for the purpose of providing advanced skill training for NYS servicemen and servicewomen thus contributing to the social and economic development in the Republic of Kenya.

The Project will be implemented in accordance with the Master Plan which is given in ANNEX I

### II. DISPATCH OF JAPANESE EXPERTS

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to provide at its own expense services of the Japanese experts as listed in ANNEX II through the normal procedures under the Technical Cooperation Scheme of the Government of Japan.
2. The Japanese experts referred to in II.1. above and their families will be granted in the Republic of Kenya the privileges, exemptions and benefits no less favourable than those accorded to experts of third countries or of international organizations performing similar missions in the Republic of Kenya. And the privileges, exemptions and benefits will include the following :
  - (1) Exemption from income tax and charges of any kind imposed on or in connection with the living allowances remitted from abroad in relation with the implementation of the Project;
  - (2) Exemption from import and export duties and any other charges imposed in respect of personal and household effects, including one motor vehicle per family, which may be brought into the Republic of Kenya from abroad within first three months of arrival.
  - (3) Free medical services and facilities to the Japanese experts and their families in accordance with the Kenyan government regulations.

### III. PROVISION OF MACHINERY AND EQUIPMENT

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to provide at its own expense such machinery, equipment and other materials (hereinafter referred to as "the Equipment") necessary for the implementation of the Project, through the normal procedures under the Technical Cooperation Scheme of the Government of Japan.
2. The Equipment will become the property of the Government of the Republic of Kenya upon being delivered c.i.f. to the Kenyan authorities concerned at the ports and/or airports of disembarkation, and will be utilized exclusively for the implementation of the Project in consultation with the Japanese experts referred to in ANNEX II.

### IV. TRAINING OF KENYAN PERSONNEL IN JAPAN

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to receive at its own expense the Kenyan personnel connected with the Project for technical training in Japan through the normal procedures under the Technical Cooperation Scheme of the Government of Japan.
2. The Government of the Republic of Kenya will take necessary measures to ensure that the knowledge and experience acquired by the Kenyan personnel from technical training in Japan will be utilized effectively for the implementation of the Project.

### V. SERVICES OF KENYAN COUNTERPART AND ADMINISTRATIVE PERSONNEL

1. In accordance with the laws and regulations in force in the Republic of Kenya, the Government of the Republic of Kenya will take necessary measures to secure at its own expense the necessary services of Kenyan counterpart and administrative personnel as listed in ANNEX III.



2. The Government of the Republic of Kenya will allocate the necessary number of suitably qualified personnel corresponding to each Japanese expert to be dispatched by the Government of Japan as specified in ANNEX II for the effective and successful transfer of technology under the Project.

#### VI . MEASURES TO BE TAKEN BY THE GOVERNMENT OF THE REPUBLIC OF KENYA

1. In accordance with the laws and regulations in force in the Republic of Kenya, the Government of the Republic of Kenya will take necessary measures to provide at its own expense:

- (1) Land, buildings and facilities as listed in ANNEX IV.
- (2) Supply or replacement of machinery, equipment, instrument, vehicles, tools, spare parts and any other materials necessary for the implementation of the Project other than those provided through JICA;
- (3) Transportation facilities and travel allowance for the official travel of Japanese experts within the Republic of Kenya;
- (4) Suitably furnished accommodations for the Japanese experts and their families.

2. In accordance with the laws and regulations in force in the Republic of Kenya, the Government of the Republic of Kenya will take necessary measures to meet:

- (1) Expenses necessary for the transportation of equipment within the Republic of Kenya as well as for the installation, operation and maintenance thereof;
- (2) Customs duties, internal taxes and any other charges, imposed on the Equipment in the Republic of Kenya ;
- (3) All running expenses necessary for the implementation of the Project.

## **VII. ADMINISTRATION OF THE PROJECT**

1. The Permanent Secretary /Secretary to the cabinet/ the Office of the President will have the overall responsibility for the implementation of the Project.
2. The Director of NYS, as the head of the Project, will be responsible to the Permanent Secretary /Secretary to the cabinet/ for the administrative and managerial matters of the Project.
3. (1) The Principal of NYS Engineering Institute will be responsible to the Director of NYS for the smooth implementation of the Project.  
  
(2) The Japanese Team Leader will provide necessary recommendation and advice on technical and administrative matters concerning the implementation of the Project to the Principal of NYS Engineering Institute, if necessary to the Director of NYS.
4. The Japanese experts will give necessary technical guidance and advice to the Kenyan counterpart personnel on matters pertaining to the implementation of the Project, especially on training programme and curriculum development.
5. For the effective and successful implementation of the Project, a Joint Committee will be established with the function and composition referred to in ANNEX V.
6. The organization chart of the Project is shown in ANNEX VI.

## **VIII. CLAIMS AGAINST JAPANESE EXPERTS**

The Government of the Republic of Kenya undertakes to bear claims, if any arises, against the Japanese experts engaged in the Project resulting from, occurring in the course of, or otherwise connected with the discharge of their official functions in the Republic of Kenya, except for those arising from the willful misconduct or gross negligence of the Japanese experts.

#### IX. MUTUAL CONSULTATION

There will be mutual consultation between the two Governments on any major issues arising from, or in connection with this Attached Document.

#### X. TERM OF TECHNICAL COOPERATION

The duration of the technical cooperation for the Project under this Attached Document will be five (5) years from January 1st, 1988.

However, there will be a general review by the Joint Committee in the progress of the implementation of the Project during the third year of the cooperation period in order to assess whether the term of cooperation should be modified for the successful implementation of the Project.

## ANNEX I

### MASTER PLAN

#### 1. Objective of the Project

(1) The objective of the Project is to foster qualified technicians referred to in 1.(2) in the fields of mechanical engineering, motor vehicle engineering, construction plant engineering, main electrical installation engineering, radio, television and electronics engineering through providing the advanced skill training to the NYS servicemen and servicewomen.

(2) After reformation of Kenyan educational system, the graduates will be entitled to receive "Diploma" which will be higher than "the Technicians Certificate Part II" at present.

(3) The framework of the training course is shown in table-1.

#### 2. Objective of the Japanese Technical Cooperation

The objective of the Japanese Technical Cooperation is to transfer necessary knowledge and techniques to the counterpart personnel of the Project on conducting the training programme.

The training will be carried out by Kenyan counterpart personnel.

(table-1)

## FRAMEWORK OF TRAINING COURSE

Course	Trainees per Course	Intake per Year	Training duration	Entry qualification	Qualification of the graduates
(1) Mechanical Engineering Technicians	60 Per Course	20 Per Course	3 years	Those who have minimum "O" Level (at present) or "KCSE" level (in the future) with credits in mathematics, English and one of the following subjects: chemistry, physics and physical science or the equivalent (First class pass in Final Proficiency Certificate).	Those who are entitled to take the Examination for the Technician Certificate Part II (at present) or Diploma (in the future).
(2) Motor Vehicle Engineering Technicians					
(3) Construction Plant Engineering Technicians					
(4) Main Electrical Installation Engineering Technicians					
(5) Radio, Television and Electronics Engineering Technicians					

## ANNEX II

### JAPANESE EXPERTS

1. Team Leader
2. Coordinator
3. Experts in the fields of:
  - (1) Mechanical Engineering
  - (2) Motor Vehicle Engineering
  - (3) Construction Plant Engineering
  - (4) Electrical Engineering
  - (5) Radio, Television and Electronics Engineering
4. Short-term experts will be dispatched, when necessity arises, for the smooth implementation of the Project.

