

Gender Development Project, Kenya Work plan

This work plan seeks to provide a holistic, “bird’s eye view” of the activities taking place in the STOP AIDS NOW! (SAN!) gender development project (GDP) in Kenya, 2007-2008. The document embeds the activities in the context of the objectives of the GDP-Kenya, and the results that can be expected to emerge from those activities. The work plan describes the objectives and expected results in relatively general, to summarise and capture the commonalities of the work plans of the individual organisations participating in the Project in Kenya.

It is important to note the 24 organisations participating in the Project in Kenya are not all implementing the same activities. Thus the activities described here are not taking place everywhere. In light of its aim to give a comprehensive yet broad picture of the Project in Kenya, the work plan does not give a breakdown of which group is implementing which activities. Such information can be obtained from a separate document, “Table of Activities_Kenya”.

The primary beneficiaries of the GDP-Kenya are women and girls. According to the different organisations involved in the Project, and their diverse activities, these may be women and girls falling into different, often overlapping categories of social groupings: Prisoners; church parishioners; school students; members of HIV support groups; members of women’s groups; community or political leaders; teachers; and so on.

The description of the activities in the work plan does not include the thematic emphasis of the activities. All the activities are meant to be HIV prevention activities that integrate promotion of gender egalitarian attitudes, behaviours and norms, and women’s rights. If an activity includes an additional cross-cutting theme, then that is indicated.

Since the GDP seeks to approach HIV prevention in a way that integrates promotion of gender egalitarian attitudes, behaviours and norms, and the rights of women and girls, it is important the activities reach and/or involve the broader community. Support for individual change lies in large part with the community. Therefore, several activities in the GDP-Kenya will also involve secondary beneficiaries, such as: Cultural gatekeepers, including local chiefs and faith-based leaders; local school and government officials and administrators; male partners and schoolmates; and family members (male and female). Involving men and boys in the activities also serves to transform the gender-based beliefs, attitudes and behaviours of key persons with whom women and girls build their lives. It is important men and boys be capacitated to support women and girls in reducing their vulnerability to HIV/AIDS.

The work plan does not include indicators for measuring the level of success of the local activities. SAN! and the counterparts have different monitoring and evaluation agendas. It is up to each counterpart, therefore, to see how it wishes to evaluate the success of the activities, according to its own work plan. SAN! has developed simple, standard monitoring and evaluation tools for the counterparts to use, and these are meant to monitor and evaluate the outcomes important to SAN!. Counterparts may expand the tools to suit their own monitoring and evaluation, however. The essential constraint is that they retain the original SAN! elements. The ability to expand the tools allows for the counterparts to avoid duplication or a heavier administrative burden by having to use multiple monitoring and evaluation tools to satisfy both SAN! and their own monitoring and evaluation agendas.

By way of deeper explanation, it is important to highlight that the expected results laid out in this work plan are sufficient but not all equally necessary for showing success or failure on the SAN! GDP. The level of success of the activities is likely to be important in different ways for SAN! than for the participating organisations, because of the differences between the respective missions of SAN! and of the counterparts. In light of SAN!’s mission, the GDP’s commitments lie strongly at the level of the knowledge the Project can produce, and the use SAN!’s partners can make of that knowledge, instead of at the level of the local activities themselves or their outcomes.

The above state of affairs does not mean that the monitoring and evaluation of the local activities are irrelevant for monitoring or evaluating the overall GDP. Indeed, in connection with knowledge production, at minimum, the GDP *qua* SAN! development project implies commitments to increase the level and quality of the response to HIV/AIDS in Kenya. Thus, it is of utmost importance the local activities have positive outcomes as much as possible—and that it be possible to measure and show those outcomes.

