

STOP AIDS NOW!

GENDER, HIV/AIDS AND

HUMAN RIGHTS WORKSHOP

KOLPING CONFERENCE CENTRE, NAIROBI

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Acronyms and abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ARV	Anti-Retroviral
GDP	Gender Development Project
HIV	Human Immunodeficiency Virus
ICCO	Interchurch Organization for Development Cooperation
IEC	Information Education and Communication
M & E	Monitoring and Evaluation
NGOs	Non-Governmental Organizations
NASCOP	National AIDS and STD Control Programme
PLWHA	People Living with HIV and AIDS
PMTCT	Prevention of Mother To Child Transmission of HIV
TAABCO	Transforming Analyzing Accompanying Building Change of Organizations
VCT	Voluntary Counseling and Testing

Executive summary

STOP AIDS NOW! continues to strengthen and build the capacity of Gender and Development Project partners to understand and implement various activities while mainstreaming Gender, HIV/AIDS and Human Rights issues in the bid to reduce women and girls' vulnerability to HIV infection and mitigate its impact. According to national and international data from NASCOP 2008 and UNAIDS respectively indicate that women represent nearly 50 percent of all adults living with HIV/AIDS and continue to face the fast-growing infection rates. However, the number varies with regions, but women represent 60 percent of the infected adults found in sub-Saharan Africa with the highest rates of infection found in Eastern and South Africa. Women in Kenya are adversely affected by acute discrimination and suffer disproportionately from the effects of discriminatory and oppressive laws, customs and traditions which continue to increase their vulnerability to HIV/AIDS.

The four day workshop financed and organized by SAN! in collaboration with WOFAK brought together 26 field workers, project officers and managers from across the GDP coalition partners in Kenya. The purpose of the Workshop was to provide refresher training on the key issues of the Project, gender, HIV, and rights, and to identify the effectiveness of the Gender Development Project during the past year or so of implementation and provide recommendations for improving the work of the Project for the future. The workshop sessions were informed largely by experience-sharing by partners on their ongoing initiatives at community level. The Workshop was characterized by sharing of lived experiences, key achievements and challenges faced at partner and coalition level, and group discussions guided by various tools provided by the facilitator. In addition, partners examined the role of the coalition, efficiency and means of strengthening its operations. The four day workshop also provided a platform for the coalition steering committee members to meet to deliberate on issues raised by partners before and after the workshop, and plan for future tasks.

The workshop participants expressed their satisfaction with the knowledge gained and they indicated their commitment to put lessons learnt into practice. They unanimously agreed that similar workshops are of great value to not only the GDP work but also for other programs they implement at their organizational level.

1.0 About STOP AIDS NOW!

Five Dutch organizations, Aids Fonds Hivos, ICCO, Cordaid and Oxfam-Novib, joined forces and founded STOP AIDS NOW! in 2000. As the HIV/AIDS problem is so far-reaching and has such fundamental consequences, no party or organization is likely to find the ultimate solution alone. Therefore STOP AIDS NOW! works as much as possible to with other players, e.g., the government, other non-governmental organizations (NGOs) and various companies as a means to synergize and address the pandemic. Aids Fonds, Hivos, ICCO, Cordaid and Oxfam-Novib all collaborate within STOP AIDS NOW!

2.0 About TAABCO

TAABCO stands for Transforming, Analyzing, Accompanying and Building Change Organizations is a Christian based organization, established in 1997 and registered under the Companies Act as a Research and Development Consultancy firm. The main objective of establishing TAABCO was to respond to Institutional and Organizational Development demands of a dynamic and growing civil society sector in Kenya and Africa with a view to enabling them to be viable, effective and efficient in service delivery, policy and advocacy work. Therefore, TAABCO consultants consist of an interdisciplinary team that provides professional technical management and organizational development support to civil society organizations, public and private sector agencies to enhance their capacities to manage change and remain relevant to their context. TAABCO has a national and regional focus or perspective with its headquarters based in Nairobi, Kenya.

2.1 TAABCO's Vision

TAABCO is a leading Research and Development Consultancy firm. TAABCO envisions a society that affirms human dignity, free of poverty, peaceful, just and has participatory leadership and a strong and viable civil society.

2.2 TAABCO's Mission

TAABCO's mission is to strengthen and build the capacities of CSOs in transformative leadership and management, deepening dialogue and building partnerships so as to manage change processes and

facilitate poverty reduction.

2.3 TAABCO's Goal

TAABCO's objective is to promote viable realization of organizational development goals and strengthen capacities of client organizations to deliver services more effectively and efficiently.

2.4 TAABCO's Core Values

TAABCO is committed to the following values;

- Empowerment of communities and organizations in the ownership and management of their resources and development processes;
- Promotion of a just, participatory and sustainable society;
- Proper stewardship, transparency and accountability within itself, its clients and the society at large;
- Provision of quality research, consultancy and training services; and
- Gender equality

3.0 About the Gender Development Project

According to Kenya NASCOP report released in July 2008 indicated that HIV/AIDS infection rate has gone up from 5.1 in 2007 to 7.4 percent. Gender based violence attributed to power relations between men and women in the communities, practice of unsafe sex and coupled up with the recently experienced post-election violence have contributed significantly to the rise of HIV/AIDS infection rates in Kenya with majority being women between the ages of 15 - 49. To mitigate the increasing vulnerability of women and girls to HIV/AIDS, the Gender Development Project (GDP) is anchored in three main themes, namely HIV/AIDS, Gender and Human Rights. These are integrated into its activities to reduce vulnerability of women and girls to HIV/AIDS.