**ANNEX III**

**LIST OF KENYAN COUNTERPART AND ADMINISTRATIVE PERSONNEL**

1. Principal of NYS Engineering Institute
2. Deputy Principal of NYS Engineering Institute(administration)
3. Deputy Principal of NYS Engineering Institute(academic)
4. Heads of Departments (Senior Lecturers)
5. Lecturers and Asst.Lecturers in
  - (1) Mechanical Engineering Technicians Course
  - (2) Motor Vehicle Engineering Technicians Course
  - (3) Construction Plant Engineering Technicians Course
  - (4) Main Electrical Installation Engineering Technicians Course
  - (5) Radio,Television and Electronics Engineering Technicians Course
6. Technicians
7. Administrative Personnel
  - (a) Executive Assistant
  - (b) Senior Clerical Officers
  - (c) Accountant
  - (d) Librarian
  - (e) Others

**ANNEX IV**

**LAND, BUILDING AND FACILITIES**

**1. LAND FOR THE NYS ENGINEERING INSTITUTE PROJECT**

**2. BUILDING**

- (1) Administration Block
- (2) Assembly Hall
- (3) Classroom Block
- (4) Mechanical Engineering Workshop
- (5) Motor Vehicles and Construction Plant Workshop
- (6) Main Electrical Installation and Radio, TV and Electronics Workshop
- (7) Welding Workshop
- (8) Student Dormitory
- (9) Outside Corridor
- (10) Power House
- (11) Garage
- (12) Dangerous Article Store



## ANNEX V

### JOINT COMMITTEE

#### 1. Functions

The Joint Committee will meet at least once a year and whenever necessity arises, and work:

- (1) To formulate the Annual Work Plan of the Project in line with the Tentative Schedule of Implementation formulated under the framework of this Record of Discussions;
- (2) To review the overall progress of the technical cooperation programme as well as the achievements of the above-mentioned Annual Work Plan;
- (3) To review and exchange views on major issues arising from or in connection with the technical cooperation programme.

#### 2. Composition

(1) Chairman: Permanent Secretary of the Office of the President

##### (2) Members

###### (a) Kenyan side:

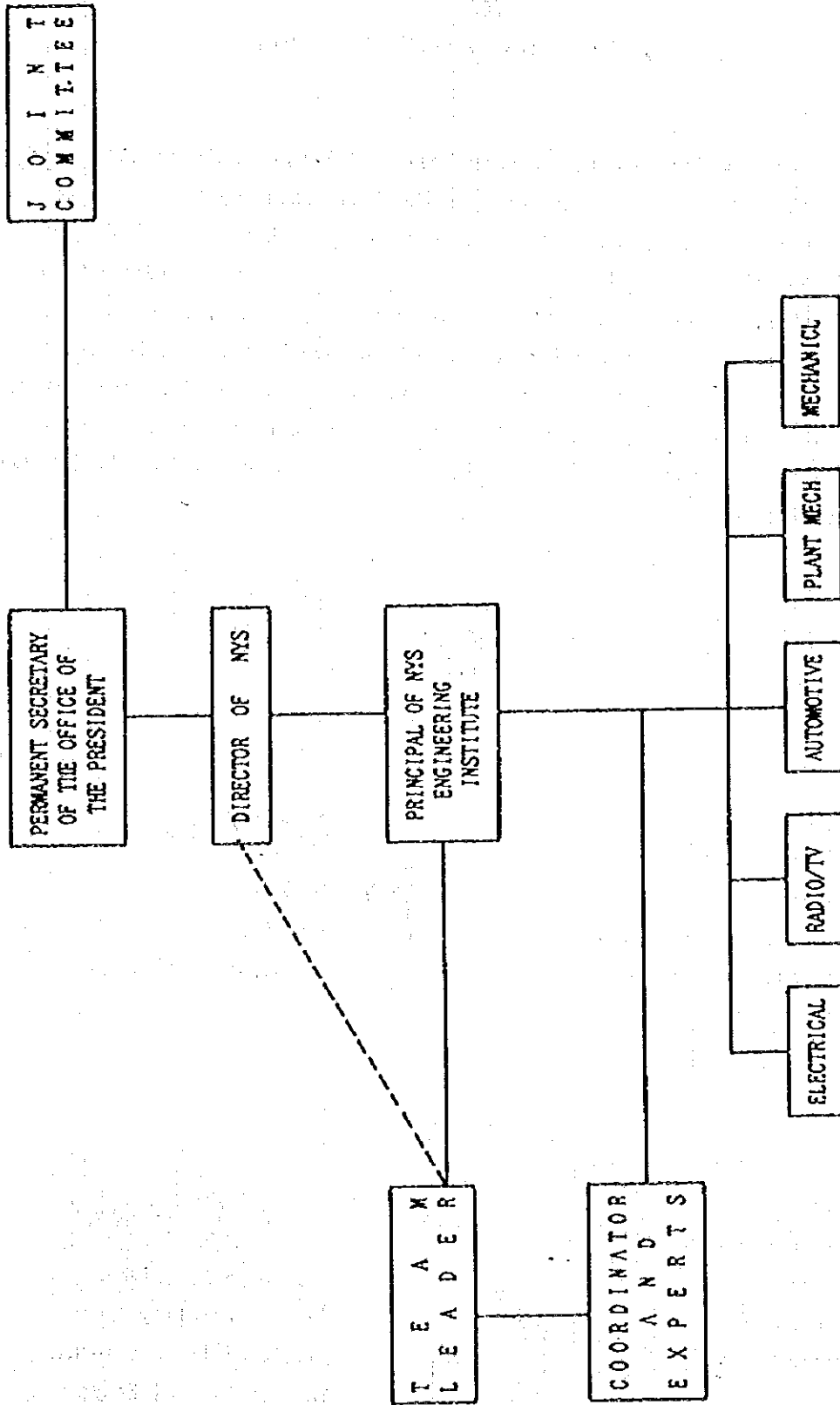
- Director of NYS
- Principal of NYS Engineering Institute
- Principal Finance and Establishment Officer - Office of the President
- Directorate of Personnel Management - Office of the President
- Representative from Ministry of Finance
- Representative from Ministry of Education Science and Technology
- Representative from Ministry of Labour
- Other personnel designated by the chairman

###### (b) Japanese Side:

- Team Leader
- Coordinator
- Experts designated by the Team Leader, if necessary.
- Resident Representative of JICA Kenya Office
- Personnel concerned to be dispatched by JICA, if necessary.

Note: Officials of the Embassy of Japan in Kenya may attend the Joint Committee as observers.

ORGANIZATION CHART OF NYS ENGINEERING INSTITUTE PROJECT



**TENTATIVE SCHEDULE OF IMPLEMENTATION  
ON THE JAPANESE TECHNICAL COOPERATION  
FOR  
NYS ENGINEERING INSTITUTE PROJECT**

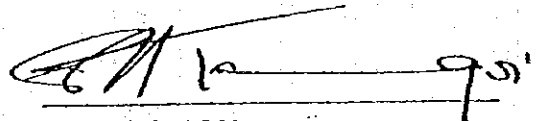
The Japanese Implementation Survey Team and Kenyan authorities concerned have jointly formulated the Tentative Schedule for the Implementation of the annexes.

