



FINAL REPORT

FOR

**ASSESSMENT OF THE IMPACT OF CASH FOR WORK BENEFICIARIES TRAINING FOR
(PHASES IIB AND IV)**

FOR

FOOD AND AGRICULTURE ORGANIZATION (FAO – SOMALIA)



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Abbreviations and Acronyms

CBI	Cash Based Interventions
CCORD	Centre for Consultancy Research and Development Enterprise
CFW	Cash for Work
DfID	United Kingdom Department for International Development
ECHO	European Commission Humanitarian Aid and Civil Protection
FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
FMT	Form Management Tool
INGOs	Non-Governmental Organizations
KII	Key Informant Interview
LNGOs	Local Non-Governmental Organizations
M&E	Monitoring and Evaluation
NGOs	Non-Governmental Organizations
SAS	Statistical Analysis System
UN	United Nations
USAID	United States Agency for International Development

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Executive Summary

Phases IIB and IV of the Cash For Work (CFW) project were implemented by FAO Somalia over the period 2013-2015 and aimed at enhancing access to food by the food insecure households in the short-term, while supporting restoration of food production through the rehabilitation/construction of productive assets and rural infrastructure (water catchments, roads, river embankments and secondary canals), as well as infrastructure for the mitigation of the impact of floods and droughts. The project targeted the Agro-pastoral and farming communities in the South Central, Puntland and Somaliland zones, with limited livelihood base, relying mainly on agriculture and livestock, with little and inefficient use of the water resource for irrigated farming.

The CFW model includes training 10% of the target beneficiaries in each location to manage and sustain the rehabilitated/developed infrastructure. The assessment of the CFW training for Phase IIB and phase IV was aimed to:

- i. Ascertain that the beneficiaries received the training that would enable them to manage and sustain the infrastructure developed/expanded under the CFW programme.
- ii. Contribute to accountability and to organizational learning.

The survey used a mixed methodological approach that adopted both quantitative and qualitative tools. The sampling frame of the study was based on the existing list of beneficiaries provided by FAO for random selection of the pre-determined sample size. The survey covered 267 beneficiaries who received training in managing infrastructure in 11 districts in South Central Somalia, Puntland and Somaliland.

Key Findings

Results of analysis indicate that the majority of respondents were males, and came from Bay region. The number of respondents trained in 2013 and 2014 was similar. Assessment of respondents' reactions to the training program including self-assessment of training content, venue, usefulness, ability to apply and transfer knowledge gained to others, and trainers' knowledge of contents showed that;

- Majority of respondents agreed that the training in managing and sustaining infrastructure developed under the CFW programme was very helpful, the training facilitators were knowledgeable of the topics they presented, the time allocated for presentations was appropriate, and the training will help improve participant's knowledge in managing and sustaining infrastructure.
- Responses to perception questions indicated that the respondents believed that they have gained the knowledge that would enable them to manage the infrastructures.
- Respondents were also confident that they would have the ability to apply the knowledge gained from the training in managing and sustaining infrastructure, and would be able to transfer knowledge gained from training to other members of the community.
- Fewer respondents than expected (< 50%) agreed the training was worth their time, the training room was comfortable, and were satisfied with the food, refreshments and facilities in the training venue.

Assessment of respondents' knowledge of what was learnt during the training showed that;

- Majority of respondents were able to answer the questions correctly. For instance, respondents stated that; formation of water committee ensures good management and sustainability, equitable water sharing as using water and leaving some for others to use. Moreover, respondents knew that vegetables need more irrigation hours compared to maize, washing clothes and bathing in canal/water catchment does not improve water quality, when constructing a feeder road, cutting down many or all trees is most likely to cause bad environmental impact.
- On the other hand, fewer respondents than expected (<75%), were able to correctly identify that; composition of community committees to manage infrastructure should have representation elders, both men and women, and fencing and not allowing animals in the canal/water catchment are some of the protective measures one can adopt. The future training programmes should ensure emphasizing these areas.

Conclusion

- The training participants agreed that the training on maintaining water infrastructure was beneficial and the training environment was favourable.
- Participants reported changes in knowledge and skills in managing and sustaining water infrastructure.
- Participants were also able to apply the knowledge gained from training in livelihoods/work as evidenced through behaviour change in practicing hygienic conditions around the water points.
- There was evidence of spill over of the knowledge gained to other peers/livelihoods/work.
- In terms of catchment design, before the project, when it rained the communities would have no water for several weeks due to poor designing. However, at the moment, the water in the catchment areas lasts for more than six months.
- The community members now have a sense of ownership of the water sources and are responsible in their maintenance.
- From the general comments, most of the respondents from Sool and Togdheer in 2014 never had any training. They negatively portrayed the implementing partner and requested FAO to have a representative on the ground during project implementation.

Recommendations

1. It is good to match the time and training contents so as to allocate enough time for training. Contents should be improved to make training successful and worth participants' time. A more comfortable training venue with good facilities should also be considered.
2. Future training to emphasise the need to empower women to participate in community activities.

3. Further education and community mobilization is required to discourage the people from washing clothes or bathing near the water catchments to avoid water contamination.
4. The community mobilizers who are paid are seen to be working for the implementing agency rather than the community. This could weaken the links with the community as the payments made to mobilizers are seen negatively by the general community members who are generally poor and not gainfully employed.
5. The implementation team should closely work with District Development Committee and Village Development Committee, the government, UN, INGO LINGOs, for better coordination and collaboration.

1.0 Introduction

1.1 Description of the CFW project being assessed

The Cash For Work (CFW) project implemented by FAO Somalia was aimed at enhancing access to food by the food insecure households in the short-term, while supporting restoration of food production through the rehabilitation/construction of productive assets and rural infrastructure (water catchments, roads, river embankments and secondary canals), as well as infrastructure for the mitigation of the impact of floods and droughts. The rehabilitation and safeguarding of productive infrastructure through the cash for work was to increase the resilience and mitigate the impact of future shocks. The idea was to ensure that cash is quickly injected into the local economies enabling vulnerable households to meet basic needs and minimize the risk for mass displacement/migration searching for food and at the same time support the broader community through the use of rehabilitated infrastructure.

The main objectives of the CFW approach were:

- i) To improve food access through existing markets for the most vulnerable population groups affected by the drought and, as a secondary outcome, to rehabilitate key agriculture assets that improve long-term drought resilience.
- ii) To contribute to improved overall food and nutrition security and restoration of livelihoods of those most affected by the drought through combined interventions (agricultural and livestock support). This was to be achieved through the rehabilitation of productive infrastructure in the agriculture and livestock sectors through a mix of unconditional cash transfers and CFW activities; and the interventions were to provide an immediate access to food, while at the same time fostering longer term communities resilience toward future shocks.

The project targeted the agropastoral and farming communities in the South Central, Puntland and Somaliland zones, with limited livelihood base, relying mainly on agriculture and livestock, with little and inefficient use of the water resource for irrigated farming. The project supported the irrigated farming activities through infrastructure rehabilitation and construction to broaden the livelihood base at the household level, increasing household incomes; through a focus on increasing rural based incomes and improved agricultural production.