GDP workshop participants July 7-11, 2008, Kolping Conference Centre, Nairobi, Kenya

4.0 Workshop organization

4.1 Introduction

The Gender Development Project review workshop brought 26 representative of 25 organizations member of the GDP coalition drawn from across the country. Before the workshop objectives above were shared, Mr. George Mwamodo, a workshop participants representing Kenya Coffee Solidarity Network (KCSN) led the group in devotion. This was followed by Hellen Otieno, WOFAK Gender Development Project- Kenya Coordinator, who invited the chair of the coalition steering committee, Mrs. Dolphine Okech and Jennifer Bushee, Gender Policy Officer at SAN! and overseer of the GDP project in Kenya, to give brief introductory remarks.

Dolphine Okech - GDP coalition chairperson

Dolphine welcomed all participants to the Workshop and thanked WOFAK for its coordinating role, and specifically thanked Hellen Otieno for her commendable work in planning and organizing the workshop. According to Dolphine, the Workshop presented members of the coalition a golden opportunity to share experiences including achievements, challenges and existing opportunities. Dolphine commended members of the coalition for high commitment in implementing GDP activities. She termed the GDP as a well-designed program, which members of the coalition expressed interest to take part in. No activities were imposed on members but took what was best for them, something she attributed to the easy implementation processes and achievements so far realized. In reference to the post election violence, Dolphine called on members to integrate lessons learnt into the project planned activities. On the program level, Dolphine advanced the importance to link HIV/AIDS with other programs at member organizations/partners level, while aiming at reducing the prevalence of the pandemic. This, she said can be achieved by ensuring equality and equity in participation in decision making by all community members mainly women.

On the status of the coalition, she thanked WOFAK for actively playing their coordinating roles, while attributing the progress so far realized to high level of transparency in its operations. In addition, she thanked all members for their unity and active role in the coalition which has made it possible to function as a "family" unit and keeping GDP agenda. In her speech, Dolphine cited a few challenges experienced during the GDP implementation period. Some of the cited challenges were the project timing which came in later in the year (2007); a time when most people were geared towards the general elections, and students were preparing for their national examinations. This caused a significant shift in members and the target group moods affecting their active participation in the project activities. This

was worsened by the post-election violence, which diverted member attention to respond to community emergency needs. Coupled up with inadequate resources, plans to hold a national meeting in 2007 were shelved. She then urged all participants to take advantage of the Workshop to share their experiences, learn and plan for the future, while factoring in change which they can all believe in. In her concluding remarks, Dolphine thanked Jennifer Bushee, SAN! representative, for her continuous and passionate financial and technical support through out the process, and that with the able leadership of WOFAK, all members have high potential for achieving their fullest potential. She welcomed Jennifer Bushee, the SAN! project coordinator to speak.

Jennifer Bushee—SAN! policy officer and project coordinator

Jennifer thanked all participants for attending the workshop, and specifically thanked WOFAK for its coordination of the coalition and organizing the workshop. She explained the purpose of the Workshop lay in filling in the gaps left by the monitoring and evaluation processes and expressed her interest to learn from all members of the coalition of what has been happening around the GDP, including achievements, challenges and opportunities. She urged participants not to hide behind political correctness but share objectively their feelings, bringing issues and concrete cases of beneficiaries to the fore. On the opportunities to expand the GDP project in 2009/2010, Jennifer informed participants that this will be largely informed by the output of the workshop. The results of the Workshop should aid in knowing which best practices to enhance and which less successful strategies to address. In addition, Jennifer reported her current initiative in the development of a work plan for the 2009/2010 for donors, in preparation for a policy meeting schedule to take place in September 2008. The work plan will then be forwarded to the board of directors for approval. She promised to share the work plan with the coalition members and advanced her strong hope that the project will continue. She called upon all participants to ignore donor conventional reporting but to zero-in on issues affecting their work.

4.2 *Workshop Objectives*

The four day workshop organized by SAN! in collaboration with WOFAK, and facilitated by TAABCO, was designed to meet the following objectives:

- Create a platform to review the GDP activities
- Offer refresher training on HIV/AIDS, Human Rights and Gender; the three GDP themes.
- To create a forum for partners to share experiences, including best practices, lessons learnt, challenges faced, and existing opportunities that could add value to their work.
- To obtain concrete cases and examples on the impact of the activities on their beneficiaries
- To map-out ways for operationalizing GDP themes in an integrated way

- To discuss level of utility to the monitoring and evaluation process/system for the partners and SAN!
- To understand better the role of the coalition and make suggestions for improvement.

4.3 Participants' Introduction and Expectations

During the participants' introduction, the facilitator divided the participants into three groups and tasked them to give their group a name, get to know each other by name and collectively record their workshop expectations. The groups were to select a chair and secretary who could report back. The groups were given 20 min to do that. The following are the reports of the specific groups.

Group 1: Presentation made by Imelda Akinyi

Group name: **The STARS**

Reason for the name: They are committed to excellence, shine like a star.

Names of group members:

Hellen Otieno - WOFAK

Jennifer Bushee - SAN!

Dolphine Okech - KEFEADO

Elizabeth Chege - ACK Eldoret

Jared Were - IDCCS

Imelda Akinyi -YWCAA

Charles Kahunja - HSHS

Judy Wara - WSPK

Arthur Okwemba - AWC

Expectations of the group members were as follows:

- Expected to know how the working relationships among partners could be enhanced;
- Learn of strategies that have worked in the GDP, and those that have not;
- How partners can step-up their community initiatives to have higher female condom consumption;
- Ensure the Workshop is participatory, free, and flexible; and
- Know how various partners were responding to HIV/AIDS.

Group 2: Presented by Rebecca Nakhone

Name of the group: **The Basking Group**

Reason for the name: The weather was chilly and members had an opportunity to have their group work

out in the sun.