This schedule has been formulated in connection with the Attached Document of the Record of Discussions signed between Mr. Akira Matsuzaki, leader of the Japanese Implementation Survey Team and Mr. G.W.Griffin, Director, National Youth Service on the Japanese technical cooperation for the Project of the NYS Engineering Institute, on the conditions that necessary budget will be allocated for the implementation of the Project by both sides and that the schedule is subject to change within the framework of the Record of Discussions when necessity arises in the course of the implementation of the Project, thereof.

Nairobi,  
April 14th, 1987



Mr. Akira Matsuzaki  
Leader, Implementation Survey Team  
Japan International Cooperation  
Agency, Japan



Mr. G.W. Griffin  
Director of NYS,  
The Republic of Kenya



Mr. Akira Takahashi  
Resident Representative  
JICA Kenya Office  
of Kenya



Mr. George M. Ndoto  
Deputy Secretary,  
Office of the President,  
The Republic of Kenya

ANNEX

TENTATIVE SCHEDULE OF IMPLEMENTATION

Item	1987		1988		1989		1990		1991		1992	
	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH
Term of Technical Cooperation												
Operation of Courses												
(1) Mechanical Engineering Technicians												
(2) Motor Vehicle Engineering Technicians												
(3) Construction Plant Engineering Technicians												
(4) Main Electrical Installation Engineering Technicians												
(5) Radio, Television and Electronics Engineering Technicians												
JAPANESE SIDE												
Dispatch of Japanese Experts												
1. Team Leader												
2. Coordinator												
3. Experts in the fields of:												
(a) Mechanical Engineering												
(b) Motor Vehicle Engineering												
(c) Construction Plant Engineering												
(d) Electrical Engineering												
(e) Radio, Television and Electronics Engineering												
4. Short Term Experts												
Provision of Equipment and Spare parts												
Training of Kenyan Personnel in Japan												

0 Beginning ..... Preparation

Item	1987		1988		1989		1990		1991		1992	
	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH	YEAR	MONTH
KENYAN SIDE												
Services of Kenyan Counterpart												
1. Principal												
2. Deputy Principals												
3. Heads of Departments												
4. Lecturers												
5. Technicians												
6. Administrative Personnel												
Budget for the Implementation of the Project												

0(September)  
0(September)  
0(July)  
0(July)

Note: (1) This is tentatively formulated on the assumption that the necessary budget will be acquired.  
(2) This schedule is subject to change within the scope of the Record of Discussion, if necessity arises.

EXPLANATORY NOTE ON  
RECORD OF DISCUSSIONS FOR  
THE NYS ENGINEERING INSTITUTE PROJECT

1. Further to the Record of Discussions Item III Provision of machinery and Equipment (1) between the Japanese team and the Kenyan side, it was agreed that after the arrival of experts the Government of Kenya will put a request for equipment.

The list of equipment prepared by experts will be discussed by both parties and the Government of Kenya will put up a result per equipment.

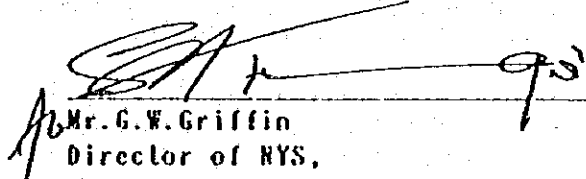
2. It is understood by both parties that the installation of equipment under Item VI 2.(i) of the Record of Discussion will be with the assistance of Japanese experts.


Short term expert(s) for the installation will be dispatched, when it is necessary.


Nairobi,  
April 14th, 1987

松崎 朗

Mr. Akira Matsuzaki  
Leader, Implementation Survey Team  
Japan International Cooperation  
Agency, JAPAN

  
Mr. G.W. Griffin  
Director of NYS,  
The Republic of Kenya

  
Mr. Akira Takahashi  
Resident Representative,  
JICA Kenya Office

  
Mr. George M. Ndoto  
Deputy Secretary  
Office of the President,  
The Republic of Kenya

MINUTES OF THE MEETING HELD ON 13TH APRIL 1987 AT THE NYS. HQS.

BETWEEN

THE JAPANESE IMPLEMENTATION SURVEY TEAM AND THE AUTHORITIES CONCERNED OF THE GOVERNMENT OF THE REPUBLIC OF KENYA ON THE JAPANESE TECHNICAL CO-OPERATION FOR THE NYS ENGINEERING INSTITUTE

PRESENT :

KENYAN SIDE

Mr. C.N. Mwangemi  
Mr. P.W. Wachira  
Mr. T.A. Nyangau  
Mr. C.M. Kwasu

SAS Chairmen  
SEO (T)  
SO I (ADM)  
EO (T)

JAPANESE TEAM

Mr. A. Matsuzaki  
Mr. K. Yotoriyama  
Mr. Taniguchi  
Mr. E. Inui  
Mr. N. Shimomura

Team Leader (JICA Team)  
Member  
"  
"  
JICA NAIROBI OFFICE

A. PERSONNEL

Recruitment Schedule

It was agreed that the following tentative recruitment schedule will apply.

1. The Principal and the Deputy Principals will be identified and recruited between September 1987 and January 1988.
2. The Heads of Department (Senior Lecturers) will be identified and recruited between April and July/August 1987. This will enable the Japanese government to prepare training schedules at least two months in advance so that they can start in September 1987.

B. EDUCATIONAL QUALIFICATIONS

1. Kenyan authorities concerned promised to undertake to provide personnel with the following qualifications :

EITHER (a) Bachelor of Science (BSC) degree  
OR (b) Higher National Diploma in a relevant field of engineering.

2. The recruitment exercise will be done in the normal way of recruiting civil servants including by advertisement in the local press.

C. DISPATCH OF KENYA PERSONNEL FOR TRAINING IN JAPAN

1. Four (4) Kenyan Personnel will be sent for training in Japan beginning September 1987. They are expected to be back by March 1988. They will be trained in various areas of specialisation.
2. The Japanese side would look into the possibility of extending the number of these personnel from 4 to 5 and then communicate back to inform the Kenyan authorities.

**D. DISPATCH OF JAPANESE TEAM AND CO-ORDINATOR**

1. The Team Leader and the Co-ordinator would be dispatched to the Project by January 1988.
2. Before completion of the buildings at the NYS Engineering Institute Site both the Team Leader and the Co-ordinator will be accommodated at the NYS HQS.
3. Immediate arrangements will be made to assign a secretary to the two officers in accordance with the proposed manpower establishment for the project.
4. At Forms will be prepared and submitted to Office of the President by September 1987.

**E. DISPATCH OF JAPANESE EXPERTS**

1. Eight (8) Japanese experts will be dispatched to the project in two stages. The first stage will be in early April 1988 and the second stage will be in July 1988.
2. The schedule for dispatch will be as shown below :-

<u>COURSE</u>	<u>APRIL 1988</u>	<u>JULY 1988</u>
Mechanical Engineering		
Motor Vehicle Construction Plant		
Radio and TV Electronics Electrical Engineering		

**F. PLAN FOR CONSTRUCTION OF STAFF HOUSES**

1. It is expected that construction for staff houses will start in July 1987.
2. Lecturers and staff recruited before the completion of these houses will be paid House Allowance in accordance with the Kenya government regulations to enable them to look for alternative accommodation.

**G. CURRICULUM**

The existing curriculum for technician courses will be initially adopted when the Institute starts operation in September 1988. A new curriculum based on the reformed education system will be adopted as soon as it is released by the Ministry of Education, Science and Technology. This may be late 1989.

