



# FINAL EVALUATION REPORT

9th Dec 2010

*Kenya Legal and Ethical Issues Network on HIV and AIDS (KELIN)  
Training on Rights Based Approach*

*For community structures (Chiefs, Assistant Chiefs, Nurses and Police  
officers) in Siaya, Bumala and Samia*

*Prepared by Jael Shisanya  
Box 110, 00242  
KITENGELA*

*9<sup>th</sup> December 2010*

# ACRONYMS

AAIK . . . . .	Action AID International Kenya
GBV . . . . .	Gender Based Violence
HIV &AIDS. . . . .	Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome
KELIN . . . . .	Kenya Legal and Ethical Issues Network
RBA . . . . .	Rights Based Approach
REEP . . . . .	Rural Education and Economic Enhancement Programme
WOFAK . . . . .	Women Fighting AIDS in Kenya

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# PREFACE AND ACKNOWLEDGEMENTS

This is the report of a final evaluation of the impact of a training for community structures (chiefs, sub-chiefs, police & health care workers) on the rights-based approach to programming with a focus on sexual and gender based violence conducted by Kenya Legal and Ethical Issues network on HIV and AIDS( KELIN) funded by Action AID International Kenya (AAIK).

The author wishes to thank the chiefs, Assistant chiefs, nurses and police from Siaya, Samia and Bumala districts of Kenya who helped her with the work.

## EXECUTIVE SUMMARY AND CONCLUSIONS

### OVERALL

Kenya Legal and Ethical Issues Network on HIV and AIDS (KELIN) examined the human rights needs of administrative structures of the people of Siaya, Samia and Bumala and responded to the needs through the provision of Action AID International Kenya (AAIK) funded training in support of Supporting women and children living with HIV and AIDS. The purpose of this grant was for KELIN to support a national campaign on the protection of the rights of the orphans, vulnerable children and children living with HIV and AIDS to access property and access to paediatric treatment with the following objectives:

1. To influence policy makers' action plan on protection of the right to health, free primary education and access to property for orphans and vulnerable children living with HIV and AIDS.
2. To lobby the office of the Attorney General to review policies and procedures on matters relating to registration of births and access of property by orphans
3. To advocate for increased investment in ensuring greater access to paediatric HIV treatment for infected children.

### METHODOLOGY

This was a post training assessment of participants' knowledge, skills obtained, practices and attitude towards the Rights Based Approach (RBA) to programming and sexual and gender based violence (GBV) within the communities they serve. Information was collected from participants of KELIN training on RBA and sexual and gender based violence. These included, chiefs, sub chiefs, Ministry of Health representatives and Police officers from Siaya, Samia ,Bumala and WOFAK staff. Qualitative research was applied to help in identifying intangible issues that were not readily apparent. Focused groups and individual interviews were used to effectively elicit qualitative data on sexual and gender based violence and in generating a broad overview of issues of concern on the community administrative structures and to the groups represented. The morning session of day one of the exercise was spent with a focus group of 2 chiefs, 7 assistant chiefs and 1 nurse. In the afternoon, we interviewed 1 police officer from Segwa police station and 1 female chief from Yenga location. On day two we had interviews with Acting chief Odiado and his village elders and the WOFAK staff. The instrument used – Focused group discussion guide was flexible, semi structured and used to explain relationships and describe individual experiences. The open ended questions evoked responses that were meaningful and culturally salient to the participants.

The information was collected by the evaluators. Purposive sampling was used whereby group participants relevant to the evaluation were preselected due to limited time and resources available.

### FINDINGS: RELEVANCE

The opinion of the evaluation team is that the training was very relevant. The training needs identified were; Gender Based Violence, HIV and AIDS – Stigmatization – people not free to share with those suffering from HIV and AIDS, women not allowed to make any decisions. “ they are to be seen and not to be heard”, low understanding and knowledge about HIV and AIDs, lack of reference materials e.g. the Constitution, duty bearers were not aware of their role as duty bearers, legal and ethical issues were not clear to participants and general ignorance of the law. One of the

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proposed outcomes targets these problems.