1.2 Purpose of the training impact assessment

The assessment of the cash for work training for Phase IIB and IV was aimed to:

- iii. Ascertain that the beneficiaries received the training that would enable them manage and sustain the infrastructure developed/expanded under the CFW programme.
- iv. Contribute to accountability and to organizational learning.

1.3 Scope of the assessment

This project was directed at agropastoral and farming communities with limited livelihood base in South Central Somalia, Puntland and Somaliland zones. However, for this training impact assessment study, the targeted regions that were covered by the CCORD team were nine districts in Bakool, Bay, Lower Jubba and Middle Jubba in South Central while the remaining regions that are accessible to FAO were covered by FAO Field Monitors in Puntland and Somaliland. The training assessment study was conducted within a wider study that assessed the impact of the CFW Phases IIB and IV activities. The study adopted the Kirkpatrick model for training evaluation, which includes four phases.

The training assessment covered the areas listed in Table 1. As may be noted, the Phase IIB training was assessed through all phases including the application of knowledge, while Phase IV focused on the early stages of the evaluation model.

Table 1: Areas covered under the impact assessment

Phases	Areas that were assessed
Phase IIB	<ul style="list-style-type: none">• The application of knowledge received during the training in managing and sustaining the infrastructure developed under the CFW programme,• Determine whether this application of knowledge has spread to other community members and/or development activities.
Phase IV	The training activities will be assessed on all stages of the evaluation model: <ul style="list-style-type: none">• The impressions and self-assessment of the training programme,• The knowledge gained from the training,

Based on the areas covered, the impact assessment endeavored to ascertain what the CFW beneficiary training component has achieved compared to the agreed plan and indicators.

1.4 Activities implemented under the CFW beneficiaries training component

The below activity was implemented by FAO through local partner NGOs in various districts in Somalia;

- Training of beneficiaries in management of infrastructure.

As may be noted from Table 2 below, different types of community committees were used as the forums for managing the infrastructures. These local community institutions were already existing and were established and supported by other partners. This is a positive approach that builds on activities and efforts of partners.

Table 2: Nature of training

Activity	Targeted % of trainees	Committee Formed	Type of Training	Number of training days
Rehabilitation of canal	10% of total beneficiaries	Canal Committee	Canal operation and maintenance, irrigation practices and water use; each training	3 and half days
Rehabilitation of Water catchment	10% of total beneficiaries	Water Committee	Water harvesting techniques, catchment design, maintenance and water hygiene	3 and half days
Rehabilitation of feeder roads	10% of total beneficiaries	Community-Based Rangeland Management	Best practice	3 and half days

2.0 Approach and Methodology

2.1 Approach

A mixed methodological approach was adopted that took into consideration the existing list of beneficiaries provided by FAO that was used as a sampling frame for random selection of the pre-determined sample size.

The approach was participatory and consultative between FAO and CCORD in that FAO provided information on the sampling universe for the beneficiaries. The study adopted the quantitative questionnaires as designed by FAO Somalia while CCORD developed the qualitative interview guides and approach.

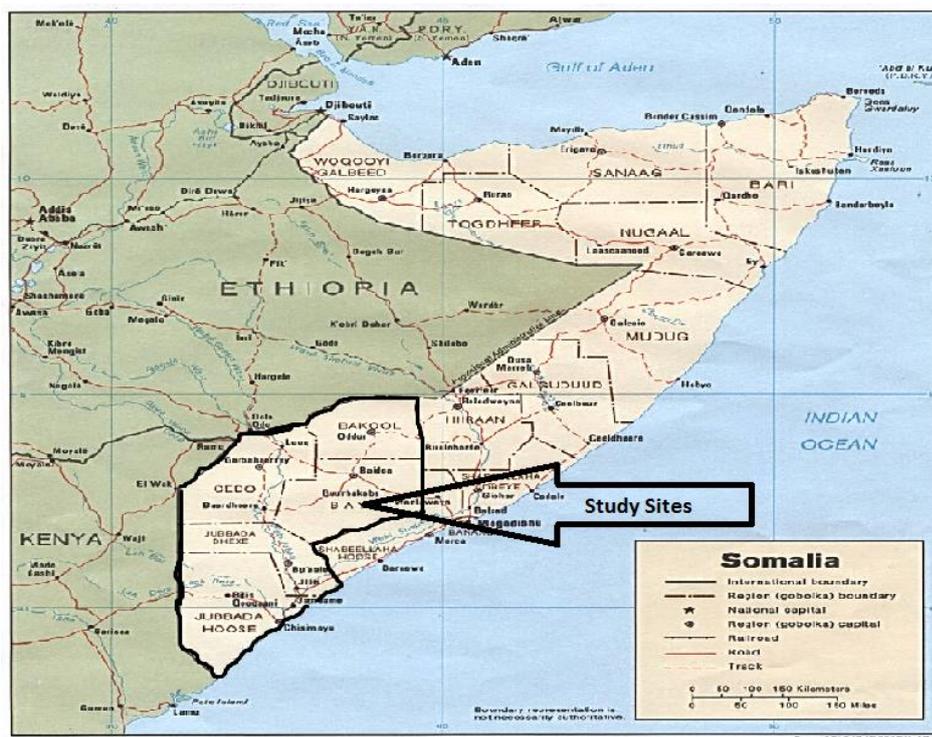
Study districts

The study was conducted in the following regions and districts:

Table 3: Study sites

No	Region	District
1	Bakool	Rhabdhuure and Tayeglow
2	Bay	Baydhaba, Buur Hakaba, and Qansaxdheere
3	Lower Jubba	Kismayo and Afmadow
4	Middle Jubba	Bu'aale
5	Bari	Qardho
6	Sool	Telex
7	Togdheer	Burco

Figure 1: Study Area



2.2 Sampling procedures

A multi-stage stratified cluster random sample was adopted to select the study sample in terms of districts, villages and beneficiaries. Stratification was performed according to the type of infrastructure rehabilitated while villages were used as clusters and sampling units. There were basically two strata namely: water catchment and irrigation infrastructure. The FAO Somalia Field Monitors covered the districts that were accessible to them in the three regions while the CCORD undertook data collection in the following regions: Bakool, Bay, Lower Jubba, and Middle Jubba.

2.3 Sampling size

The sample size was based on the Phase of the Project that was being implemented, number of beneficiaries benefitting from the two types of infrastructure rehabilitated and the district where the project was implemented. Trained beneficiaries represented 10% of the total and this represented the sampling frame for this study. The target sample was initially planned at 349: 184 for Phase IIB and 165 for Phase IV. However, as the districts overlapped between the two phases, only 267 beneficiaries were interviewed.

2.4 Methodology

The following four evaluation methods were utilized in the study: (i) literature search and file/document review;(ii) key informant interviews (KIIs); (iii) focus group discussions (FGDs); and (iv) a survey of existing beneficiaries who were trained. The training impact assessment study draws from the Kirkpatrick model for training evaluation, which tracks the outcomes of training in four distinct stages: immediate impressions and feedback from the training process, knowledge gained from training, application of knowledge, and the wider benefits from receiving the training. The four stages are discussed below.