**H. TEXT BOOKS AND REFERENCE BOOKS**

1. The Kenyan authorities concerned will identify and provide the recommended text and reference books to be used by the students and the Lecturers. This must be done before the Institute admits its first students.



I. TRAINING MATERIALS

Kenyan authorities concerned will identify and supply the necessary training materials for every course to conform to the training curriculum requirements. This has to be done before the Institute admits its first students.

J. PROJECT CARS

Japanese authorities concerned with the Technical Co-operation will look into the possibilities of providing some project cars to be used by the Team Leader and the experts.

K. DEPLOYMENT OF GRADUATES

On completion the graduates from the Institute will be deployed in the open market. They may be absorbed either in the Private Institutions or the Public Sector. Those who opt teaching and depending on the availability of vacancies may be deployed to teach in the NYS training Institutions.

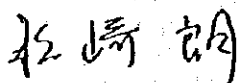
L. TRAINING "ABROAD" - EXPLANATION BY JICA

As stated in the project - type technical co-operation booklet the word training "abroad" was explained as follows :-

JICA has embarked on a new type of training where personnel can be taken for training to other countries apart from Japan. An example was cited of two Kenyans from Jomo Kenyatta College of Agriculture and Technology already sent to Thailand under the same programme for degree courses. The programme is applicable when the project has started off and remained in operation for sometime.


Signed

Team Leader



Mr. Akira Matsuzaki  
Leader, Implementation Survey Team  
Japan International Cooperation  
Agency, JAPAN

Chairman



Mr. G.W. Griffin  
Director of NYS,  
The Republic of Kenya

Date 15th April, 1987

Date 15th April, 1987

## 4. プロジェクト実施体制

### 4-1 予算の確保状況

調査団が出発する前に JICA ナイロビ事務所を通じて NYS 側へ提出された質問書に対する回答書によると、1987/88年度の予算は、現在審議中で、1987年の6月頃にならないと判明しないとのことで、決定次第日本側へ連絡が入ることになっている。

### 4-2 C/P配置状況

(1) 現在、大統領府およびNYSで検討中である。NYSとしては人員配置計画に基づき全力を尽くすので、もうしばらく待つて欲しいということとしながらも、校長および2名の副校長は日本人チーム・リーダーおよび調整員の派遣予定前の1987年9月から1988年の1月までに配置するとのことである。

(2) 各コース1名、計5名の科長は1987年の7月か8月までに採用、配置されることになっている。

採用方法は、新聞広告で募集するというので、現在それを準備中で、新聞に掲載されたら、NYS側はその写しを日本側へ送付すると約束した。

なお、1987年の7月か8月までに採用され、A-2・3フォームが提出されれば、1988年の4月に第1陣の専門家5名が派遣される前に、約6ヶ月間の日本での技術研修を終え、ケニヤへ帰国することが可能である。

(3) 先づは科長を採用、配置することが先決で、それ以外のカウンターパートはその後検討するとのことである。

### 4-3 管理運営体制

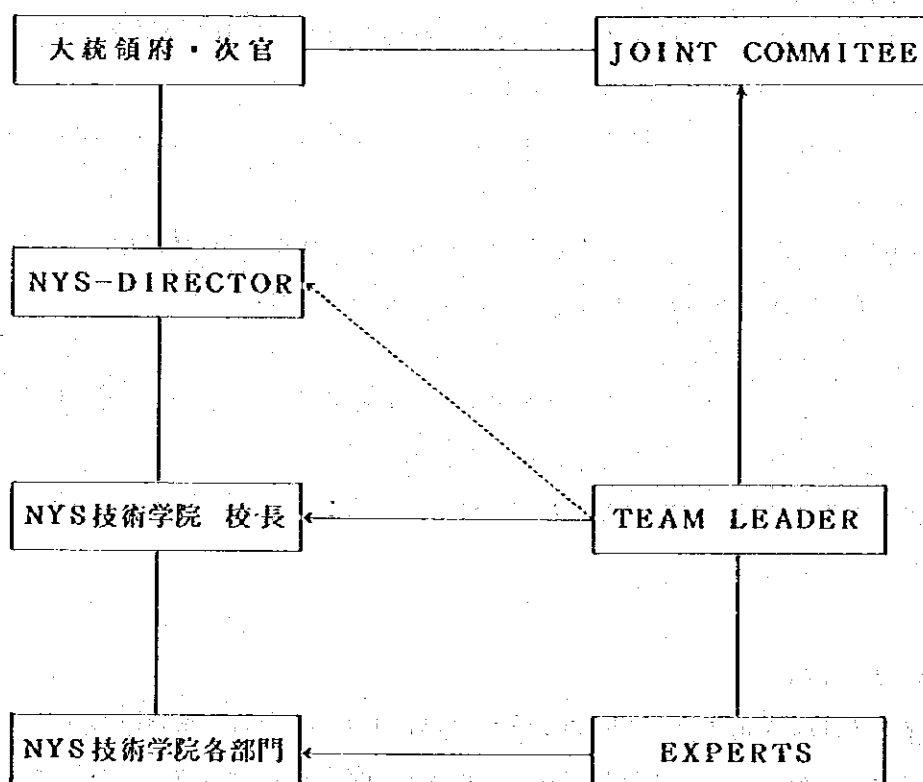
NYS (National Youth Service) は、1983年に、地域開発科学技術省より大統領府の一つの機関として移管され、現在はその管理運営は大統領府の Permanent Secretary の下で行われている。また、NYS Engineering Institute はNYS内の他の職業訓練施設と同様に、NYSの職業訓練教育部門の下に位置づけられる事となる。

日本側のR/D案としては、事前調査と同様に、大統領府のDeputy Secretaryをプロジェクトの総責任者とし、プロジェクト運営上の責任者は、NYS-Directorとしていた。そして協議の結果次の様に決定した。

NYS技術学院プロジェクトの総責任者は大統領府のPermanent Secretary (P/S)とする。管理・運営上の責任者はNYS Directorとする。日常業務についてはNYS技術学院のPrincipalとする。

Team Leaderはプロジェクト実施に関する、技術面・運営面での問題についてNYSのPrincipal, 必要があればNYS Directorに対して助言する。なお、P/S等への助言についてはNYS及びJICA事務所を通じて行う。

### 管理運営体制



## 5. プロジェクト実施計画

### 5-1 専門家派遣計画

#### (1) チーム・リーダーおよび調整員

チーム・リーダーおよび調整員は1988年1月1日のR/D発効日に合わせ1988年の1月に派遣予定である。そのためには、1987年の9月までに大統領府へA1フォームを提出し派遣要請に必要な手続きをとることになっている。

チーム・リーダーおよび調整員が派遣時、プロジェクトの建物が完成していなかったらNYS側はNYSの本部内にチーム・リーダーおよび調整員用の部屋を確保し、かつプロジェクトの人員配置計画に基づき、2人の秘書を配置すると約束した。

#### (2) 日本人専門家

計8人の専門家を2段階に分けて派遣する予定である。派遣計画は、以下に示す通りである。

Course	April 1988	July 1988
Mechanical Engineering	1	1
Motor Vehicle Engineering	1	}
Construction Plant Engineering	1	
Electrical Engineering	1	}
Radio and TV Electronics	1	

#### (3) 短期専門家

必要に応じ短期専門家を派遣する。

### 5-2 C/P受入れ計画

62年度は4名の枠が与えられているので、1988年4月の第1陣専門家派遣の前に帰国できるように約6ヶ月間の日本研修を実施する予定である。

そのためには、少なくとも7月か8月までには、A-2・3フォームが日本へ到着するよう、必要な手続をとるよう説明するとともに、研修計画の中味については、A-2・3フォームを受領してから研修レベルを考慮して個別研修を組むと説明した。