In addition, the training was carried out through the joint effort of all stakeholders using a participatory approach. Indeed the training was embedded in an evidence based planning framework that built on baseline data and elaborate consultation, right from the inception phase.

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## FINDINGS: EFFICIENCY

In general the project was efficient. The training modules used for the training met the minimum quality standards and stakeholders interviewed also indicated that they were satisfied with the quality of delivery.

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## FINDINGS: EFFECTIVENESS/ACHIEVEMENTS

Overall the training was effective in attaining expected results in the one result area i.e. ***Increased knowledge, advocacy and vigilance of community volunteer groups against sexual abuse, disinheritance of property and violence against women.***

A lot of efforts were made to clearly define roles and responsibilities duty bearers and the owners of the rights. In general, the training made significant input at improving the capacity of chiefs, assistant chief's police and nurses in sexual offences act, gender based violence through training, new constitution and provision of requisite materials.

Institutionalising of human rights concepts within certain government departments, especially the police needs to be stepped up. Action plans developed during the training were being executed to improve the adherence of chiefs, sub-chiefs, police and nurses to human rights.

A conducive working environment exists as a result of the training. The trainees received training materials and all of them incorporated human rights messages in their day to day work. The training was however ineffective in the sensitization of senior staff who send their juniours to attend. In particular the senior officers in police view their trained juniours as having lost direction on how to deal with suspects. They still believe in the old culture manhandling suspects brought to them. They feel the junior officers are ineffective.

The evaluation team concluded that capacity of Chiefs, assistant chiefs, police and nurses to deliver on their mandate had been enhanced by the training.

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## CONCLUSION

The training has largely achieved its main objective: There is an increase in awareness of the rights based approach to programming. The number of people reporting sexual offences has increased in Segu division of Siaya district. This has been attributed to the fact that people now know their rights and they have faith in the area administration that their case will be listened to and will be handled professionally. In other places, like Bumala, the cases have drastically reduced and this is attributed to the fact that people know the consequences of breaking the law and they are taking the necessary precautions not to be on the wrong side of the law.

The chiefs and the assistant chief have stepped up campaigns on the protection of the rights of the orphans, vulnerable children and children living with HIV and AIDS to access property and access to paediatric treatment. More women are reporting cases of gender based violence in the home than before. The police are handling suspects more professionally

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than before as observed during the interview at the police station. FGDs with chiefs, Assistant chiefs and nurse revealed that their knowledge, attitude, and practice on human rights issues has greatly improved. Their capacity on the Kenyan law and legal issues at large has been built making them better in doing their work. They are frequently referring to the modules provided.

At the time of this evaluation, the training had just ended two months therefore the outcomes and impact of the support are yet to be fully realised.

## 1.0 PROJECT DESCRIPTION

Supporting women and children living with HIV and AIDS is a five (5) year project funded by Comic relief and implemented by Women Fighting AIDS in Kenya (WOFAK) and Action Aid. The project started 1<sup>st</sup> November 2007 and is due to end in October 2012. One of the strategic objectives of this project is to strengthen the institutional capacity of WOFAK to influence policies and legal frameworks in favour of Women and children affected by HIV and AIDS through national forums and community sessions spearheaded by national partner activists.

The purpose of this grant was for Kenya Legal and Ethical Issues Network on HIV and AIDS (KELIN) to support a national campaign on the protection of the rights of the orphans, vulnerable children and children living with HIV and AIDS to access property and access to paediatric treatment with the following objectives:

- To influence policy makers' action plan on protection of the right to health, free primary education and access to property for orphans and vulnerable children living with HIV and AIDS.
- To lobby the office of the Attorney General to review policies and procedures on matters relating to registration of births and access of property by orphans
- To advocate for increased investment in ensuring greater access to paediatric HIV treatment for infected children.