2.5 Data collection criteria¹

The impact of the beneficiary training component of the CFW programme Phases IIB and IV was assessed through the FAO Somalia model of capacity development evaluation, which consists of the following four stages:

- Stage 1:* The goal is to measure participants' reactions to the training program. This involved assessing the impressions and self-assessment of the trainee of the training activity. It included evaluation of the venue, trainers, training content and methods of training.
- Stage 2:* The assessment covered the knowledge gained from training. Learning outcomes included changes in knowledge and skills and the evaluation focused on measuring what was covered in the training event such as the learning objectives. Towards the end of the questionnaire, a few questions that measured the knowledge gained from training were added. One questionnaire combining the two stages above was administered at the end of the training activity.
- Stage 3:* Assessment was made on the application of the knowledge gained from training in livelihoods/work. The goal was to find out if the beneficiaries had changed their behaviour as a result of attending the training programme. This was administered several weeks after training programme and involved administering a separate questionnaire.
- Stage 4:* This assessed the spill over of the knowledge gained to other peers/livelihoods/work. Its questions were part of the questionnaire on Stage 3 described above.

2.6 Data collection methods

i) Training impact assessment

- a) Quantitative beneficiary sample survey: A representative sample of households that benefitted from the project was interviewed during stage 1&2 of the training process undertaken. Cluster stratified random sampling was adopted. Stratification was in accordance with type of infrastructure rehabilitation. The data collected during the survey were entered instantly at the field level using the Form Management Tool (FMT) of FAO Somalia and instant quality assurance protocols applied at both zonal and Nairobi. The generic questionnaire developed by the Monitoring and Evaluation Unit of FAO Somalia was used to collect data that enabled the measurement of the indicators needed for assessing the impact of the training at the first two stages of the model. The team of consultants reviewed the questionnaires before field testing for applicability before it was finalized. The questionnaire was organized in four sections: Identification, evaluation of training, assessment of knowledge gained from training, and open ended questions and remarks section that enables capturing qualitative feedback. For Stage 1, *Likert Scale* type of questionnaire was used to allow for more accurate measurement of results.
- b) Qualitative Approach: These mainly targeted the third and fourth stages of the training evaluation model (application of knowledge and wider benefits) and included the following tools:
- Review of Secondary Information

¹ See Tool allocation in Annex

- Key Informant Interviews (KII)
- Focus Group Discussions (FGD)

2.7 Field data collection

The field data collection was undertaken in February 2015.

2.8 Training of field teams

The Consultant's technical team and focal point person attended a training session conducted by FAO on data collection and entry using FAO's FMT application in Nairobi. The FMT software was installed on CCORD computers. After the training was conducted, the consultants formed data collection and entry teams. This was based on the sample size of the target districts for the training impact assessment and on the performance of participants during the training as well as gender representation. Following the completion of the training, the Consultant team participated in the pretesting of the revised tools in the field and in providing feedback to FAO that was used in finalizing the tools.

The Field teams also conducted at least one Key Informant Interviews (KII), Group Interview or Focus Group Discussions (FGD), per community. Consultants ensured high quality data through the recruitment of competent field supervisors who also acted as quality control officers. Field enumerators also collected the telephone numbers of all beneficiaries interviewed whenever possible to ensure contacting respondents at a later stage to confirm any information that was flagged during the quality assurance check of data.

2.9 Data entry and analysis

Data entry was performed concurrently with field data collection. Data entry was started upon inception of data collection and continued for approximately 10 working days. FAO provided the Consultant's Data Entry Operators with the FMT software. The Consultant provided the laptops (4) during the contract period needed for data entry. The entered data were reviewed on the next day by the Field Survey Supervisor and the Data Entry Supervisor. These questionnaires were then submitted electronically to FAO Somalia.

Single data entry was carried out and the consultants prepared a SAS programme for data cleaning to flag out errors. The data entered were correlated with beneficiary information to cross check the index candidates and also the other related parameters. Analysis for various pre-identified and programme indicators were generated in SAS program.

The analysis was completed by the Consultants using SAS™ System for Windows version 8.0 software. Frequencies were run for all the variables of interest including that of Likert Scale scores.

Content analysis was employed by CCORD to analyze qualitative data. First, the consultants transcribed qualitative data verbatim. The interviews were then read and reread for an overall understanding. Interpretive summaries of each interview were written. The transcribed interviews were then analyzed and disagreement regarding the interpretations of the interviews and their themes and categories were resolved by going back and forth to the transcribed data. Common meanings and shared descriptions and expressions were identified by comparing and contrasting the text to allow the themes to emerge.

2.10 Ethical considerations

This study was reviewed by FAO Somalia staff. During in-depth interviews with stakeholders, community leaders and other key informants, researchers asked general questions about infrastructure supported by FAO with a view to identifying the impact of beneficiary training in improving the management of these productive infrastructure in the study areas. These questions were not expected to pose any risk to the participants. Field team members were especially cognizant of the importance of informing beneficiaries at the various sites about the study and the purpose of the survey, and assuring them that their confidentiality was respected. Before beginning the field work, the study team through contact persons, conducted an information session with beneficiaries, their committees and clan elders before commencing data collection in order to introduce the project and the objective of the mission and answer any questions. Every respondent had the right to refuse the interview, or to refuse to answer specific survey questions. In this study, the interviewers respected this right and verbally administer informed consent before conducting the interview or PRA session (KII or FGD).

Privacy: For increased validity and to assure respondents' privacy, the interview with each respondent was conducted in a manner that was comfortable for them, and in which they were able to speak openly and honestly. Therefore, all interviews were conducted within the respondent's home and in a private area but respecting the cultural norms.

3.0 Findings

The findings presented represent the responses and views collected through face-to-face interviews using structured and semi-structured interviews, KII question guide or FGD with committee members of rehabilitated infrastructures in the project area.

3.1 General information on respondents interviewed, date of training, villages and districts

A total of seven regions, 12 districts, 52 villages and 267 households were covered during the survey. The highest number of households (19.5%) interviewed were from Burco District in Togdheer Region followed by Burhakaba District (16.9%) in Bay. The proportion by year of training of respondents was equal; households trained in 2014 attributed to 50.2% compared with 49.8% in 2013. In Bari, Lower Jubba, Middle Jubba and Sool all the respondents were trained in 2014, while those in Togdheer had their trainings in 2013. Other regions had training conducted in both 2013 and 2014.