Name of Group members:

Rebecca Nakhone - ACKW RCCS

Christine Oyaro - WOFAK

Responsible Rosemary - C-MEDA

Rhonnie Omolo - WIFIP

Everlyne Nairesiae - TAABCO

Lucy Mbaye - CAI

Richard Adero - WOFAK

George Mwamodo - KCSN

Irene Okelo - KANCO

Group members' expectations were as follows:

- Learn about what other partners are doing in mainstreaming Gender, HIV/AIDS and human rights issues in the GDP;
- Learn from partners of their achievements, challenges and opportunities in the fight against HIV/AIDS under the DGP, which include rising cost of living;
- Address the challenges of limited funding and opportunity to expand the target to include other marginalized groups like sex workers;
- Explore opportunities to sufficiently include boys and men in the project;
- Explore and develop practical linkages between partners in the coalition in addition to the e-mail communication;
- Partners to come up with collective solution to the challenges experienced in the implementation of the GDP; and
- Learn on opportunities available under the GDP to address effects of the post-election violence, mainly of HIV/AIDS including breakage of ARV adherence due to displacement and inaccessibility of ARVs for women and children.

Group 3: Represented by Shadrack Oyier

Group Name: **The Giraffe**

Reason for the name: The Giraffe has a long neck and can gain a broad overview of her environment as a result.

Name of group members:

George Agisa - TAPWAK

Carolyne Kabiru - KHRC

Esther Kimiti - Dupoto-e-Maa

David Anyama - LRF

Shadrack Oyier - KEFEADO

Lilian Mogoti - DTM

Group members' expectations were as follows:

- Maximum participation during the workshop;
- Clarity on issued of engagement with SAN! regarding the way forward;
- Sharing of experiences from different coalition members, in terms of best practices, lessons learnt, achievements and challenges experienced during the implementation;
- Improve on networking strategies among the coalition members. like through documents sharing, reports, and collaborative initiatives; and
- Agree on strategies for improvement on subsequent implementation process.

This fun introduction was followed by an informal, open discussion on experiences within the GDP, and in particular on the context of the work being done. Here are some of the views reported in that session.

- Partners working with boys and girls in schools reported little efforts by some teachers to embrace the project activities, with most of them leaving the work to the guiding and counseling department.
- Others reported that cultural beliefs and practices are fueling the spread of HIV in most communities in Nyanza and western provinces. Some of these beliefs affect the participation of women in various activities or hurt their ability to survive or stay healthy. Examples include: wife inheritance and property dispossession; Lugha women not being allowed to plant trees and bananas because their husbands will die; officially celebrating community planting and harvesting season through a sexual act in the Luo community; early marriage; and female circumcision. The last two practices listed, which partners working in Kajiado and Kisii region reported to be rampant in their project areas, continue to have serious reproductive health impact on the lives of women and girls. Yet there has been significant achievement in creating awareness for women and children, including access to justice/exercise of human rights.
- Most communities where the GDP is being implemented reported low participation of women in decision making including school committees. Partners attribute this to cultural beliefs regarding the role of women. This continues to make more women not take an active role in claiming their space or in championing the development agenda in most communities in Kenya.
- Some partners observed that where men and women, girls and boys are working together in the GDP, men/boys seem to be more vocal than women, a behavior believed to have its origin in cultural aspects of gender and power relations. Although the current projects are addressing the

issues through awareness creation, for instance, more need to be done to promote community knowledge on the negative effects of such practices and the importance of equal opportunities for boy and girl child education.

- Addressing sexual abuses in some places, such as the urban informal settlement Mukuru slum, continue to be challenged by security issues resulting from high level of unemployment, drug abuse and existence of militia gangs who continue to harass people. These challenges are aggravated by poor housing, hygiene and sanitation and accessibility to basic health facilities. All in all, these social conditions contribute heavily toward cases of rape of young girls and women going unreported. Involvement of most youths in the GDP project was reported by the YWCAA representative to change behavior.
- The community socialization process of children was also considered a great influence on men/boys and women/girls' behaviors. The language used to describe women/girls to that of men/boys differs significantly and sets the power and value that defines individual roles and responsibilities in a community. Some of the cited example in the workshop included the Luo name for woman as "Nyawasigo" to mean an outcast or daughter of an enemy or "Nyieka" to mean jealousy. Use of such descriptive language instills in women and girls a sense of worthlessness which lowers their confidence levels, while male counterparts gain confidence and sense of power over women/girls.
- According the Mr. George Mwamodo from KCSN, himself of Taita origin, his community brings up both boys and girls as equals when they are young, and are given equal role and responsibilities in the community. However, something happens on the way to create inequalities between the roles of women and men.
- A participant from ACK Eldoret mentioned the issue of community perception on the GDP as externally/western driven agenda. Jennifer advanced that Kenya and other countries implementing the GDP are meant to adapt the Project to their own context. It was noted that community ownership of the project is key to success, and thus selection of community entry points must be done with lot of care while including orientation, proper communication strategies and having clear understanding of the community culture and values. According to Jennifer Bushee, SAN! is committed to learning from the GDP implementation processes. Partners in the workshop agreed there is a need to focus on community empowerment which is all inclusive of men/boys and women/girls, while ensuring that partners serve as role models of what they advocate for.
- Development of community structures and forward planning to anchor GDP initiatives was highlighted as a means to ensure sustainability. Monitoring and evaluation should include case studies, testimonies of lived experiences. It was unanimously agreed these components of

measuring performance needed to be explored further.

- Use of IEC materials in information dissemination at the community level and raising visibility of the GDP and the partners work was also underscored, with African Woman and Child Feature Service or AWC (charged with developing IEC materials for the GDP) coming into a sharp focus on its role in the development of the materials. Subsequent sessions further covered the process and tasks given to AWC and coalition members regarding development of IEC materials.

