



FORUM SYD

SOCIO-ECONOMIC AND  
CIVIC EMPOWERMENT; A  
HUMAN RIGHTS BASED  
APPROACH (HRBA) TO  
DEVELOPMENT

INTERNAL MIDTERM EVALUATION  
CONDUCTED IN JUNE TO OCTOBER 2018

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The exercise was carried out internally by the M&E team headed by Joyce Chepkorir and assisted by Anthony Odhiambo and Beth Kinyanjui.

## Acronyms

|                 |  |
|-----------------|--|
| BROs            | Business Relationship Officers   |
| CBOs            | Community Based Organizations  |
| CHW             | Community Health Worker  |
| CREAW           | Centre for Rights Education and Awareness  |
| EIF             | Enterprise Incubation Fund   |
| FGD             | Focus Group Discussion   |
| HH              | Household  |
| HiH EA          | Hand in Hand Eastern Africa  |
| HiH Swe         | Hand in Hand Sweden  |
| HRBA            | Human Rights Based Approach  |
| IPOA            | Independent Policing Oversight Authority   |
| KII             | Key Informant Interview  |
| M&E             | Monitoring and Evaluation  |
| MIDI            | Maasai Integrated Development Initiative   |
| NCIDP 2018-2022 | Nairobi County Integrated Development Plan 2018-2022                                     |
| NGO             | Non-Governmental Organization  |
| OECD/DAC        | Organization for Economic Co-operation and Development/ Development Assistance Committee |
| SHGs            | Self Help Groups   |
| ToR             | Terms of Reference   |

## Executive Summary

Hand in Hand Eastern Africa (HiH EA) conducted a Mid-Term Evaluation for a 3-year project (January 2017 to end in December 2019) in Kawangware financed by Forum Syd (90%) and HiH Swe (10%). The aim of the project is to socio-economically and civically empower people (3000 rights holders with 80% being women) and marginalized communities in the rural and peri-urban areas of Kawangware using a Human Rights Based Approach (HRBA). The project is coordinated and implemented by HiH EA.

The mid-term evaluation was conducted by HiH EA monitoring and evaluation team, in consultation with Hand in Hand Sweden (HiH Swe). The evaluation was guided by the Organization for Economic Co-operation and Development/ Development Assistance Committee (OECD/DAC) criteria. The study used a mix of participatory tools to conduct the evaluation. The quantitative data was analyzed using Ms. Excel. The evaluation conducted; desk review, Focus Group Discussions (FGDs) with rights holders, Key Informant Interviews (KIIs) and interviews with implementing staff.

The purpose of the evaluation is to provide an assessment of the progress and performance of the project, *“Socio-Economic and Civic Empowerment; a Human Rights Based Approach (HRBA) to Development”*. It also assess how the HRBA and promotion of gender equality complement HiH EA’s core activity (i.e. training in entrepreneurship and job creation) as well as assessing possible needs for adjustment.

## Key findings

### Relevance

The project evaluation found that the objectives are aligned to needs, priorities and policies of the target group. The project objectives are also valid and will lead to the achievement of the overall project goal. This has been demonstrated by the progress made in the achievement of the objective at midline. Overall project rights holders, implementing staff and partners confirmed that the project continues to meet their needs and expectations as well as addressing issues in the community.

### Effectiveness

The evaluation established that the project was in progress in achieving its objectives as set out in the project document though some delays were identified during the initial stages of the project implementation due to delays in funds disbursements. Much of the trainings given to the rights holders have been implemented leading to significant improvement in the economic and women empowerment sector. Rights holders have started income generating activities though the green enterprise component is not evident. Women are also being involved in decision making at community and household (HH) level. Men’s attitude toward women is also changing as they allow their women to be involved in decision making process at HH level. As an exit strategy, Community Based Organizations (CBO) are also being formed and most are in their initial stages.

## Efficiency

In terms of efficiency the evaluation found that the project funds have been utilized well. Project activities have not utilized beyond the allocated budget. HiH EA trainer have been rated very well for their clarity during training which in return contributes to understanding of the training by the rights holders. Their capacity to deal with challenges that are raised by the rights holders was highly commended. Collaboration with other partners has been established who are involved in the project implementation process. Delays in funds disbursement during the project initial stages has highly affected implementation of project activities as most of them have been delayed. Staff exit was also noted to be very high; many beneficiaries expressed concern on change of teachers.

## Impact

The midline evaluation has established that the project has made significant progress in improving the economic condition of the rights holders. Women empowerment is evident from their involvement in decision making at HH to community level. The project has also been able to reach out to at least 61% of its target and imparted the rights holders with civic and human rights education. Rights holders have a better understanding of their rights compared to baseline.

## Sustainability

In order to ensure sustainability of the project initiatives, the group activity plan should be streamlined in all groups. The CBO concept to be strengthened among the rights holders as it's the basis in which advocacy will be done. The involvement of partners at all stages of project implementation especially monitoring of the group activities should be incorporated and linking the groups to financial institution with large capital base for funding, which will ensure continuity of group activities.

## Conclusions

Majority of the rights holders depends on more than one source of income which were started before the HiH EA training.

Table banking is one of the major component that keep the group more cohesive as it is being practiced in many groups. It is also the main source of credit for the rights holders.

The training on entrepreneurship made great impact in the economic empowerment of the rights holders. From the training, rights holders were able to start and diversify income generating activities which all together led to increased income.

The training has been beneficial to the rights holders as the awareness on human rights have improved greatly. The rights holders have now gained more understanding on what the rights to education, to vote and freedom of expression entails and not just mentioning these rights. However, majority of them do not claim their rights from the relevant authority.

The training on climate resilience and environmental conservation practices is low which translated to low adoption of the practice by the rights holders. There is high potential for adoption of these practices if trained as the little percentage that have received the training have adopted the climate resilience and environmental conservation practices such as planting of trees or agroforestry and change in waste management, and are certain of the sustainability of these practices after HiH EA exits.

The empowerment of women has improved at Household (HH) level as some decisions that were majorly made by male at baseline are made jointly (both male and female) at midterm. At community level women empowerment is low as majority do not get engaged in public participation and there are no initiatives to empower women in the community to take up leadership positions.

Credit access by the rights holders have gone down compared to the baseline survey. This can be linked with the increase in the rights holders' level of income, which translate to low borrowings. In case of borrowing, the funds are used to boost or start income generating activities hence no challenges in repayment. The group table banking have also been strengthened as it's the main source of credit for the rights holders.

## Recommendations

As part of ensuring that group sustainability is enhanced, the remaining phase of the program should focus on having income generating activities in the groups and ensuring that all group members in all Self-help groups (SHGs) are involved in table banking.

The remaining phase of the project should focus on empowering rights holders at group level to be confident enough to raise issues which will eventually build up their advocacy capacity at community level. This can be done by having trainers communicating more in vernacular during the training to ensure that the rights holders understand the training better and can easily raise their concerns.

There is need for deeper collaboration with the key partners such as the local government to ensure their involvement during advocacy for basic resources in the community by the rights holders. Also, partnerships in market linkages should be strengthened with much focus to the rights holder who started engaging in income generating activities before HiH training as their linkages to market is low compared to the rights holders who started engaging in income generating activities after HiH training.

There is need for training the Business Relationship Officers (BROs) on climate resilient and environmental conservation practices. This will capacitate them to train the rights holders on the practices, hence adoption as the potential for adoption is very high. There is also need for empowering the BROs on how to make the training on human rights more practical to enable the rights holders to demand their rights e.g. incorporation of role plays during training.



Trainings on climate resilient practices should be on location needs based as different areas have different challenges, some areas covered by the project are arid compared others. For example, in Maasai regions its arid, therefore, agricultural activities such as sack gardens and fodder storage and water harvesting will be very beneficial to the rights holders in this community and great impact will be realized.

## 1. Introduction and Background

### 1.1. Project target area

#### **Nairobi County**

Nairobi County is one of the 47 counties in Kenya. The County has a total area of 696.1 Km<sup>2</sup>. According to Kenya Population and Housing Census In 2009, the County population was at 3,138,369 people. According to Nairobi County Integrated Development Plan (NCIDP) 2018-2022 *pg.17*, Nairobi commands the largest share of formal sector wage employment in Kenya with a total of 453,000 people. A large segment of the labor force in Nairobi is self-employed largely in the informal sector with 1,548,100 being employed in this sector. The informal sector covers small scale activities that are semi-organized, unregulated and uses low and simple technologies while employing few people per establishment.

According to NCIDP 2018-2022 *pg.18*, the level of unemployment in Nairobi stands at 14.7% with the female unemployment rate standing at 19.0% while that of males is 11.6%. Employment is a major source of income and an important determinant of social and economic outcomes. Holding all other factors constant, households that are most affected by unemployment are more often households living in poverty. Urban poverty and labour force participation are strongly related because earnings in the labour market are the main source of income for urban dwellers. However, participation in the labour market does not guarantee being above the poverty line. The “working poor” account for a substantial proportion of all people living in poverty in Nairobi.

NCIDP 2018-2022 *pg.35* highlights that the major causes of climate change in Nairobi County are greenhouse gas emission, particulate matter in atmosphere, high level of deforestation and urbanization. Nairobi’s large and growing population is one of the main forces driving the County’s overwhelming environmental degradation. Other leading contributor to climate change is from industrial and motor vehicle emissions.

#### **Kawangware ward**

Kawangware is a ward in Dagorreti North constituency in Nairobi County. According to NCIDP 2018-2022, Kawangware is listed as one of the largest informal settlement (slum) in Nairobi which is as a result of the increased rural-urban migration in search of employment being that Nairobi city county command the largest labor force both formal and informal. It has a population of 133,286 (65% are children and youths) as at 2009 Kenya Population and Housing Census.

According to NCIDP 2018-2022 *pg.106*, the high population from job seekers has exerted pressure on the existing physical facilities including housing, especially for the low and middle income earners giving rise to informal settlements. As a result, facilities like water and sewerage have been overstretched. This is worsened by the inability of the local authority to enforce the City by-laws and building regulations, resulting in poor housing and estate development in excess of the carrying capacity of the existing infrastructure. The challenges in the current human settlement patterns include; environmental pollution mainly from solid and liquid waste, limited availability of land for

public utilities and increase in the number of squatters. The population increase is not commensurate with increase in resources and puts pressure on the existing social resources.

## 1.2. About HiH EA

Hand in Hand Eastern Africa (HiH EA) is a registered Non-Governmental Organization (NGO) in Kenya and a member of the Hand in Hand global family whose vision is to reduce poverty through enterprise development and job creation. HiH EA targets disadvantaged groups in the Kenyan society, with a focus on people in rural areas who belong to the informal sector. While a whole family approach is emphasized, the focus is mainly on women living in poverty and who are financially excluded. HiH EA sees a particular need to support rural families in both farm and non-farm areas in order to increase family incomes, create jobs and reduce vulnerability. This is done through:

1. Social mobilization through self-help group and formation skills for sustainability;
2. Enterprise development training to enable them start new enterprises or up-scale existing businesses;
3. Provision of savings mobilization skills to inculcate a savings culture;
4. Financial management training to enable members develop good business financial practices;
5. Integration of good environmental practices in enterprise development programs;
6. Credit access,
7. Value addition and linking entrepreneurs to market and,
8. Integrated Human Rights Based Approach (Civic and human rights education)

This Human Rights Based Approach HRBA approach to development is integrated with the HiH EA entrepreneurship model to strengthen the capacity of the right holder to demand their socio-economic, political, cultural and environmental rights.

### **Socio-economic and Civic Empowerment; a Human rights based approach to development**

Hand in Hand Eastern Africa (HiH EA) in collaboration with Hand in Hand Sweden (HiH Swe) is implementing a 3-year project, which spans between January 2017 and December 2019. The project is financed by Forum Syd (90%) and HiH Swe (10%), with a total budget of SEK 5 517 000. So far the project have received SEK 3 381 514 (Forum Syd financial report as at July 2018) from the donor i.e. 61% of the total budget. The project aims to socio-economically and civically empower people living in rural and peri-urban areas of Kawangware using a Human Rights Based Approach (HRBA) to development. The project goal of this intervention is that rights-holders, women in particular, in poor and marginalized communities in Kawangware area in Kenya are socially and economically empowered and have improved their civic status.

HRBA plays a bring role in the eradication of slum challenges which has majorly been contributed by the local authority inability to enforce laws and women unemployment as cited in the Nairobi CIDP 2018. HRBA framework has been adopted to help the right holders and duty bearers to engage in an active dialogue and negotiations, holding workshops with strategic stakeholders, awareness creation, encouraging duty bearers to meet their responsibilities and obligations and the right

holders to hold the duty bearers accountable. It aims to strengthen the capacity of the right holder to demand fundamental basic rights through a participatory approach that aims at assisting the most vulnerable strata in society; women, children and marginalized communities.

#### Project specific objectives:

- Increased rights-holders' capacity to establish new or enhance sustainable income generating activities.
- Increased awareness of systemic issues relating to socio-economic, civic, cultural and local governance rights of the marginalized communities in Kawangware area.
- People living in poverty in marginalized communities, of Kawangware, are empowered to demand/claim their socio-economic, civic and environmental rights through sustainable community development processes.
- Strengthened capacity of HiH EA who operates in a more effective and efficient manner, both at a strategic and operational level.

#### The project main target groups:

- 3,000 right-holders (of which 80% are women and 20 % are men).
- 10 Community Based Organizations (CBOs)

#### Project activities

Community entry engagement, Development of training manuals, Social mobilization of the communities, Entrepreneurship training, Training and capacity development of staff (Human rights & Results Based Management), Establishment of strategic partnerships for lobbying, advocacy and negotiation activities and Establishment of CBOs to support realization of the rights of the (direct) target group.

#### 1.3. The project midterm evaluation

The midterm evaluation was carried out by a HiH EA Monitoring and Evaluation (M&E) team with assistance from external enumerators in data collection. The process was supported by HiH Sweden (HiH Swe) team.