Table 4 Number of Households Interviewed

Region	District	Village	Date of Training	No. of HHs interviewed (%)
Bakool	Ceel Barde	Elberde	Dec 2014	7
		Hiirey	Dec 2014	2
		Total		9 (3.4)
	Rabdhure	Yeed	Dec 2014	14
		Total		14 (5.2)
	Tieglow	Dudumale Wiin	Sep 2013	5
		Gonreh	Nov 2013	4
		Hubto	Nov/Dec 2013	3
		Korar	Nov 2013	7
		Lafale/Buulo Dhato	Dec 2013	6
		Qarsooy	Nov 2013	4
		Wariiraale/Bulo Hadija	Sep 2013	6
		Total		35 (13.1)
Bari	Qardho	Budunbuto	Apr 2014	3
		Dangoroyo	Apr/Sep 2014	3
		Uusgure	Apr 2014	3
		Xaaji Khayr	Apr 2014	3
		Total		12 (4.5)
Bay	Baidoa	Bureyharaw	Jan 2014	7
		Garas-Gamaw	Nov 2013 & Jan 2014	7
		Misgaale	Jan 2014	14
		Wegeli	Jan 2014	10
		Total		38 (14.2)
	Burhakaba	Aliyow Geele	May 2013	8
		Barabuule	Sep 2013	4
		Guudweyn	Jul 2013	2
		Hubsaa	Apr 2013	8
		Reer-Mataan	Apr 2013	2
		Salmisga	May 2013	7
		Surugle	Feb 2013	6
		Wariish	Nov 2013	8
	Total		45 (16.9)	
	Qansaxdhere	Bulo Jiir	Nov 2014	3
		Buuli Cumar	Nov 2014	2
		Duuray	Nov 2014	2
		Hareri Jiroon	Nov 2014	3
		Koran Unbod	Nov 2014	3
Total			13 (4.9)	
Lower Juba	Afmadow	Degelmo	Dec 2014	4
		Diif	Dec 2014	3
		Total		7
	Kismayo	Biyo Gaduud	Jan 2014	5
		Boqoralay	Dec 2014	2
		Guudweyn	Jan 2014	4
		Haji Weyne	Jan 2014	4
		Welxar	Dec 2014	5
		Yaaq Bulle	Dec 2014	4
	Total		24 (9.0)	
Middle Juba	Buaale	Hareri Gadud	Aug 2014	2
		Waregto Kore	Oct 2014	2
		Yaaqa Bonsidow	Aug 2014	1
		Total		5 (1.9)
Sool	Telex	Areole	Apr 2014	3
		Goodall	Apr 2014	3
		Kalka	Apr/Dec 2014	4
		Lasacurdin	Apr 2014	3
		Total		13 (4.9)

Region	District	Village	Date of Training	No. of HHs interviewed (%)
Togdheer	Burco	Beer One	Nov 2013	6
		Daahir Oogle	Nov 2013	7
		Duruqsi	Nov 2013	8
		Harada	Nov 2013	10
		Qoryaale	Nov 2013	8
		Taallo-Buur	Nov 2013	4
		War Cibraan	Nov 2013	9
		Total		52 (19.5)
Total		Grand Total	267	

3.2 Gender composition

Three-quarters (75.3%) of those interviewed were males compared with 24.7% females. Burco District in Togdheer had the highest proportion of male respondents (98.1%) distantly followed by Telex in Sool with 84.6% males. Although only four females were interviewed, Afmadow District located in Lower Jubba had the highest proportion of females (57.1%).

Table 5 Gender by District

Region	District	Male (%)	Female (%)
Bakool	Ceel Barde	7 (77.8)	2 (22.2)
	Rabdhure	10 (71.4)	4 (28.6)
	Tieglow	28 (80.0)	7 (20.0)
	Total	45	13
Bari	Qardho	10 (83.3)	2 (16.7)
	Total	10	2
Bay	Baidoa	22 (57.9)	16 (42.1)
	Burhakaba	31 (68.9)	14 (31.1)
	Qansaxdhere	10 (76.9)	3 (23.1)
	Total	63	33
Lower Jubba	Afmadow	3 (42.9)	4 (57.1)
	Kismayo	15 (62.5)	9 (37.5)
	Total	18	13
Middle Jubba	Buaale	3 (60.0)	2 (40.0)
	Total	3	2
Sool	Telex	11 (84.6)	2 (15.4)
	Total	11	2
Togdheer	Burco	51 (98.1)	1 (1.9)
	Total	51	1
Grand total		201 (75.3)	66 (24.7)

3.3 Trainings participated in and the status of the training venue

In all the FGDs, there were people who had participated in the trainings. The following are the areas covered during the training:

- Water catchment designs,
- Water maintenance and Rehabilitation of water catchment,
- Sanitation and communal infrastructure sustainability,
- Good management of the water catchment and equitable water sharing,
- Hygiene and sanitation of themselves and their surroundings,
- How to undertake rainwater harvesting, and
- How to manage resources in their community

3.4 Respondents' evaluation of the training received

One of the goals of the training assessment was to measure participants' reactions to the training program. This involved assessing the impressions and self-assessment of the trainee

of the training activity and included evaluation of the venue, trainers, training content and methods of training.

3.4.1 Helpfulness of the training

In order to assess the impact of the training of beneficiaries, those trained were assessed on their level of perception on how the training was helpful to them. Overall, 75.7% of respondents strongly agreed or agreed that the training was very helpful. A gender comparison showed that a higher proportion (95.5%) of females strongly agreed or agreed in contrast to 69.2% males. In Lower Juba and Middle Juba, all the respondents strongly agreed while in Bakool and Bay all strongly or agreed with the statement. This was, however, not the case in Sool (76.9%) or Togdheer (46.9%) where relatively higher percentages of respondents strongly disagreed with the statement. In Togdheer, more than one half (53.1%) did not know whether the training was helpful or not. Overall, all the beneficiaries participating in the survey agreed that the training was helpful to them. More than three-quarters (88.8%) of those trained in 2014 and 62.3% of participants trained in 2013 strongly agreed or agreed on the helpfulness of the training. This indicates an improvement in the quality of the training from 2013 to 2014.

Table 6 Training was very helpful

Variable	Categories	N	Strongly Agree (%)=1	Agree (%) =2	Neutral (%) =3	Disagree (%) =4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	198	95 (48.0)	42 (21.2)	2 (1.0)	0 (0.0)	33 (16.7)	26 (13.1)
	Female	66	45 (68.2)	18 (27.3)	0 (0.0)	0 (0.0)	3 (4.6)	0 (0.0)
	Total	264	140 (53.0)	60 (22.7)	2 (0.7)	0 (0.0)	36 (13.6)	26 (9.8)
Region	Bakool	58	27 (46.6)	31 (53.4)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Bari	12	5 (41.7)	3 (25.0)	1 (8.3)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	96	71 (74.0)	25 (26.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Lower Juba	31	31 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Middle Juba	5	5 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	1 (7.7)	1 (7.7)	1 (7.7)	0 (0.0)	10 (76.9)	0 (0.0)
	Togdheer	49	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	23 (46.9)	26 (53.1)
	Total	264	140 (53.4)	60 (22.7)	2 (0.7)	0 (0.0)	36 (13.6)	26 (9.8)
Year of training	2013	130	62 (47.7)	19 (14.6)	0 (0.0)	0 (0.0)	23 (17.7)	26 (20.0)
	2014	134	78 (58.2)	41 (30.6)	2 (1.5)	0 (0.0)	13 (9.7)	0 (0.0)
	Total	264	140 (53.0)	60 (22.7)	2 (0.7)	0 (0.0)	36 (13.6)	26 (9.8)

3.4.2 Knowledge level of presenters on topics presented

Respondents were also asked about their perception on knowledge level of presenters during training. 72% of the respondents strongly agreed or agreed that presenters were knowledgeable about the topics they presented. Most of the females (90.9%) compared to males (65.8%) strongly agreed or agreed with the statement. In contrast, 17.1% males and 4.6% females strongly disagreed. All participants from Bay and 94.8% from Bakool strongly agreed or agreed about the same statement. In Togdheer (49%) and Sool (69.2%) strongly disagreed while 51% in Sool did not know. A comparatively larger proportion (82.7%) of those trained in 2014 versus 61.4% trained in 2013 strongly agreed or agreed. This is another indication of the improvement of the training programme in 2014 compared to 2013.