なお、C/Pとしての資格はLecturerとHead of DepartmentはBSc、またはHigher National Diploma保持者で、TechnicianについてはTechnician Part III、またはOrdinary Diploma保持者であるという説明があった。

### 5-3 カリキュラム・教材作成計画

1988年9月の開校時には、Technician Part II 養成のための現行のカリキュラムが採用される。

教育制度改革後の新カリキュラムは、現在、教育科学技術省で検討されているところでそれが明らかになるのは1988年の後半になるであろうとのことである。

なお、新カリキュラムは、1989年の入校生より適用されることになる。訓練生および教師によって使用される教科書および参考書は、第1期生が入校してくるまでに決定されることになる。



## 6. 新教育制度への移行について

### 6-1 訓練目標

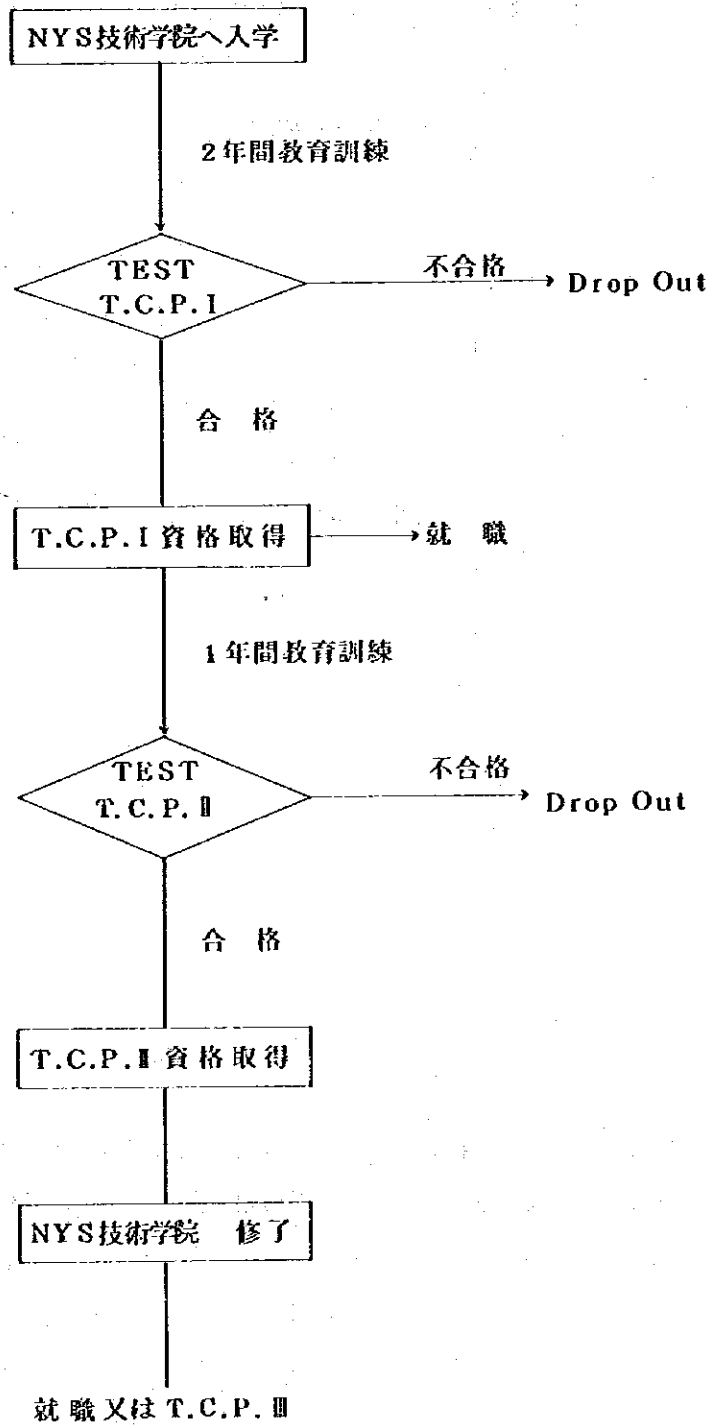
現在、ケニア国では教育制度の改正が進行中であり、NYS技術学院プロジェクトに関連するシバラスは、KIE (Kenya Institute of Education) において、1989年 (R/D発効後1年) に改訂される。

従って、NYS技術学院での訓練目標は、教育制度改正後の8-4-4制度下でのものを主に考えるべきであるが、第1期入学生は、現行の7-4-2-3制で教育を受けている為、現行の教育制度にそった訓練目標も考えなければならない。

その結果、今回締結したR/Dでは、訓練目標を「1988年9月に入学する学生については、現行の "Technician Certificate Part II" 資格取得を目指し、教育制度改革後は、新しい資格である "Diploma 資格取得を目指す事" とした。

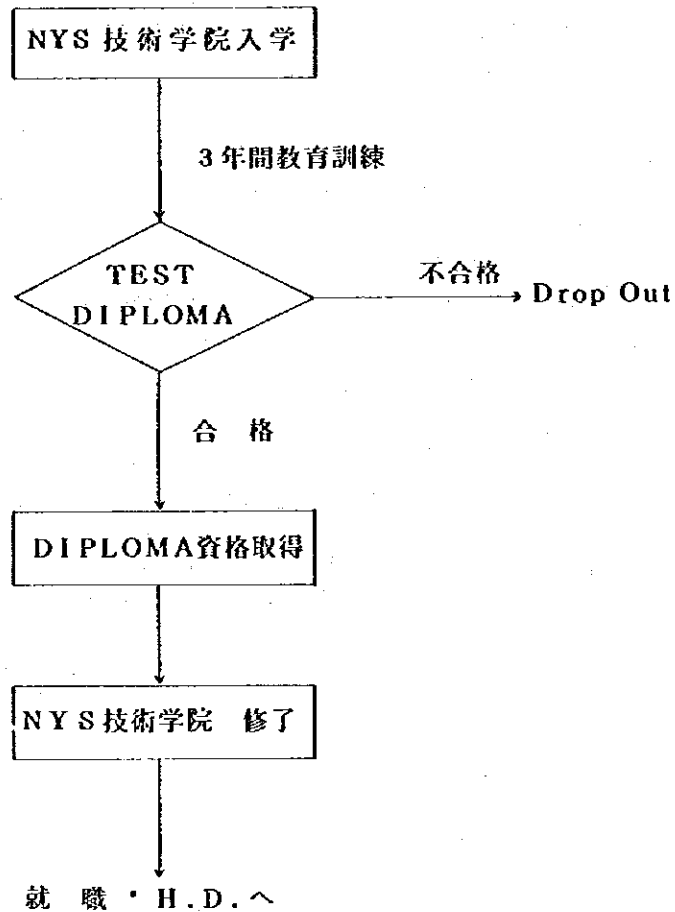
訓練目標である "Technician Part II" 及び "Diploma" の資格取得過程は "8-4-4 System of Education" (Ministry of Education, Science and Technology) 及び "The Industrial Training Act (Laws of Kenya)" によれば以下の通りである。

[ 1 ] Technician Certificate Part I





[ 2 ] Diploma



H.D.= Higher Diploma

なお、NYSの技術訓練担当者の説明によると、現行の " The Technician PartI・II・III " は、教育制度改革後廃止され、現行の " Ordinary Diploma " と " National Diploma " の資格として総括され、新たに、 " Diploma " と " Higher Diploma " 制として発展してゆくとの事であった。