The main objectives of the evaluation as outlined in the midterm Terms of Reference (ToR) (*see annex I*) were

1. To assess the change in rights-holders' capacity to establish new or enhance sustainable income generating activities.
2. To assess the status of awareness of systemic issues relating to socio-economic, civic, cultural and local governance rights of the project target group (beneficiaries).
3. To assess the target group's capabilities to demand/claim their socio-economic, civic and environmental rights through sustainable community development processes.
4. To assess whether HiH EA's capacity is strengthened and hence operates in a more effective and efficient manner, both at a strategic and operational level.
5. To assess if gender-related aspects are adequately considered in the project?

6. To draw lessons learnt from implementation in the last 1.5 years.
7. Assess the application of result based management in the implementation of the project.
8. Asses how the AOCM tool is integrated into daily work and how implementation is proceeding.
9. To assess the likelihood of impact and sustainability realization at the end of the project.

The role of the evaluation team (HiH EA and HiH Swe) was to prepare the evaluation design, formulate appropriate evaluation tools, carry out the evaluation and prepare the evaluation report as required by the Terms of reference. A team of 8 external enumerators were recruited, trained on interview process and were involved in the data collection.

#### **1.4. Evaluation methodology**

Participatory model to gather both qualitative and quantitative data was adapted and used in collecting data for midterm evaluation in the coverage areas. Quantitative information was gathered from the project rights holders through a semi structured individual questionnaire. The qualitative information was also collected during the course of the exercise regarding perception of the closely involved stakeholders on the project. Data was gathered bearing in mind social economic, environmental, women empowerment and Human Rights aspects with particular attention on female rights holders (80%).

The project midterm evaluation was based on Organization for Economic Co-operation and Development's (OECD) Development Assistance Committee (DAC) criteria. These are: Relevance, Effectiveness, Efficiency, Impact and Sustainability. The evaluation process was guided by the terms of reference (TOR) with clear elaboration of the expected outcomes of the evaluation. 'See annex 1'

#### **1.5. Data sampling**

A total of 40 Self Help Groups (SHGs) were sampled from a population of 95 SHGs in the Forum Syd project. All the 23 graduated SHGs were selected while the other 17 SHGs were systematically sampled from the 72 SHGs that were undertraining. 5 rights holders were then randomly selected from each of the sampled 40 SHGs resulting to a total of 200 sampled rights holders for the individual interviews. 200 questionnaires were digitally administered using Kobo collect application to the sampled rights holders where 192 questionnaires were found valid after data cleaning.

A total of 3 focus groups discussions (FGDs) were conducted (2 female only SHGs and one group with both male and females) in their local language and translated in English. 6 key informant interviews with key project partners such as CREW, MIDI and URAIA Trust who have been closely involved during the project implementation, were conducted.

The evaluation was conducted from June to October 2018.

#### **1.6. Data collection method and tools**

Qualitative and quantitative data was collected using the following methods:

- i. Individual interviews
- ii. Focus group discussions with SHGs
- iii. Interviews with representatives of key stakeholders
- iv. Desk review of the Project documents, baseline report, project progress reports, manuals and the MIS.

### **1.7. Data analysis and reporting**

In view of the open ended nature of evaluation questions and semi-structured data collection methods, all quantitative data was sorted using Excel and analyzed by the M&E unit. However, some data collected qualitatively through perceptions and opinions questionnaires was analyzed as supporting statements and validations.

Results from the detailed analysis are incorporated in this report discussing findings related to relevance, effectiveness, efficiency, impact and sustainability of project interventions. The report also takes into account the major conclusions and lessons learnt and provide a set of recommendations based on the aspirations of stakeholders and conclusions of the exercise.

## 2. Assessment

### 2.1. Key Evaluation Questions

The Midterm evaluation includes an analysis of the implemented activities and produced outputs and outcomes compared against the set project objectives and the baseline. This includes an analysis of project progress and deviations. The evaluation shall address the following questions and then, on the basis of the findings and conclusions, make recommendations for possible further development and improvement.

#### Key evaluation questions

1. Have activities been implemented in a timely and adequate manner?
2. Have outputs been produced as per the indicators and targets (for the period) and as specified in the log-frame?
3. What are the causes of any deviations in activities and achievements (outputs) and what is the likelihood to achieve expected outcomes and fulfill project goals?
4. Is the developed/used material, with special attention to human rights, of good quality or can it be improved?
5. Are the modules pedagogical, clear and of adequate coverage? Additionally, are human rights and gender equality integrated into the modules in a logical way?
6. Are the staff adequately trained to implement a project with a human rights based approach and to deliver training to the target group on human rights and gender equality?
7. Is the integrated model relevant and appropriate, and how does the model work? What is the model's strengths and weaknesses and is there anything that can be adjusted?
8. Are there any external factors that can interfere with the completion of the project, considering both cultural, political, security and environmental factors and especially the anticipated behavior of other relevant actors? (Use the risk matrix as a tool.)
9. How is the collaboration with partners developing? Highlighting competencies, complementarities and timely implementation of activities.
10. Are the data, collected during the project, sufficient to report on indicators in the project log-frame and in HiH Sweden's Forum Syd programme log-frame?
11. How is the AOCM tool implemented in the organization on a regular basis?
12. Has women's participation, so far, been fostered and adequate?
13. Is the composition of the project implementation team gender balanced?
14. Are project information and data gender-disaggregated?
15. Does the project adequately consider gender-related aspects of the project?
16. Were there sufficient gender analyses in the baseline study?

## 2.2. Findings

### 2.2.1. Introduction

HiH EA projects aims at reducing poverty through job creation and works with the marginalized, vulnerable rural and peri-urban smallholder farmers to help them lift themselves out of poverty through the power of entrepreneurship. This project focuses on the people living in rural and peri-urban areas of Kawangware with an aim to socio-economically and civically empower the community (80%) women. The project intervention is not restricted to civic education and entrepreneurship as it also focuses on climate resilience practices and environmental concern.

### 2.2.2. Characteristics of the rights holders

The demographic characteristics of the rights holders gathered in this evaluation were gender, age, marital status, and occupation. In addition, group and community accessibility to other socio-economic, civil information and institutional factors (income, trainings, basic services access, credit access, markets linkage, climate resilience and environmental conservation practices information) were considered. All these variables were linked to the capacity of the rights holders to establish sustainable income generating activities and to demand their rights.

The study showed that out of the 192 valid interviews, 93% were female and 7% were male rights holders which is attributed to the projects' targeting of 80% women and 20% men. The average age of the rights holders is 44 years where the youths aged 35 and below are 29% which is also in line with the project targeting of 30% beneficiaries below the age of 35 years. 70% of the rights holders are married, 18.5% are widow/er, 10.5% are single and 0.5% are divorced.

The evaluation showed that majority (a quarter) of the rights holders are involved in sale of green groceries, farming and selling food crops as their main source of income. 3.5% of the rights holders do not have the main source of income.

**Table 1. Main source of income**

| Main source of income N=192      | %     |
|----------------------------------|-------|
| Farming and selling food crops   | 10%   |
| Hawker                           | 2%    |
| Sale of green groceries (market) | 22.5% |
| Poultry/products selling         | 7.5%  |
| Selling livestock                | 0.5%  |
| Didn't answer                    | 1%    |
| Food vendor                      | 6.5%  |
| Services                         | 9.5%  |
| No income                        | 3.5%  |
| Casual laborer                   | 9.5%  |

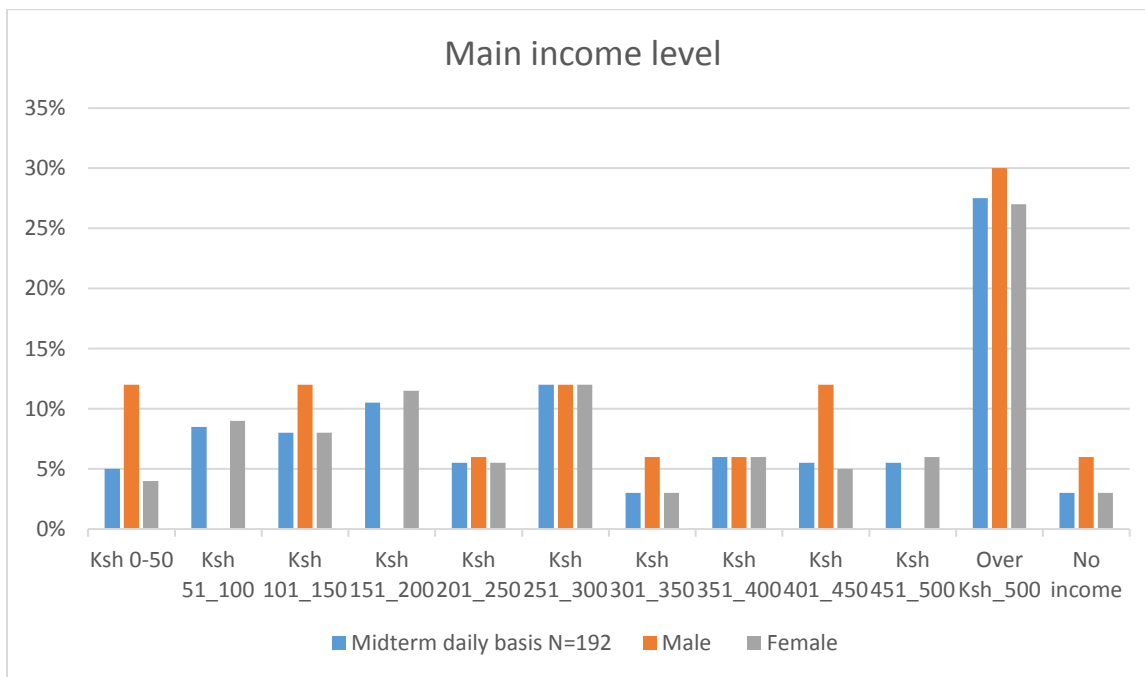


|                                   |      |
|-----------------------------------|------|
| Employment with salary            | 6%   |
| Water vendor                      | 2%   |
| General shop                      | 2%   |
| Landlord                          | 1.5% |
| Selling second hand clothes       | 3%   |
| Support from husband and children | 2%   |
| Making and selling soap           | 3.5% |
| Small scale business              | 3.5% |
| Selling charcoal                  | 1%   |

Source: HRBA midterm evaluation

27.5% of the respondents earn over Ksh.500 on daily basis, while those who earn below Ksh.200 daily are 23.5%. Majority (76.5%) of the right holders earn above Ksh.200 on a daily basis hence living above the poverty line as per the definition of a person above poverty line in Kenya.

Chart 1: Income level from main source of income



Source: HRBA midterm evaluation

The evaluation also revealed that 53.5% of the rights holders depends on more than one income source other than the main source of income. Diversification of income sources is highly encouraged by HiH EA as many of the project beneficiaries run business that are highly affected by change of seasons.

Table 2: Other income sources

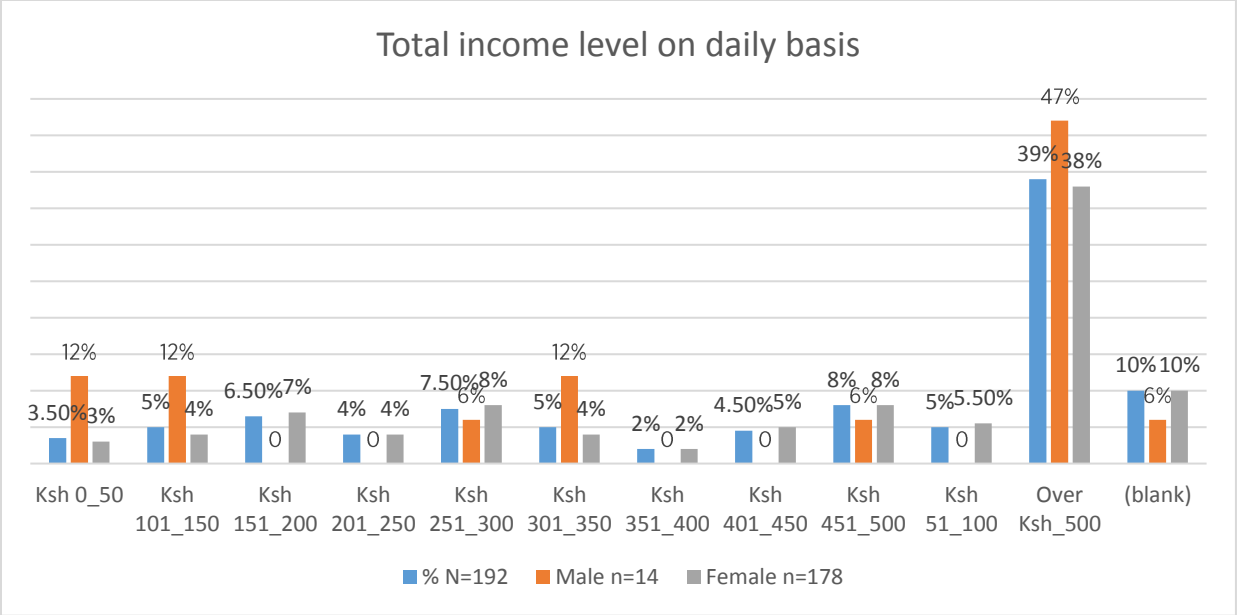
| Other income sources   | %     |
|--|-------|
| No other income  | 46.5% |
| Casual/daily wage labour   | 6.5%  |
| Employment with salary   | 0.5%  |
| Selling cereals  | 0.5%  |
| Offer services e.g. boda-boda transport, barber, cobbler, beauty salon, food vender, rentals caretaker | 2.5%  |
| General shop (kiosk)   | -     |
| Sale of second hand clothes  | 1.5%  |
| Sale of green groceries (market)   | 2%    |
| Hawker   | -     |
| Selling livestock  | 1%    |
| Farming and selling food crops   | 5.5%  |
| Poultry/products selling   | 9%    |
| Others   | 19.5% |
| Sale of green groceries (kibanda)  | 2.5%  |

Source: HRBA midterm evaluation

On average, majority of the rights holders who earn income from other than the main source of income earn up to Ksh.0-50 on daily basis. The evaluators found that the other sources of income were more likely to earn less than the main source of income; a number of factors could contribute to this finding, which includes the level of effort and time spent on the second enterprise and especially where the beneficiaries do not employ another person.

