



REPORT

OF THE INTERNATIONAL YEAR OF FAMILY +20 REGIONAL EXPERTS MEETING

VENUE: HILTON HOTEL, NAIROBI -KENYA

DATE: MAY 13TH -14TH 2014

THEME: “RESTORING FAMILIES AS THE PILLAR OF DEVELOPMENT IN AFRICA.”



In partnership with:



International Year of the Family +20 Regional Experts meeting. “Restoring Families as the Pillar of Development in Africa”

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- Acknowledging financial support of Open Society Foundations and technical support from PAN partners/Members; ICS Africa family and Save the Children EARO.
- Each organisation and individual that contributed their Position papers prior to the Regional Experts meeting, under the following themes:

Theme I: Family poverty-alleviation and access to basic services

- Mr T. A. Chinake, A/Director Department of Child Welfare and Probation Services, Ministry of Public Service Labour and Social Welfare, Zimbabwe; ICS – Africa; African Child Policy Forum - ACPF, Ethiopia; Nelson Mandela Children Fund, South Africa; SOS Children’s Villages, Child Fund Kenya; Anti Domestic Violence Coalition – ADOVIC- Uganda; Child in Action Foundation, Tanzania; Katinda Widows and Orphans Group, Kenya; Happyness Jacob, Tanzania.

Theme II: Work-life and family balance in ensuring overall family welfare

- NISELA Group, Kenya; Africa Fatherhood Initiative, Zimbabwe; Jemimah Abioye, Dept of ECCE, Federal School of (Special) Education, Nigeria; Agakhan University Advanced Nursing School, Kenya; Wilkister Were, Lecturer; Department of Gender, Women and Development Studies, Egerton University, Kenya.

Theme III: Advancing social integration and intergenerational solidarity-the contribution of indigenous knowledge, extended families / good African Parenting practices to family strengthening

- Franklin Gakuba Murangira, Director, Family Promotion, Ministry of Gender and Family Promotion, Rwanda; Mahendranath Busgopaul, Secretary-General, Halley Movement, Mauritius; Asheber Sahile, OSSA Arbaminch Branch Manager, Ethiopia; Mr. Farai Kanyangarara, Family Impact Africa, Zimbabwe; MenCare / Sonke Gender Justice, Cape town, South Africa; Thomas Munghono, Chair, PAN Uganda Chapter; Dr M. Ndani, Kenyatta University Dept. Of ECD, Kenya; Give a child a family, Kenya; Front Page father, SA; Yale University & UNICEF, USA; Family Impact, Zimbabwe; Tumaini Kwa Watoto, Kenya; Felix Richard Manyogote, Medical Doctor, Tanzania; Children Hope Foundation, Kenya; Uganda Program for Positive Parenting; Lwabenge Child Caring Community, Uganda; SAVF Famnet, South Africa; Zambia Religious Leaders Living with or Personally Affected by HIV and AIDS.

Introduction

This is a report of the proceedings of PAN's contributions to the 20th Anniversary of the International Year of the Family (and the 10th anniversary of the Plan of Action - PoA - on the family in Africa) through a Regional Experts meeting whose theme was dubbed "Restoring families as the Pillar of Development in Africa". The experts meeting held at Hilton Hotel in Nairobi, Kenya brought together over sixty (60) participants, drawn from 9 countries in Africa. They included representatives from CSO's, Regional and International NGO's, Government Departments, Local Media, Academia, the Private sector, Policy Makers, Family Services Practitioners, individuals and a representative from the African Union AU - Committee of Experts on the African Charter on the Rights and Welfare of the Child.

The lead facilitator during the meeting was Trevor Davis, the Executive Director for Africa Fatherhood Initiative - Zimbabwe assisted by session chairs; Beatrice Ogutu (Regional Child Protection Manager, ICS Africa), Anthony Njoroge (Senior Child protection Manager - Save the Children EARO), Erna Rheeder (Co-ordinator for SAVF Famnet, South Africa), Lynette Mudekunya (REPPSI) and Betty Muthoni (SOS Children's Villages, Kenya).

The meeting started with a word of prayer from Epodoi Godfrey, (the Manager for partnerships at Uganda Child Rights NGO Network), thanking the Almighty God for the journey mercies that He had bestowed upon all expected delegates; whilst also remembering families of the over 200 girls abducted, in Nigeria, by Boko Haram militia group.



Ms. Esther Okoth – Programme Manager, PAN, welcomed participants who had travelled from different regions of Africa and noted that the meeting created a forum to share experiences and best practices on parenting in Africa.

Ms. Beatrice Ogutu, Regional Manager Child Protection, ICS Africa, and Chair of the first session noted that there was need to develop concrete action points and new frameworks on parenting in Africa. She observed that the meeting was

privileged to have a representation of the African Committee of Experts on the Rights and Welfare of the Child (ACERWC).

In his key note address, Mr. Justus Muthoka, Ass. Director, Department of Children Services - Kenya emphasized family as the pillar of child protection and development “...the concept of the family evokes fond memories of protection, support, love, motivation and encouragement among many other good things. The family institution has been in existence since the beginning of time and its central role in protecting its members is not only well documented but is undeniably undisputable.

Throughout recorded history and in all cultures, the family is the fundamental building block of society - in fact; it is considered the basic cell of society - and its strength is integral to development. It is a bulwark against hard times, the most basic of support systems for its members. People in strong and functional families are characteristically healthier, happier, and better adjusted...”