8-4-4 制度下の技術教育については、次の三形態が示されている。

1. Certificate Level

(a) Proficiency Skill Certificate

期 間 6～12ヶ月(短期)  
入 学 者 小学校(P.S)卒業生  
教 育 実技 90% 理論 10%

(b) Artisan Certificate

期 間 2年  
入 学 者 小学校(P.S)卒業生  
教 育 実技 90% 理論 10%

(c) Craftsman Certificate

期 間 3～4年  
入 学 者 小学校(P.S)卒業生  
教 育 実技 80% 理論 20%

2. Diploma Level

(a) Diploma Programmes

期 間 3年  
入 学 者 中学校(S.S)卒業生 及び  
Craftsman Certificate 資格者  
教 育 実技 60% 理論 40%

(b) Higher Diploma Programmes

期 間 2年  
入 学 者 Diploma 資格者  
教 育 指定せず

3. Professional Advanced Course

期 間 }  
入 学 者 } 未 定  
教 育 }

この教育制度下で、NYS 技術学院に関連する教育訓練は、

1-(c) Craftsman Certificate

2-(a) Diploma Programmes

である。

## 6-2 入学資格

「入学資格は、現行の7-4-2-3制度下では、7-4学年修了の“O” Levelの学生または、それに同等と見なされる者」とした。「それに同等と見なされる者」の具体的な意味は、技能検定最終資格保持者（F.P.C）、すなわち、技能検定1級合格者（G I）である。

「教育制度改革後の8-4-4制度下では、8-4学年修了の“KCSE” Levelの学生または、それと同等と見なされる者」とした。「それに同等と見なされる者」の具体的な意味は、“Craftsman Certificate”保持者である。

なお、Diplomaの資格は“F.P.C”、または“KCSE”の資格保持者に対して、3年間訓練教育を行い、その修了者に対し行う国家試験に合格した者に与えられる資格であるとK I Eはしている。

## 6-3 訓練内容及び計画

訓練目標は、現行教育制度下では“Technician Part II”の資格取得を目指し、教育制度改革後は“Diploma”の資格取得を目指す事となっている。よって訓練内容や計画も、教育制度改革時にK I Eが発表するシラバスの内容に従って、変更してゆかなければならない。また、当初3年間は、現行教育制度下で入校する者と新教育制度下で入校する者との混在するため、訓練の実施が複雑になる事は明らかである。

従って、第1回入学者の訓練内容・計画を作成する際に、第2回生以降適応できる範囲をできるだけ大きくする工夫が必要である。その為にも、K I Eの設定するシラバスやその内容をできるだけ早く知り、それに対応する準備を早目にしてゆく事が大切である。

しかしながら、NYSの教育訓練計画担当者は、K I Eがシラバスを設定するのを待っている状況であり、今回の調査では具体的なシラバスの変更内容について、調査するまでにはいたらなかった。今後、変更するシラバスの内容の調査や、ケニアの職業訓練を行っている学校（ポリテク校等）の対応方法や動向の調査は、十分行う必要がある。

当面は、“The Technician Part II, Part I”の訓練内容を十分に検討し、その訓練計画を作成する事が必要である。

また、現行教育制度下の訓練内容と新教育制度下での訓練内容の相異点と同一点を早急に見出し、改正してゆく方法を準備しておく事が望まれる。

K I Eの設定するシラバスの内容は、主に学科の面であり、実技面では各校に内容をまかせられる割合が高いと予想されるので、日本側としては、実技面での訓練計画の準備に重点を置く事も一つの方策であると考えられる。

いずれにしても、ケニアの教育制度の改正は実際に進められており、それにNYS技術学院は対応していかなければならないので、訓練計画や内容等は常に柔軟に対応できるように考えていかなければならない。

※ 以下に掲げるのは、NYS概要書の全文である。ただし、1983年の出版であるため、入隊者累計（P.50）および女子隊員累計（P.51）については、1986年11月現在の数値に改めた。

また、写真は製版上の理由から割愛した。



REPUBLIC OF KENYA



# KENYA NATIONAL YOUTH SERVICE

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MINISTRY OF REGIONAL DEVELOPMENT  
SCIENCE AND TECHNOLOGY

KENYA NATIONAL YOUTH SERVICE  
P.O. Box 30397, Nairobi

His Excellency Hon. Daniel T. arap Moi, C.G.H., M.P.,

"You have the opportunity to do something for Kenya, on which you will look back proudly all your lives. You also have the opportunity to gain personal skills and knowledge of lasting value to you as individuals. Be loyal and faithful to your country and its Government. Be obedient to your officers and instructors. Show politeness and respect to all wananchi, wherever you are sent to serve. Work with all your hearts and do not fear difficulties. Be an example to the youth of the whole world! I give you my warmest best wishes for your success." *His Excellency Hon. Daniel T. arap Moi, C.G.H., M.P., President and Commander-in-Chief of the Armed Forces of the Republic of Kenya, speaking at the Passing Out Parade of National Youth Service Recruits in November 1980.*

INTRODUCTION

The creation of the National Youth Service was among the first acts of independent Kenya —the decision stemming from late 1963, the formation of the Directorate following in April 1964, and the initial recruits being taken in August 1964.

Most Government departments existed prior to independence. Expansion or alteration may have been needed, but the foundation was there and if anyone spoke of, say, the Veterinary Department or the Police or the Judicial Department he had a mental picture of what role such an organization was supposed to perform. The National Youth Service, on the other hand, was something entirely new.

The general definition of the functions of the Service, later embodied in the National Youth Service Act of 1965, was as follows:

"The functions of the Service shall be the training of young citizens to serve the nation, and the employment of its members in tasks of national importance, and otherwise in the service of the nation."

This being a very wide definition, capable of all sorts of interpretations, a number of decisions had to be made in order to arrive at a practical policy.

Firstly, it was agreed that the Service should be a department of the *Civil Service*, not a political organization.

Secondly, it was decided that the Service must be a *working force*, carrying out projects of real economic significance too large or too difficult to be tackled by the people on a community development or self-help basis.

Thirdly, it was recognized that there must be a basis of *discipline* if large bodies of men and women were to live together peacefully and work together efficiently. Since the people concerned were young adults, a school type of discipline was felt to be inappropriate, and the Service, although not armed, adopted a similar system to that of the uniformed forces. The Constitution of Kenya was duly altered to allow for the existence of the National Youth Service

as a disciplined force on a par with the Police, the Prison Service and so on. This, in turn, permitted the passage of the National Youth Service Act with its provisions for a disciplinary code.

Fourthly, the whole Service was envisaged as a *training* operation that would prepare its members for later employment or self-employment. Training, either formal or on-the-job, would be given at every unit. The Service would have only a core of fully-salaried officers and technical personnel. In order to exist and perform its functions properly, it would be expected to train its members quickly, efficiently, and continuously.

Lastly, since Kenya's economy rests on agriculture, it was decided that the Service should be given land on which to farm and help to feed itself, thus exposing every member to some practical knowledge and experience *of agriculture*.

## THE ORGANIZATION

### VOLUNTEERS—(But Disciplined)

The National Youth Service is a voluntary work and educational programme for young Kenya citizens. The usual age on entry is from 18 to 22 years.

