

Motivations and Challenges for the Local Facilitators Implementing a Parenting Programme for Early Prevention of Gender-Based Violence in Wakiso District, Uganda

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BACKGROUND

The Intervention: *Parenting for Good Behaviour and Respectability (PGBR)*

- A community-based parenting programme designed to reduce children's future risk of sexual and gender-based violence
- The 21 session programme was delivered by local facilitators (LFs) in Wakiso District, Uganda between 2014 and 2016
- LFs have little or no formal professional education, selected from the parenting group by their peers, received training to lead the sessions on a volunteer basis
- LFs are a vital cadre of prevention and care workers who require careful evaluation

RESEARCH QUESTIONS

1. What are the motivations of LFs and challenges they face?
2. How can LFs' motivation be enhanced and their challenges minimized to deliver the PGBR programme as intended?

METHODS

- Study setting = Wakiso District, 20 km southwest of Kampala
- Nine LFs (five female, four male) in-depth, one-on-one interviews conducted in Luganda, transcribed and translated
- Line-by-line coding and thematic analysis were performed

RESULTS

- **Selecting for personal attributes**, such as altruism and people skills, and **parenting experience**, may be more important than LFs' **education level**
- **Material vs. non-material incentives**
"People get to know that money is not that important but the future is more important in our community. No amount of money is enough but that small amount was very much appreciated."
- **Motivated by...**
 - Personal transformation and improved relationships
 - Participants and community changes
 - Deep appreciation for programme content
 - Trainer support and refresher training

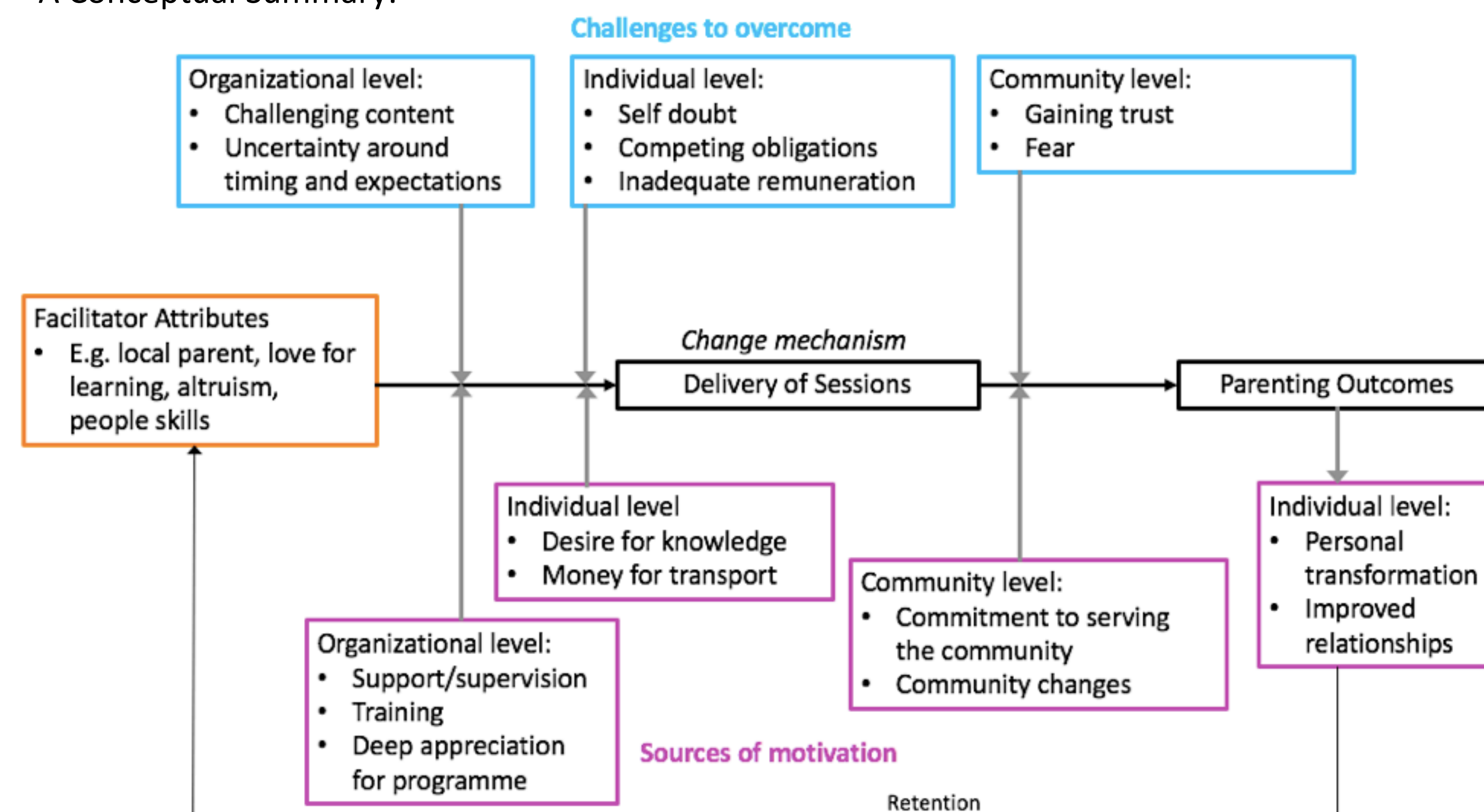
Challenged by...

- Competing obligations, paid and unpaid
- Self-doubt and fear of facilitating
- Gaining the trust of participants
- Reliance on the trainer for legitimacy

"...if [Trainer 1] is not there, people can undermine what you are telling them because they can think that you know nothing."

- Unclear communication of processes and expectations of the LF role

A Conceptual Summary:



Conclusions

- LFs experience motivation and challenges at the individual, community and organizational levels.
- In order for LFs to be committed and effective, programme managers should carefully select LFs, provide regular support, training, and manage LFs in a way that enhances their motivations and addresses their challenges.