In her remarks, Madame Félicité Muhimpundu: Committee Member, African Committee of Experts on the rights and welfare of the Child (ACERWC), from Rwanda, noted that the rights of a child must be respected within the family environment. She observed that many things had been talked about family e.g. economic situation and several other existing programmes targeting children. However, there was need to put a lot of emphasis on child development. She noted that Children rights were important and must be asserted within the family. If the rights of the child were neglected the society of tomorrow would suffer the consequences. She said that as much as there were so many declarations and legal institutions on children,

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they were not sufficient. She added that although there is the legal framework of the ACRWC for example article 19, which provides for a child having a right to a safe environment, this law is seldom respected. She wondered how our laws impact on a child's development. She cited breastfeeding, cleanliness, ECD and emotional care as core, especially for children between the ages of 0-6, which is a critical stage of a child's development.

The experts meeting also witnessed the launch of PAN's regional studies- a documentary and publication named: *"Reflections on Africa's Indigenous knowledge on parenting"- Indigenous parenting practices of different communities in Africa - 2014* and endorsement of the Call of Action to African Union and Governments.

BACKGROUND: Reviewing progress since the adoption of the 2004 Africa Union Plan of Action for the Family in Africa

The build up to the International Year of Families (IYF) & PoA (Plan of Action) on the Family in Africa; *Dakar/Ngor Declaration on Population, Family and Sustainable Development* (1992), which among other things called on governments to give due consideration to the rights and responsibilities of all family members, to ensure that measures are put in place to protect the family from socio-economic distress and disintegration, and to integrate family concerns into all development plans.

The Ouagadougou Declaration and Plan of Action (2004) which aimed at empowering people, opening up employment opportunities, enhancing social protection and security through decent work and a people-oriented environment for development and national growth (Taylor, 2008);

Livingstone Call for Action on Social Protection (2006) which called on African governments to strengthen social protection and social transfer interventions; develop costed plans for social protection; engage in capacity building and experience sharing on social protection; adopt comprehensive social protection schemes for older people; and introduce universal social pensions;

Yaoundé Call for Action (2006) which advocated comprehensive social protection, focusing on a universal pension especially for the older people (European Communities, 2010);

Social Policy Framework for Africa (2008) which proposed a minimum package of essential social protection for families, targeting healthcare as well as benefits for children, informal workers, the unemployed, old people, and persons with disabilities; and the *Khartoum Declaration on Social Policy Action towards Social Inclusion* (2010) which sets out a comprehensive approach to social protection in Africa.

With a focus on nine priority areas, poverty alleviation; rights to social services - education, health and reproductive health; promoting environmental sustainability - environment, water and sanitation, adequate shelter and land ownership; rights, duties and responsibilities; rights of protection for the family; strengthening family relationships; control of major causes

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of morbidity and mortality; ensuring peace and security; and follow-up, evaluation and monitoring, the Plan of Action on the Family is meant to serve as an advocacy instrument for strengthening family units, addressing their needs, improving their general welfare, and enhancing the life chances of family members.

The Plan of Action calls on Member States to “develop national capacities to reduce poverty at the family level and to increase the income per capita and GDP” (p.10). It also aims at guiding African Union Member States in designing, implementing, monitoring and evaluating appropriate national policies and programmes for the family on the basis of their specific requirements and needs.

Progress-(The mid-term review of the PoA (2010))

The recent mid-term review of the Plan of Action (African Union, 2010) found, among other things that: Only ten of the 25 AU member states which participated in the review have purposely adjusted their respective programmes and policies in accordance with the PoA requirements.

Only three of the countries have created government ministries or departments responsible for the family - Ministry of Women’s Promotion and Family, Cameroon; department responsible for Culture and Family Affairs, Uganda) and in Senegal the Ministry for Women, the Family and Social Development.

Only one country, Senegal developed a Road Map on Family Policy which identifies priority areas such as economic promotion, health and education for the development of the family. (Evidence from elsewhere, however, indicates that South Africa is currently developing a White Paper on Family policy).

Based on the responses received, it was also noted that over time some countries recorded a decrease in their budget allocation to family related sectors. Madagascar, for example, allocated 17.6% of its budget to education in 2007, a decrease from 22% in 2005. Similarly, Benin followed suit by allocating 23.8% to education in 2006 and 22.8% in 2007.

Family-oriented policies are gradually gaining ground in overall development efforts. Aiming at preventing the intergenerational transfer of poverty, family-focused social transfer programmes are being institutionalized, with Government agencies responsible for their delivery. Among them, cash transfers reduce families’ vulnerability, improve child nutrition, health and educational outcomes and reduce child labour. Social security benefits, such as old-age and disability pensions reduce poverty risks of vulnerable family members. Non-contributory pensions in some regions helped reduce overall poverty and hunger rates. In other regions, in-kind transfers and food subsidies are often used to help poor families and public work-programmes offer parents supplementary employment opportunities. Income and in-kind support for families, however, are not sufficient if they are not accompanied by access to social services, including health, education, housing, water and sanitation. The very success of poverty alleviation programmes depends on the extent to which they focus on families and incorporate internal family dynamics while encouraging specific

activities for individual family members and taking into account their different needs and motivation mechanisms.

Policies and programmes promoting work-family balance vary across the regions. They may range from parental leave to child benefits and access to quality and affordable childcare. Parental leave policies, including maternity and paternity leave upon the birth of a child and parental leave to care for a young child, differing in length and coverage, have become a norm in the majority of developed countries. In developing countries, however, few countries provide benefits in accordance with the ILO standards.