An improvement was noted on the contribution of the project towards economic empowerment. The rights holder living below the poverty line as defined in Kenya is in general a person living on less than Ksh.200 per day. At midterm it was only 20% of the rights holders compared to 43% at baseline while those living above the poverty line (person living on more than Ksh.200 per day) is 70% at midterm compared to 45% at baseline.

**Chart 2: Total income amount**



Source: HRBA midterm evaluation

**2.2.3. Findings on Relevance**

The relevance of the project concerns to the extent it is aligned to the needs and priorities of the target group, the Government, Hand in Hand and the donor and whether the project objectives are still valid.

*“Before I joined HiH, I was not open minded to new ideas, when HiH found us, it put us into groups and from the trainings that I have received in value addition and civic education, I consider the future in all my plans.” Translated from FGD Qualitative analysis*

*“Through HiH the members in the group have come to learn their rights and even enlighten others who are not HiH members when their rights are being defiled. Personally, I have dealt with a number of children defilement cases in my area. Previously (before HiH), I used to report the case to the chief and leave it at that point without any follow ups which resulted to no action being taken. Now with the HiH training on rights, am able to report the case to the chief’s office then proceeds to report to children department and from there they are able to follow up on the case.” Translated from FGD Qualitative analysis*

The project has been able to reach out to the appropriate target group of women in the community. 86% of the rights holders that the project has been able to reach out to, are female. From the baseline, more women had no sources of income compared to men.

The project objective as outline above (1.2) are still valid. This is based on the fact that the project has made some milestone in achieving these objectives and meaningful impact has been created. One of the project objective is on economic empowerment where the project aims at improving

rights holders' economic condition with more than 20%. So far, the project has contributed to reduction of poverty. The evaluation shows that the rights holders living below the poverty line (person living on less than Ksh.200 per day) has reduced by 23% while those living above the poverty level (person living on more than Ksh.200 per day) has increased by 25%. 68.5% of the rights holders are of the opinion that their income has increased. Rights holders are also able to easily access credit/loan resources from their table banking which was not the case at baseline.

The evaluation shows that the project interventions has contributed to improved levels of women participation in decision making at community and HH levels. At HH level, women are seen to be involved in decision making process which were previously made by men as now they are made jointly.

*“Before a project is implemented in this area, we are called for meeting and women are given a chance to give their opinion on the projects that should be implemented in the area based on priority.” Translated from qualitative analysis of FGD*

The evaluation shows that Men's attitude towards women's decision-making power at family and community level is changing. This has been reflected in the way decisions are being made jointly at HH level, which were previously made by men. Men are also changing their opinion on the responsibility as more men are of the opinion that women should earn an income and should not only take care of the house chore. The percentage of men who support woman beating/hitting has significantly reduced. At community level, men do not support the idea of woman participation in decision making activities at community level.

As at midterm, the project have been able to establish and train 3 community based organizations (CBOs). This is a milestone towards having CBOs working to claim and enforce basic civil rights before the exit of the project. Rights holders (individually) are coming forward to claim their rights as a result of the human rights training.

#### **2.2.4. Findings on Effectiveness**

The effectiveness of the HRBA project was evaluated by assessing the extent to which the objectives have been achieved / are likely to be achieved within the lifetime of the project. The major factors influencing the achievement or non-achievement of the objectives as well as the management effectiveness were also evaluated. Data collected from the field visits was used to establish the extent to which the project implementation had been achieved. Key informant interviews (KIIs), and focus group discussions (FGDs) were used to give insight to the factors that influences the effectiveness of the program. However, most of the indicators are still 'work in progress' given that the project is mid-way in its implementation.

#### **HiH training**

The Project targets on membership are to be achieved in the first two years of project implementation. 1 years and 6 months into project implementation, 1830 rights holders are recruited into the program i.e.61% out of the 3000 members. The remaining 1170 members (39%) are to be recruited in the remaining 6months of members' recruitment. The evaluation shows that from the

200 rights holder interviewed during the data collection 96% of the rights holders have gone through HiH EA training while 4% have not. On average, the rights holders receive training twice a month for about two hours per training session. 87.5% of the rights holders who have not received training is due to lack of time and 12.5% is due to lack of interest.

99% of the rights holders under training agree that the trainer is clear during the training while 1% disagree. 99.5% of the rights holders under training are of the opinion that they can easily understand the training while 0.5% cannot understand the training..

### *Training module*

Majority of the rights holders receiving the HiH training are in the value addition and market linkage module and civic education module. This percentages might however not tell the exact training modules of the right holders since they would in most cases mention the module they understood more.

**Table 3: Training module**

| Training module n=192             | %     |
|-----------------------------------|-------|
| Credit access                     | 7.3%  |
| Enterprise development            | 8.9%  |
| Financial management              | 6.3%  |
| Graduated                         | 7.8%  |
| Civic education                   | 20.3% |
| Savings and resource mobilization | 8.9%  |
| Value addition                    | 38.5% |
| Dint answer                       | 2.1%  |

Source: HRBA midterm evaluation

66.7% of the respondents who have graduated for the training have received a certificate while 33.3% have not received the certificate yet.

### *Training from other organizations*

90% of the rights holders receiving HiH training are not under training from any other organization except HiH while 10% are receive training from other organizations such as Faulu Kenya, Women Enterprise Fund (WEF), Equity bank, golden seed and KWFT.

Training provided by the other organizations include saving and loan, children and human rights, credit and financial management, farming methods, life skills and group dynamics. HiH EA should reach out to other partners offering complementary services to ensure a holistic approach towards tackling community’s problems and challenges faced.

### *Engagement during training*

The rights holders are engaged in different ways during the training by their trainer i.e. 57% of the rights holders who have been trained are engaged in discussions, 86% have been engaged through questions and answers sessions, 65% through practice i.e. making peanut, 6% through role play, 4% have been engaged through visuals and 0.5% through team building.

HiH EA could consider use of videos, visuals and role play more to ensure better understanding of the training contents. One of the qualitative interviews revealed that some of the trainers were not well versed with the local language and would mostly use flip charts to train, which was not really effective for the respective group. A concerted effort should be placed to ensure that distribution of staff along the different portfolios are on the ability of the staff to deliver the training in the right holders preferred language. The evaluators however noted the complexity in this since Kawangware is cosmopolitan in nature and there this could only work in the outskirts of Kawangware.

### *Use of information gained during training*

27% of the rights holder trained used the information to start and boost a business, 42% gained value addition skills like making soap/detergent and cooking which they use at household (HH) level, 3% use the information to manage the finances, 5% have not put the information into use yet, 2% have used the information to create awareness about rights, 1% have started to keep records, 6% use the information at home and 14% has increased their saving through the use of the information they receive from training. From the analysis minimal use of the human rights training was noted, however from the qualitative interviews right holders demonstrated increased understanding of the human rights issues. The evaluators appreciated the complexity of ensuring that all the right holders are accessing services and demanding for their rights; it is a process and not an event that can be realized within the implementation period.

To however ascertain the achievement of this impact strengthening of the community institutions is paramount through ensuring well organized and informed platforms for lobbying and advocacy. Active involvement of duty bearers should also be at the heart of the project.

### *Group activities*

One of the HiH EAs training modules on group mobilization, leadership and group dynamics is to strengthen the groups' structure to enable the group to operate effectively and efficiently and to encourage the right holders to bring their resources together and build a group revolving fund. The objective of this module is to ensure that all groups get to participate in savings as a group. The evaluators found that (76 and 79%) majority of the rights holders are involved in merry go-round and table banking as the main group activities. Other activities engaged in by the right holders are income generating activities and welfare contributions, at 50% and 20% respectively.

**Table 4: Group activities**

| <b>Group activities N=192</b>  | <b>Yes</b> | <b>No</b> |
|--|------------|-----------|
| Merry-go-round   | 76%        | 24%       |
| Table-banking  | 79%        | 21%       |
| Welfare  | 50%        | 50%       |
| Group income generating activity i.e. farming, detergent making etc. | 20%        | 80%       |
| Others   | 3.5%       | 96.5%     |

Source: HRBA midterm evaluation

Other activities include poultry farming and making soap and selling.

### *Group record keeping*

Records are fundamental for reference and accountability, it's paramount to have all the SHGs understand and keep records that will aid their accountability however, given the level of understanding of the right holders the records should be easy to draw and requires basic calculation. The evaluators noted a high adoption of different records that are kept in at group level; the records includes, the group member register by 70% of the rights holder, Minute book by 90%, Cash book by 87.5%, Group file by 10.5% which translates to about 9 groups out of the sampled 40 groups having a group file, 3.5% keep Watano records book, 1% keep visitors' book, 28% keep fines and penalties book and 19% keep welfare book. Other records kept includes training book and receipt book.

### *Engaging in income generating activity*

85% of the rights holders with income generating activities started engaging in their main income source before HiH training while 15% started after HiH training. 92% of male rights holders with income generating activity started before HiH EA training compared to 85% of female.

The rights holders who started their income generating activities after HiH training, learnt skills such as financial management, resource mobilization and value addition skills that enabled them to start their income generating activity. This contributes to the realization of the output on creation or enhancement of already existing enterprises by the rights holders.

**Table 5: Engaging in income generating activity**

| <b>Skills learnt</b>                     | <b>% n=27</b> |
|--|---------------|
| Financial management skills              | 48%           |
| Savings and resource mobilization skills | 41%           |
| Value addition skills                    | 30%           |
| Marketing skills                         | 26%           |
| Decision making skills                   | 7%            |
| Farming skills                           | 22%           |
| Others e.g. Business management          | 4%            |

Source: HRBA midterm evaluation

25% of the respondents who had started engaging in their income generating activities before HiH training have been able to start another income generating activity while 73% have not been able to start other income generating activities. 2% did not give a response. This is a progress as the project focuses on income sources diversification and ensuring the rights holders' economic conditions are improved.

### *Diversification of income generating activities*

Some of income generating activities started by the rights holders after receiving training includes making and selling detergents by 46%, 20% started poultry farming, 10% started farming sukumawiki (vegetable), 5% selling groceries, 5% pig farming, 5% adding stock to their enterprises

of different variety, 2% started a cosmetic shop, 2% started a general shop and 2% ventured in tailoring.

*“From the training on climate resilient practices and value addition, the project beneficiaries have started venturing in sack gardens, making detergents and selling to other community members. Sack gardening is beneficial as it is a form of food security and it helps with saving money.”*  
*qualitative analysis of the KII*

### **Change of income since training**

The trainings have played a major role towards the change in income levels of the rights holder. From the main source of income, there is great improvement for the levels of income from baseline to midterm. 68.5% of the rights holders with income generating activities have had an increase in their income since they started the training, 0.5% have experience a decrease and 29% have not experienced any changes in their income. The increase changes in the income has also been evident in the income amounts of the rights holders. The changes in income have been evenly distributed across gender.

**Table 6: Change in income**

| <b>Changes in income</b> | <b>n=184</b> | <b>Female n=170</b> | <b>Male n=14</b> |
|--------------------------|--------------|---------------------|------------------|
| Increase                 | 68.5%        | 67.7%               | 78.6%            |
| Decrease                 | 0.5%         | 0.6%                | -                |
| No changes               | 29%          | 31.8%               | 21.4%            |

Source: HRBA midterm evaluation

### **Human rights training**

At the onset of the project, HiH EA in consultation with a partner (CREAW) was to develop a Human Rights manual to guide the trainers in the implementation of the project. The manual was completed in June at around the same time with the midterm evaluation commenced while it was planned to be developed within the first and second quarters of the project implementation.

One of the project objective is to increase awareness on human rights in the community. 67% of the rights holders have gone through human rights training while 33% have not. Majority (94) of the rights holders who have gone through human rights training were trained by HiH EA in partnership with URAIA Trust, 3% were trained by church, 2% by human rights commission and 1% by Independent Policing Oversight Authority (IPOA). 96% of the rights holders trained on human rights know what basic human rights like right to education, vote and freedom of expression entails. This is a great improvement from the baseline where only 66% were aware of their basic human rights.

### **Awareness of existing platforms to enable you and other community members air their grievances/issues**

49% of the rights holders are aware of existing platforms to enable them and other community members air their grievances/issues while 51% are not aware. Men are more informed compared to



women. This has gone slightly down compared to the baseline study where 61% of the respondents were aware of platforms to air issues and only 28% were not aware.

**Table 7: Awareness on platforms to air issues in the community**

|     | Male n=14 | Female n=178 | Midterm N=192 | Baseline |
|-----|-----------|--------------|---------------|----------|
| No  | 36%       | 51%          | 51%           | 28%      |
| Yes | 64%       | 49%          | 49%           | 61%      |

Source: HRBA midterm evaluation

The rights holders aware of initiatives to air issues in the community, 64% are aware of *nyumba kumi initiatives*, 78% are aware of chief barazas, 3% are aware of *bunge la wananchi*, 15% are aware of media platform, 7% are aware of Public participation to formulate County Integrated Development Plan (CIDP) and 3% are aware of suggestion box.

**Table 8: Existing platform known by the rights holder**

| Types                      | Midterm evaluation<br>n=97 | Baseline survey |
|----------------------------|----------------------------|-----------------|
| Community barazas/meetings | 78%                        | 30%             |
| Nyumba kumi initiatives    | 64%                        | 2%              |
| Media programs             | 15%                        | 3%              |

Source: HRBA midterm evaluation

***Improvements in platforms for community members to air their grievances/issues***

66% of the rights holders aware of initiatives to air issues in the community are of the opinion that these platforms have been improved to peacefully air ones' grievances and claim their rights such as access to social services while 34% are of the opinion that they have not been improved.