The project had several activities at National and Community level. In this evaluation we focused on three activities carried out at community level namely:

- Review and assess to determine the human rights and Rights Based Approach (RBA) training needs, current areas of focus and operational frameworks and plan for the existing partners for WOFAK.
- Develop training modules on human rights, gender and HIV, Stigma and discrimination, legal and ethical issues, rights based approach to programming, incorporating key provisions of the HIV and AIDS Prevention and Control Act 2006, Marriage and the Succession Act and the Sexual Offences Act among others
- Conduct one five day capacity building workshop for Siaya, Busia and Samia districts with the community administrative structures on the Rights Based Approach to programming with a specific focus to sexual and gender based violence.

There were various expected outcomes but for this particular evaluation we focused on:

- Increased knowledge, advocacy and vigilance of community volunteer groups against sexual abuse, disinheritance of property and violence against women.

## 2.0 OBJECTIVES OF THE EVALUATION

The results of this evaluation provide critical learning and accountability outcomes. It generates relevant findings, lessons learned and recommendations which can be used by the implementing agencies to guide and inform on the best practices and strategies in future programming. This has been done through analysis of the findings, lessons learnt and recommendations for future interventions. The evaluation was therefore premised on an inclusive participation of the WOFAK project staff and the stakeholders.

The specific objectives of the evaluation were to provide information on the performance of the project against key indicators and parameters including the project's relevance, effectiveness, efficiency, validity of design, sustainability challenges faced by the trainees during the implementation of the Rights Based Approach to programming.

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### 2.1 THE SCOPE OF THE EVALUATION

Beyond the suggested scope of evaluation comprising a four point criteria of Relevance, Effectiveness, Efficiency and Project Performance Rating, the evaluating team considered other two additional related criteria namely the Impact and Sustainability of the project initiatives.

## 3.0 METHODOLOGY

The evaluation used a participatory, multi-stakeholder approach to obtain relevant project information. Qualitative methodologies of data collection were employed. To collect data and information the evaluators used Focus Group Discussions, observations and individual questioning with a scientific representation of all the stake holders. This approach aimed at achieving diversity and inclusivity in collection of data and information.

The evaluation team interviewed selected stakeholders that included the Chiefs, Assistant Chiefs, Nurses and Police Officers from the beneficiary communities.

The team also reviewed key documents for the project and background information. These documents include specifically; Project Proposal, the Children's Act, the proposed new Constitution, training modules and baseline and training reports.

## 4.0 LIMITATIONS

The evaluation process was limited by the following factor:-

- The notification period for participants was short; hence we missed out on some key informants.

## 5.0 THE EVALUATION RESULTS AND ANALYSIS

The section of the report delves into the results of the evaluation based on the five key indicators of relevance, efficiency, effectiveness, impact and sustainability.

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## 5.1 RELEVANCE

The evaluation team investigated and made conclusions on the appropriateness of project concept to the problems it was supposed to address taking into account the prevailing political and social economic situation in the three project areas (Siaya, Busia and Samia districts), reviewed the complementarity of the project with other KELIN interventions in Kenya and particularly how this training contributed to the reduction of vulnerability through the provision of quality information on the Rights Based Approach, Gender Based Violence, Sexual Offences Act and the Constitution. The training design and its impact on the project were also reviewed.

***The key evaluation question was ‘Did the training activities address the problems identified during the baseline?’***

Having reviewed the baseline report, the training was very relevant. Discussions with the Chiefs, Assistant chief, Nurses and Police in the community visited during the evaluation, elicited unanimity on the relevance of the training and that it was in tandem with the specific needs of administrative structures and the community at large.



Figure 1. Interview with chief Lawrence – Odiado

The training was carried out through the joint effort of various stakeholders using a participatory approach where the local partners and communities made decisions on the training needs making it address the felt needs of the beneficiaries and stakeholders. Indeed the Project was embedded in an evidence based planning framework that built on baseline data and elaborate consultation, right from the inception phase.

The relevance of the project was never in question as the voices of the stakeholders interviewed during the evaluation succinctly showing:

*Absolutely relevant; this training has a full package of legal documents required for working in the community and which we refer to every other day. (A chiefs, Assistant chiefs and nurses Focus GROUP Discussion, November 2010)*



Figure 2. Assistant Chiefs and nurses FGD

## 5.2 EFFICIENCY

The efficiency dimension of this evaluation focuses on following indicators: the extent to which this activity induced sustainable change; the level of collaboration with other agencies and the various project stakeholders; the appropriateness of KELIN's approach and the quality of the developed training curricula.