Maternity leave provisions have a great impact on family life and have been associated with reduction in infant mortality and morbidity and higher rates of breastfeeding. Paternal leave taking has the potential to boost fathers' practical and emotional investment in infant care and has been linked to higher level of father involvement in family responsibilities later on. Flexible working arrangements result in better health outcomes for parents. At a company level, they have also been associated with employee productivity, organizational commitment, retention, moral, job satisfaction and reductions in absenteeism. Investments in early childhood education and care are another form of support for parents with young children to help them remain engaged in paid work. In addition, other policy objectives such as gender equality and fair distribution of family responsibilities between both parents help achieve work-life balance for all family members. Good practices in promoting professional support and advice and efforts to create a more family-friendly culture in the workplace are equally important.

Strategies promoting social integration and intergenerational solidarity are critical for families and societies. They promote social cohesion and shared responsibility and contribute to developing positive relationships across age groups and have been shown to strengthen the quality of ties between family members. In times of economic crises, intergenerational ties grow in importance, with family members shielding one another from the consequences of the loss of employment or housing. Strategies promoting social integration and intergenerational solidarity include family focused child and older care support; variety of care benefits and tax credits; old age pensions; appropriate housing laws; investing in cross-generational community centres and volunteering programmes for the young and the old alike. Initiatives in schools and in the workplace, such as mentoring programmes also improve interactions between generations.

A growing body of research indicates that intergenerational programmes contribute to healthy development of older adults, children and youth. Older adults in intergenerational programmes reported health benefits; children had higher personal and social development scores; youth showed increases in school attendance, attitudes and behaviours; and reduction relating to substance use as well as improvement in related life skills.

Frameworks that the Plan of Action could influence

- CARMMA – Maternal and Newborn Health in Africa
- NEPAD Investment strategies – (Family Friendly Investment Policies)

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- Post 2015 Development Agenda (Family centred approaches)
- UN ICPD SRHR Goals
- Including (responsible) men in development agenda
- Campaigns against FGM, child marriage
- Vulnerable children – change to children in need of care and protection (family centred strategies)

Need to re-prioritize the Plan of Action!

- Press for review of the PoA by the AU involving civil society – include/exclude e.g. ACRWC, AU Gender Protocol, Africa Fit for Children, CARMMA
- Include goal of mandatory reporting to AU from governments and right to raise matter with AU from concerned parties
- Advocate at country and sub-regional level for PoA to be allocated specific Ministry accountability at country level
- Questionnaire on PoA progress to be adopted
- Government and CSO joint committees on PoA in post 2015 agenda discussions

Are the PoA focus areas relevant today or do we see changes needed?

The Plan of Action focuses on nine priority areas: poverty alleviation; rights to social services - education, health and reproductive health; promoting environmental sustainability - environment, water and sanitation, adequate shelter and land ownership; rights, duties and responsibilities; rights of protection for the family; strengthening family relationships; control of major causes of morbidity and mortality; ensuring peace and security; and follow-up, evaluation and monitoring

If we endorse the nine focus areas what do we see as key objectives for each area?

- Family income/ safety nets – access to jobs, entrepreneurship, the poor - unconditional cash transfers / work for income / pensions (employer contributory and state provided)
- Family cohesion – indigenous knowledge, NEPAD, new investment conditionality
- Work/life balance – ILO Conventions / Decent Work Campaign?
- Maternal and Newborn Mortality – CARMMA as flagship for objectives
- Male engagement – MenCare model?

Towards our position statement

- A clear Call to Action - adapting this to our African reality – additions, deletions, conditions (suggested document for review)
- Reception by the AU /governments/others– opportunities, inclusiveness – our claim for CSO recognition by the AU
- Good practice can be defined as a policy or programme that has reported positive impacts and/or evaluation results and that can be used as a benchmark. Good practice dissemination is essential for further improvements in family policy development at a national level where countries can learn from their experience.
- Family in the post 2015 development agenda? Despite the lack of a specific instrument to advance the family perspective in development, family-oriented policies

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have been gradually gaining ground in overall development efforts. Research, policy, actions.

Proceedings

Session - Key Issues Raised	Action Point
DAY ONE	
<p>Session I Chair- Ms. Beatrice Ogutu-Regional Manager Child Protection(ICS Africa)</p> <p>General Overview of meeting: <i>The AU Plan of Action on the Family</i>; Trevor Davies,AFI,-Zimbabwe</p> <p>Issue: fragmentation of initiatives.</p> <p>Mid-term review: Only 0 out of 25 AU member states has adjusted their policies.</p> <p>Only Senegal has developed a national roadmap.</p> <p>Many countries reduced budget allocation to family related sectors e.g. health, education, and Maternal mortality-despite PMTC.</p> <p>Why are we not moving forward? Or are we are moving one step forward, 2 steps back?</p>	<p>Coordination & integration of Family Initiatives in Africa. How do we develop national capacities to strengthen families?</p> <p>UNFPA: Move beyond women's health and situate women within the family environment. Move beyond the rights of the child without caring for the guardians of those rights. Look at the agency that people can have in those situations.</p> <ul style="list-style-type: none"> • Incorporate family dynamics into the development agenda (national and regional). • Follow up the Global Compact discussion on private sector engagement. • What quality of jobs are we creating; what if they are migrant jobs. • We need family-friendly investment in Africa. <p>Most country-level Gender Funds (at the Ministry handling Gender) are actually women's fund; men have been alienated from the Development agenda. How do we bring them back into the equation?</p> <ul style="list-style-type: none"> • It's one thing to educate children about their rights against FGM but if the family is not educated, they will still sign off on those practices. • The power to choose stays with children. • There is movement away from institutionalization towards family-centred approaches e.g. adoption, foster families. • 2015: Jo'burg Conference on Family-based approach to child rearing. • We'd like to see a gender-responsive approach. • Advocate for a specific Ministry accountability at the country-level. • Document good practices related to the Family Care model. • Parental leave
<p>Overview <i>of ACERWC and role in Africa Plan of Action</i>-Madame Félicité Muhimpundu: Committee Member,</p>	<ul style="list-style-type: none"> • Need to account for the economic situation of the family. • Need for harmonisation of the different legal and policy frameworks.