Table 7 Knowledge level of presenters on topics presented

Variable	Categories	N	Strongly Agree (%)=1	Agree (%) =2	Neutral (%) =3	Disagree (%) =4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	199	43 (21.6)	88 (44.2)	7 (3.5)	0 (0.0)	34 (17.1)	27 (13.6)
	Female	66	22 (33.3)	38 (57.6)	3 (4.6)	0 (0.0)	3 (4.6)	0 (0.0)
	Total	265	65 (24.5)	126 (47.5)	10 (3.8)	0 (0.0)	37 (14.0)	27 (10.2)
Region	Bakool	58	18 (31.0)	37 (63.8)	3 (5.2)	0 (0.0)	0 (0.0)	0 (0.0)
	Bari	12	2 (16.7)	5 (41.7)	2 (16.7)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	95	42 (44.2)	53 (55.8)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Lower Juba	31	2 (6.4)	25 (80.7)	4 (12.9)	0 (0.0)	0 (0.0)	0 (0.0)
	Middle Juba	5	1 (20.0)	4 (80.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	0 (0.0)	2 (15.4)	1 (7.7)	0 (0.0)	9 (69.2)	1 (7.7)
	Togdheer	51	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	25 (49.0)	26 (51.0)
	Total	265	65 (24.5)	126 (47.5)	10 (3.8)	0 (0.0)	37 (14.0)	27 (10.2)
Year of training	2013	132	38 (28.8)	43 (32.6)	0 (0.0)	0 (0.0)	25 (18.9)	26 (19.7)
	2014	133	27 (20.3)	83 (62.4)	10 (7.5)	0 (0.0)	12 (9.0)	1 (0.7)
	Total	265	65 (24.5)	126 (47.5)	10 (3.8)	0 (0.0)	37 (14.0)	27 (10.2)

3.4.3 Appropriateness of time allocated for presentations

Enquiries on appropriateness of time allocated for presentations showed that 49.9% strongly agreed or agreed that it was appropriate. There were gender differences with a higher proportion of females (63.7%) than males (45.2%) falling in the above mentioned positive categories. Bay region had the highest proportion of those who strongly agreed or agreed followed by Bari with a lower proportion of 58.3%, while Bakool reported 51.7% agreed and 48.3% remained neutral. In Sool and Togdheer, 76.9% and 50% respectively strongly disagreed. Almost two thirds (58.9%) of participants trained in 2014 and less than one-half (40.6%) trained in 2013 either strongly agreed or agreed, another indication of the better training in 2014.

Table 8 Appropriateness of time allocated for presentations

Variable	Categories	N	Strongly Agree (%)=1	Agree (%) =2	Neutral (%) =3	Disagree (%) =4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	201	23 (11.4)	68 (33.8)	46 (22.9)	2 (1.0)	36 (17.9)	26 (12.9)
	Female	66	10 (15.2)	32 (48.5)	21 (31.8)	0 (0.0)	3 (4.6)	0 (0.0)
	Total	267	33 (12.4)	100 (37.5)	67 (25.1)	2 (0.7)	39 (14.6)	26 (9.7)
Region	Bakool	58	0 (0.0)	30 (51.7)	28 (48.3)	0 (0.0)	0 (0.0)	0 (0.0)
	Bari	12	4 (33.3)	3 (25.0)	2 (16.7)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	96	27 (28.1)	54 (56.2)	13 (13.5)	2 (2.1)	0 (0.0)	0 (0.0)
	Lower Juba	31	2 (6.4)	8 (25.8)	21 (67.7)	0 (0.0)	0 (0.0)	0 (0.0)
	Middle Juba	5	0 (0.0)	5 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	0 (0.0)	0 (0.0)	3 (23.1)	0 (0.0)	10 (76.9)	0 (0.0)
	Togdheer	52	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	26 (50.0)	26 (50.0)
	Total	267	33 (12.4)	100 (37.5)	67 (25.1)	2 (0.7)	39 (14.6)	26 (9.7)
Year of training	2013	133	15 (11.3)	39 (29.3)	25 (18.8)	2 (1.5)	26 (19.6)	26 (19.6)
	2014	134	18 (13.4)	61 (45.5)	42 (31.3)	0 (0.0)	13 (9.7)	0 (0.0)
	Total	267	33 (12.4)	100 (37.5)	67 (25.1)	2 (0.7)	39 (14.6)	26 (9.7)

3.4.4 Training success and worthiness of the time as perceived by participants

Overall, 48.7% of the respondents strongly agreed or agreed that the training was successful and worth their time, while 41.6% were either neutral, disagreed or strongly disagreed. When examined by gender, 60.6% of female and 44.8% of male respondents confirmed the same. Majority of respondents in Bay (73.9%) and Bari (66.7%) were of the same view. While 58.6% of respondents in Bakool agreed, 37.9% were noncommittal. In Sool and Togdheer, 69.2% and 51.9% strongly disagreed. Comparatively, a higher proportion of those trained in 2014 than in 2013 (41.4%) strongly or agreed.

Table 9 Training success and worthiness of the time

Variable	Categories	N	Strongly Agree (%)=1	Agree (%)=2	Neutral (%)=3	Disagree (%)=4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	201	36 (17.9)	54 (26.9)	35 (17.4)	15 (7.5)	36 (17.9)	25 (12.4)
	Female	66	18 (27.3)	22 (33.3)	16 (24.2)	7 (10.6)	3 (4.6)	0 (0.0)
	Total	267	54 (20.2)	76 (28.5)	51 (19.1)	22 (8.2)	39 (14.6)	25 (9.4)
Region	Bakool	58	0 (0.0)	34 (58.6)	22 (37.9)	2 (3.4)	0 (0.0)	0 (0.0)
	Bari	12	3 (25.0)	5 (41.7)	1 (8.3)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	96	41 (42.7)	30 (31.2)	21 (21.9)	4 (4.2)	0 (0.0)	0 (0.0)
	Lower Juba	31	9 (29.0)	4 (12.9)	3 (9.7)	15 (48.4)	0 (0.0)	0 (0.0)
	Middle Juba	5	1 (20.0)	3 (60.0)	1 (20.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	0 (0.0)	0 (0.0)	3 (23.1)	1 (7.7)	9 (69.2)	0 (0.0)
	Togdheer	52	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	27 (51.9)	25 (48.1)
	Total	267	54 (20.2)	76 (28.5)	51 (19.1)	22 (8.2)	39 (14.6)	25 (9.4)
Year of training	2013	133	26 (19.6)	29 (21.8)	24 (18.0)	2 (1.5)	27 (20.3)	25 (18.8)
	2014	134	28 (20.9)	47 (35.1)	27 (20.1)	20 (14.9)	12 (9.0)	0 (0.0)
	Total	267	54 (20.2)	76 (28.5)	51 (19.1)	22 (8.2)	39 (14.6)	25 (9.4)