Quality component of training efficiency relates to the extent to which the training results actually conformed to or met the minimum standards expected. Observations by stakeholders interviewed also indicated that they were satisfied with the quality of most of the outputs. In Odiado location, the Assistant chief attributed the reduced cases of sexual and gender based violence directly to the overall increase in awareness of human rights and the consequences of violating them among the community members. The following observation illustrates stakeholder perceptions on the quality of the results:

*"A couple had a dispute and the wife and children were thrown out of the home in the cold. I called the man and made him understand the consequences of his action. I highlighted to him the rights he had violated against his wife and children. I then summoned both the man and the woman to my office and we amicably resolved the issue. They are now living peacefully together" says the Assistant Chief, Yenga sub- location*

The participatory approach used and trainings given to the chiefs, assistant chiefs, nurses and police, were particularly

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instrumental in improving their capacities to perform their duties more effectively. As a result of the training they are able to continue with the work of mobilizing communities to provide protection to orphans and vulnerable children and widows in general.

*“I request head teachers in my community to give me time to talk to parents about sexual and gender based violence and the Children’s Act during the parents’ teachers meetings. I have been doing this since the training and in the evenings, I speak to the children educating them of their rights and ways they can be violated” says Assistant chief Sikhaye.*

Capacity building to officials at these local structures will go a long way in ensuring that their roles and responsibilities/ functions are conducted professionally even after the project comes to an end. However, there is evidence that such forms of capacity building are unlikely to result in any meaningful sustainable change unless they are backed by regular refresher trainings and their superiors are taken through similar courses.



Figure 3. Interview with Abdi Police officer Segga

*“Our bosses need to be given this training. They have never appreciated it and feel that our work cannot be done that way. Sometimes they feel we are not working well when we apply the RBA to our work” Abdi police officer Segga.*

KELIN’s efforts at coordinating with other project stakeholders were evident. A lot of the achievements arising in the post training period can be largely attributed to KELIN and WOFAK’s ability to coordinate and cooperate with project stakeholders at all levels. Findings reveal extensive levels of consultation and collaboration between various stakeholders which included the local structures, Police, Ministry of Health, Children’s department, REEP, Kenya Red Cross, Matibabu Foundation and ACE Africa. Collaboration was in terms of advocacy work. In creating a sense of

ownership of the initiative implemented in the target areas KELIN fully involved the active participation of the local administration. Collaboration between KELIN and WOFAK was instrumental in the bringing together and training of the local administrators, nurses and the police and the development of the training modules.

To verify the appropriateness of KELIN's approach and innovativeness to bring changes to the social environment in which the project operates was tested. Participants were asked

## ***“To what extent has the RBA training contributed to addressing human rights issues in your community? Give some concrete examples.”***

KELIN adopted a participatory approach in the delivery of the training. Community structures were empowered to participate effectively in project activities such as mobilisation, advocacy execution of plans developed during the training. Participants of the FGD stated that they all referred to the training materials. However the frequency of use varied from 2 times per week to every day of the week and every time they are having meetings or resolving cases.

They said that they analyze cases at hand and interpret them from a Rights perspective. To demonstrate this, the assistant chiefs of Simur Kondiek and Segga gave the following examples:

- From Simur Kondiek, a woman reported that she had been physically abused by her husband. He summoned her husband and had a discussion with the two. He highlighted the Children's Act to the couple and told them that they were being unfair to the children who witnessed them fighting regularly. He advised them to stop fighting which was the best interest for the children.
- From Segga, a boy who was a total orphan dropped out of school at 16years due to lack of school levies and uniform. The case was referred to the children's department. The chief quoted the Children's Act in this case and stated that it was the child's right to access education. The children's department assisted the boy to get well wishers to support him. The boy is back to school.