The rights holders of the opinion that the platforms has been improved in different ways, 40% said that more issues are now being raised and action is taken, 26% are able now to easily access water, security and cleaner environment, 12% are of the opinion that people can now participate without any victimization or discrimination, 6% are now able to air community challenges, 5% can access justice in a cheaper way, 5% are of the opinion that the platforms are now easy to access especially the media, 3% claim that the confidentiality is assured when raising issues, 3% claim that the hotline is in place and is functional and 1% said that *baraza* meetings are consistent.

There are some improvements in the community platforms though at very low pace. Some of the platforms improved at midterm as suggested by the rights holders at baseline to enable air their grievances are, 23% of the rights holders had suggested establishment of *baraza* while at midterm, only 1% of the opinion that they have become consistent and 6% rights holders at baseline were of the opinion that media platforms should be established while at midterm, only 5% were of the opinion that media platforms have become more accessible.

### *Public participation*

49% of the rights holders are aware of what public participation entails while 51% are not aware. This is alarming as majority of the rights holders have gone through civic education.

**Table 9: Public participation**

|     | Male n=14 | Female n=178 |
|-----|-----------|--------------|
| No  | 36%       | 52%          |
| Yes | 64%       | 48%          |

Source: HRBA midterm evaluation

### *Involvement in public participation*

42% (male 44% female 41%) of the rights holders who are aware of what public participation entails have been involved in public participation activity while 58% (male 56% female 59%) have not been involved in public participation activity.

Men are more aware of initiatives in the community to air grievances compared to women. They are also well informed of what public participation entails which has translated to their high levels of participation compared to women. There is need to keep the female rights holders more informed on the current issues in the community as a way to increase their participation as their lack of awareness is high.

### *Public participation activities*

Some of the activities initiated during public participation includes, holding clean ups, attending meetings addressed by chief (barazas) to just listen, participation in identification of projects in the community, airing issues in the community like rape cases, distributing relief food, mobilizing support for the needy and welfare activities.

During the participation, 61% of the rights holders' participants were able to air their issues and were heard while 39% were not able to air their issues. 96% of the issues raised were addressed while 4% of the issues raised were not addressed. Some of the issues that were aired includes poor states of road, garbage collection, health related issues, rape cases, insecurity and community funds access.

The most effective way to air grievances or issues in the community is through public participation. The issues are heard and the level at which they are addressed is very high. This necessitates the need for women to be more involved in public participation as from the baseline, they were identified as the group that is most affected by the issues/challenges in the community.

### *Activities initiated with the support of trainer to improve on capacity to demand/advocate for rights*

Majority of the rights holder have not been able to start any initiative with their trainer to improve their capacity on demanding rights except reading the constitution to understand their rights. The initiatives that are taken by rights holders to demand for rights are on individual basis.

*“There are women who are coming out to claim their rights as a result of the training on human rights. For example, there is a woman in our group whose husband died and the relatives took all her property. After training from HiH on human rights, she started following up on how she can get the property back. So far she has been able to acquire the document to show that the husband is deceased with assistance from CREW” qualitative analysis of KII*

*“There are so many cases that are not reported due to the nature of their occurrence e.g. rape cases. The victims may also not come out to report these cases due to fear of being attacked by the perpetrator” qualitative analysis of staff interview*

This is one of the challenge highlighted by the staff which may hinder the achievement of the project objectives as the trainer may not be in a position to know the kind of the activity that can be initiated to assist the rights holders in advocacy. It also becomes a challenge to document such cases by HiH for linkage to the right key stakeholder and follow up on the cases progress. There is a need to be documenting the cases reported by the rights holders for follow up purposes.

### **Basic services awareness**

91% of the rights holder are aware of basic services while 9% are not aware.

**Table 10: Awareness on basic services**

|     | Male n=14 | Female n=178 |
|-----|-----------|--------------|
| No  | 21%       | 8%           |
| Yes | 79%       | 92%          |

Source: HRBA midterm evaluation

96.5% (97% female, 91% male) of the rights holder aware of the basic services have access to basic services while 3.4% do not have access to basic services. Female rights holders are more aware of basic services compared to male rights holders and they can also easily access them. This can be related with the government health programs on free maternity.

### **Rating of the accessibility of basic services such as health care, education and poverty reduction program; provided by the government (including initiatives of local community leaders) to support the different groups**

Accessibility of the basic services by the rights holder have been rated good though most of the rights holder are not aware of the accessibility of these services to the persons with disability.

**Table 11: Accessibility of basic services**

| n=174  | Excellent | Good | Poor | Don't know | Did not answer |
|--------|-----------|------|------|------------|----------------|
| Myself | 7%        | 82%  | 11%  |            |                |
| Youths | 3%        | 74%  | 21%  | 2%         |                |
| Women  | 4%        | 77%  | 18%  | 1%         |                |

|  |    |       |     |       |     |
|--|----|-------|-----|-------|-----|
| Persons with health problems or disability | 2% | 35.5% | 31% | 18.5% | 13% |
|--|----|-------|-----|-------|-----|

Source: HRBA midterm evaluation

### *Rating the provision of resources and social services to community members*

The provision of the social services to the community were rated good by the rights holders except job opportunities and sewage and sanitation system which has been rated poor by 74% and 41% of the rights holders respectively. The midterm evaluation shows no significant improvement in the provision of resources and social services to community members compared to the baseline. The baseline was done in an electioneering period. People had a lot of expectations and the government was offering many services. The current ratings could be due to dissatisfaction.

**Table 12: Provision of social resources**

| n=174                                    | Excellent |          | Good    |          | Poor    |          | Don't know |          |
|--|-----------|----------|---------|----------|---------|----------|------------|----------|
|  | Midterm   | Baseline | Midterm | Baseline | Midterm | Baseline | Midterm    | Baseline |
| Education opportunities for children     | 14%       | 36%      | 76%     | 25%      | 7%      | 40%      | 2%         |          |
| Job opportunities                        | 0.6%      | 10%      | 19%     | 54%      | 74%     | 35%      | 4%         |          |
| Health services/medical care             | 5%        | 26%      | 67%     | 25%      | 27%     | 46%      | -          |          |
| Sewage and sanitation system             | 5%        | 23%      | 42%     | 26%      | 41%     | 40%      | 12%        | 9%       |
| Protection of properties and land        | 5%        | 28%      | 63%     | 39%      | 18%     | 25%      | 12%        | 9%       |
| Protection of people's lives             | 8%        | 22%      | 71%     | 38%      | 19%     | 34%      | 1%         | 7%       |
| Access to sufficient and affordable food | 6%        | 22%      | 85%     | 13%      | 5%      | 27%      | 2%         |          |

Source: HRBA midterm evaluation

### Climate resilience and environmental concern

81% of the rights holder have not been trained on climate resilience and only 19% have been trained. This has been contributed by lack of sensitizing the business relationship officers on the climate resilient practices which had not been done at midterm.

**Table 13: Training on climate resilience**

|     | Male n=14 | Female n=178 |
|-----|-----------|--------------|
| No  | 86%       | 80%          |
| Yes | 14%       | 20%          |

Source: HRBA midterm evaluation

### Climate resilience Practices trained

The rights holders who have been trained on climate resilience practices, 32% have been trained on shifting to crops that can withstand changing weather conditions and 34% on change in waste management such as recycling. Other practices trained includes the following;

**Table 14: Climate resilience practices**

| Types of Climate resilience practices                         | n=38  |
|---|-------|
| Adoption of appropriate land preparation methods              | 10.5% |
| Cultivation methods   | 24%   |
| Adjustment of the planting time                               | 8%    |
| Choosing of the appropriate seed variety                      | 10.5% |
| Shift to crops that can withstand changing weather conditions | 32%   |
| Pesticide/Weed control application                            | -     |
| Planting of trees or agroforestry                             | 53%   |
| Preservation of water catchment areas                         | 5%    |
| Adoption of renewable energy                                  | 5%    |
| Soil conservation   | 10.5% |
| Change in waste management such as recycling                  | 34%   |
| Improving grazing plans e.g. paddocking, reseeding, etc.      | 3%    |
| Reduction of evapo-transpiration                              | 3%    |
| Rain water harvesting and storage                             | 13%   |
| Change in animal grazing practice                             | -     |
| Protection of Water catchment areas                           | 5%    |
| New irrigation methods  | -     |
| Disaster risk management                                      | -     |
| Livestock herd size   | -     |
| Livestock herd composition                                    | 3%    |
| Livestock breed   | -     |
| Fodder storage  | -     |
| Diversification of the farm enterprises                       | 5%    |
| Diverse soil fertility management                             | 10.5% |

Source: HRBA midterm evaluation

### Climate resilience practices adopted at HH and enterprise level

The rights holders that have been trained on climate resilience practices have adopted majorly in change in waste management such as recycling by 34% and planting of trees or agroforestry by 26% of the rights holders. It is also notable that the adoption levels are high as the rights holders have adopted much of the practices they have been trained on.

**Table 15: Adoption of climate resilient practices**

|   |       |
|---|-------|
| Adoption of appropriate land preparation methods              | 2.6%  |
| Cultivation methods   | 5%    |
| Adjustment of the planting time                               | 2.6%  |
| Choosing of the appropriate seed variety                      | 10.5% |
| Shift to crops that can withstand changing weather conditions | 16%   |
| Pesticide/Weed control application                            | -     |
| Planting of trees or agroforestry                             | 26%   |
| Preservation of water catchment areas                         | -     |
| Adoption of renewable energy                                  | 8%    |
| Soil conservation   | 2.6%  |
| Change in waste management such as recycling                  | 34%   |
| Improving grazing plans e.g. paddocking, reseeding, etc.      | -     |
| Reduction of evapo-transpiration                              | 5%    |
| Rain water harvesting and storage                             | 8%    |
| Change in animal grazing practice                             | -     |
| Protection of Water catchment areas                           | -     |
| New irrigation methods  | -     |
| Disaster risk management                                      | -     |
| Livestock herd size   | -     |
| Livestock herd composition                                    | -     |
| Livestock breed   | -     |
| Fodder storage  | -     |
| Diversification of the farm enterprises                       | 2.6%  |
| Diverse soil fertility management                             | 5%    |

Source: HRBA midterm evaluation

### Environmental conservation practices

33% of the rights holder have been trained on environmental conservation practices while 67% have not been trained. The rights holders have been trained on environmental conservation practices such as maintaining a clean compound through garbage collection, tree planting, proper waste disposal and recycling.

94% of the rights holder trained on environmental conservation practices have adopted these practices compared to 37% at baseline.

88.5% of the rights holders who have adopted the environmental conservation practices after training will be able to sustain them after HiH EA trainings are over through continuous cleaning of the environment, recycling plastics and creating awareness.

The adoption levels to climate resilience and environmental conservation practices is high as the rights holders who have received training on these practices have shown much potential in adopting them. The trainings on these practices are not being offered adequately as only a small percentage of the rights holders have been able to access them. This on the other hand results to low levels of the practices being implemented.

#### Savings, purpose of saving and saving channels:

85.4% of the rights holders save while 14.6% do not save. The levels of the saving have gone down by 4.1% as at baseline it was 89.6% and 85.4% at midterm. This indicator will need a further review at end term to get the real numbers of those who are saving. Women and men did not show much differences on saving. The evaluation further indicated that the rights holders are saving more for investment as compared to baseline where rights holders saved for emergencies. On average, the rights holders save Ksh.210 on daily basis.

Majority of the rights holder save as an investment plan at 62% and 48% save for emergency purposes. Women save more for investment plan at 62.5% while men are saving more for emergency purposes at 75%.

25% of the rights holders put their savings in their phones (mpesa), 23% put in the commercial bank and another 23% keep in groups. Men save more in Banks and Mobile platforms than women who also save more in groups, phone and commercial banks.

**Table 16: Saving**

| N=192 | Male n=14 | Female n=178 |
|-------|-----------|--------------|
| No    | 14%       | 14.6%        |
| Yes   | 86%       | 85.4%        |

Source: HRBA midterm evaluation

**Table 17: Saving purpose**

|                 | Midterm<br>n=164 | Baseline | Male n=12<br>(midterm) | Female n=152<br>(midterm) |
|-----------------|------------------|----------|------------------------|---------------------------|
| School fees     | 28%              | 5.3%     | 33%                    | 28%                       |
| Investment plan | 62%              | 16.9%    | 58%                    | 62.5%                     |
| Emergency       | 48%              | 14.7%    | 75%                    | 46%                       |
| Others          | 8%               | 17.9%    | -                      | 8%                        |

Source: HRBA midterm evaluation

**Table 18: Saving channel**

|                      | n=164 | Male n=12 | Female n=152 |
|----------------------|-------|-----------|--------------|
| Co-operative society | 1.8%  | -         | 2%           |
| Commercial bank      | 23%   | 33%       | 22%          |
| Home banking         | 11%   | 8%        | 11%          |
| Group                | 23%   | 8%        | 24%          |
| Other                | 4%    | 8%        | 4%           |
| Phone                | 26%   | 33%       | 26%          |
| Sacco                | 11%   | 8%        | 11%          |

Source: HRBA midterm evaluation

### *Credit access, source of credit and loan purpose:*

47.4% of the rights holder have accessed a loan while 52.6% had not accessed a loan over the past 1.5 years. The rights holders accessing credit has decreased compared to the baseline especially the women accessing credit as male access has increased from 42% to 57% while women have decreased from 66% at baseline to 46.6% at midterm.

Majority of the rights holder have accessed credit from the group table banking and mobile based financial services (Mshwari) at 59.3% and 15.4% respectively. There is a drop with the percentage of rights holders accessing credit from SACCO to more credit accessed from group table banking. HiH EA offers training on management of group revolving fund for sustainability of the group, every group that joins the program is at one point required to start a group revolving fund. The strengthening of the group table banking is felt by the groups with most qualitative interviews revealing that aside from knowing how to run the revolving funds the rate of default has drastically reduced.

*Before HiH training, we used to meet in a group and practice merry-go round only. With the assistance of the trainer, we were able to start lending (table banking) among ourselves and now our money have grown” qualitative analysis of FGD*

Mobile banking has been large embraced by the right holders with majority of them keeping their savings in their mobile phone (M-pesa) which also advances loans to the right holders based on their financial history with the service providers. .