3.4.5 Comfort experienced during training

The training as a process was evaluated by the study with the objective of identifying areas for potential improvement. 46% of all respondents strongly agreed or agreed that the training room was comfortable. More females (54.5%) than males (43.2%) strongly agreed or agreed. Majority of respondents in Bakool (81%) and Bay (57.3%) were of the same opinion. About two-thirds (69.2%) in Sool strongly disagreed compared to 50% from Togdheer. The same pattern is detected: a higher proportion (61.2%) of those trained in 2014 and 30.8% trained in 2013 strongly agreed or agreed.

Table 10 Comfort experienced during training

Variable	Categories	N	Strongly Agree (%)=1	Agree (%)=2	Neutral (%)=3	Disagree (%)=4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	201	19 (9.4)	68 (33.8)	48 (23.9)	5 (2.5)	35 (17.4)	26 (12.9)
	Female	66	14 (21.2)	22 (33.3)	23 (34.8)	3 (4.6)	4 (6.1)	0 (0.0)
	Total	267	33 (12.3)	90 (33.7)	71 (26.6)	8 (3.0)	39 (14.6)	26 (9.7)
Region	Bakool	58	10 (17.2)	37 (63.8)	8 (13.8)	3 (5.2)	0 (0.0)	0 (0.0)
	Bari	12	0 (0.0)	2 (16.7)	7 (58.3)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	96	22 (22.9)	33 (34.4)	36 (37.5)	4 (4.2)	1 (1.0)	0 (0.0)
	Lower Juba	31	1 (3.2)	13 (41.9)	17 (54.8)	0 (0.0)	0 (0.0)	0 (0.0)
	Middle Juba	5	0 (0.0)	4 (80.0)	1 (20.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	0 (0.0)	1 (7.7)	2 (15.4)	1 (7.7)	9 (69.2)	0 (0.0)
	Togdheer	52	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	26 (50.0)	26 (50.0)
	Total	267	33 (12.3)	90 (33.7)	71 (26.6)	8 (3.0)	39 (14.6)	26 (9.7)
Year of training	2013	133	10 (7.5)	31 (23.3)	35 (26.3)	5 (3.8)	26 (19.6)	26 (19.6)
	2014	134	23 (17.2)	59 (44.0)	36 (26.9)	3 (2.2)	13 (9.7)	0 (0.0)
	Total	267	33 (12.3)	90 (33.7)	71 (26.6)	8 (3.0)	39 (14.6)	26 (9.7)

3.4.6 Satisfaction with the food, refreshments and facilities in the training venue

Less than one-half (40.9%) of participants strongly agreed or agreed that they were satisfied with the food, refreshments and facilities in training venue. There is no difference between females (40.9%) and males (39.5%) in this regard. Most of the participants (70.7%) in Bakool followed by Lower Jubba (54.8%) and Bay (51%) strongly or agreed with the positive statement. None of the respondents in Sool and Togdheer supported this view. All respondents from Sool strongly disagreed. About half (53%) of respondents trained in 2014 were satisfied with the food, refreshments and facilities in the training venue compared to 28.8% of those trained in 2013.

Table 11: Satisfaction with the food, refreshments and facilities in the training venue

Variable	Categories	N	Strongly Agree (%)=1	Agree (%)=2	Neutral (%)=3	Disagree (%)=4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	200	16 (8.0)	63 (31.5)	19 (9.5)	10 (5.0)	67 (33.5)	25 (12.5)
	Female	66	12 (18.2)	18 (27.3)	12 (18.2)	12 (18.2)	12 (18.2)	0 (0.0)
	Total	266	28 (10.5)	81 (30.4)	31 (11.6)	22 (8.3)	79 (29.7)	25 (9.4)
Region	Bakool	58	4 (6.9)	37 (63.8)	5 (8.6)	2 (3.4)	10 (17.2)	0 (0.0)
	Bari	12	0 (0.0)	0 (0.0)	0 (0.0)	2 (16.7)	10 (83.3)	0 (0.0)
	Bay	96	22 (22.9)	27 (28.1)	14 (14.6)	18 (18.7)	15 (15.6)	0 (0.0)
	Lower Juba	31	2 (6.4)	15 (48.4)	12 (38.7)	0 (0.0)	2 (6.4)	0 (0.0)
	Middle Juba	5	0 (0.0)	2 (40.0)	0 (0.0)	0 (0.0)	3 (60.0)	0 (0.0)
	Sool	13	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	13 (100.0)	0 (0.0)
	Togdheer	51	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	26 (51.0)	25 (49.0)
	Total	266	28 (10.5)	81 (30.4)	31 (11.6)	22 (8.3)	79 (29.7)	25 (9.4)
Year of training	2013	132	4 (3.0)	34 (25.8)	11 (8.3)	17 (12.9)	41 (31.1)	25 (18.9)
	2014	134	24 (17.9)	47 (35.1)	20 (14.9)	5 (3.7)	38 (28.4)	0 (0.0)
	Total	266	28 (10.5)	81 (30.4)	31 (11.6)	22 (8.3)	79 (29.7)	25 (9.4)

3.5 Learning outcomes – perception of participants

The assessment covered the assessment of the perception of participants of the knowledge gained from the training. Learning outcomes included changes in knowledge and skills. The questions assessed the impact of the training by enquiring from the respondents if the training had improved their knowledge on managing and sustaining infrastructure and their ability to apply the knowledge in managing and sustaining infrastructure.

3.5.1 Impact of training in improving participant's knowledge on managing and sustaining infrastructure – participants perception

Overall, two-thirds (67.1%) of participants strongly agreed or agreed that the training had an impact in improving participant's knowledge on managing and sustaining infrastructure. More females (89%) than males (59.8%) gave this view. The highest proportion of those who strongly agreed or agreed by region of residence were from Lower Jubba (99.9%) followed by Bakool (89.6%) and Bay (83.4%). None of the respondents in Togdheer expressed a similar opinion. Instead, 50% of respondents from this region strongly disagreed or did not know. More respondents trained in 2014 (79.1%) compared to those trained in 2013 (54.9%) confirmed the impact of training in improving their knowledge on managing and sustaining infrastructure.