While wrapping up this session, the facilitator called on all members of the coalition to ensure their organizations are gender sensitive and also embrace slogans that promote positive thinking and gender equality. She also noted that empowering women and girls in most communities is challenged by high level of poverty which makes it difficult to influence behavior change, citing cases of sex workers in most urban areas and exchange of sex for fish around the lake region which fuel the spread of HIV, as reported by some partners. The conditions call for more and urgent measures including establishment of community savings and credit schemes for economic empowerment.

4.4 *Linkages between Gender, HIV/AIDS and Human Rights*

Training session

To facilitate increase in knowledge on HIV/AIDS, gender and human rights, refresher training sessions were offered by the TAABCO consultant during the Workshop. During the gender, HIV/AIDS and human rights sessions, the facilitator defined concepts and the inter linkages between the three components of GCP. This included definition of sex as a biological fact of either being male or female and correlated to physical appearance. The Consultant also defined the concept of gender. "Gender" is a term for a concept that has evolved over time that refers to a set of community and/or socially determined normative qualities, behaviors, practices and power relations expected of males and females. Therefore, gender is a social construct while sex is biological. Gender roles and responsibilities are not static since vary over time and from one community to another. Gender roles have a "fluidity", which at times cut across sexes.

Other development issues underscored in the sessions in which gender issues are central:

- Institutional reforms that promote equal rights for women and men;
- Policy formulation for sustained economic development;
- Active measures to address disparities in education, employment, etc.;
- Mainstreaming gender issues in development policies and programs; and
- Gender and vulnerability to HIV/AIDS.

HIV/AIDS was explained as a development issues citing its impact on increasing poverty and perpetuating inequalities with women and girls largely affected. It is approximated that 33 million people are infected with HIV of whom 17 million are women between the ages of 24 - 49 years. The specific activities undertaken by the coalition members under the GDP are geared towards addressing vulnerability to HIV/AIDS and susceptibility to the impact of the pandemic. Some cultural and religious beliefs and practices were cited as stumbling blocks in the fight against HIV, gender and human rights issues. Coupled up with high level of ignorance among women and girls about their human rights, some of these beliefs are commonly used to suppress women empowerment initiatives, and enforcing practices that continue to perpetuate inequalities for women/girls.

Ensuring success in the implementation of GDP activities calls for massive awareness creation to all community members, mainly women and girls to facilitate their demand defense of their human rights. However, integration of men and boys can help secure increased success and sustainability. Partners

should, however be cautious of male dominance in initiatives; these can threaten women's visibility and roles in the projects.

Integration of the themes in the implementation in the GDP and mainstreaming at organizational level

The GDP is unique in the sense that it seeks to facilitate integration of the three main themes, HIV/AIDS, gender and human rights. It was therefore, in the interest of SAN! to evaluate how well groups are able to work on the three themes in an integrated manner, and whether and to what extent they have been able to mainstream the themes in their implementation, programs, strategies and policies.

Participants were asked to respond to the following set of question in reference to their organization's work.

- a) Does your organization now work on women's rights, gender equality and or HIV/AIDS outside the GDP activities?
- b) Is this because of GDP?
- c) Indicate which themes your organization has mainstreamed.
- d) Which activities your organization is doing on theme(s)?
- e) Is it because of GDP?

After the exercise, participants' responses were all collected and 10 were randomly selected and presented during the workshop. Information on each organization assessment is available in the attached document below:



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On the use of content and structures, most organizational representatives in the Workshop reported adoption of the GDP activities within their own structures and tailored the content to meet specific needs of the targets including women living with HIV/AIDS, men, boys and girls in the program. Integrating gender, HIV/AIDS and human rights, however, remains challenging due to inadequate understanding of the context under which the themes are applicable, inadequate understanding of the levels of and capacity for integration, unintentionally reinforcing gender stereotypes and unequal gender relations by different actors. In addition, participants in the workshop advanced that effective integration of the three themes in the GDP has been challenged by the struggle with the lack of appropriate techniques used citing down playing of gender issues by key players in Kenya. Participants called upon SAN! to facilitate acquisition of simple IEC and other reference materials, including a training manual to enhance understanding on gender, HIV/AIDS and human rights issues. Some organizations and institutions with simplified materials on the same were cited including UNIFEM and Legal Resources Foundation. Moreover, unsustainable opportunities available to support ongoing and establishment of

new initiatives resulting from donor strict fund periods and directives. This pose a challenge to sustainability of community and institutional structures establish to respond to gender, HIV/AIDS and human rights issues resulting from termination of related activities at the end of the period and or little or no follow up of the initiatives due to lack of resources. It is important that such investment be done in sufficient period to guarantee continuity of the initiatives with limited dependency on external funding.

4.5 Training on Mainstreaming HIV/AIDS, Gender and Human Rights in GDP activities

Gender mainstreaming is a tool for addressing potential inequalities between men/boys and women/girls. It means men and women's concerns are factored in during project design, planning and implementation for equal benefits for all. It also involves policies, strategies, and interventions that ensure all development efforts respect the principles of gender equity. Several related concepts were underscored including gender equality and equity, and women's empowerment. A thorough gender analysis is required to facilitate successful gender mainstreaming at program and institutional level. Gender analysis refers to a variety of methods used to understand relationships between men and women for instance in accessing resources like land. High levels of objectivity must be held while conducting this task, since some partners may have pre-determined mindsets influenced by their social and cultural background.

Gender responsive approaches have continued to emerge over time. These approaches are as follows:

1. *Welfare approach*—women were perceived as end beneficiaries
2. *Human resource approach*—this approach recognizes women's reproductive and productive roles, while upholding the principle of high achievement through women involvement.
3. *Equity and human rights approach*—this approach emphasizes women's rights as human rights.
4. *Anti-poverty approach*—women are put at the centre of poverty reduction, e.g., through their labor potential capacity to increase food production;
5. *Efficiency approach*—this approach looks into women's access to basic needs including water, energy and other basic components of infrastructure as a means to quicken their productive and reproductive roles; and
6. *Empowerment approach*—this approach advocates for women's access and control over resources, including land and credit facilities, and capacity building as a means to participate effectively in development activities.