Accessing of credit from HiH EA Enterprise Incubation Fund (EIF) is very low. Both KIIs and qualitative interviews revealed that the amount advanced through the EIF is perceived to be very small. Over the past 1.5 years, the rights holder have taken a loan of an average of Ksh.374, 275 this may indicate why the right holders feel the loan of USD100 is too small for their borrowing.

68% of the rights holders who accessed credit have used the loan to boost their business, which is an improvement from 43% at baseline, 23% to pay school fees which is a drop from 49% at baseline and 8% for emergencies. The rights holders are investing more of their loans in income generating activities compared to baseline where credit was channeled to paying schools fees.

**Table 19: Credit access**



|     | Baseline | Male | Female | N=192<br>midterm | Male<br>n=14 | Female<br>n=178 |
|-----|----------|------|--------|------------------|--------------|-----------------|
| No  | 34%      | 38%  | 34%    | 52.6%            | 43%          | 53.4%           |
| Yes | 63%      | 42%  | 66%    | 47.4%            | 57%          | 46.6%           |

Source: HRBA midterm evaluation

**Table 20: Credit source**

| Sources of credit                 | Midterm n=91 | Baseline |
|-----------------------------------|--------------|----------|
| HiH EA EIF                        | 1%           | -        |
| Phone (mshwari, mobile banking)   | 15.4%        | -        |
| SACCO                             | 10%          | 28%      |
| Group table banking               | 59.3%        | 33%      |
| Commercial bank                   | 2%           | 9%       |
| MFI                               | 1%           | -        |
| Government fund (uwezo, WEF, YEF) | 3%           | 5%       |

Source: HRBA midterm evaluation

**Table 21: Loan purpose**

| Loan purpose           | Midterm n=91 | Baseline |
|------------------------|--------------|----------|
| School fees            | 23%          | 49%      |
| Emergencies (hospital) | 8%           | 5%       |
| Start/boost enterprise | 68%          | 43%      |
| HH expenses            | 8%           | 3%       |
| Buy assets             | 7%           | 7%       |

Source: HRBA midterm evaluation

### 2.2.5. Findings on Efficiency

In terms of efficiency the evaluation was looking into how challenges encountered during project implementation process are addressed, the utilization of resources (time, cost) and how beneficial the collaboration with partners during the implementation of the project

#### Challenges during training

The study shows that rights holders (99%) agree with the clarity of the trainer during the training which translates to all (99.5%) rights holders understanding the trainings. The information gained during training is utilised differently by the rights holders both at HH and enterprise levels. This is a reflection of the good progress towards achieving increased awareness on entrepreneurship and civic education among women.

*We have been introduced to many teachers without an explanation on why the other teacher is no longer visiting our group, Jack (not real name) was a good teacher when he came we could more*

*than immediately relate with him, we are still trying to catch up with our new teacher and this is derailing us. Translated qualitative analysis FGD women group.*

*“The main challenge that we face is language barrier because as much as the as the trainer may use Kiswahili the national language, it is not easy to understand some words as we are used to vernacular.” Translated qualitative analysis of FGD*

The study also sought to look at the challenges faced in course of the implementation of the training modules. A number of issues were highlighted to which the evaluator’s recommends immediate action on resolving these challenges; 76.6% of the rights holders undertraining do not experience any challenges during training while 23.4% do experience challenges during training. 22% of the rights holders under training are faced by the challenge of language barrier, 51% by members’ absenteeism, 11% by members’ lateness, 4% by trainer’s lateness, 4% by change of trainers without notice and 4% are faced by the challenge of lack of materials for practical learning. The evaluators found out that there was a high staff turnover during the implementation period leading to the constant change of trainers, an interview with the staff did not reveal any reasons for the high staff turnover apart from one who was transferred and another who was dismissed due to disciplinary issues.

58% of the rights holders faced by the challenges during training raise them to their trainer while 40% do not raise them due to fear, communication barriers and lack of contacts of their trainer. 96% are of the opinion that these challenges when raised are addressed while 4% are of the opinion that they are not addressed. The challenges are addressed by the trainer in a timely way where the trainer repeats the training if the challenges was lack of understanding the training and use of a translator where the challenge is language barrier. In other instances, the trainer informs the branch manager and he/she visits the group and addresses the issues raised.

52% of the rights holders who raised the challenges encountered during training are of the opinion that the challenges were addressed during the training, 28% are addressed during the next group meeting while 20% are of the opinion that the challenges are still awaiting to be addressed.

The rights holders’ confidence is low as there is a high percentage (40%) of the rights holders who do not raise issues at group level due to fear or communication barriers and yet when these issues are raised they are addressed. This can deter the achievement of the project objective on building capacity for the rights holders to demand their rights at community level. The remaining phase of the project should focus on empowering rights holders at group level to be confident enough to raise issues which will eventually build up their advocacy capacity at community level.

### **Project resources**

The project is expected to mobilize 3000 (80% female and 20%) right holders during 3 years, empower them through social economic and civic training, and increase awareness on human rights. By the mid of the project, the project is supposed to have recruited 2250 (80% female and 20% male) members in the program. So far, the project has recruited 1833 members into the project with

86% female and 14% male (MIS as at July 2018) hence a deficit of 417 members. The recruitment has been done in line with the gender target as the project is reaching out to more female compared to male.

Project activities are being implemented as planned though most of them have delayed due to funds delay during disbursement. Such activities like staff induction was done six months later (June 2017) after project initiation which was in January 2017. This compromises the quality of the training that was given to the rights holders who were already recruited into the project.

Most of the project activities that were supposed to be done in 2017 during the first and second quarter of the project were not done at midterm. Training on climate resilient practices to the implementing staff had not been done at midline of the project. This clarifies why the rights holders had not been trained on climate resilience and the poor EIF disbursement to the rights holders. The development of the manuals was being finalized at midline which was supposed to have been done within the first and the second quarter of the project.

**Table 22: Project budget utilization**

| Activity   | When it was supposed to be conducted | When it was conducted   |
|--|--------------------------------------|---|
| Staff inception/ Induction workshop                                | Jan 2017                             | June 2017   |
| Local staff training & capacity building workshop: Civic Education |                                      | August 2017   |
| Human rights training  |                                      | February 2018   |
| Refresher on human rights training                                 |                                      | May 2018.   |
| Training on climate resilient practices and on green enterprises   |                                      | Not done at midline but planned for August 2018.                                  |
| Training on credit administration                                  |                                      | Not done at midline but planned for September                                     |
| Project management and RBM   |                                      | Not done at midline but planned for September                                     |
| Staff Team building Activities                                     | December 2017                        | December 2017   |
| Development Training Manual- External- DONE by CREAM               | Jan to April 2017                    | August 2017 to February 2018 and revised the manual from March 2018 to June 2018. |

RWF by Forum Syd- staff, CBO's & other diverse community activities established 3 CBO and trained the members on the benefits of forming a CBO In June 2018. RWF was scraped off and will be applied as a separate funding in 2019. Most of the project activities delayed due to delayed funds as

it took quite some time before disbursement while the recruitment of the rights holders had already started.

The project has received 61% of the total budget from the donors. The funds have been utilized up to 50% of the total budget by the end of July 2018 i.e. within the first phase of the project.

**Table 23: Project Funds disbursement**

|                                 |                                       |                 |
|---------------------------------|---------------------------------------|-----------------|
| Total budget(Jan 2017-Dec 2019) | Phase 1 (1.5 years Jan 2017-July2018) |                 |
|                                 | <b>Received</b>                       | <b>Utilized</b> |
| SEK 5 517 000                   | SEK 3 381 514                         | SEK 2 761 874   |
|                                 | 61%                                   | 50%             |

*Source: HRBA financial report by June 2018*

The project utilization of the fund on specific activities has been on track being that no activity has over utilized the funds allocated.

**Table 24: Project activities**

| Activities  | Budgeted | Actual    | Variance |
|---|----------|-----------|----------|
| <b>Social mobilization of the communities and Civic Empowerment</b> | Ksh.     | Ksh.      | %        |
| Field travel expenses(associated with recruitment)                  | 1641165  | 1260873   | 77%      |
| Development of training manuals                                     | 200000   | 171530    | 86%      |
| Civic education training workshops                                  | 345720   | 266970    | 77%      |
| Human rights advocacy training workshops                            | 160800   | 118135.60 | 73%      |
| Media and publicity for the project                                 | 100500   | 79335.23  | 79%      |
| <b>Monitoring &amp; Evaluation</b>                                  |          |           |          |
| HIH EA Management Quarterly Evaluation meetings                     | 868320   | 720760.16 | 81%      |
| Steering Committee meetings   | 50000    | 33840     | 68%      |
| Monitoring & Evaluation staff visits                                | 361800   | 312497.68 | 86%      |
| Baseline survey   | 200000   | 71058     | 36%      |
| <b>Audit</b>  |          |           |          |
| Project specific audit  | 804000   | 416450    | 52%      |

*HRBA financial report by June 2018*

### **The Administrative and Operational Capacity Management tool (AOCM) tool**

The AOCM tool has been very useful to the project as it help to keep the project on track. The tool has been up to date with the project activities and recommendations made are easily followed up.

### **Partnerships**

The evaluation found that there is need for more collaboration with relevant key stakeholders especially for market linkages and accessibility of the basic resources by the rights holders. The

training of the duty bearer was done late which if done early, it will enable the rights holders to have a better opportunity to negotiate for the basic resources fostered by HiH.

*“There is need for deeper collaboration to foster advocacy in the community as the rights holders though may know their rights, pursuing them is challenged by individuals in offices who requires to be given something (bribe) in order to offer any assistance” qualitative analysis of the KII.*

The challenge with funds disbursement is one of the risk that may tamper with the finalization of the project activities on time as there are major delays in the project implantation notable at midterm level. The other challenge facing the project objective on rights holders being able to claim their right rights at community level is corruption where for one to be able to have their issues heard by the authorities, one is forced to give a bribe.

#### **2.2.6. Findings on Impact**

The overall objective of the project is to socio-economically and civically empower the poor and marginalized communities in rural and peri-urban areas of Kawangware. The midterm evaluation looked into the positive and negative changes produced by project interventions. This involves the main impacts resulting from the activity on the local socio-economic, environmental and civil development indicators.

The project has so far made some progress towards the achievement of the overall and specific objectives. One of the projects objective is to reach out to 3000 men and women in the peri-urbans of Kawangware. The project has been able to reach and mobilise 1833 members into functional groups at midterm. Though the recruitment is still behind the target, the remaining half of the project should ensure that the targets are met.

In addition, early credit interventions through group table banking have improved funds access and strengthened the groups’ capital base, which is sustainable even after HiH exit. Rights holders have learned how to utilize loans in small amount as they have ventured it into their income generating activities which has resulted to increase in their income levels. Furthermore, linking rights holders to markets have also improved their access to high-value chain markets even though this is still very low.

The objective on rights holders’ economic condition improvement is progressing on well as during the initial stage of the project (baseline), 12% of the rights holders had no income generating activities and at midterm, this has gone down to only 3.5% of the rights holders with no income. The income levels of the rights holders has improved as at baseline, 43% of the rights holders were earning less than Ksh.200 per day while at midterm this has gone down to 20%. 64% of the rights holders are also of the opinion that their income has increased since they started training.

Project objective on; Women's perceived level of participation in decision-making within the family and at community level has also made some milestones. Women are seen to be more involved in decision making at HH levels as previously men were making most of the decisions alone. At community level, women leadership is also noted but still very low. Female rights holders are seen to be making decision on what to do with the income they earn from their work, which was not the case at baseline. This shows that the project is delivering on women empowerment to make decision related to income hence are become more financially independent.

At midterm, most of the decisions at HH level are made jointly which was not the case at baseline as majority of the decisions were made by males. Men are also seen to change their attitude towards women as they do not agree with the beating of the wife in different circumstances.

Climate resilient and environmental conservation training on the adaptation, to climate related challenges, have led to increased awareness across the rights holders towards the adoption of practices such as shifting to crops that can withstand changing weather conditions, choosing of the appropriate seed variety and adopting waste management practices like recycling. This has been shown by the small number of the rights holders who have been trained. There is a lot of potential in adoption of these practices when trained to the rights holders

To date, the component of market linkage have not made significant linkages to rights holder even to those who have completed relevant training modules. There is low numbers of linkages especially the rights holders who started their income generating activities before HiH training. The project objectives are valid, given that the interventions have benefited the rights holders differently. This is supported by the fact that, the beneficiaries, who have gone through all the stages have shown progress in their income levels and awareness of their rights leading to community participation. Finally, the rights holders who managed to complete the training modules on entrepreneurship, civil rights and environmental concern were given a certificate of participation.

### 2.2.7. Findings on Sustainability

*"The project is well designed as many people have come to know their rights but in order to ensure that they practice them, there is need for trainers of trainees (ToTs) who will be spearheading advocacy activities after trainings are over." Qualitative analysis with a Partner during KII.*

*"In order to ensure the sustainability of the project activities, the project should involve the key partners in the process of activity monitoring to ensure that they have a closer contact with the rights holders even after HiH exit" qualitative analysis of the KII*

Based on the findings of the mid-term evaluation, the element of sustainability can only be achieved if the project actively involves key partners from the initial stages of the project, during planning, implementation to the end of the project. This way, the partners will be able to assist the rights holders after the closure of the project. This will also ensure that the implementation of the training on entrepreneurship skills civil rights will be successfully and sustainably utilized even after HiH exits. Other aspects that looked into sustainability is the linkages to market, CBO and the opinion of the rights holders on sustainability.

The project provided a basis in which the group table banking have been strengthened where the rights holders have been able to access credit at very early stages of the training. This will ensure that there is funds accessibility to the rights holders even after the project closure. The project has also provided an enterprise incubation fund (EIF) of KES. 10,000 to rights holders who have managed to complete their training module on a need basis under its credit linkage component for the establishment or expansion of their income generating activities. The EIF uptake by the rights holders is very low as only 1% have gained its access. This amount is also expected to enable the rights holders to run their income generating activities and generate a return while, learning on how to effectively manage and repay such credit facilities/services and thus, enhance their investment further. The capacity of the rights holders to access large amount of credits should be widened by linking the rights holders with government funding institutions which will be available after HiH closure.