Quality of the training material was also investigated. The FGD participants were asked

## ***“Do you refer to the training materials during your work and if so how frequent?”***

Quality of the developed training curricula was assessed by reviewing the training modules used to train the chiefs, Assistant chiefs, nurses and police and the workshop report. The team was of the opinion that the training was innovative and comprehensive; it covered all pertinent components of the constitution as identified at baseline, it was customised, builds on previous trainings by other agencies and evolved into actionable plans for the participants. Modules for the training were developed and adapted appropriately.

Participants said they refer to the materials because it is user friendly. The frequency of use varied from 2 times per week to every day of the week. For the chiefs, the Barazas are the main determinants of when to refer to the materials. This when he wants to pass some information across, he would have to refer to the materials to make sure he has the right information. When resolving disputes, chiefs also refer to the materials for back – up. One participant who is a nurse said she refers to the materials for her own interest. She finds them educative and hence the reason she refers to them. For her reference is for knowledge's sake

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## **5.3 EFFECTIVENESS**

This section reviews the overall project effectiveness in attaining expected results

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## **Result: Increased knowledge, advocacy and vigilance of community volunteer groups against sexual abuse, disinheritance of property and violence against women.**

Observations by WOFAK staff interviewed suggest that local community structures in Siaya, Busia and Samia received training and related materials for implementing an effective advocacy campaign on the Right Based Approach to working. Towards this end the trainees were provided with 5 training modules on the constitution, the Children’s Act, the Sexual Offences Act, HIV and AIDs Act, and Gender based violence.

For the RBA aspects to be effective, more targeted training needs to be extended to all senior level staff within the targeted structures with regular refresher courses on legal issues.



Figure 4. FGD with WOFAK staff

Given the central role played by Chiefs, Assistant chiefs and police in community mobilization, sensitization and creation of ownership, the establishment of operational and well coordinated structures was one key area of the projects’ effectiveness in target districts.

All focus group participants agreed that advocacy and awareness creation is an important aspect of their work. Through the chiefs barasa’s a lot of advocacy work has been going on. Women are now coming – out to report cases of neglect because they now understand their rights and those of their children. Affected people are willing to report cases, unlike before when the women would be beaten and they just kept quiet. A case in point is in Ukwala where a woman was assaulted by the husband. The chief got the telephone number of the husband and asked him to report to his office. The man at first refused but when he was told by other community members the consequences of his actions, he came to see the chief and apologized to the wife.

## 5.4 IMPACT

From the data and information available during the evaluation, it is evident that there were significant milestones attained in improving awareness of the constitution, the Children's Act, the Sexual Offences Act and the HIV and AIDs Prevention and Control Act. 2006

## 5.4.1 OWNERSHIP OF RBA INITIATIVES

Findings from interviews and discussions with chiefs, Assistant chiefs, nurses and police involved in the training indicate that all the stakeholders are committed to sustain the gains made so far in RBA approach. This commitment is seen in the work done by chiefs, Assistant chiefs and police in community mobilization to create awareness on human rights, community participation and contribution towards awareness creation and their response to persons violating other people's rights within the community, community contribution of levies for repairs and maintenance.

Observations, made during the evaluation process suggest that the greatest sense of ownership rests with the communities served by those chiefs, Assistant chief and police trained by KELIN. The biggest challenge to communities in their efforts to continue the initiatives is the high levels of poverty among the members which on many occasions compromises cases. On its part, the participation of the government is equally important, but, in the face of low capacity of the personnel coupled with inordinately low funding for capacity building, its ability to sustain the gains made is greatly eroded.

## 6.0 SUSTAINABILITY

### 6.1 STAKEHOLDER PARTICIPATION IN THE MANAGEMENT/ IMPLEMENTATION OF THE PROJECT

Much as the implementation of the training relied entirely on external funding, the level of success reached would be unattainable without the overwhelming stakeholder commitment and participation in the management and implementation of the activities. Critical stakeholder participation came from Chiefs, Assistant chiefs, nurses and police of the target districts.

Despite the appreciably high level of local ownership of the KELIN initiatives, most stakeholders reiterated the fact that their superiors lacked the capacity to sustain or improve the initiatives implemented by the project. This observation has serious implications on the sustainability of the initiatives with lack of proper coordination among the relevant government departments.