<p>African Committee of Experts on the rights and welfare of the Child (ACERWC)</p> <p>The rights of a child must be respected within the family environment.</p> <p>Nutrition: Breastfeeding the child + cleanliness/hygiene.</p> <p>ECD: schooling is critical at an early child.</p> <p>Africa: there is a lack of emotional care and support to the child/in the family.</p>	<ul style="list-style-type: none"> • The role of the caregiver in the family. Reaching out to the caregivers; to what extent does an initiative engage caregivers on the Rights-based approach. • <i>Focus is on Children 0-6 years:</i> formative period for children as they growing. • Create an emotionally secure environment for the child to grow; we need to curb emotional violence that happens in the family and the care institutions e.g. schools. • What causes the poor nutrition: is it just the lack of food? • How can we handle the burden of care as regards the illnesses that plague children in Africa? • Issue of sending children to Boarding schools while they are still young. Refer to Ministry of Education: school enrolments. • Handling behaviour disorders in our teenagers (delinquency, substance abuse, urinary incontinence) that arise as a result of poor parenting. <p>Most importantly:</p> <ul style="list-style-type: none"> • Parents have to be trained on the psychology of the child. • Establish a legal framework to protect the sanctity of the family institutions. • Design programmes and activities to reach the family.
<p>Overview of <u>Parenting in Africa Network(PAN)</u>: Julia Starck, The Parent Centre, South Africa and PAN Board Chairperson.</p> <p>The Parenting In Africa Network(PAN) is network of member organisations with a focus on Parenting to strengthen families in Africa.</p> <p>Milestones</p> <p>1. 2008: Fact-finding mission in two East African organisations:</p> <ul style="list-style-type: none"> • International Child Support (ICS) • African Child Policy Forum (ACPF) • <p>They visited Kenya, Ethiopia, Tanzania and South Africa.</p> <p>2. Oct 2009: Skilful Parenting Expert’s Meeting in Nairobi, Kenya. Twenty Research Institutions & Organisations participated five African countries & The</p>	<p>Members benefits</p> <ul style="list-style-type: none"> • Opportunities to share Parenting Expertise • PAN Publications <p>There’s a need to strengthen and support families in Africa through effective parenting.</p> <ul style="list-style-type: none"> • So much of our knowledge comes from overseas. Some models work overseas, but do not work in Africa. • 20th anniversary of the IYF, International year of the Family; 10th anniversary of the AU Plan of Action is an opportunity for PAN. <ul style="list-style-type: none"> ○ 2013 theme: Adolescents with parenting responsibilities. ○ 2014 theme: AU Plan of Action on the Family • What is our role as PAN in some form of M & E of the PoA on the family in Africa? <p>Opportunities:</p> <ul style="list-style-type: none"> • Participation in Research on Positive discipline • Teen parenting facilitators training • Triple P pilots/Implementation • Documentation of best parenting practices in Africa

<p>Netherlands deliberated over parenting issues, needs and resources. A work plan and structure for a network of organisations was developed.</p> <p>3. March 2010: A Symposium was held at Lake Naivasha, Kenya and thirty two organisations from 7 countries were represented whose Outcome was the development of Governance structure for the network.</p> <p>4. Nov 2010: Appointment of Secretariat & Steering Committee, Nairobi whose outcome was to agree on governance roles & responsibilities</p> <p>5. April 2011: 1st Conference in Mwanza, Tanzania whose theme was: Giving Children a Voice in the Family forty delegates - NGO's, Academic Institutions, Local Government (Tanzania) participated.</p> <p>6. Oct 2013: 2nd Conference held in Mangochi, Malawi which focused on Adolescents with parenting responsibilities and 69 Delegates from 11 countries attended</p>	<ul style="list-style-type: none"> • PAN digest (Quarterly newsletter): contribute articles. • Annual publications related to respective themes. for a collective, multi-disciplinary effort to help organisations support parents in the African context • Interactive website, Marketing & Materials development,
<p><u>“Families as a priority in Development”;</u> Mr. Justus Muthoka, Kenya Government Representative (Asst. Director, Dept of Children's Services).</p> <p>The definition of the African family has changed with new contemporary definition. In the Kenyan context though, if you do not support the children of your relatives; your success does not mean anything.</p> <p>The child who has not been properly socialised will start by picking or stealing from their nearest relative; then the neighbour; then the country. They end up being in conflict with the law.</p> <p>Family is the place where we want to be.</p>	<ul style="list-style-type: none"> • Children and the elderly are vulnerable groups that needs to be care for. Children do not only have rights; they also have responsibilities. See what these responsibilities are and explore how we make them known to the child. • Rights have financial connotations that we need to consider for low-income families. • What has happened to the extended family as the fall back position (social safety net) in this new socio-economic setting? • What are Governments expected to do about this? The Government does not take over the responsibility of the family but it only creates an enabling environment for the family to do its work e.g. <ul style="list-style-type: none"> ▪ Cash transfer programme, ▪ Urban food subsidy, ▪ free but compulsory basic education ▪ Security for the family and its assets.