Table 12: Impact of training in improving participant’s knowledge on managing and sustaining infrastructure- participants perception

Variable	Categories	N	Strongly Agree (%)=1	Agree (%) =2	Neutral (%) =3	Disagree (%) =4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	199	50 (25.1)	69 (34.7)	19 (9.6)	2 (1.0)	34 (17.1)	25 (12.6)
	Female	66	33 (50.0)	26 (39.4)	4 (6.1)	0 (0.0)	3 (4.6)	0 (0.0)
	Total	265	83 (31.3)	95 (35.8)	23 (8.7)	2 (0.7)	37 (14.0)	25 (9.4)
Region	Bakool	58	17 (29.3)	35 (60.3)	6 (10.3)	0 (0.0)	0 (0.0)	0 (0.0)
	Bari	12	1 (8.3)	7 (58.3)	1 (8.3)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	96	40 (41.7)	40 (41.7)	15 (15.6)	1 (1.0)	0 (0.0)	0 (0.0)
	Lower Juba	31	25 (80.6)	6 (19.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Middle Juba	5	0 (0.0)	5 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	0 (0.0)	2 (15.4)	1 (7.7)	1 (7.7)	9 (69.2)	0 (0.0)
	Togdheer	50	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	25 (50.0)	25 (50.0)
	Total	265	83 (31.3)	95 (35.8)	23 (8.7)	2 (0.7)	37 (14.0)	25 (9.4)
Year of training	2013	131	40 (30.5)	32 (24.4)	9 (6.9)	0 (0.0)	25 (19.1)	25 (19.1)
	2014	134	43 (32.1)	63 (47.0)	14 (10.4)	2 (1.5)	12 (9.0)	0 (0.0)
	Total	265	83 (31.3)	95 (35.8)	23 (8.7)	2 (0.7)	37 (14.0)	25 (9.4)

3.5.2 Application of knowledge gained from training in livelihoods and work – participants perception

Assessment was made on the application of the knowledge gained from training in livelihoods/work with a goal of finding out if the beneficiaries had changed their behavior as a result of attending the training programme.

When asked about their ability to apply knowledge gained during training in managing and sustaining infrastructure, 58.6% of the respondents strongly agreed or agreed. A higher proportion of females (80.3%) than males (51.3%) strongly agreed or agreed with the statement. Again Bakool led in the proportion of respondents who strongly agreed or agreed with this item (84.5%). All those in Middle Jubba agreed, followed by Lower Jubba (80.6%) in this category. None in Togdheer strongly agreed or agreed. Nearly three-quarters (74.6%) of respondents trained in 2014 and 41.8% of those who were trained in 2013 shared the same opinion.

Table 13: Ability to apply the knowledge in managing and sustaining infrastructure – participants perception

Variable	Categories	N	Strongly Agree (%)=1	Agree (%) =2	Neutral (%) =3	Disagree (%) =4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	197	13 (6.6)	88 (44.7)	38 (19.3)	1 (0.5)	32 (16.2)	25 (12.7)
	Female	66	4 (6.1)	49 (74.2)	10 (15.1)	0 (0.0)	3 (4.6)	0 (0.0)
	Total	263	17 (6.5)	137 (52.1)	48 (18.2)	1 (0.4)	35 (13.3)	25 (9.5)
Region	Bakool	58	8 (13.8)	41 (70.7)	9 (15.5)	0 (0.0)	0 (0.0)	0 (0.0)
	Bari	12	0 (0.0)	8 (66.7)	1 (8.3)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	96	9 (9.4)	56 (58.3)	31 (32.3)	0 (0.0)	0 (0.0)	0 (0.0)
	Lower Juba	31	0 (0.0)	25 (80.6)	6 (19.3)	0 (0.0)	0 (0.0)	0 (0.0)
	Middle Juba	5	0 (0.0)	5 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	0 (0.0)	2 (15.4)	1 (7.7)	1 (7.7)	9 (69.2)	0 (0.0)
	Togdheer	48	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	23 (47.9)	25 (52.1)
	Total	263	17 (6.5)	137 (52.1)	48 (18.2)	1 (0.4)	35 (13.3)	25 (9.5)
Year of training	2013	129	6 (4.6)	48 (37.2)	27 (20.9)	0 (0.0)	23 (17.8)	25 (19.4)
	2014	134	11 (8.2)	89 (66.4)	21 (15.7)	1 (0.7)	12 (9.0)	0 (0.0)
	Total	263	17 (6.5)	137 (52.1)	48 (18.2)	1 (0.4)	35 (13.3)	25 (9.5)

3.6 Spill-over of knowledge gained to other peers/livelihoods or work – participants perception

We assessed the spill-over of the knowledge gained to other peers/livelihoods/work by asking the respondents their ability to transfer knowledge gained from training to other members of the community. Generally, slightly more than one-half (51.7%) of the respondents strongly agreed or agreed that they would be able to transfer knowledge gained to other peers/livelihoods or work. More females (60.6%) compared to males (48.7%) shared the same view. Regionally, a higher proportion of respondents in Bakool (86.2%) compared to Bay (60.5%) or Lower Jubba (58%) strongly agreed or agreed that they would be able spill-over knowledge. A higher proportion of those trained in 2014 (55.2%) would be able to transfer such knowledge in contrast to 48% trained in 2013.

Table 14: Ability to transfer knowledge gained from training to other members of the community – participants perception

Variable	Categories	N	Strongly Agree (%)=1	Agree (%)=2	Neutral (%)=3	Disagree (%)=4	Strongly Disagree (%)=5	Don't know/Not applicable=6
Gender	Male	197	29 (14.7)	67 (34.0)	43 (21.8)	0 (0.0)	32 (16.2)	26 (13.2)
	Female	66	16 (24.2)	24 (36.4)	23 (34.8)	0 (0.0)	3 (4.6)	0 (0.0)
	Total	263	45 (17.1)	91 (34.6)	66 (25.1)	0 (0.0)	35 (13.3)	26 (9.9)
Region	Bakool	58	8 (13.8)	42 (72.4)	8 (13.8)	0 (0.0)	0 (0.0)	0 (0.0)
	Bari	12	1 (8.3)	5 (41.7)	3 (25.0)	0 (0.0)	3 (25.0)	0 (0.0)
	Bay	96	23 (24.0)	35 (36.5)	38 (39.6)	0 (0.0)	0 (0.0)	0 (0.0)
	Lower Juba	31	13 (41.9)	5 (16.1)	13 (41.9)	0 (0.0)	0 (0.0)	0 (0.0)
	Middle Juba	5	0 (0.0)	2 (40.0)	3 (60.0)	0 (0.0)	0 (0.0)	0 (0.0)
	Sool	13	0 (0.0)	2 (15.4)	1 (7.7)	0 (0.0)	9 (69.2)	1 (7.7)
	Togdheer	48	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	23 (47.9)	25 (52.1)
	Total	263	45 (17.1)	91 (34.6)	66 (25.1)	0 (0.0)	35 (13.3)	26 (9.9)
Year of training	2013	129	10 (7.7)	52 (40.3)	19 (14.7)	0 (0.0)	23 (17.8)	25 (19.4)
	2014	134	35 (26.1)	39 (29.1)	47 (35.1)	0 (0.0)	12 (9.0)	1 (0.7)
	Total	263	45 (17.1)	91 (34.6)	66 (25.1)	0 (0.0)	35 (13.3)	26 (9.9)

Quantitative findings were supported by qualitative results from the various individuals and groups interviewed. In regard to the relevance of the training and the training venue, it was said in Quansaxdheere (KII & FGD) and Bur-hakaba (KII) both from Bay Region that the training was very beneficial but the venue was not comfortable and they did not have any refreshments. Those in Elbarde district, in Bakool (KII & FGD) said that the training was offered without first doing capacity needs assessment. In spite of this, the rest of the participants in the different districts where the project was implemented agreed that the trainings were relevant and the venue was strategically accessible in terms of security, appropriate and comfortable. There were however some who pointed out that the time for the training was short since the duration was only one day.