Interviews with WOFAK staff and physical observations on the organizational facilities indicate that WOFAK has both the good will and technical capacity to support the continuation of the current project initiatives in the target districts. However, WOFAK and KELIN lack the financial capacity to conduct any human rights related trainings. This is more so because the success of the implementation depended solely on external donor funding. Without further funding these organizations cannot carry out follow – up activities such as refresher courses on the Rights Based Approach and awareness creation on the current legal challenges in work environment with respect to the new constitution.

## 7.0 STRENGTHS, WEAKNESSES OF THE

## PROJECT AND LESSONS LEARNT

In this subsection, analysis of the key strengths and weaknesses of the training have been presented. It also outlines the major lessons learnt in the project implementation processes in the target districts with a view to identifying best practices and making recommendations for future designs and implementation.

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### 7.1 STRENGTHS OF THE PROJECT

**Targeting:** Through initial needs assessment and district mapping in collaboration with the local stakeholders, the KELIN training profiled the most deserving regions to which means and resources were challenged to achieve maximum effect on the result side.

**Collaboration:** Both KELIN and WOFAK used collaboration with the local government structures and communities to ensure effectiveness in the implementation of the project activities. Support was received from other organizations working in the same area.

**Provision of modules:** The provision of modules improved both participant's morale and effectiveness and their enthusiasm to continue with learning. In addition, project schools with improved physical facilities reported significant pupil influx.

**Local structures capacity building:** Building of the capacity of local structures improved their understanding of their roles and effectiveness at discharging these roles. Findings also show that chiefs, assistant chiefs and police were the most instrumental group of stakeholders in community mobilization for human rights. Through training, the key stakeholders internalised concepts of rights based approach.

**Emergence of an enlightened population:** Beyond the training, the community have been exposed to more information. HIV/AIDS awareness, human rights issues, gender based violence and the new constitution.

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### 7.2 WEAKNESSES

#### ***Complexity of legal issues:***

Some of the legal issues are complex and if left to the local structures, they could be subject to misinterpretation.

#### ***Lack of monitoring:***

After the training, it would have been best that KELIN carries out some monitoring before an external evaluation. This would serve as an internal feedback for the training outcomes.

#### ***Poverty:***

Rape cases are not report because the mothers fear that in case she reports her husband who has perhaps defiled the daughter and he is the sole bread winner, they would be in trouble if he is jailed.

## **Reporting of rape cases for older women:**

Rape cases for children are reported but not for older women. Many women suffer in silence for fear of reprisals, divorce or allegations that they consented to the act, and as a result many more cases go unreported.

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## **7.3 LESSONS LEARNT**

### ***The Impact of collaboration on Implementation:***

Collaboration between the KELIN, WOFAK and key local stakeholders such as the chiefs, Assistant chiefs, police and the nurses had a profound positive impact on the implementation of project activities and attainment of intended results. Most stakeholders viewed the initiatives as participatory and thus elicited their contribution and ownership of the project initiatives.

### ***Impact of capacity building for the local structures:***

Being knowledgeable about the constitution and the general rights based approach makes working easier for the people at the local administrative structure. It increases the trust the community members have in the people serving them. Community members are increasingly aware of the consequences of breaking the law as this is highlighted every time at the chiefs' baraza's. Chiefs are able to deal with minor cases at the community level without prosecution from the lawyers.

### ***Need to target senior officers for training:***

For there to be a buy in, it may be important to target the senior officers first. From the discussions, junior officers are unable to convince their bosses to adopt the rights based approach. A lot of lobbying and advocacy may therefore be needed.

### ***Advocacy is an important part of an administrators work:***

Ensuring that community members understand their work has made working very easy for the local administrators. Because the chiefs and the police can effectively relate to the new constitution and the various Acts affecting the community members, they are viewed as knowledgeable and they are highly respected for that matter.

## **8.0 RECOMMENDATIONS AND WAY FORWARD**

This section of the report presents recommendations drawing from the evaluation results in relation to impact of the KELIN training and relations with stakeholders in the project area. The recommendations have been presented in the context of developing a way forward for the future of the project initiatives.