<p>A functional family breeds responsible citizens; a dysfunctional family generates problem-people.</p> <p>Most families are not as functional as they should be.</p> <p>Africa is usually associated with drought and famine; what we seem to excel in, is in having many children; at least we agree on that.</p> <p>The family has taken on different forms in contemporary society.</p>	<ul style="list-style-type: none"> • Treasuries in Governments all over the world are very stringent; we have to justify what the Children Services department does i.e. almost every child is with their parents so whose children are you taking care of? We have to always justify the Child Services department more than the Road Construction department do. Governments have to be pushed if action is to be realised. After educating our children, they leave the elders in the village and appear once a month with a small contribution. • Engage the private sector to chip in on the social protection agenda. • Nowadays, we have lost values in our society e.g., long ago we used to surrender our seats to the elderly but now the youth look at you as if to ask you: "What are you still doing in the city, at your old age?"
<p>Session II Chair: Anthony Njoroge, Senior Regional Child Protection Manager, Save the Children (EARO).</p> <p>Theme: Advancing social integration and intergenerational solidarity - the contribution of indigenous knowledge, extended families / good African practices to family strengthening.</p>	<ul style="list-style-type: none"> • What role can indigenous systems play? • What were the good practices in the African traditional system? • How can we strengthen the family? <p>Social inclusion and intergenerational solidarity cannot be achieved without the agency of the family; it is the fundamental agent of the cultural and social economic development.</p>
<p><u><i>Child care reforms in Rwanda (Deinstitutionalization of Child care in Rwanda)</i></u>; Franklin Gakuba Murangira-Director, Family Promotion-Ministry of Gender and Family Promotion-Rwanda (Strategic advisor)</p> <p>Effects of institutionalization. Thematic Entry points of child care reform: + family strengthening + deinstitutionalization + provision of family based alternative care "Omwana n'umuryango" (Rwandese for, "the child is the home or family")</p>	<ul style="list-style-type: none"> • Deinstitutionalization of child care: the how? • Role of decentralized or devolved Government i.e. district officials in child care reform. • Voluntarism of the community in child care and law enforcement. • Strategy for National Child Care Reform. <ul style="list-style-type: none"> + Sustainability of architecture + Knowledge management system • Gatekeeping protocol: to ensure that resettled children do not return into institutional care. See valve to ensure that the children stay in families i.e. they do not become unaccompanied again. • Children's Summit convened. • Revised National Family Policy. • Social transformation into residential care providers in to child-centred service centres.

	<ul style="list-style-type: none"> • Train more Child Psychologists. Involve Academia and seek learning partnerships.
<p><u><i>Safer Parenting through a free online counselling service for children and young people; Mauritian experience</i></u> : Mahendranath Busgopaul: Secretary General Halley Movement-Mauritius</p> <p>Safer internet usage among children who are the native of the internet; more than their parents (see BBC generation, Born before computers).</p>	<ul style="list-style-type: none"> • Engage the elderly in child care. • Ensure confidentiality (anonymous users); affordability; accessibility. • Engage with PTAs (Parents and Teachers associations) in the schools. <p>Project: Child Help Helpline Mauritius info@halleymovement.org Fb: helplinemauritius www.helplinemauritius.org</p>
<p><u><i>Review of best Practices in parental engagement and skills in Ethiopia:</i></u> Asheber Sahile; OSSA Arbaminch Branch Manager; Ethiopia</p> <p>Use parents and families in ensuring positive child outcomes.</p>	<ul style="list-style-type: none"> • Document "at-home" good parenting practices. • Outwards-facing parental engagement. • Help parents gain confidence and competence. • Promoting of school readiness through family support centres. • Children's Parliament (see World Vision - Children's Symposium).
<p><u><i>Role of NGO's in building families and transforming communities across sub Saharan Africa</i></u>-Mr. Farai Kanyangarara; Family impact Africa-Zimbabwe</p> <ul style="list-style-type: none"> • Motto: Building families, transforming communities. • The power of the family is seen at the funeral and weddings i.e. social events. • Economic support provided by the family members in the diaspora. • Strong families > Strong communities > Strong nation. 	<ul style="list-style-type: none"> • Breakdown in family carries a social cost eg, children in conflict with the law. • Focus on long-term behaviour change. • Project: Freedom Unlimited. + targeting the men. • Project: Children of Promise. + supporting caregivers of orphans and providing them with parenting skills. • How do you measure success in the Family Strengthening Movements? • CCMP (Church Community Mobilisation Programme: for changing the mind-set)
<p>Panel Discussions: Trevor Davies-Lead Facilitator</p>	
<p>Q&A:</p>	<ul style="list-style-type: none"> • Investment in parenting: + What are the payoffs: short-term vs. long-term? + What is the payback period; usually it is long-term? + What are the qualitative indicators involves i.e., outcome, impact indicators?
<p>Mahendranath, Helpline Mauritius:</p>	<ul style="list-style-type: none"> • What resources do you offer children after counselling? • How do you manage the funding for the helpline?