All the above approaches are referred to collectively as, "women in development." Despite all the initiatives around the above strategies, women and girls continue to suffer gender inequalities. This

had led to the formation of other gender approaches:

7. Gender and development
8. Gender development. These two approaches provide for gender equality and equity for all as a means to facilitate effective participation in national development.

Mainstreaming gender, HIV and human rights issues in project activities is done in two levels, namely internal and external levels. The internal level focuses on the institutional/organizational, level including conducive work place policies that address gender related issues. The external gender mainstreaming involves designing work plans considering the specific needs of constituencies. For instance, locating a water point near a health facility providing services to people living with HIV will enhance access to clean water and improve hygiene and sanitation. This calls for partners to look at issues through the spectacles of the pandemic.

While addressing gender, HIV/AIDS and human rights issues it important to acknowledge that:

- women and girls constitute the majority of people infected with HIV/AIDS compared to men and
- women and girls are at a high risk to contract HIV due to vulnerability to the diseases associated with biological and cultural factors and poor health systems.

While citing the international conventions to which Kenya is a signatory, the facilitator advanced the significant relationship between violations of human rights and increased vulnerability to HIV/AIDS of women and girls. The facilitator cited denial of property rights, education for girls in favor of the boy child, and wife inheritance as some of the violations of human rights which fuel the spread of HIV. Human rights approaches recognize there is a societal vulnerability to HIV/AIDS that involves infringing on the rights of individuals, and these infringements do not only affect the individual but the community more broadly.



4.6 *Information Communication and Education (IEC) Materials*

SAN! had tasked AWC to facilitate and develop the materials for the coalition while recognizing the broad horizon of activities undertaken under the themes by specific partners. In addition, Development Through Media was tasked to do the media work in the bid to raise visibility and profiling the work of members of the organization through media work. Specifically, AWC was tasked by the coalition to do the following:

- Review of coalition members documents, including sample information and develop IEC materials suitable for everyone;
- Develop more general IEC materials with support from some coalition partners namely KANCO and LRF. For instance, materials for young girls, old women, and rural versus urban women, among others, to respond to specific needs of target groups; and
- By the end of the project, AWCF was to come up with at least four IEC documents which are all encompassing coalition for the work of members for advocacy and information dissemination at various levels.

In the review of the progress in the development of IEC materials, however, AWC reported that little progress had been made. According to Arthur Okwemba who represented AWC in the workshop, the efforts are underway and have made several steps in the development of IEC material. AWC has held meetings with other members of the coalition, including WOFAK and KANCO. To enhance the process minutes of the meetings, including specific agreements and way forward, were sent to all coalition members. In the way forward, the editorial committee was to meet and develop a guide of what was expected, including a work plan of action. This was followed up with a communication via e-mail to all coalition members to submit their IEC needs by 31st May 2008. Most of the coalition members did not respond to this request and a reminder e-mail was sent out to all partners. By 4th June, only 7 out of 25 organizations had sent their needs. A last call for submission of IEC needs to all members of the coalition was done on the 16th June 2008.

According to the work plan developed, Arthur was tasked to categorize partners' IEC needs. Arthur, however, registered his concern that partners wanted more than just IEC materials, citing examples of organizations who needed training manuals on gender violence and HIV/AIDS, in addition to posters, fliers, t-shirts. Moreover, some coalition members needed their IEC materials translated into Swahili and other languages and or need to print more copies. AWC organized for another meeting with representatives from LRF, WOFAK, KANCO and KENWA to evaluate coalition members' needs. It was realized that members' needs varied from short term needs to mid-term and long term needs.

In this meeting, it was resolved that it is more viable and cost effective to develop one training manual than developing eight manuals for different organizations. To date, only 14 out of 25 organizations, member of the coalition, have submitted their IEC needs in reference to the earlier call. The IEC materials developed are to be reviewed by coalition members before final printing and dissemination. According the Arthur, AWC is currently developing the budget for the development of IEC materials; it will be submitted to Jennifer Bushee for direction. He attributed the slow pace in the process to the challenges cited below:

- Post election violence interrupted the process and hindered effective communication with other members of the coalition. Few members responded to communication sent to them, which made it hard to get feedback and contributions from members on their expectations;
- It is a challenge to develop messages acceptable by all members of the coalition;
- Some organizations feel better placed to develop their own IEC materials; and
- Partners are not always able to identify specific IEC needs and or develop messages.

Despite the above cited challenges, Arthur advanced AWC's commitment in developing the IEC materials and called for all members to cooperate to make the process a success.

Arthur's presentation elicited mixed reactions from participants. Questions and comments were directed to Arthur with concern about the time frame, AWC's agreed tasks/mandate, and the role of members organizations. Jennifer Bushee was concern about the slow pace by AWC and the formation of the editorial committee. She advised AWC to proceed with the development of IEC materials when enough significant responses have been received from members. Although some members of the coalition did express their interest in developing their own IEC materials, she noted that coalition members made collective commitment in the development of common materials. However, she further argued that this does not limit member organizations from soliciting funds to develop their own IEC materials. For those coalition members in need of training manuals, Jennifer felt that AWC may not be in a position to develop this for the current financial year and called for members to participate in forecasting IEC materials needed on a long and short time period. It is important to note that SAN! in also exploring opportunities to have relevant manuals developed in Indonesia and translated into English and Swahili and adapted for in Kenya. Most coalition members reported to have not received the e-mail communication sent to them by AWC and thus advised that more than one communication medium be used to fasten communication. In addition, the GDP chairperson called upon contact persons at organizational level to take responsibility for communication, and where change of staff has taken place the coordinating office should be notified to facilitate coordination of the activities. To review organizational IEC needs, the following were proposed and scored in order of development preference of

the majority:

- T- shirts
- Banners
- Posters
- Fliers
- Stickers

Coalition members were then asked to choose three of the items and list them in order of preference. AWC committed to sourcing a budget quotation and liaise with WOFAK to finalize the details, to share information with member organizations by 16th July. While concluding the IEC discussion, the following points were agreed upon by all members of the coalition, including deadlines for specific tasks:

- The editorial committee is to meet at a much later date when the proposals and the messages are ready;
- Proposal development by AWC detailing what will do, cost and financial status submitted to Jennifer Bushee by 1st August 2008; and
- Companies/firms to be awarded tender should have a track record in respecting human rights and gender equality at work.