The servicemen and servicewomen, who must be medically fit and without dependants, receive free board, lodging and uniforms, and are given an allowance of Sh. 140 a month (of which Sh. 50 is retained for them in a compulsory savings account until they leave the Service).

Promotion through the command structure provides extra pay for extra responsibility. Promotion through the technician structure provides extra pay for extra skills.

The National Youth Service Headquarters in Nairobi controls Units and Sub-Units throughout Kenya. In the field, each major Unit is under the charge of a Senior Commandant while Sub-Units and projects are commanded by Commandants and Senior Training Officers. Below them, each company, consisting of one hundred servicemen or servicewomen, is commanded by a Section Commander or a Section Officer. It is noteworthy that almost all of the Service's present Senior Officers began their careers as volunteer servicemen or servicewomen, and have risen from the ranks.

As at November 1986, the National Youth Service had enrolled 80,086 (pre-university inclusive) young Kenyans.

The Service is uniformed, and recruits are taught drill. Servicemen and servicewomen habitually participate in National Parades, carrying spades instead of rifles. They are also a familiar sight at exhibitions, agricultural shows and other ceremonies where they act as stewards, ushers, etc., and assist Police with crowd-control.

Members of the Service are prohibited from joining or forming a trade union.

## RECRUITMENT

An equal quota of vacancies in each intake is allocated to every province, so that the Service receives recruits from every part of Kenya and is truly national in its composition.

Before the Service recruiting team goes out, the dates of recruitment are made public, indicating the time the team will visit each district in Kenya to select from among the young people who wish to offer themselves. An age of 18 to 22 years is preferred. Complete physical fitness is essential, and each would-be recruit must undergo a vigorous medical examination. A good educational background is not vital, but is an advantage. It is noticeable how this factor has improved over the years. In 1965, most recruits had not completed even a primary education and many were totally illiterate. By 1977, each intake contained a substantial percentage of School Certificate level people, and the first Form VI leavers were beginning to enter. Education confers no special privilege. All servicemen and servicewomen are treated exactly alike and have to undergo the same basic training, irrespective of educational background. Good discipline and willingness to work hard are the prime factors influencing promotion or selection for

specialized training, and education is not a substitute for them. However, providing the prime factors are present, a good education certainly confers an advantage on its possessor—who is likely to make accelerated progress in the Service.

All recruits sign on for a two-year period, which can be readily extended to three or even four years if more time is needed in order to complete some particular form of training.

Basic training lasts twelve weeks, and is carried out at Gilgil for men and Naivasha for women. During it, the recruit is taught the nature, aims and methods of the Service, and is given various skills such as campcraft and first aid that he is likely to need when serving on remote projects. Above all, the basic training period is intended to instil discipline, and to accustom the recruits to working together as an efficient and orderly team under an officer's command. Rigorous cleanliness of body, uniform and kit is demanded, there is a good deal of parade-ground drill and much physical education—including cross-country runs through the bush. Basic training is tough—and is designed to be so. The recruit who is motivated, not by a desire to serve Kenya and a love of adventure, but merely by the hope of finding an easy way to get a job, is likely to have a shock during his few weeks and may possibly run away. Providing he does not take any kit with him, the Service will not attempt to bring him back—since it considers it is better off without the weaklings! The end of basic training is marked by a major ceremonial parade and the recruits are then considered to be fully-fledged servicemen and servicewomen, ready for posting to the field.

Following basic training, the serviceman is posted with his company to one of the Service's Field Units or Sub-Units. These exist at Mombasa, Hindi, Bura in Coast Province, Garissa and Wajir/Mandera in North-Eastern Province, Yatta, Mavoloni, Athi River and Kirimon in Eastern Province, Turbon in Western Province, Lambwe in Nyanza Province, Gilgil, Tumaini and Lomut in Rift Valley Province and in Nairobi itself. Thereafter, the company will rotate between work on development projects and farms and periods of centralized education.

### ... AND SERVICEWOMEN

The Service formed a Women's Training Unit in 1966, the first intake of girls being trained as Junior Leaders. Since the foundation of a Women's Wing, a total of 6,493 (pre-university inclusive) girls has been enlisted. The Women's Training Unit is based at a farm north-east of Naivasha town, where barrack blocks and necessary facilities have been built. The servicewomen undertake the same basic training period as the servicemen.

Following basic training and before selection for specialized courses, the servicewomen engage in general farming activities—either at Naivasha, or on the Service's Yatta ranch.

### WORK

The Service undertakes major projects which are part of the National Development Plan and all servicemen and servicewomen make an important contribution to the project work while at the same time gaining personal qualities and skills that will be of use to them in their own lives.

Service projects and farms are scattered all over Kenya and the rotation of the servicemen and servicewomen gives them an opportunity of becoming familiar with different parts of the country.

Initial project equipment was obtained through a loan agreement with the United States Agency for International Development. This was supplemented by aid from Germany and the Netherlands (which has recently provided a fleet of 159 DAF trucks). The Service is now able to deploy 575 vehicles and pieces of plant (including 155 powerful earth-moving machines). A further augmentation of 431 vehicles and machines is being provided by Japan in support of the Service's newest project in the Tana River Basin. The value of project work completed

by the Service as at June 1982 was K£28.5 million, with a further K£48.8 million's worth in hand.

### COMPLETED PROJECTS

3,200 hectares of bush-clearance for tsetse-fly control at Yala River and 4,000 hectares at Port Victoria.

Airport earthworks at Embakasi.

56 kilometres of road linking Kiambu and Nyandarua districts across the Aberdares.

16 kilometres of road in the Tsavo National Park.

112 kilometres of road to give access to the Kindaruma Hydro-electric Scheme.

Embarkments for flood control on the Nzoia River.

55 kilometres of new road between Thika and Kitui.

100,000 trees planted in the Kinangop.

Demarcation for settlement at Gedi and Shimba Hills.

Construction of airfields at Namanga, Ferguson's Gulf, Amboseli, Nanyuki, Archer's Post, Samburu and Malika.

662 kilometres of road to serve settlement schemes across the Rift Valley.

The construction of demonstration housing at Likoni.

Access roads and 200 hectares of bush clearing in the Donyo Sabuk Park and the construction of the pipeline and access roads for the Geothermal Project, Naivasha.

The great road across the desert, linking Kenya with Ethiopia (480 kilometres). This project took eight years to complete.

The Machakos-Wamunyu Road (42 kilometres).

390 kilometres of road in the second phase of the Settlement Roads scheme, embracing the Timboroa, Burnt Forest, Turbo, Dundori and Kinangop areas, and the western Kenya complex.

The construction of 15 large surface dams in low rainfall areas, particularly Kitui District.

### ON-GOING PROJECTS

Work on the Bura Irrigation and Settlement Scheme on the Tana River will soon top the K£10 million level and is due for completion in early 1984. It includes the construction of 57 kilometres of main canal, together with 100 kilometres of roads, including storm drainage, drifts and all associated civil engineering works. 7,500 hectares of land are being cleared, planed and harrowed.

In co-operation with the Ministry of Transport and Communications, the Service has rebuilt 60 kilometres of the Thika-Garissa road to bitumen standard and has been asked to undertake a further 60 kilometres.

The Service's most recent major project is the construction of 431 kilometers of roads in the Tana River Basin (Garissa-Garsen, Garsen-Malindi and Garsen-Lamu) which it expects to complete in June 1986, at an approximate cost of K£32 million (including the loan repayment to Japan for plant and equipment supplied by that country).