	<ul style="list-style-type: none"> • How many children have you reached? 3,000 users have so far used the service. • How much do you involve the parents of the children since most of the issues with the children; it is the caregivers who cause them? Helpline Mauritius do not involve the parents; they only handle young people below 29 years.
Franklin Murangira, Rwanda:	<ul style="list-style-type: none"> • How do you manage or deal with illiterate caregivers? Summit: What criteria do you use to select children for that summit? <ul style="list-style-type: none"> ○ The Rwanda government uses the Sector level, Child Support committees i.e., children chosen by the children at the Sector level. These leaders are the ones that attend the event. • At what level are you partnering with the CSOs? How much have the NGOs participated or contributed to the service?
Farai, Family Impact Africa, Zimbabwe:	<ul style="list-style-type: none"> • How do you get men on board in matters to do with development? • Connection between outreach to men through recreational places e.g., drinking places (water holes)? <ul style="list-style-type: none"> + We go to where they are i.e., at the workplace see workplace programmes by engaging Top Management. + It is more impactful when men speak to men especially on key issues related to culture. + We are creating strategic linkages with other men support organizations. + engage the sports enthusiasts using the sports issues.
Asheber, OSSA - Ethiopia:	<ul style="list-style-type: none"> • What do you do for the families in the Street? • We rehabilitate them to help them to resettle. • We give IGA's for the street children depending on the age up to 18 years old.
Trevor (advice)	<ul style="list-style-type: none"> • Play is the work of children. Are we using play enough in the psycho-social nurturing of the children? • Is this good practice that can be replicated? Do these presentations constitute a viable evidence base? • As CSO, we are usually weak on M&E; we need to create indicator?
Madame Felicite : Member (ACERWC)	<ul style="list-style-type: none"> • There were many documents as Plans of Actions. At AU, what measures do we have that we--as civil society--can use to follow up on these POAs and hold our Governments accountable? <ul style="list-style-type: none"> + With some of the charters of the AU, there are official provision for reporting on the commitments.

	<ul style="list-style-type: none"> • What is the level of compliance and what sanctions do they put on when the Governments do not comply? <p>+ see Shadow Reporting by CSOs to the WHO.</p> <p>+ There are no sanctions but we use other persuasive methods in a diplomatic nature.</p>
<p>Session Chair: Erna Rheeder, SAVF Hamnet, South Africa Theme : Work-life and family balance in ensuring overall family welfare</p>	<ul style="list-style-type: none"> • Go an extra mile to sell the cause; but not at the expense of the family. • There is need to support each other for work family balance. Promoting the spirit of “UBUNTU” (we need each other).
<p><u>Work family balance: A win- win strategy for families and organizations;</u> Bernice N. Nderitu, NISELA Group, Kenya:</p> <p>Clack & Hamplova (2013): Single motherhood is increasing in Sub-Saharan Africa in 15-45 yrs.</p> <p>Strathmore Bss School's Centre for research on work and family (CROWF): companies survey on family friendliness of policies.</p> <p>Many men come from work straight to the recreational or drinking points.</p> <p>WHO: There is no health without mental health.</p> <p>Play is the language of children. Give the children chance to play.</p>	<ul style="list-style-type: none"> • CFR, Corporate Family Responsibility <ul style="list-style-type: none"> + institutions sign up + good workplace practices <p>Trends:</p> <ul style="list-style-type: none"> • Traffic congestion and waking up early to go to work. • Millennial: 1982-2004, generation Y. • Rapid economic growth gives a push to a 24-hour economy. • Changing family structure from traditional to complex. • <i>The challenge of house helps:</i> who will care for your child while you go to work? • Jobs with an issue of working over the weekends. • Issue: Employer-centred policies (brand, reputation, profit) rather than employee-centred (family time). • Safaricom: have the best family-friendly policy. • Little knowledge of workers on family-friendly policies in the companies. <ul style="list-style-type: none"> • Flexi-hours for the staff. • Tele-commuting: Work from home. • Compressed work weeks. • Family as a stakeholders. See Bring your child to work days at the workplace. <p>Paradigm Shift:</p> <ul style="list-style-type: none"> + Internal customer care (employee job satisfaction). + redefine success + gain awareness and capacities for life's stages. + Make small investments in the right places can transform the quality of life.

Engaging fathers by promoting gender equal parenting: Jean Nkurunziza; Men care/Sonke gender Justice, Cape town-south Africa.

MenEngage Alliance.

- Doll-diaper changing competition in Botswana.
- 4/5 men worldwide will be fathers at some point in their lives.
- The 3Ps of fatherhood:
 - + presence: be present
 - + partner support
 - + positive discipline
- Spectrum of change: see ecosystem
- Networks and coalitions
- Policy devt
- Communication tools
- Direct implementation

Global Call to Action.

- Deconstruct harmful social constructs e.g. wife abuse.
- We encourage that couples raise up your children together.
- We encourage people to come as couples. However, towards pay-day (1st), the fathers never appear for sessions.
- Encourage expectant father groups.
- Refer to Sweden policy: 480 days (32 weeks) paternity leave.
- + Obligation to attend fatherhood sessions in the evening.
- Access learning materials from the Men-Care.org website.

A call for inclusion of ILO Workers with Family Responsibilities (No 156) to be included in the core ILO Conventions.

Trevor Davies, AFI:

- Why should we stereotype the men as irresponsible?
- The burden of caring for multiple homes.

Change is about double-action on:

- + structure:
- + Agency: who is the agent of this change?

- 3 social partners in the Decent Work Agenda:
 - + Govt reps:
 - + employers representatives:
 - + Workers' representatives: trade unions.