4.7 *Experience Sharing*

This session aimed at obtaining concrete cases and example of beneficiaries working in different GDP activities through sharing of experiences. In addition, the experience sharing was also to find out key successes and challenges experienced during the implementation of specific GDP activities or while working with different target groups. The facilitator provided guiding questions to group discussions as shown below:

1. What have been your experiences in involving men and boys in the activities?
2. What have been your experiences in working with women living with HIV?
3. How have you created community support for your work? Have any community members started to championing any of the issues of GDP? If so which issues, and how do you think you were able to get them do that?
4. Give examples of how you have adopted to the GDP frame work and its content, structure and type of activity, to do your activities.
5. What are the challenges you faced in running the DGP activities and what suggestion would you like to make?

The four groups constituting of different members from different organizations had in-depth discussion and analysis of issues which affected their implementation of various activities.

In relation to working with women living with HIV experiences included:

- Women living with HIV show high level of confidence exhibited by when working in groups rather than alone. Most women living with HIV still find it difficult to publicly declare their status due to high level of stigma and fear of uncertainty. They, therefore, require capacity building and encouragement to go open about their HIV status and or get tested.
- Role models continue to anchor strategies of supporting people living with HIV, mainly with the role played by women themselves. It was observed that most men did not disclose their status and only few of them will want to work in groups.
- Some women are at time forced to share ARVs or other drugs with their husbands who fear to seek medical attention. It was also noted that some women living with HIV/AIDS are temperamental but the support group was cited as a way to intervene in such cases through open discussion and moral support. More women are getting PMTCT services due to awareness of the services through the GDP project but still most of them would like to keep their status a secret to their husbands for fear of being chased away.

In relation to working with men, experiences included:

- Most GDP activities of partners involve working with men and boys;
- Men and boys play complimentary roles in the pursuit of women's rights, especially through role modeling. This has helped in fighting the negative attitudes and perceptions that gender issues are only about women by increasing the understanding on the role of both men and women in championing women's rights and gender equality.
- Although traditional stereo-types and cultural beliefs on the role of women were cited as setbacks to some initiatives, most partners reported significant reductions of negative attitudes when working together with men.

In relation to community involvement, experiences included:

- Involvement of various community stakeholders including teachers, guardians, students, provincial administration and others in the project activities through participatory approaches enhanced community ownership of the Project.

On the challenges faced while implementing the GDP project, participants cited the post-election violence, which interrupted communication and implementation timeline. The coalition members reported their minimal capacity to effectively respond to the post election violence due to inadequate emergency funds. Other challenges reported included little participation of some teachers in some schools in the activities, little resources to follow up case of violation of human rights like sexual abuse and lack of HIV/AIDS, gender and human rights manuals to guide the implementation. However, coalition members reported several successes which included overcoming cultural barriers as measured by increase in number of men and boys actively participating in the project activities, increase in staff capacity in mainstreaming gender, human rights and HIV/AIDS as a result of workshops provided by SAN! in collaboration with TAABCO, increased learning through sharing among GDP members and timely implementation of activities due to availability of funds made on time. WOFAK's role as the GDP coordinating office in Kenya was applauded to have facilitated the achievement of the coalition members.



4.8 Capacity Building

In this session, the Workshop explored knowledge enhancement on the part of the GDP on HIV/AIDS, gender and women's rights, and the connection among the issues. Coalition members were tasked to evaluate the capacity building made available so far in the GDP, and give suggestions for what should or should not continue, what needs to improve, and what new capacity building ideas could be implemented to add value to the GDP. Participants discussed the questions in groups, and reported back during the plenary session.

In the plenary session, groups reported several capacity building activities they want to continue. This included training on HIV/AIDS, gender and human rights, information sharing among partners through collective forums/workshops, and centralized information and coordination through WOFAK. On the issues to be improved members proposed capacity building on writing reports and case studies, replication of GDP activities in other Kenyan regions, adoption of electronic newsletters, and creation of regional synergies. Moreover, coalition members had new issues which they expressed need to be incorporated in the coalition which included support for networking and peer learning exchanges to learn and share best practices, and increased sponsored participation of coalition members in national and international forums to raise visibility of their work as well as learn from other partners. In addition, partners suggested increasing funding to incorporate new emerging issues in the GDP activities, like environmental conservation and fighting diseases like malaria and tuberculosis. Moreover, coalition

members reported the need to establish a capacity development fund which partners could tap into to meet their special needs

4.9 *Story Telling*

This session aimed at supporting individual partners in analyze their GDP work. Participants from different organizations were paired and asked to interview each other, using a pre-defined interview format. The structured interviews addressed the role of the interviewees in the GDP project, changes they realized while implementing their GDP activities, and the importance and effects of those changes to the communities. The stories from the interviews are captured in the document attached below:



5.0 *Training and discussion on monitoring and evaluation*

Before addressing the functioning of the monitoring and evaluation implemented in the GDP, this session provided background on the concepts. Monitoring and evaluation forms an integral part of any project or program. Monitoring is a continuous, systematic, methodological process of data collection and information gathering throughout a project's life. Evaluation is the assessment of expected results/effects, using indicators designed from specific objectives in relation to goals. The monitoring of any project aims at supporting focus on the process, while making inputs available on time, ensuring proper use of the inputs provided, identifying any unexpected results, and documenting progress including outputs and results of the project/program.