Objective	Activities	Expected results
<p>Strengthen consciousness among young women and girls of the increased vulnerability of women and girls to HIV/AIDS, and the importance of realising gender equality and the rights of women and girls.</p>	<ul style="list-style-type: none"> - School vision building competition - Motivational talks in schools - Inter-school exchange sessions - School-based participatory theatre clubs - Inter-school poem competition - Skits, poems and plays developed by girls - Peer education - Life skills training - Youth discussions and debate forums at schools and youth centres 	<ul style="list-style-type: none"> - Young people have tools for knowing how HIV transmission takes place and how they can protect themselves against infection. - Rights of women and girls promoted, including RSHR. - Substantive dialogue and discussion on sexuality and gender issues between boys and girls promoted. - Girls' capacity strengthened for defending and not trading their equality and rights, and for developing themselves as agents and decision-makers, and increasing their self-confidence. - Girls have access to positive female role models.
<p>Strengthen capacity of women to negotiate and participate actively in HIV prevention.</p>	<ul style="list-style-type: none"> - Women's leadership training - Education and promotion of the male and female condom and their use. - Discussions and debates with women's groups. - Workshops addressing cultural issues. - Referral and legal services for women survivors of violence. - Promotion and access to mobile VCT and PMTCT. - HIV positive women's group therapy counselling sessions and empowerment sessions. - Trainings in prisons. 	<ul style="list-style-type: none"> - Opportunities are created for women to become agents in preventing HIV transmission and in their sexual decision-making. - Opportunities are created for women to challenge and address gender discriminatory or harmful practices, traditions, and/or cultural factors. - Women have increased opportunities for discovering their HIV status, and responding in accordance with their own life choices. - HIV positive women are better able to protect their partners and children from infection. - Rights of women and girls promoted, including RSHR. - GIPA promoted. - Enhanced understanding of vulnerability of women to HIV in prison.
<p>Strengthen capacity of HIV positive women for agency-driven and gender equitable positive living.</p>	<ul style="list-style-type: none"> - Referral and legal services for HIV positive women. - Education and support in succession planning. - Provision of nutritional training 	<ul style="list-style-type: none"> - Opportunities created for addressing discrimination against HIV positive women. - Women's rights to inherit land and cattle promoted. - Opportunities created for women

		<p>to function better economically, socially and psychologically after the death of key male family members.</p> <ul style="list-style-type: none"> - HIV positive women's confidence in the future wellbeing of their children improved.
<p>Stimulate a community environment favourable for reducing the vulnerability of women and girls to HIV/AIDS through promotion of gender equality and women's rights.</p>	<ul style="list-style-type: none"> - Workshops integrating reproductive health and cultural traditions. - Community education and discussion forums and drama plays integrating stigma reduction and elimination of violence against women at Chiefs Barazas and other community events/contexts. - School open day for parents and community leaders. - Public advocacy against violence against women and harmful cultural practices (e.g., female genital mutilation). - Training of community theatre groups integrating GIPA and addressing harmful traditional practices. - Group meetings with paralegal trainers. - Youth participatory street theatre integrating demonstration of the female condom. - Tracking incidents of sexual violence in prisons. 	<ul style="list-style-type: none"> - Cultural custodians lobbied. - Community members, including opinion makers, have tools for appreciating the relationship between HIV/AIDS and gender discriminatory or harmful beliefs, attitudes, norms and practices, including violence against women. - Community members, including opinion makers, have tools for appreciating the harms of HIV/AIDS-related discrimination. - Rights of women and girls, including RSHR, promoted among community members, including opinion makers. - Dialogue and discussion held among community members, in public contexts and/or, in the media on HIV/AIDS that promotes: Condom use; gender equality; women's rights and empowerment; and/or elimination of violence against women. - Increased monitoring of sexual violence in criminal justice system
<p>Strengthen capacity of women and girls to respond pro-actively and independently to their own economic situations.</p>	<ul style="list-style-type: none"> - Provision of entrepreneurial and vocational training. - Debates and discussions. - Provision of micro-credit and seed funding 	<ul style="list-style-type: none"> - Women and girls have knowledge and practical tools for increasing their income and financial independence and for equality of economic opportunities. - Linkages created between women beneficiaries, women's groups and (micro-) finance institutions.

<p>Knowledge and implementation capacity of organizations participating in the GDP strengthened for responding to the increased vulnerability of women and girls to HIV/AIDS.</p>	<ul style="list-style-type: none"> - Staff training - Developed and distribution of IEC materials. - Communications tools, such as radio shows, newsletter, web pages, press releases, and/or articles, developed and disseminated. - Research initiative involving eight groups working on human rights, HIV/AIDS and women's empowerment (quantitative and qualitative data collection and analysis). - Cross-organizational trainings. 	<ul style="list-style-type: none"> - Staff and GDP activity coordinators have tools for appreciating and communicating about the relationship between the increased risk of women and girls to HIV/AIDS and gender-based discrimination, harmful cultural practices, violence against women, economic disempowerment, and failure to realise the rights of women and girls. - Information is available on good strategies and interventions for HIV prevention integrating promotion of gender equality and women's rights. - Organizations are networked and collaboration encouraged.
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