- Causes of the strike at Marakana (S.Africa):
 - They carry huge family debts that they can no longer afford to pay every month.
- How do we engage the Private Sector?
- How do we get employers to accept that?
- What sort of forums do we have to engage with them?
- The Strategic Arena of parenting:
 - Government
 - CSOs
 - FBOs, UN Agencies, International NGOs
- Where does bss come into this?
- Which stakeholder groups have been marginalised?
- What do we have that we can leverage to create and sustain change?
- ILO - CBA, Collective Bargaining Agreements
- CBA framework within the country
- Most of our Govts are signed up to the ILO (work and labour agency of the UN family).
- Create alliances with the social partners.
- Decent Work Committee (at Employer Federation) in each country + 10 core ILO resolutions/ conventions.

	<ul style="list-style-type: none"> • See ILO: Social Enterprise (see 2009 PoA on Social and Solidarity Enterprise). • NEPAD (New Economic Partnership for Accelerated Partnership) - APRM (African Peer Review Mechanism). • Can we hold investors accountable and family responsive? What is the impact of these new investments? <p>We have had enough of Africa being 'a basket case'; we no longer want to be a receptacle for aid.</p>
Plenary Discussions	
Berncie, Nisela Group:	<ul style="list-style-type: none"> • 70% of this country is in the cottage industry. What about these? This is where conflict and violence is? • How do we handle over-zealous workers who spend so much time at work i.e. reporting at 5am and leaving work at 8pm instead of 5pm? • How can we ensure that our men ('papa') learn to play with their child; the father mainly brings on the aggressive, competitive edge? • How do we engage the child care professionals to provide volunteer training services? • As we balance work (different jobs), can we also balance family? • Micro and macro level recommendations? • Mama Mboga (the woman) and Jua Kali (the man) can access micro-finance.
Trevor Davis, AFI	ILO - What is planned for AU? 4th Session at AU for Social Devt Ministers. The theme is Strengthening the family institution. What issues should we raise at the Expert consultation before the meeting?
	Advocate for the work-family balance. Can we also tackle the content of the time that parents spend together? What do they do with their time together? What is the quality of the time we spend together?
<i>Jean Nkurunziza; MenCare / Sonke Gender Justice, Cape town, South Africa</i>	<p>How do u make the men go the 12th week of the program and they are still interested?</p> <p>Have we had anything similar to signing Work-family balance declarations as we have down with Child Protection Policies?</p>
DAY TWO	

<p>PoA for the Family in Africa</p> <ul style="list-style-type: none"> • Should it be promoted to increase its relevance? • Should we review / update it? • Can we work with strategic allies? • How can we broker partnerships to engage stakeholders on M&E of the PoA: <ul style="list-style-type: none"> ○ What is your part? ○ What is PAN's part? • Meeting declaration endorsed by the delegates. <ul style="list-style-type: none"> ○ Have people and organisations sign up. 	
<p>Session Chair: Lynette Mudekunya (REPPSI)</p> <p>Theme: Family Poverty-alleviation and access to basic services</p>	<p>Using professional vs. volunteer child protection</p> <ul style="list-style-type: none"> • Economic strengthening for the child care workers' families
<p><u><i>Child protection systems building: National Action Plan for OVCs-a response to the HIV Crisis:</i></u> Mr. T.A Chinake, A/Director Department of Child Welfare and Probation services, Ministry of Public Services Labour and Social Welfare-Zimbabwe.</p> <p>Appreciated the opportunity for the republic of Zimbabwe to be part of the process.</p>	<p>National Action Plan for OVCs Conceptual Framework is an opportunity</p> <p>The family has for generations been the basis for the sustenance of society</p> <p>HIV/AIDs led to over 1.6 million orphans in Zimbabwe.</p> <p>The NAP is a child sensitive social protection programmes with 4 pillars.</p> <ul style="list-style-type: none"> • Household economy pillar • Child protection pillar • Access to basic services • Program Management <p>As at 2014, 20 districts out of the 67 districts have benefited with about 40% being deserving children.</p> <ul style="list-style-type: none"> • NAP encompasses a wider social protection framework.

	<ul style="list-style-type: none"> • Comment – It’s important to know that Governments have programs on child protection.
<p><u>Promoting stable and connected families through combining skilful parenting and economic strengthening</u>-Beatrice Ogutu-Regional Child Protection Manager,ICS Africa</p> <p>ICS has set up limited companies to farmers in her target regions, to provide ready market for the produces.</p> <p>ICS do a lot public awareness.</p>	<p>Opportunities:</p> <ul style="list-style-type: none"> • Sustainable parent education support programmes: <ul style="list-style-type: none"> ○ Link with Government services ○ Integrate within curriculum in tertiary institutions ○ Professionalize social work • Social business/entrepreneurship / investments as a basis for income generation. • Challenging cultural interpretation and attitudes towards motherhood and fatherhood: changing roles in the 21st century. • Role modelling • [Extended] Life skills & parenting clinics/ education in different settings. • Integration of parenting in social protection program. <p>Recommendation- skilful parenting should be incorporated in all government social program.</p> <ul style="list-style-type: none"> • Men should be co-partners in parenting (Core parenting Model) • Parent peer groups is the preferred approach
<p>Questions/ Reactions</p>	
	<p>Have you invested in development appropriate education content for the skilful parenting training program?</p> <p>How are we transitioning from volunteer community health workers to paid or financed social workers since these caregivers also have their own families to take care of?</p> <p>What of the street families; what intervention?</p> <p>Emerging families: There is a new family model emerging in the school setting; most children spend so much time at school with the teachers; parents no longer have time to spend with their children, being replaced by daycare or ECD centres, Boarding school, or they engage PTAs.</p> <p>Where there is a career woman in question, children are spending a lot of time with the nannies/ house helps especially where the career woman is concerned?</p> <p>What of the pre-parenting period especially for the singles?</p>