The evaluation team finds that the potential for sustainability of groups is high as majority have an activity plan that guides the groups' activities. The entrepreneurship training skills sustainability is also high as there is evident that most of the rights holders have put it into practice by starting other income generating activities besides the main ones. The project should focus on strengthening group activities that are income generating as a way to build up the strength of the groups and form a stronger capital base.

The establishment of linkages with markets at current levels is high especially with the income generating activities that were started after the HiH EA training. The project should also focus on income generating activities that were started before HiH training.

The lobbying and advocacy component in the project is threatened because as much as the rights holders have been trained on their rights yet the public participation is still low especially from women and there are no initiatives started to claim rights. The adoption of climate resilience and environmental conservation practices is also very low which due to low training offered in this area.

The CBOs element is one of the project exit strategy aimed at ensuring sustainability. Majority of the rights holders are not aware of what a CBO is and those who are aware of what a CBO is, majority have not joined any CBO. This component should be strengthened as those who are in CBOs have

rated CBO activities as good. There is also a lot of potential for the rights holders to join the CBOs as majority are planning to.

Only 29% of the rights holder are aware of what a CBO is while 70% are not aware of a CBO. 1% didn't answer. The low awareness on CBOs by the rights holders is because the approach to CBO training and formation by HiH only targets the group leaders leaving out other rights holders in the group. Of the 29% rights holders aware of what a CBO is, only 36% of them are members of a CBO.

#### *Rating of CBO activities*

Rights holders in CBO have rated CBO activities as good.

**Table 25: CBO activities rating**

| n=21                                 | Excellent | Good | Poor |
|--------------------------------------|-----------|------|------|
| Meetings attendance                  | 29%       | 67%  | 5%   |
| Members' participation in activities | 29%       | 62%  | 9%   |
| Leadership in the CBO                | 38%       | 57%  | 5%   |
| Documentation of CBO progress        | 24%       | 71%  | 5%   |

#### **CBO activities**

Some of the activities undertaken by the rights holders in the CBOs are farming, community service, saving and loaning, welfare and lobbying and advocacy.

**Table 26: CBO activities**

|                       | n=21 |
|-----------------------|------|
| Farming               | 10%  |
| Community services    | 48%  |
| Saving and loaning    | 43%  |
| Lobbying and advocacy | 43%  |
| Market linking        | -    |
| Welfare               | 14%  |
| Other                 | 9%   |

Source: HRBA midterm evaluation

Other activities includes sensitization about health and buying and selling of plots.

81% of the rights holder who are not in a CBO are planning to join a CBO while 19% have not planned to join a CBO.

#### **2.2.8. Women's Empowerment & Gender Equality**

The case for gender and youth are the paramount pillars of any economic development policy perspective and its equality context is founded in both human rights and economic arguments policies. As such, closing gender gaps must be a central part of any project to create more sustainable and inclusive economies opportunities in the societies. Therefore, in order to identify barriers to greater gender equality it is important to promote gender equality in education,



employment and entrepreneurship, especially, from an early age onwards, towards the achievement of better economic opportunities for women by raising their overall level of human capital and labor productivity. In this regards, therefore, the project in its implementation policy strived to promote the inclusion of a gender perspective while implementing the project whose main aim is to socio-economically and civically empower women (80%) and youths (30%).

This is because women have been identified as one of the groups that is affected by most challenges experienced in the community during the baseline study. In particular, the program targeted people living in poverty, marginalized living in rural and peri-urban areas of Kawangware (80% women) to help them lift themselves out of poverty through the power of entrepreneurship and civic education. The project has made some progress towards bridging the gender inequality gap by empowering women to know their rights and encouraging them to take up leadership opportunities in the community. This has come out clearly from the midterm study as there has been an increase in leadership participation from 48% at baseline to 61% at midterm.

The project has given attention to women where composition of group members mobilized indicate that 91.5% of the rights holder are women, and 8.5% are male. It's however good to note that gender mainstreaming goes beyond target identification to understanding the roles of the different genders; the evaluators recommends staff training on gender issues to enable them put into use the principles considered in gender. From the desk review it was evident that HiH EA disintegrate the data according to gender by use its ERP management information system, it's therefore not difficult to find disintegrated data of the right holders. The baseline data was also disintegrate by gender. The focus of the gender related indicators in the project is on women's participation in leadership, decision making and access to basic services while running their income generating activities. Women are seen to hold more leadership positions in the SHGs and men in community level of leadership.

### *Participation in leadership position*

*"In this community (Maasai community), women are still not considered as if they can lead, men take up all leadership positions at community level and women are left without a say." Qualitative analysis of FGD*

61% of the rights holders have participated in leadership position while 39% have not. The evaluation shows that more men have been involved in leadership position compared to women. There is an improvement from the baseline as only 48% had held a leadership position in the past 12 months. This analysis showed a skewed enablement for men to rise up to leadership positions, for women to take up leadership positions an enabling environment should be set. There are still a number of inhibitors to women leadership as pointed out in qualitative discussions; cultural barriers especially among the Maasai community and huge responsibilities bestowed among women. Another barrier largely mentioned was the inability of women to support their fellow women.

**Table 27: Participation in leadership position in the past 12 months.**

|     | Male<br>n=14 | Female<br>n=178 |
|-----|--------------|-----------------|
| No  | 14%          | 41%             |
| Yes | 86%          | 59%             |

Source: HRBA midterm evaluation

### *Types of leadership position*

Female rights holders are taking up more leadership positions at self-help group level compared to the male rights holders who are taking up more leadership position at community level. It is also noted that female rights holders are the ones who have taken up leadership positions in the income generating organization groups like business association and agricultural organizations.

**Table 28: Type of leadership position held by gender**

|   | n=117 | Male n=12 | Female n=105 |
|---|-------|-----------|--------------|
| Community (clan, village, 'nyumba kumi', etc.)        | 17%   | 25%       | 16%          |
| Religious organization or group                       | 45%   | 42%       | 46%          |
| Self-Help Group/chama                                 | 82%   | 67%       | 84%          |
| Political group                                       | 0.5%  | -         | 1%           |
| Civil society organization                            | 0.5%  | -         | 1%           |
| Business association, agricultural organization/group | 3.5%  | -         | 6.5%         |

Source: HRBA midterm evaluation

Other leadership positions includes welfare groups that are not registered, rangers associations and in schools.

### *Leadership skills learnt and acquired from the trainings*

The skills that the rights holders have learnt from the training includes record keeping, listening skills, honesty, patience, teamwork, respect, resource mobilization, dispute and conflict resolution skills.

The rights holders who have not been able to hold leadership have reasons such as lack of interest, illiteracy and aging. The rights holders requires more capacity building, assistance in building capacity and creation of more platforms for women.

### *Initiatives empowering women to take leadership positions*

24.5% were aware of initiatives in the community geared towards empowering women to take leadership position while 75.5% were not aware of such initiatives. Such initiative are provided by the government, women, men, churches and NGOs in the community.

### Decision making at HH level (female only).

Majority of female rights holders need authorization from their husband/partner to make decisions. There is some improvement at midterm as the percentage of female rights holders who needed authorization from their partners has slightly gone down. The female rights holders who had been beaten by their spouse in the past 12 months have also gone down by 11.5% from the baseline. This is a good progress on the project objective on changed attitude towards women by men.

**Table 29: Decision making at HH level**

|   | Yes     |          | No      |          | No partner |          | Decline to answer |
|---|---------|----------|---------|----------|------------|----------|-------------------|
| n=178   | Midterm | Baseline | Midterm | Baseline | Midterm    | Baseline | Midterm           |
| Has your spouse or your partner beaten you in the last 12 months? | 4.5%    | 16%      | 64%     | 52%      | 26%        | 30%      | 4%                |
| Do you need your husband or your partner's authorization to:      |         |          |         |          |            |          |                   |
| a) Participate in a meeting in your village?                      | 33%     | 48%      | 37%     | 33%      | 26%        | -        | 2%                |
| b) Travel outside your village?                                   | 52%     | 56%      | 20%     | 25%      | 26%        | -        | 2%                |
| c) Start an enterprise?   | 49%     | 48%      | 22%     | 33%      | 26%        |          | 2%                |
| d) Become member of an association                                | 44%     | 47%      | 27%     | 38%      | 26%        |          | 1%                |

Source: HRBA midterm evaluation

### Expression of opinion (female only)

Majority of the female rights holder considers themselves free in expressing their opinion in front of their spouse or partner even if he disagrees with them. There is no improvement from the baseline.

**Table 30: Expression of opinion**

|                 | Midterm evaluation<br>n=178 | Baseline survey |
|-----------------|-----------------------------|-----------------|
| Moderately free | 12%                         | 11%             |
| Not very free   | 1%                          | 1%              |
| Very free       | 60%                         | 63%             |

|               |     |  |
|---------------|-----|--|
| Didn't answer | 27% |  |
|---------------|-----|--|

Source: HRBA midterm evaluation

### *Opinion on beating/hitting a wife by the husband (male only)*

The male rights holders do not agree with the opinion that a wife should be beaten by the husband under different circumstances. It is notable that only a small percentage of 7 that is agreeing with beating a wife if she argues with the husband. The percentage have gone done all together on male attitude toward hitting women.

**Table 31: Opinion on domestic violence**

|                                      | Yes       |                      | No        |                      |
|--------------------------------------|-----------|----------------------|-----------|----------------------|
|                                      | Male n=14 | Baseline (male only) | Male n=17 | Baseline (male only) |
| If she argues with him?              | 7%        | 14%                  | 93%       | 85%                  |
| If she neglects the children?        | -         | 29%                  | 100%      | 71%                  |
| If she refuses to have sex with him? | -         | 21%                  | 100%      | 79%                  |
| If she burns the food?               | -         | 21%                  | 100%      | 79%                  |

Source: HRBA midterm evaluation

### *Say in decision making (male only)*

The male rights holders' opinion on decision making at HH level is based on the different roles and responsibilities that are handled by the wife and husband at HH level. Decision that involves purchases of daily HH needs are majorly done by the wife and also how the money that the wife earn will be utilized. Deciding on number of children and on whether to visit the wife's relatives is seen to be done by majorly by both the wife and husband. Decisions that are capital intensive like major HH purchases are majorly made by the husband.

**Table 32: Decision making at HH level**

|                                   | Husband      |          | Wife         |          | Both equally |          |
|-----------------------------------|--------------|----------|--------------|----------|--------------|----------|
|                                   | Midterm n=14 | Baseline | Midterm n=14 | Baseline | Midterm n=14 | Baseline |
| Making major household purchases? | 33%          | 41%      | 6%           | 24%      | 59%          | 35%      |
| Making purchases for              | 13%          | 23.5%    | 41%          | 23.5%    | 44%          | 53%      |

|  |     |     |       |       |     |     |
|--|-----|-----|-------|-------|-----|-----|
| daily household needs?                                     |     |     |       |       |     |     |
| Deciding about visits to the wife's family or relatives?   | 17% | 31% | 12.5% | 12.5% | 69% | 56% |
| Deciding what to do with the money she earns for her work? | 5%  | 18% | 50.5% | 35%   | 42% | 47% |
| Deciding how many children to have?                        | 9%  | 29% | 8%    | 12%   | 79% | 59% |

Source: HRBA midterm evaluation

*Statements on women responsibility (male only)*

The opinion of male rights holders over women responsibility has improved at midterm compared to baseline except opinion on women participation in community decision making activities. There is an increase percentage of the male rights holders on the opinion that women should not participate in decision making activities at community levels. The baseline survey was conducted during election period when women leadership was being promoted. The male opinion at this point would have been biased.

**Table 33: Women responsibilities**

|   | Agree             |               | Disagree          |               |
|---|-------------------|---------------|-------------------|---------------|
|   | Midterm male n=14 | Baseline male | Midterm male n=14 | Baseline male |
| A woman should not earn money/an income                                     | 7%                | 21%           | 93%               | 79%           |
| A woman should only take care of the household chores                       | 14%               | 29%           | 86%               | 71%           |
| A woman should not participate in any community decision making activities. | 21%               | 7%            | 79%               | 93%           |

Source: HRBA midterm evaluation

### 2.2.9. Strength and Weaknesses

Rights holders' mobilization is taking place and has been successful. The Project targets on membership are to be achieved within the first two years of project implementation and so far, 1830 rights holders have been recruited into the program i.e. 61% out of the 3000 members. The remaining 1170 members (39%) are to be recruited in the remaining 6 months of members' recruitment. Majority (91.5%) of the recruited rights holders are female which is a great achievement as the project focuses on 80% women. The project targets to reach out to 20% of the male rights holders and so far, only 8.5% are male have been recruited.

Integration of the human rights training into the entrepreneurship module has been well done as those rights holders who have finished the training have received the training and also those who are almost finished with the training are being trained concurrently hence not neglecting either of the module. The spillover effect of the civic training is not being seen from the project.

The effectiveness and efficiency of the trainers which is evident from the high rating of the trainings and trainers by the rights holders. The quality of the civic education training may be questioned by lack of manual on civic education and human rights.

The tackling of issues that may rise in groups through the trainers have been rated very high. The challenge of communication barrier may affect greatly the achievement of the project objectives as it has been raised as one of the challenge in understanding the training and as a hindrance to rights holder raising issues in the group. The use of translators have been mentioned as one of the ways of dealing with that challenge.

There is no documentation of cases that the rights holders have reported or followed up on as a result of HiH trainings on human rights.

### 2.3. Conclusions

Majority of the rights holders depends on more than one source of income which were started before the HiH EA training.

Table banking is one of the major component that keep the group more cohesive as it is being practiced in many groups. It is also the main source of credit for the rights holders.

The training on entrepreneurship made great impact in the economic empowerment of the rights holders. From the training, rights holders were able to start and diversify income generating activities which all together led to increased income.

