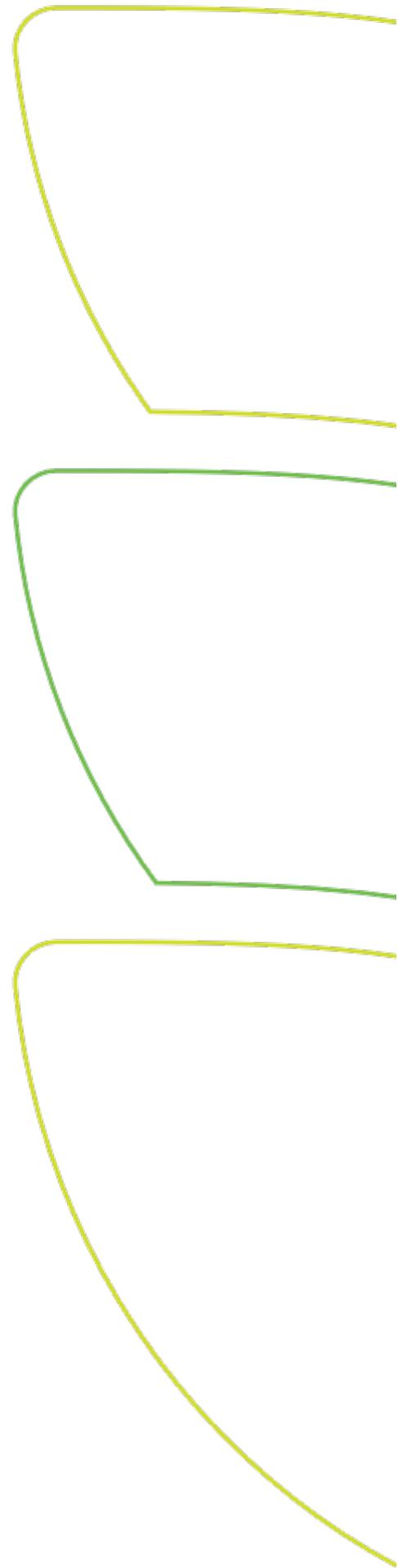


STARTING WITH WOMEN TOOL TWO

# COMMUNITY BASED FACILITATOR SELF- ASSESSMENT

August 2019





# Community Based Facilitator

## Self Assessment

### Introduction

Community based Facilitators (CBFs) should be given Part I of this assessment to fill out at the beginning of their training. This assessment should form the basis for their training and for ongoing support. Part II of the assessment should be conducted as an interview with the CBF, to assess the CBF's understanding of the gender and social dynamics regarding land and resources in the community.

### CBF Individual Interview

Please specify the area in which you will be operating	1. District	2. Sub County	3. Parish/Ward	4. Village/Town	5. Where are you currently residing?
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### CBF Particulars

Write in or circle an answer

6.	What is your full name?		
7.	Gender	Male	Female
8.	Were you born in the area where you will be working?	Yes	No
9.	Have you always been a resident in the area where you will be working?	Yes	No

10.	If no, for how long have you been living in the area where you will be working?	
11.	What is your current marital status?	1. Married      2. Single/Not married 3. Widow      4. Separated/Divorced 5. Widower      6. Cohabiting
12.	Have you ever been to school?	Yes                      No
13.	What is the highest level of formal education you attained?	1. Primary incomplete 2. Primary complete 3. Vocational 4. Secondary incomplete 5. Secondary complete 6. Diplomas and certificate 7. Degree or above
14.	Can you read and write in English?	Yes                      No
15.	Can you read and write in any other language? If Yes, specify.	Yes                      No                      Specify language(s):
16.	Can you use a computer?	Yes                      No
17.	Have you ever kept a diary in your life on anything?	Yes                      No
18.	Have you ever worked with women organized in a group?	Yes                      No
19.	What other trainings have you attended? <i>State training, the year you were trained, and who trained you</i>	
	<b>19a. Training</b>	<b>19b. Year of training</b> <b>19c. Who trained</b>
20.	Have you ever worked with any organization working on land or resource rights?	Yes                      No (Skip to 22)
21.	If yes, please describe the work you did with that organization, specifically state the responsibilities you had ( <i>only 4 in the most recent past</i> )	
	<b>20a. Organization</b>	<b>20b. Specific responsibilities</b>

<b>22.</b>	<b>Please describe your other previous work in the community (<i>only 5 in the most recent past</i>) State responsibility, who worked for, and how many people you were responsible for</b>	
	<b>22a. Work/ responsibility</b>	<b>22b. Organization for which work was done</b>
		<b>22c. Number of people CBF was responsible for</b>

Interviewer please describe to the CBF what their expected responsibilities are going to be and then ask the following questions:

<b>23.</b>	<b>Having listened/heard what your responsibilities are going to be, do you have confidence that you will perform the task? Please comment:</b>	
<b>24.</b>	<b>Given your work experience in the community, what additional capacity building (knowledge and skills) do you feel you need to be able to perform the job well? State the skill or knowledge requirement and how this should best be delivered to you</b>	
	<b>24a. Skill/ knowledge requirement</b>	<b>24b. How this should be delivered</b>
<b>25.</b>	<b>What other things do you feel should be in place to help you perform the task well?</b>	



# Discussion Questions

Before the discussion, once again describe the roles and responsibilities of the position to the CBF to give the discussion context.

## **PART A: CAPACITY GAPS AND TRAINING NEEDS**

1. What do you understand to be the aim of this project?
2. What do you understand to be the approach of this project?
3. Based on your understanding of the project, what skills can you identify that you will need to accomplish the work?
4. Do you have experience leading a group discussion on a specific topic? How do you go about making sure that everyone in the group feels comfortable and that everyone may participate equally?
5. Comment on your ability to make written reports.
6. Do you have any experience mediating between parties to come to a peaceful and mutually acceptable solution to conflict?

## **PART B: INSIGHTS INTO THE LAND RIGHTS/LAND TENURE SITUATION IN THE COMMUNITY**

1. Do you have any experience working with women on issues related to land?
2. How do women currently access land in the communities you are going to work in? Do you see any problems or challenges for women in trying to access and use land? What barriers are there and what are women doing about these situations?
3. What kind of actions do you see a project like this bringing to help women help themselves with regards to land situations?

## **PART C: INSIGHTS INTO LAND RIGHTS/LAND TENURE STAKEHOLDERS IN THE COMMUNITY**

1. Tell us about a problem in your community and propose a way that traditional leadership could help to resolve it.
2. As far as land rights are concerned who are the individuals, institutions, and structures in the community that have an influence? What kind of influence do they have and how can the project take advantage of these individuals, institutions, and structures?