	<p>REPPSI: Diploma program for schools in Zambia. + school interacting with ALL caregivers + convergence of the child care services + Child-friendly schools</p> <p>Parenting OVCs e.g. a second child with a disability: All children and childbirths are unique and so should be treated as such.</p> <p>(Persons living with HIV) PLHIV who want to become parents: what do we say about that? We should not nanny families any more. How can we ensure that families have agency ie, that they have decision-making power? How can we empower families to become agents of change in their communities? These are the important issues that we address.</p>
<p>The <u><i>Launch of Parenting in Africa Network (PAN) booklet; Reflections on Africa's Indigenous knowledge on Parenting: Indigenous parenting practices of different communities in Africa; PAN, May 2014.</i></u> (PAN Secretariat, Erna Rheeder (Contributor, South Africa) and GOVT Representatives present.</p>	<p>The PAN Secretariat acknowledged the financial support from Open Society Foundations (OSF) and technical support from PAN partners, Investing in Children and their Societies (ICS) and the African Child Policy Forum, that enabled the study in 4 regions in Africa.</p>
<p>Esther Okoth, Program Manager PAN- Launch of the booklet <u><i>"reflections on Africa's Indigenous knowledge on parenting" and documentary.</i></u></p>	<p>Where did we start leaving our positive indigenous cultural practices that brought out better outcomes in our children? Where did we lose our cultural identity? What positive parenting practices are under threat?</p> <p>Our children; most children are preparing for WEDDING but not the MARRIAGE. What worked in the past that has been forgotten? Who is an Africa? What is an African family?</p> <p>Potty training: What did pampers replace? Why do our children go to school in pampers? Does the role of fathers go beyond financing the family?</p> <p>On matters Security, the 10-houses policy ('Nyumba kumi') has been introduced by the Security Sector in Kenya to enhance community policing. In the same light, do we as parents: + know who our neighbor is? + Know who your child's friends are?</p> <p>Quote from PAN: "If you cannot go back to make a new start; then start now and create a new end"</p>

<p>Session Chair; Betty Muthoni, Project Officer, SOS Villages-Kenya</p> <p><u>Emerging issues (Child marriage, child sacrifices (Children with disabilities/albinism), parenting children in conflict situations, FGM: Magnitude and extent of the problems in Africa)</u> Gilbert Onyango, East African Centre for Human Rights, Kenya.</p> <p>FGM-Somalia 98%, Djibout 93% Egypt 91%, Eritrea and Mali 89% and Sudan /Sereoleone 88% prevalence. Why FGM & Early marriage prevalence in Africa</p> <p>Some African societies have the “justifications ‘for the negative cultural practices</p>	<p>Data & information on FGM is needed. Awareness of the laws and policies in the region is also paramount. The need for a multifaceted approach in combating abuse, that is, advocacy, lobbying and psychosocial support for survivors, is needed.</p> <p>The Government of Kenya (GoK) also needs to give goodwill and pass effective laws.</p> <p>Stakeholders also need to undertake programmes geared towards educating the communities.</p> <p>Plenary Comment - There is need to be tactical in dealing with issues of FGM and child marriage-working closely with Elders, and Churches. Other pertinent issues highlighted/questions raised included:</p> <ul style="list-style-type: none"> • How FGM affects expression of manhood? • How do we make fathers champions of anti FGM? <p>It’s not easy to change the attitudes of the people regarding FGM; FGM is a social problem and has to be faced boldly. Working with/targeting male Members of Parliament (MPs) could be explored?</p> <ul style="list-style-type: none"> • Re-defining what a successful person in the community is? <p>There is need for holistic approach in dealing – If we have to fight FGM we must involve men</p>
<p>Way Forward</p>	
	<p>Call of Action to AU-The document was endorsed by all the participants.</p> <p>The document will be sent online for signatures. However individual countries need to take up implementation of call of action. Mauritius, Ethiopia and Zimbabwe need PAN chapter strengthening/start up.</p> <p>That PAN has initiated observer status application, on the committee of experts, was highlighted as crucial for regional advocacy.</p> <p>Opportunities</p> <ul style="list-style-type: none"> • Kenya now working on the National Framework on PSS. • PAN Chapter to be launched in Zimbabwe by August 2014 and Mauritius by Early 2015

	<ul style="list-style-type: none"> • Development of Country Assistance Framework-UNDP • Netherlands are holding international day of families on May 15, where the PAN Regional experts meeting outcomes would be highlighted and call to action shared out. • In October, a 3-day Summit on the restoring of families shall be held in South Africa. • National forums for families: Participants from all provinces in South Africa are expected. • A major conference in Johannesburg will be held, as follow up on African child care system • Francophone countries meeting in South Africa in July • MALAWI will confirm dates of launching their PAN chapter • Keeping children safe September /October conference to be held in South Africa • We need to have online training/learning on skilful parenting <p>PAN has not started submitting reports to the committee of experts-CRC committee - It's important to participate to give important information (state reports and CSO complimentary report).</p>
<p>Closing Remarks</p>	
	<p>Esther Okoth, PAN secretariat, Kenya</p> <p>Thanked all participants for having created time to participate for the workshop. Acknowledge African Fatherhood, ICS, SOS and other organizations for their contribution.</p> <p>Julia-Chairperson, PAN: Cape town, South Africa</p> <p><i>“It’s been wonderful being here with you. We all feel enriched by your contribution, please don’t lose touch with the network, and happy parenting”</i></p> <p>The meeting ended at 4pm with a word of prayer from Farai Kanyangarara - Zimbabwe</p>

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