The training has been beneficial to the rights holders as the awareness on human rights have improved greatly. The rights holders have now gained more understanding on what the rights to education, to vote and freedom of expression entails and not just mentioning these rights. The rights holders' confidence to claim rights is low as raising their issues even at group levels is a challenge.

The training on climate resilience and environmental conservation practices is low which translated to low adoption of the practice by the rights holders. There is high potential for adoption of these practices if trained as the little percentage that have received the training have adopted the climate resilience and environmental conservation practices such as planting of trees or agroforestry and change in waste management, and are certain of the sustainability of these practices after HiH exit.

The empowerment of women have improved at household (HH) level as decisions are made jointly compared to baseline where majorly HH decisions were male dominated. At community level women empowerment is low as they do not get engaged in public participation and there are no initiatives to empower women in the community to take up leadership positions.

Credit access by the rights holders have gone down compared to the baseline survey. This can be linked with the increase in the rights holders' level of income, which translate to low borrowings. In case of borrowing, the funds are used to boost or start income generating activities hence no challenges in repayment. The group table banking have also been strengthened as it's the main source of credit for the rights holders.

## 2.4. Recommendations

As part of ensuring that group sustainability is enhanced, the remaining phase of the program should focus on strengthening table banking in all Self-help groups (SHGs) by ensuring that all the members in a group are involved.

There should be clear procedures on the formation of the CBOs. Majority of the rights holders are not aware of what a CBO is. The formation of the CBO should not involve only the group leaders but also the group members should be involved at all levels of CBO formation. This will create ownership among the rights holders, which eventually will result to the sustainability of the CBO.

There is need for deeper collaboration with the key partners such as the local government to ensure their involvement during advocacy for basic resources in the community by the rights holders. Also, partnerships in market linkages should be strengthened with much focus to the rights holders who started engaging in income generating activities before HiH training as their linkages to market is low compared to the rights holders who started engaging in income generating activities after HiH training.

There is need for training the Business Relationship Officers (BROs) on climate resilient and environmental conservation practices. This will capacitate them to train the rights holders on the

practices, hence adoption as the potential for adoption is very high. There is also need for empowering the BROs on how to make the training on human rights more practical to enable the rights holders to demand their rights e.g. incorporation of role plays during training.

Trainings on climate resilient practices should be on location needs based as different areas have different challenges, some areas covered by the project are semi-arid/arid compared others. For example, in Maasai regions its semi-arid/arid, therefore, agricultural activities such as sack gardens and fodder storage and water harvesting will be very beneficial to the rights holders in this community and great impact will be realized.



### 3. Appendices

#### Annex 1. Terms of Reference ToR

Terms of Reference (TOR) for Conducting an Internal Midterm Evaluation of the Forum Syd Project *Socio-Economic and Civic Empowerment; a Human Rights Based Approach (HRBA) to Development.*

##### Project Description

Hand in Hand Eastern Africa (HiH EA) in collaboration with Hand in Hand Sweden (HiH Swe) is implementing a 3-year project, which spans between January 2017 and December 2019. The project is financed by Forum Syd and HiH Swe, with a total budget of SEK 5 517 000, and focuses on socio-economic and civic empowerment of people living in poverty and marginalized communities in rural and peri-urban areas of Kawangware, using a Human Rights Based Approach (HRBA) as a method for reaching a sustainable and long-term development.

The project goal of this intervention is;

*Rights-holders, women in particular, in poor and marginalized communities in Kawangware area in Kenya are socially and economically empowered and have improved their civic status.*

##### The project main target groups:

3,000 right-holders (of which 80% are women and 20 % are men).

10 Community Based Organizations (CBOs)

##### Project specific objectives:

- Increased rights-holders' capacity to establish new or enhance sustainable income generating activities.
- Increased awareness of systemic issues relating to socio-economic, civic, cultural and local governance rights of the marginalized communities in Kawangware area.
- People living in poverty in marginalized communities, of Kawangware, are empowered to demand/claim their socio-economic, civic and environmental rights through sustainable community development processes.
- Strengthened capacity of HiH EA who operates in a more effective and efficient manner, both at a strategic and operational level.

##### Some of the main proposed activities:

Community entry engagement, Development of training manuals, Social mobilization of the communities, Entrepreneurship training, Training and capacity development (Human rights & Results Based Management), Establishment of strategic partnerships for lobbying, advocacy and negotiation activities and Establishment of CBOs to support realization of the rights of the (direct) target group.

##### Midterm Evaluation

The internal Midterm evaluation will provide an assessment of the progress and performance of the programme and of the results obtained compared with the targets and expectations in the project

plan and log-frame for the project “*Socio-Economic and Civic Empowerment; a Human Rights Based Approach (HRBA) to Development*”. It will also assess how the Human Rights Based Approach and promotion of gender equality complement HiH EA’s core activity (i.e. training in entrepreneurship and job creation) as well as assessing possible needs for adjustment for increased effectiveness and efficiency. The entire evaluation should be gender mainstreamed, hence the analysis should be gender-equality sensitized. The midterm evaluation will be completed no later than 31st August 2018.

#### Midterm Evaluation to be conducted by:

The midterm evaluation will be carried out by a HiH EA Monitoring and Evaluation (M&E) team with assistance from external enumerators. The process will be supported by HiH project managers in Kenya and Sweden. Quality assurance will be provided by the head/acting head of the respective M&E function.

#### Objectives of the Midterm Evaluation

To assess the change in rights-holders’ capacity to establish new or enhance sustainable income generating activities.

To assess the status of awareness of systemic issues relating to socio-economic, civic, cultural and local governance rights of the project target group (beneficiaries).

To assess the target group’s capabilities to demand/claim their socio-economic, civic and environmental rights through sustainable community development processes.

To assess whether HiH EA’s capacity is strengthened and hence operates in a more effective and efficient manner, both at a strategic and operational level.

To assess if gender-related aspects are adequately considered in the project?

To draw lessons learnt from implementation in the last 1.5 years.

Assess the application of result based management in the implementation of the project.

Assess how the AOCM tool is integrated into daily work and how implementation is proceeding.

To assess the likelihood of impact and sustainability realization at the end of the project.

The evaluation will focus on assessing the project’s relevance, effectiveness, efficiency, project design, potential for sustainability and impact as well as the lessons learnt during the start-up phase and along the implementation phase. Experience from and results of the integrated human rights training and entrepreneurship approach will also be at the centre of this evaluation, including to what extent there are added value and synergy effects. The evaluation will result in an assessment on the project progress so far, identify strengths and weaknesses, deviations from the project plan, assess developed material and achieved results as well as the likely delivery of the outcomes and achievement of impact. The basis of this analysis will be, document review, review of monitoring data, field visits, interviews with the direct target group, staff and partners, and contain the following key evaluation questions:

Have activities been implemented in a timely and adequate manner?

Have outputs been produced as per the indicators and targets (for the period) and as specified in the log-frame?

What are the causes of any deviations in activities and achievements (outputs) and what is the likelihood to achieve expected outcomes and fulfill project goals?

Is the developed/used material, with special attention to human rights, of good quality or can it be improved?

Are the modules pedagogical, clear and of adequate coverage? Additionally, are human rights and gender equality integrated into the modules in a logical way?

Are the staff adequately trained to implement a project with a human rights based approach and to deliver training to the target group on human rights and gender equality?

Is the integrated model relevant and appropriate, and how does the model work? What is the model's strengths and weaknesses and is there anything that can be adjusted?

Are there any external factors that can interfere with the completion of the project, considering both cultural, political, security and environmental factors and especially the anticipated behavior of other relevant actors? (Use the risk matrix as a tool.)

How is the collaboration with partners developing? Highlighting competencies, complementarities and timely implementation of activities.

Are the data, collected during the project, sufficient to report on indicators in the project log-frame and in HiH Sweden's Forum Syd programme log-frame?

How is the AOCM tool implemented in the organization on a regular basis?

Has women's participation, so far, been fostered and adequate?

Is the composition of the project implementation team gender balanced?

Are project information and data gender-disaggregated?

Does the project adequately consider gender-related aspects of the project?

Were there sufficient gender analyses in the baseline study?

The Midterm evaluation shall include an analysis of the implemented activities and produced outputs and outcomes compared against the set project goals and against the baseline. This should include an analysis of project progress and deviations. The evaluation shall address the following questions and then, on the basis of the findings and conclusions, make recommendations for possible further development and improvement.

#### *Relevance*

- To what extent is the project aligned to needs, priorities and policies of the target group, the Government, Hand in Hand and the donor?
- To what extent are the objectives of the project still valid?
- Are the activities and outputs of the project consistent with the overall goal and the attainment of its objectives?
- Are the activities and outputs of the project consistent with the intended impacts and effects?
- Were the appropriate target group reached?

#### *Effectiveness*

- To what extent were the objectives achieved / are likely to be achieved within the lifetime of the project?
- What were the major factors influencing the achievement or non-achievement of the objectives?
- To what extent has right-holders' capacity to establish new or enhanced sustainable income generating activities increased?
- To what extent has awareness of systemic issues relating to socio-economic, civic, cultural and local governance rights of the marginalized communities in Kawangware area increased?
- To what extent have people who lives in poverty in marginalized communities of Kawangware been empowered to demand/claim their socio-economic, civic and environmental rights (including gender equality) at a community level and to hold duty-bearers accountable?
- To what extent operates HiH EA's in a more effective and efficient manner, at a strategic and operational level? And to what extent are their capacity likely to be strengthened within the lifetime of the project?
- To what extent has the project contributed to raising awareness about women's rights? Empowered women to claim their rights?

#### *Efficiency*

- Has the project been implemented in a cost-effective manner?
- Were activities implemented in a timely manner?
- Has the project so far been implemented in the most efficient way compared to alternatives?
- Has the project so far been implemented within the original budget?
- Is the level of involvement of the community/government/implementation partners sufficient? Is there a need for deeper collaboration?
- To what extent has the project complemented other interventions, including of the government, other development programmes or schemes?
- Have the inputs from the donor, HiH EA, HiH Swe and government agencies been provided as planned and were they adequate?

#### *Impact*

- What has, so far, happened as a result of the project?
- Is the theory of change likely to occur or does the midterm status indicate that the progress/change is leaning towards another direction resulting in different results, on an outcome and impact level, than predicted?
- What real difference has activities, so far, made to the direct target group?
- Are projects results likely to contribute to women's empowerment?
- Is the project likely to contribute to economic and social empowerment of the targeted communities?
- What are the prospects for upscaling, replication or multiplier effects?

#### *Sustainability*

- To what extent are benefits/effects of the project likely to continue after the donor funding has ceased?

- To what extent has there been capacity development of HiH EA?
- What is the likelihood of HiH EA to continue to self-evaluate and improve their operational capacity, by using the AOCM tool after the end of this project?
- Is the project environmentally sustainable? If yes, how is it environmentally sustainable?
- Were there any issues concerning environmental sustainability? If such issues were identified, how have they been dealt with so far?
- Are there any outputs or other aspects of the project that are likely to have adverse effects on the environment? If so, how can this be mitigated?

#### *Women's Empowerment & Gender Equality*

- Has women's participation been fostered and adequate?
- Is the composition of the project implementation team gender balanced?
- Are project information and data gender-disaggregated?
- Have the project adequately considered gender-related aspects of the project?
- Were there sufficient gender analyses in the baseline study?
- Are projects results likely to contribute to women's empowerment?
- To what extent has the project contributed to raising awareness about women's rights? Empowered women to claim their rights?

#### Midterm Evaluation Stages & Timelines:

Document review (baseline report, project specific outputs, manuals, and project reports)

Preparation and finalization of Mid-term Interview tools (individual, FGDs and key informant interview guides; June 13-26, 2018.

Training of enumerator and piloting of questionnaires; June 27-29, 2018.

Review of information in the MIS.

Data collection in the field; July 2-9, 2018.

Analysis of quantitative data through EXCEL.

Analysis of qualitative information; July 10-20, 2018.

Drafting a Mid-term evaluation report; July 10-20, 2018.

Submission of the draft report to relevant staff in HiH EA and HiH Swe for feedback; July 20, 2018.

Revision of draft report; July 23-27, 2018

Holding a validation workshop to present the draft report and gather feedback from stakeholders; July 30, 2018.

Finalization of evaluation report, revision and approval; August 1-10, 2018

Submission of the final report to HiH Swe; August 10 2018

The assignment will start on June 13 2018 and end by August 31 2018.

#### Methods and Research Tools for Data Collection

A participatory approach will be employed in this study. Qualitative and quantitative data will be collected. Women participation in the study and gender balance will be ensured throughout the

study. Hence, all presented data should be sex disaggregated, the evaluation team should be gender balanced and the evaluation/analysis should be from an equality perspective. The following methods will be used to collect data:

1. Desk Review (project documents, baseline report, project progress reports and manuals).
2. Interviews with target group. 200 individual interviews to be done.
4. Focus Group Discussions with SHGs. 3 focused group discussions, 1 with only females, 1 with only males and 1 with mixed gender.
5. Interviews with representatives of key stakeholders. (CREAW, Uraia Trust, 2 local leaders and 1 approached duty-bearer) and Hand in Hand EA and HiH Swe management.

## Report

The evaluation report should be brief, to the point and easy to understand. It must explain the purpose of the evaluation, what was evaluated, and the methods used. The report should highlight any methodological limitations. It should present evidence-based findings, be balanced and bring up strengths as well as weaknesses, consequent conclusions, recommendations and lessons learned. All of this should be gender sensitized and analysed from a gender equality perspective. The report should be written in English and shall not contain more than 35 pages, excluding annexes, and should include an Executive Summary of max 3 pages. It should follow the outline provided in Annex 1.

The report should include the following annexes: ToR for the evaluation, interview questionnaires/survey instruments, list of documents consulted, list of people consulted, statistical data from survey, project log-frame, project plan and time-plan.