The facilitator also elaborated on types of monitoring:

- Performance monitoring: this provides checks on whether the project is going on as planned and brings to attention any emerging issues which could interfere with achieving expected results.
- Process monitoring: this help to track management—how work or activities are being managed. For instance, if there are frequent postponements of activities to the next quarter this shows the program/is poorly managed unless important reasons for doing can be provided.
- Outcome monitoring: this involves systematic collection and analysis of information to tract

performance during the implementation process.

- Impact Monitoring: This involves gathering information on progress towards achievement of the intended project objects.

In addition, the facilitator took the participants through the elements of setting up a monitoring system, while highlighting the key components, including planning while factoring aspects of the program/project. A well thought-through monitoring system facilitates achievement of the project's intended objectives. Technical support is at times sought to support organizations to set up and institutionalize such a monitoring and evaluation system if staff have inadequate capacity to do so. Under monitoring and evaluation, the facilitator covered a wide range of other components, including indicators, data collection tools and analysis, presentation of results and use of information.

Under program evaluation, the facilitator highlighted its rationale. These include: helping the implementers focus on the process towards realization of project purpose and goals; review of the project's performance and reformulation of the intervention if deemed necessary; and giving recommendations on how to improve the work. Evaluation reports are used to influence future plans/implementation of similar projects. Types of evaluation were also covered, namely process evaluation, effectiveness evaluation, outcome evaluation, impact evaluation, relevance evaluation, and sustainability evaluation. Last but not least, use of evaluation results was underscored, including improving organizational and management improvement through enhanced communication, help in decision making, planning, fund raising and ensuring internal and external accountability.

After the refresher training on monitoring and evaluation participants discussed monitoring and evaluation in the GDP. Coalition members raised the need to strengthen the GDP monitoring and evaluation processes. The use of existing organizational structures was highlighted as a means to improve monitoring and evaluation of the GDP activities. Coalition members tasked SAN! and WOFAK with finding avenues for improving use of existing organizational structures for monitoring and evaluation, such as developing linkages between groups into learning exchanges. The discussion also highlighted the need to develop the existing monitoring and evaluation protocol into a learning opportunity, with sharing of experiences and lessons learned among coalition members. In addition, some members of the coalition called upon WOFAK to take a proactive role in the coordination of monitoring and evaluation.

SAN! committed to exploring opportunities for funding for improved monitoring and evaluation, given the more limited funds available for the next years of the GDP. Further suggestion to venture in grant making process was given, while exploring the already existing opportunities of working with different partners

at organizational level willing to fund monitoring and evaluation and scale up the ongoing GDP initiatives; which should build up on key successes realized. However, this need to be further discussed and clear suggestions be given to members by SAN!/WOFAK.

6.0 Role of the coalition

This session aimed at examining the management and effectiveness of the GDP coalition. This included governance, participation in the coalition, and its effectiveness in supporting the implementation of GDP activities at partners' level. The session underscored the purpose of the coalition and value added to the partners, and suggestions for improvement of its management and operational functions. Discussions on this subject were undertaken in four groups, with each tackling one issue (management, governance and effectiveness). During the report back session, the groups reported on the following issues:

GROUP 1 and 2: COALITION GOVERNANCE

Elements of good governance as cited by the group members were transparency and accountability supported by good institutional structures, democracy and participation for all. According to two groups that looked into the coalition governance had the following:

Its purpose was to:

- Provide principles that ensure effectiveness, efficiency in management, leadership and operational systems of the coalition.

Added value of the coalition

- Improved communication through the coordination office/WOFAK.
- Improved coordination through the established coordination structures.

What should continue?

- Exchange and sharing of ideas through common forums/workshops.
- Active participation of everyone in the coalition decision making level

What should be improved?

Group members advanced that the governance structure be maintained with the following suggestions for improvement:

- Review function of the steering committee;
- Diversify communication media to ensure everyone gets the information; and
- Increase resources to cater for operational costs at the coordination office.

What should not continue?

- Use of one medium to communicate should be avoided.
- Laxity in time management.
- Delay in report submission on the part of groups.
- Little networking initiatives from members.

What needs to start?

- Establish monitoring and evaluation functions at the coordinating office level and provide funding for the same.
- Develop rules, core values and guiding principles for the coalition members to enhance accountability at all levels.
- Establish plans for grant making through the steering committee.
- Steering committee to develop a calendar of events for the year.

What needs to be improved?

- Increase frequency of coalition members meeting to review progress and planning.
- Dissemination of minutes of various meetings to all members by the coordinating office.
- Update of SAN!'s website to include GDP activities undertaken by coalition members.
- Initiate exchange visit to other organization within/outside the coalition in the bid to learn best practices and new ideas.
- Sponsoring of coalition members to participate in national and international forums to raise visibility of GDP partners and activities. This also included suggestions to hold joint activities on such events as International Women's Day and World AIDS Day.

GROUP 3: COALITION MANAGEMENT

Purpose of the coalition management:

- Overseeing all functions of the coalition including coordinating and communication.
- Managing the resources/funds made available to all coalition members through proper disbursements.
- Participate in decision making that relate with donor(s) on behalf of the coalition members.
- Finding a name and branding processes to raise national visibility

Added value of the coalition management:

- Improved relationship between the coalition members.
- Easy identification of resource organizations within the coalitions which could strengthen other key components of the GDP program.
- The coalition itself is a strength as it shows solidarity.
- Gender training/capacity building has increased knowledge among the coalition members.