### ***Continuation of the funding for KELIN initiatives:***

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In the absence of a focused government department interested in building capacity of its local administrative officers on legal issues hardly any of these training activities will be possible to sustain or replicate in other parts of the country in the absence of external funding. Funding for the continuation and expansion of KELIN training initiatives should continue to a level where their mass effects can result in future sustainability and in turn improve national cohesion.

## **Allocation of adequate time:**

Given, the wide scope in terms knowledge coverage it is important to allocate adequate time for the training to ensure efficiency and effectiveness in the delivery of expected results.

## **Coordination among the local structures:**

KELIN organizes another workshop for these officers to mobilize them to work as one. A case in point is when a suspect is released by the police without the chiefs' knowledge. This is demeaning to the chief and the community members see these as loopholes which they take advantage off. Where there is evidence and the person is arraigned in court, the case takes a very long time hence justice delayed is justice denied.

## **Training for senior police officers:**

According to the police forces ranks are very crucial in delivery of information. This should have been considered when selecting police officers for the training.

## **More advocacy and awareness raising:**

Community members themselves have become a hindrance to justice. When a suspect is apprehended and taken to court, community members refuse to give evidence of the case saying that it is bad to swear with a bible. Due to lack of evidence, the case is thrown out of court and the culprit goes scot free.

## ***Mapping and Identification of New counties***

for role out of the training: Only a small proportion of districts deserving were identified for support in the concluded training. To spread the positive impacts of the initiatives more counties meriting support should be identified to help spread the project impacts.

## ***Enhanced Provision of more legal documents:***

A new phase of the training should allocate greater emphasis on the provision of adequate reference materials for local administrators. This will greatly increase the number of people well informed at community level.

## APPENDICES

### Appendix 1: List of Focus group members

No.	Name	Designation	Area	Telephone number
1	John Onyango Odhiambo	Assistant Chief	Simur Kondiek	0720 943 370
2	Richard Ooko Osiago	Assistant Chief	Yenga	0720 820 561
3	Michael O Osodo	Chief	Ukwala	0725 772 511
4	Daniel Magero	Assistant Chief	Busire	0720 215 060
5	Emanuel O. Wandera	Assistant Chief	Luliba	0735 011 820
6	Antony J Wanyama	Assistant chief	Murende	0713 107 457
7	William O. Lala	Assistant chief	Sihay	0722 959 819
8	John O. Mboto	Assistant chief	Jera	0722 654 593
9	Joyce Adongo	M.O.H	Nangina Dispensary	0722580637
10	Joseph Ooko Odhiambo	Chief	North Ugenya	
11	Violet Okongo	Chief		0722 929 072
12	Mahat A Yusuf	Police Officer	Sega	0710 698 982
13	Lawrence Pamba Achoka	Ag Chief	Odiado	0729 411 065
14	Susan Onyango	Field Coordinator	WOFAK Sega	0723 44 90 71
15	Martin Ogola	Behavior Change Coordinator	WOFAK Sega	0713 089 359

## APPENDIX 11: FOCUS GROUP GUIDE

Total Participant time required: 1hr 10minutes – 1 hr 50 minutes

### OVERALL QUESTION TO ANSWER IN FOCUS GROUP DISCUSSIONS:

The purpose of the study is to conduct an evaluative research to determine the impact and measure the outcomes of the **training workshop for community structures (chiefs, sub-chiefs, police & health care workers) on the rights-based approach to programming with a focus on sexual and gender based violence** that was conducted in September 2010.

Below is a general guide for leading our focus groups. We may modify this guide as needed as each focus group will inform the subsequent groups.

#### **Before the group begins, conduct the informed consent process.**

- I. Introduction (10 m)
  - Welcome participants and introduce yourself.
  - Explain the general purpose of the discussion and why the participants were chosen.
  - Discuss the purpose and process of focus groups
  - Explain the presence and purpose of recording equipment and introduce observers.