The report should reflect the project and especially regarding the aspect of gender mainstreaming, hence the data presented in the evaluation should be sex disaggregated as well as the analysis should be gender-equality sensitized. Questions that can help viewing it through a gender-equality lens are:

- Was women's participation fostered and adequate?
- Is the composition of the project implementation team gender balanced?
- Did the project adequately consider gender-related aspects of the project?
- Were there sufficient gender analyses in the baseline study?
- Are projects results likely to contribute to women's empowerment?
- To what extent has the project contributed to raising awareness about women's rights? Empowered women to claim their rights?

## Appendices

1. Tentative Report Outline

Executive Summary

1. Introduction and background
  - 1.2 Evaluation purpose and scope
  - 1.3 Methodology and limitations
2. Assessment
  - 2.1 Key Evaluation Questions
  - 2.2 OECD DAC Criteria for Evaluating Development Assistance
    - 2.1.1 Relevance
    - 2.1.2 Efficiency
    - 2.1.3 Effectiveness
    - 2.1.4 Impact
    - 2.1.5 Sustainability
    - 2.1.6 Women’s Empowerment & Gender Equality
  - 2.3 Strengths and Weaknesses
  - 2.4 Conclusions & Key Observations
  - 2.5 Recommendations & Lessons Learned
- Annexes
  - Evaluation Terms of Reference
  - Interview questionnaires/survey instrument
  - List of documents consulted
  - List of people consulted
  - Project log-frame
  - Statistical data from survey

## Annex 2: List of documents consulted

Nairobi County Integrated Development Plan 2018:

<https://roggkenya.org/story-suggestions/kenya-county-cidp-kenya-five-year-plan-on-track/download-page-cidp-county-integrated-development-plans/>

## Annex 3: List of people consulted

### i. Focus group discussions

#### i. Jubilee old women group

|                                     |
|-------------------------------------|
| Hannah Wanjiru Andrea               |
| Margaret Wanjiku Ndungu             |
| Elizabeth Catherine Wanjiru Wambugu |
| Jane Njeri Kinyanjui                |
| Damaris Wanjiru Kanyingi            |
| Monicah Muthoni Mwangi              |
| Herodian Wambeti Nthiga             |
| Mary Wambui Ngige                   |

|                         |
|-------------------------|
| Wangari Gachui          |
| Rabecca Nzilani Kilonzo |
| Julia Wanjiku Kimani    |
| Mbuli Ngaku Kibusya     |
| John Laton Ole Pulei    |
| Lucy Nduta Gitau        |
| Muthoni Njoroge         |
| Petronilla Makena       |

ii. CBO

|                    |
|--------------------|
| Farida Makokha     |
| David Mungai       |
| Charles Kamau      |
| Jeniffer Achieng   |
| Beatrice Jemulungu |
| Esther Ongach      |
| Sibela Alosa       |
| Janet Atieno       |

iii.

|                       |
|-----------------------|
| Martha Simotoh        |
| Damaris Nadupoi       |
| Ann Sista Ene Sankale |
| Eddah Naisiae Wilson  |
| Grace Naisimon        |
| Mary Lasoi            |
| Munte Ene Tobiko      |
| Esther Seleyian       |

ii. **Key informant interviews**

| Name               | Organization |
|--------------------|--------------|
| John Ayieko        | URAIA trust  |
| Amos Koitel        | MIDI         |
| Philip Ole Koye    | MIDI         |
| Beatrice Jemurungu | CHW          |
| Monica Naisinya    |              |
| Joshua Ayuo        | CREAW        |

iii. **Staff interviews**

|                    |                 |
|--------------------|-----------------|
| Josephine Nyambura | Project Manager |
| Florence Nkatha    | BRO             |



## Annex 4: Project goal matrix

## GOAL MATRIX: SUMMARY OF HAND IN HAND EASTERN AFRICA'S PROJECT PLAN (FORUM SYD PROJECT)

|  |   |  |   |  |
|--|---|--|---|--|
| <b>Project Name</b>                                | <b>Socio-economic and civic empowerment; a Human Rights Based Approach (HRBA) to development.</b>   |  |   |  |
| <b>Project Period</b>                              | <b>Jan 2017- Dec 2019 (3 years)</b>   |  |   |  |
| <b>Objectives</b>                                  | <b>Intervention Logic</b>   | <b>Indicators</b>  | <b>Baseline &amp; Targets</b>   | <b>Means of Verifications (MoV)</b>  |
| <b>Project Objective (situation at 31/12/2019)</b> | Rights-holders, women in particular, in poor and marginalized communities in Kawangware area in Kenya are socially and economically empowered and have improved their civic status. | <ol style="list-style-type: none"> <li>1. Number of rights holders (women and men respectively) reached directly and indirectly by the project.</li> <li>2. Percentage of rights holders with economic condition improved with more than 20% (women and men respectively).</li> <li>3. Women's perceived level of participation in decision-making within the family and at community level.</li> <li>4. Change in women's self-esteem and self-confidence.</li> <li>5. Men's changed attitude towards women's decision-making power at family and community level.</li> <li>6. Examples of rights holders who have started to claim their rights.</li> <li>7. Number of CBOs working to claim and enforce basic civil rights, including gender equality, of their community members.</li> </ol> | <ol style="list-style-type: none"> <li>1. <b>Baseline:</b> 0 <b>Target:</b> At least 3,000 right holders (80% women and 20% men) reached directly and 12 000 reached indirectly.</li> <li>2. <b>Baseline:</b> 0 <b>Target:</b> At least <b>60%</b> of the rights holders report increased income with more than 20%.</li> <li>3. <b>Baseline:</b> Women rarely participate in decision making of important family matters. <b>Target: 80% of</b> women feel they have improved their ability to participate in decision making within the family.</li> <li>4. <b>Baseline:</b> Women have low self-esteem and self-confidence. <b>Target: 80% of</b> women have significantly improved their self-esteem and self-confidence and feel they can speak up privately and publicly.</li> <li>5. <b>Baseline:</b> Majority of the men do not believe that women should have a say in important decision-making at family and community level. <b>Target: 80% of</b> men are more open to include women in decision-making power at family and community level.</li> <li>6. <b>Baseline:</b> Rights holders rarely claim their basic rights. <b>Target: At least 5 examples of</b> rights holders who have claimed their basic rights.</li> <li>7. <b>Baseline:</b> 0 <b>Target:</b> 10 CBOs</li> </ol> | <ol style="list-style-type: none"> <li>1. MIS</li> <li>2. Baseline (including biodata) and endline reports.</li> <li>3. Baseline and endline reports, including interviews and FGDs with rights holders and other relevant stakeholders.</li> <li>4. Baseline and endline reports, including interviews and FGDs with rights holders.</li> <li>5. Baseline and endline reports, including interviews and FGDs with rights holders (men and women respectively) and other relevant stakeholders.</li> <li>6. Baseline and endline reports, including interviews with rights holders and other relevant stakeholders.</li> <li>7. Baseline and endline reports, including interviews with CBOs and community members.</li> </ol> |

|  |   |   |  |  |
|--|---|---|--|--|
| <b>Intermediate Objective 1</b>            | Rights holders have increased capacity to establish new or enhance sustainable income generating activities.  | <ol style="list-style-type: none"> <li>1. Number of created or enhanced enterprises (by women and men respectively).</li> <li>2. Number of jobs created (by women and men respectively).</li> <li>3. Percentage of ‘green’ enterprises established by the rights holders.</li> </ol> <p>4.Examples of success stories</p>                               | <ol style="list-style-type: none"> <li>1. <b>Baseline:</b> 0 <b>Target:</b> 2,100 Enterprises created or enhanced.</li> <li>2. <b>Baseline:</b> 0 <b>Target:</b> 2,730 Jobs created</li> <li>3. <b>Baseline:</b> None or few of the rights holders have adopted their enterprises to be ‘green’. <b>Target:</b> 30% ‘green’</li> <li>4. <b>Baseline:</b> 0 <b>Target:</b> At least 5 success stories</li> </ol>                  | <ol style="list-style-type: none"> <li>1. BROs’ daily reports and MIS</li> <li>2. BROs’ daily reports and MIS</li> <li>3. BROs’ daily reports and MIS</li> <li>4.Interviews with right holders</li> </ol>  |
| <b>Main expected outputs - Objective 1</b> | <ol style="list-style-type: none"> <li>1. HiH EA has delivered entrepreneurship training to rights holders in the project, including motivational training, group dynamics, leadership, internal saving and lending and business skills.</li> <li>2. Rights holders have received training in climate resilient practices.</li> <li>3. Rights holders have access to external credit (outside the SHG) from EIF and external financial institutions.</li> </ol> | <ol style="list-style-type: none"> <li>1. Number of rights-holders that have completed HiH EA’s entrepreneurship training.</li> <li>2. Number of rights holders that have received training in climate resilient practices.</li> <li>3. Number of rights holders that have received a loan from the EIF and external financial institutions.</li> </ol> | <ol style="list-style-type: none"> <li>1. <b>Baseline:</b> 0 <b>Target:</b> 2700</li> <li>2. <b>Baseline:</b> 0 <b>Target:</b> 2700</li> <li>3. <b>Baseline:</b> 0 <b>Target:</b> 1500 members</li> </ol>  | <ol style="list-style-type: none"> <li>1. Attendance lists and MIS</li> <li>2. Attendance lists and MIS</li> <li>3. MIS</li> </ol>   |
| <b>Intermediate Objective 2</b>            | SHGs and CBOs have increased their capacity to organise themselves around community development and claim their basic civic rights including gender equality.   | <ol style="list-style-type: none"> <li>1. SHGs perception of their ability to promote gender equality and claim their basic rights at community level.</li> <li>2. CBOs perception of their ability to hold duty bearers accountable.</li> </ol>  | <ol style="list-style-type: none"> <li>1. <b>Baseline:</b> TBC <b>Target:</b> Majority (<b>more than 50%</b>) of the SHGs report increased ability.</li> <li>2. <b>Baseline:</b> CBOs have no or very little ability to hold duty bearers accountable. <b>Target:</b> 80% of the CBOs have improved their ability to hold duty bearers accountable.</li> </ol>   | <ol style="list-style-type: none"> <li>1. Baseline, midline and endline reports, including interviews and FGDs with rights holders and other relevant stakeholders.</li> <li>2. Baseline, midline, and endline reports, including interviews with CBOs.</li> </ol> |
| <b>Main expected outputs - Objective 2</b> | <ol style="list-style-type: none"> <li>1. HiH EA has mobilised Self Help Groups (SHGs)</li> <li>2. HiH EA has organised and/or strengthen CBOs.</li> <li>3. SHG leaders have received knowledge in basic civic rights and in gender issues.</li> <li>4. CBO representatives have been trained in the human right based approach (HRBA) to development.</li> </ol>   | <ol style="list-style-type: none"> <li>1. Number of SHGs mobilised.</li> <li>2. Number of CBOs created and strengthened.</li> <li>3. SHG leaders’ perception of their knowledge in basic civic rights and in gender issues.</li> <li>4. Number of HRBA training conducted with CBO representatives.</li> </ol>  | <ol style="list-style-type: none"> <li>1. <b>Baseline:</b> 0 <b>Target:</b> 150 SHGs</li> <li>2. <b>Baseline:</b> TBC <b>Target:</b> 10 CBOs have been created or strengthened.</li> <li>3. <b>Baseline:</b> They have no or little knowledge in these issues. <b>Target:</b> 150 SHG leaders have significantly improved their knowledge in these issues.</li> <li>4. <b>Baseline:</b> 0 <b>Target:</b> 3 trainings.</li> </ol> | <ol style="list-style-type: none"> <li>1. MIS</li> <li>2. Baseline, midline and endline reports.</li> <li>3. Baseline, midline and endline reports.</li> <li>4. Training attendance lists and biannual reports.</li> </ol>   |
| <b>Intermediate objective 3</b>            | HiH EA operates in a more effective and efficient manner, both at a strategic, organisational and operational level.  | <ol style="list-style-type: none"> <li>1. Examples of measures taken by HiH EA to strengthen operational management.</li> <li>2. Examples of measures taken by HiH EA to strengthen strategic and organisational management.</li> </ol>   | <ol style="list-style-type: none"> <li>1. <b>Baseline:</b> 0 <b>Target:</b> A civic education/HRBA training manual has been developed.</li> <li>2. <b>Baseline:</b> 0 <b>Target:</b> At least 3 examples of improvements made.</li> </ol>  | <ol style="list-style-type: none"> <li>1. The training manual and endline report.</li> <li>2. Biannual and endline reports.</li> </ol>   |

|   |  |   |  |   |
|---|--|---|--|---|
| <p><b>Main expected outputs - Objective 3</b></p> | <p>1. HiH EA staff has enhanced their capacity in HRBA and RBM.<br/> 2. HiH EA has established strategic partnerships in advocating for HRBA to development, civic rights, and gender equality.<br/> 3. HiH EA has established partnerships with duty-bearers for community development and informed them on their responsibilities in fulfilling rights holders' basic rights.<br/> 4. HiH EA has adopted and implemented an Administrative &amp; Operational Capacity Management Tool (AOCM)</p> | <p>1. Type of training delivered to HiH EA staff and number of staff attended.<br/> 2. Number and type of partnerships established with stakeholders.<br/> 3. Examples of liaisons with duty-bearers to motivate increased delivery of services to rights-holders.<br/> 4. The existence and adaptation of an AOCM framework in HiH EA.</p> | <p>1. <b>Baseline: 0 Target:</b> Kawangware branch staff and project team (13 staff) have received training in HRBA, and HQ staff (at least 10 people) has received training in RBM.<br/> 2. <b>Baseline: 0 Target:</b> At least 3 strategic partnerships are developed.<br/> 3. <b>Baseline: 0 Target:</b> Established partnership with different duty-bearers, e.g. ministries, country and district officers.<br/> 4. <b>Baseline:</b> Currently there is no AOCM framework used by HiH EA. <b>Target:</b> The AOCM framework has been established and implemented.</p> | <p>1. Agenda of the training(s) and attendance list(s).<br/> 2. Attendance lists, biannual and endline reports.<br/> 3. Biannual, endline reports &amp; MOUs<br/> 4. Biannual and endline reports.<br/> 5. The AOCM report.</p> |
|---|--|---|--|---|