What needed to continue and improved included the following:

- Regular communication- but should be broadened to include feedback and reports from organization sent in on time.
- Meetings/forums for members to meet need to be increased.
- Steering committee meetings to continue, but at least have bi-annual meetings to discuss progress.

What need not continue?

- Passive communication should stop, and all partners should ensure proper feedback is given all the time.

What needs to start?

- Increase national and international visibility through participation in national and international forum.
- Strengthen organizations' monitoring and evaluation system and tracking results and impact made.
- Sourcing for funds to boost coalition members' work in GDP through establishing a proposal writing unit.

GROUP 4: EFFECTIVENESS OF THE COALITION

Purpose of the Coalition: to ensure the coalition members can meet, share experiences and best practices, challenges, and learn from each other.

The following was the added value:

- There has been capacity building of organizations involved
- There is a reporting format hence similar indicators to measure performance

What the group felt should continue:

- Meetings/forums but need to be made more frequent
- Quarterly review meetings and consider regional forums

What needed to be improved?

- Communication flow to and from partners needed to be enhanced.
- Decision making should be for all partners through consultation.
- Coalition members attending meetings should need to be given daily/subsistence allowance.
- GDP should consider providing salaries/staff allowance to partner organizations.
- There should be equal funding.

What should not continue?

N/A



7.0 *Way forward*

In the last session of the workshop, participants were engaged in a discussion of the way forward and the evaluation of the workshop. Jennifer Bushee from SAN! facilitated the session, and the following was noted and agreed by all participants.

Training Needs: This will aim at building the capacity of the GDP partners in the implementation of lobby and advocacy, on building awareness on human rights in simple terms, monitoring and evaluation as learning, and documentation. These training needs will be included in the coalition plan for the next year. Other components will include training manuals, audio visuals, SAN! tools and IEC materials development and dissemination.

Information sharing: This will include strengthening internal communication systems, centralized information coordination (through newsletter and website information through Development Through Media or DTM), and increased meetings/forums. However, only five participants so far have visited the SAN! website. In addition, SAN! will look for opportunity to have Skype meetings or web-dialogues with partners. These options are limited, as they could not be accessible to all members. All partners were encouraged by DTM to do stories which could be sampled and posted to the website. DTM committed to sending a set of questions to coalition members as a guide to their story writing but promised to make a follow up for a telephone interview when needed.

Fund raising: These will include plans for 2009-2010, and beyond 2010. Jennifer explained that all partners have received equal funding, except for DTM and AWC, which received more in order to take on their media related tasks, which are meant to be oriented to the entire coalition. On the per diem, SAN! will liaise with WOFAK and agree on how to handle the situation. However, it was noted that from SAN!'s perspective no extra funds should normally be provided for since all participants' costs were being catered for by SAN!. On the staff salary/allowances, Jennifer explained that all groups were given a ceiling of 10% of their budget to spend on organizational costs, including human resources. Jennifer further explained that SAN! cannot and should not interfere in the internal affairs of partners. She advised the participants to address these problems with their directors, and demand they deal with these issues transparently.

Monitoring and Evaluation: SAN! will give a proposal on this that takes note of participants' views on the same. Jennifer mentioned will be delivering her work plan for 2009 by September 15th. Jennifer shared her plans to be out of the office for maternity leave from October and that she will be replaced by someone else. She expressed her commitment to ensure meaningful engagement with all partners through the WOFAK office to facilitate all plans. She will not therefore be in the office to support in the vetting of the partners' proposals for the next financial year. She asked the steering committee to take over that responsibility in collaboration with WOFAK. SAN! will support in the decision making. It was noted that:

- Partners will use similar proposal guidelines but simplified copies will be sent to all by Jennifer in due course.
- There will be no budget ceiling per se but members must work within similar budgets to what had been approved earlier.

8.0 Closing Remarks

Nerea Nakau , Facilitator, TAABCO

Nerea thanked SAN!/WOFAK for the opportunity to facilitate the workshop and all participants for being dynamic and actively participating in the workshop. She encouraged all partners to continue with their good work, implement the lessons learnt and produce professional outputs in their work.

Hellen Otieno, WOFAK, Gender Development Project Officer Kenya

In her closing remarks, she thanked participants for attending the Workshop and called upon all partners to continue working together for success.

Dolphine Oketch, Chairperson of the GDP coalition

In her closing remarks, Dolphine thanked all partners for participating in the Workshop and for showing high level of commitment in undertaking the GDP as a means of building a development foundation. She described the GDP as change that can be sustained and not business as usual. She also thanked Jennifer Bushee for exhibiting high level of transparency and for accompanying partners in the implementation process of the GDP, unlike some partners whom she described as “withdrawn” while conducting their business. In addition, the Chairperson called on partners to meet the 15th September 2008 deadlines of submitting proposals to allow ample time for review and reaching consensus on time. She thus wished all partners safe journey back and urged them to be active in their work on arrival. All steering committee members were reminded to stay behind for their meeting scheduled for 11th July 2008.

Participants

The three day workshop came to end with participants expressing their commitment to put into practice lessons learnt from the Workshop and best practices shared by their colleagues. From the evaluation reports from workshop participants, they indicated that the workshop objectives and expectations were met. However, they did indicate that time was short to cover the M & E sufficiently, and hence requested for a similar workshop on the same. Most participants indicated their satisfaction with the Workshop venue, accommodation facilities and means, but a few expressed concerns about the lack of proximity to the City centre or places to access internet services. Some participants suggested

Jennifer/SAN! should create more time to visit partners and see how GDP activities are implemented at the grassroots level. All participants indicated increased knowledge on the three GDP themes and the role of the coalition, and were impressed on how the facilitation of the workshop was done.