### FARMING

The Service has long operated its own farms with a total of 48,934 hectares of land, helping to feed itself by growing maize, wheat and a large variety of vegetables, and producing appropriations in aid through cash crops such as coffee, pyrethrum and sunflowers.

Recently, the Service has been entrusted with the development of a huge 40,000 hectare ranch at the Kirimun, north of Rumuruti.



All servicemen and servicewomen spend part of their service period on the farms, and those who show particular interest and aptitude can take courses at the Service's own Agricultural College at Yatta.

## VOCATIONAL TRAINING

Following approximately eighteen months on nation-building activities, a serviceman or servicewoman can be considered for admission to a course of specialized training. In making the selection, the Service considers the man or woman's record of conduct and work, the results of an aptitude test and the person's own ambitions. Training is available in some twenty-five different trades and occupations.

The Mombasa Vocational Training Unit gives some 800 servicemen a year intensive training in fitting, turning, woodwork, masonry, electrical wiring, vehicle mechanics, vehicle electrical work, plumbing and welding to the level of the Government Trade Test III or II.

The best of these trainees are able to go on to advanced schools at Nairobi (engineering, mechanical or electrical trades) or Gilgil (building trades), where they are prepared for Trade Tests II and I.

There is also a Rural Craft Training Centre at Turbo which gives 180 trainees broad-skill training in the metalwork trades to Trade Test III or II standard.

Servicewomen can join the men in some of the above-mentioned trades, but also have priority of entry to the large Tailoring and Dressmaking School at Gilgil, which prepares 320 trainees at a time for Trade Tests III and II.

All of the above institutions maintain very high standards and regularly achieve up to 90 per cent trade test passes at first attempt.

The Secretarial College offers a two-year course to prepare servicewomen for the Kenya Examination Council's Single and Group Certificates in shorthand, typing, business English, office practice and commerce.

The most able trainees with a School Certificate educational background, both men and women, can be placed on three-year apprenticeship courses leading to a Final Proficiency Craft Certificate in a variety of occupations, including electronics. These courses cover about 170 trainees at a time and involve detachment from the Service to centres managed by the Directorate of Industrial Training.

For persons with a particular interest in agriculture, the Service has established its own Agricultural College at Yatta in the Machakos District. In the same area is a School for Plant Operators, Plant Mechanics and Road Overseers. These two institutions, both of which are new, will eventually contain 400 trainees apiece.

Other institutions within the Service include an Upholstery School for 120 trainees, a Driving School which prepares about 220 men and women a year for their licences and a School for Home Economics and Science at Naivasha, offering courses to an abridged Certificate in Institutional Management.

In addition to all these formal courses, almost all units have on-the-job training programmes which carry about 500 personnel at a time to Trade Test III level in a variety of occupations.

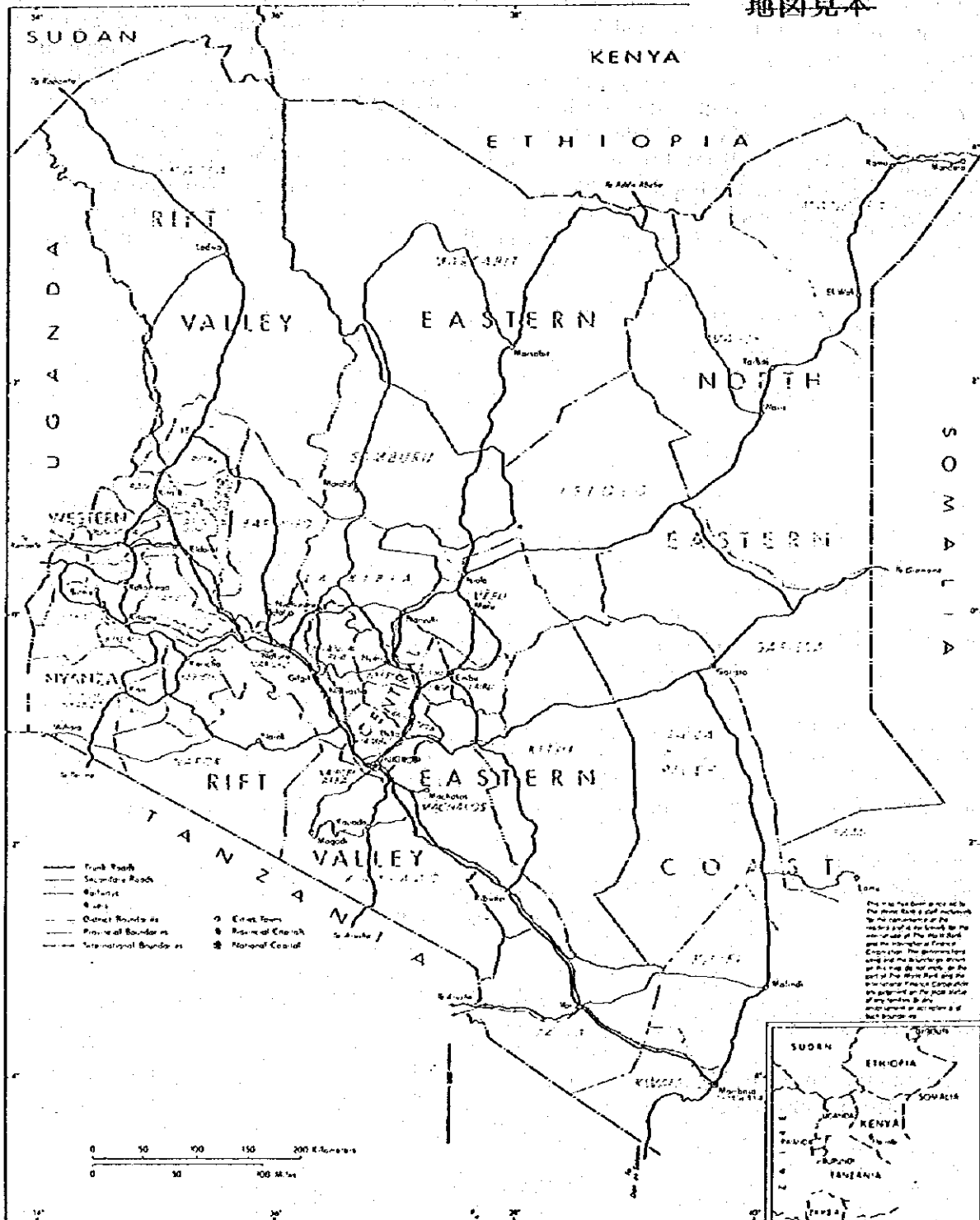
## EMPLOYMENT

No guarantee of employment is given to any serviceman or servicewoman, but the Service tries to find suitable job openings for those who have no family land to which to return, and who have worked hard and have proved themselves to be disciplined and efficient. Many employers have been attracted by the prospect of obtaining young people who have demonstrated their merits under exacting service conditions, and, by 1982 the National Youth Service had found employment for over 17,000 servicemen and servicewomen on completion of their service.

## PROGRESS

The Kenya National Youth Service is now 18 years old. Much of the organization outlined has purposely been kept flexible, and has undergone adjustment in the light of advancing experience. Some very real successes have already been achieved. The Service has drawn young men and women from every part of Kenya, and has united them in comradeship for the benefit of their country. It has channelled their enthusiasm and energy into projects of great economic importance, so making a worthwhile contribution to the Development Plan. Finally, much progress has been made on the training and education aspects, and the Service is experiencing increasing success in finding opportunities for its leavers to enter gainful employment and lead stable and productive lives.

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