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- Outline general ground rules and discussion guidelines such as the importance of everyone speaking up, talking one at a time, and being prepared for the moderator to interrupt to assure that all the topics can be covered.
- Review breaks schedule and where the restrooms are.
- Address the issue of confidentiality.
- Inform the group that information discussed is going to be analyzed as a whole and those participants' names will not be used in any analysis of the discussion.
- Read a protocol summary to the participants.

*This study is intended to elicit and clarify the knowledge, attitudes, and practices of **chiefs, sub-chiefs, police & health care workers who form the core of the community structures on the rights-based approach to programming with a focus on sexual and gender based violence.***

The enjoyment of the right to the highest attainable standards of health is vital to human dignity, life and well being and is crucial to the realization of many other fundamental human rights.

To achieve this we will require identifying and implementing strategies that can further reduce the incidence of sexual and gender based violence. Understanding current knowledge, attitudes, practice after the training by KELIN and successful innovations for addressing barriers and limitations will help make the elimination of these violence feasible.

## **Discussion Guidelines:**

We would like the discussion to be informal, so there's no need to wait for us to call on you to respond. In fact, we encourage you to respond directly to the comments other people make. If you don't understand a question, please let us know. We are here to ask questions, listen, and make sure everyone has a chance to share.

If we seem to be stuck on a topic, we may interrupt you and if you aren't saying much, we may call on you directly. If we do this, please don't feel bad about it; it's just our way of making sure we obtain everyone's perspective and opinion is included.

We do ask that we all keep each other's identities, participation and remarks private. We hope you'll feel free to speak openly and honestly.

Let's begin. Let's find out some more about each other by going around the room one at a time. Tell us your first name and the job you have, where you practice, and the communities you serve. I'll start.

## II. Topic Generation (50-90 minutes)

### **The focus group facilitator will explain:**

This group is convened to generate a comprehensive understanding of issues surrounding sexual and gender based violence. If there is some confusion during the discussion about how a topic is relevant clarifying comments will be requested, but the conversation will quickly move on.

## LET'S GET STARTED!: ISSUES FOR FOCUS GROUP EXPLORATION:

### **I. Knowledge**

- Key weaknesses that existed with regards to human rights, gender and HIV stigma and discrimination, legal and ethical in the delivery of your duties.
- Understanding of Rights Based Approach to programming within the specific context of service offered and fulfillment of duties.
- Ability to explain constitution, Children's Act, and the Sexual Offences Act.
- **Awareness of advocacy guidelines**
- **Identifying at risk members of community**

### **II. Attitudes**

- Perception that sexual and gender based violence is a significant problem locally in the target community
- Perception that advocacy and awareness creation is an important aspect of their work
- Perception that sexual and gender based violence identification and managing is easily coordinated within the structure that exist
- Perception that those affected are willing to come up and take the necessary medication
- Influence of family and community on persons affected by sexual and gender violence
- Stigma of being associated with sexual and gender based violence versus convenience of referring to it
- Perception of attitudes of colleagues, superiors and/or thought leaders towards those trained

### **III. Practice**

- Reference to the training materials in the course of duty.
- Sharing of information from the training with other members of the community.
- To what extend has the RBA training contributed to addressing human rights issues in your community. Give some concrete examples.
- Are there specific modules contributing to addressing the issues highlighted?
- While addressing these issues, what are the challenges faced?
- What are your preferred channels to receive information, guidelines, and trainings
- Please report on ease of obtaining information on sexual and gender based violence
- Feedback on the legal systems in Kenya. Refer to legal and ethical issues in HIV &AIDS, HIV and gender related rights and vulnerable groups in the context of HIV&AIDS
- Report back on the action plans on advocacy for the right to health prepared during the workshop.
- Partnership with other organizations or individuals while performing your duty
- How have you been monitoring your interventions?

### **IV. Issues surrounding gender and sexual violence in your community**

- **Barriers and facilitators to dealing with sexual and gender based violence in your community**
- **Any other issues.**

# FINAL EVALUATION REPORT

(After discussions, review for clarity and accuracy and completeness.)

## **V. Closing (10 m)**

- Closing remarks
- Thank the participants
- Issue their compensation if available or explain the payment process if not