3.7 Recall of what was learned during the training

Knowledge gained from training was further assessed by asking specific questions on what was covered during the training. This represents the assessment of the second phase of the training evaluation model. The findings are presented in Tables 15a and 15b.

The findings showed no difference in knowledge level between males and females regarding formation of water committee and its importance in ensuring good management and

sustainability of infrastructure as attested by 97% of each gender. All respondents from Bakool, Bari, Middle Jubba and Sool correctly got the statement as true. The difference in knowledge level about the same statement by year was not large comparing 2014 (98.5%) and 2013 (95.5%).

The question on the correct composition of community committees was correctly stated by mostly males (77.6%) as opposed to females (68.2%). By region, all respondents in Middle Jubba and Togdheer got it correct. However, only 56.2% of respondents from Bay correctly mentioned the need for both males and females forming such committees in the community. By year of training, a higher proportion of those trained in 2014 (85.7%) compared to 64.9% of those trained in 2013 answered this question correctly.

Knowledge that vegetables need more irrigation hours than maize received mixed scores. All respondents from Bakool and Middle Jubba got it right. This was followed by those from Togdheer (96.2%) and Lower Jubba (93.6%). A much smaller proportion of respondents from Bari (8.3%) and Sool (7.7%) correctly scored on this statement. This is not surprising as irrigated farming is not widely practiced in Bari and Sool regions.

Table 15a: Recall of what was learned during the training

Variable	Responses	Gender		Regions							Year of Training	
		Male	Female	Bakool	Bari	Bay	L/Jubba	M/Jubba	Sool	Togdheer	2013	2014
Formation of water committee ensures good management and sustainability	True	97.0	97.0	100.0	100.0	97.9	87.1	100.0	100.0	96.2	98.5	95.5
	False	1.00	3.0	0.0	0.0	0.0	12.9	0.0	0.0	0.0	0.0	3.0
	Don't know	2.00	0.0	0.0	0.0	2.1	0.0	0.0	0.0	3.8	1.5	1.5
	Total	200	66	58	12	96	31	4	13	52	133	133
Composition of community committees	Elders	8.0	9.1	5.2	8.3	14.6	0.0	0.0	30.8	0.0	4.5	11.9
	Women	14.4	22.7	22.4	0.0	29.2	9.7	0.0	0.0	0.0	9.8	23.1
	Both of them	77.6	68.2	72.4	91.7	56.2	90.3	100.0	69.2	100.0	85.7	64.9
	Total	201	66	58	12	96	31	5	13	52	133	134
Meaning of equitable water sharing	I use all the water myself	10.4	12.1	0.0	0.0	30.2	0.0	0.0	0.0	0.0	19.6	2.2
	I use water and leave some for others to use	88.1	87.9	100.0	100.0	66.7	100.0	100.0	100.0	100.0	78.9	97.0
	Don't know	1.5	0.0	0.0	0.0	3.1	0.0	0.0	0.0	0.0	1.5	0.8
	Total	201	66	58	12	96	31	5	13	52	133	134
Vegetables need more irrigation hours than maize	True	86.1	87.9	100.0	8.3	90.6	93.6	100.0	7.7	96.2	94.7	78.4
	False	10.9	10.6	0.0	91.7	4.2	6.4	0.0	92.3	3.8	0.0	21.6
	Don't know	0.0	1.5	0.0	0.0	5.2	0.0	0.0	0.0	0.0	5.3	0.0
	Total	201	66	58	12	96	31	5	13	52	133	134

As shown in table 15b, a comparable proportion of males (89.1%) and females (87.9%) did not support the statement that washing clothes and bathing in canal/water catchment improves water quality. This was true for all respondents in Bakool, Lower and Middle Jubba. The level of knowledge on this statement varied by year of training with the highest proportion being among those trained in 2014 (91.7%) in contrast to those trained in 2013 (85.8%).

Regarding some of the protection measures that one can adopt in canal and water catchment, more males (64.7%) than females (59.1%) stated that both approaches are

recommended. It is only in Middle Jubba and Togdheer that all the respondents got it right. None of the respondents correctly got this statement in Bakool. On the other hand, a higher proportion of females (8.3%) than males (4.2%) thought that such action improves water quality. Again majority of those most recently trained in 2014 (95.6%) performed better in retaining such information compared to those trained in 2013 (92.4%).

Over 90% of males and females mentioned environmental damage can be caused by cutting down of some or all trees when constructing a feeder road. Knowledge level was highest among Bakool, Lower and Middle Jubba where all respondents confirmed the same. Lowest proportion was recorded among participants in Sool (69.2%). There were no difference in knowledge level by year of training as 94.7% trained in 2014 and 94% trained in 2013 got it right.

Table 16: Recall of what was learned during the training

Variable	Responses	Gender		Regions							Year of Training	
		Male	Female	Bakool	Bari	Bay	L/Jubba	M/Jubba	Sool	Togdheer	2013	2014
Washing clothes and bathing in canal/water catchment improves water quality	True	10.4	12.1	0.0	91.7	12.5	0.0	0.0	30.8	3.8	7.5	14.2
	False	89.1	87.9	100.0	8.3	87.5	100.0	100.0	69.2	94.2	91.7	85.8
	Don't know	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.8	0.0
	Total	201	66	58	12	96	31	5	13	52	133	134
Some of the protection measures one can adopt in your canal/water catchment	Fencing	31.3	37.9	55.17	75.0	39.6	12.9	0.0	38.5	0.0	20.3	45.5
	No animals in the canal/water catchment	4.0	3.0	44.83	0.0	2.1	25.8	0.0	0.0	0.0	0.0	7.5
	Both of them	64.7	59.1	0.0	25.0	58.3	61.3	100.0	61.5	100.0	79.7	47.0
	Total	201	66	58	12	96	31	5	13	52	133	134
When constructing a feeder road, cutting down many or all trees is most likely to cause bad environmental impacts	True	94.0	95.4	100.0	83.3	91.7	100.0	100.0	69.2	98.1	94.7	94.0
	False	3.98	3.1	0.0	16.7	4.2	0.0	0.0	30.8	0.0	1.5	6.0
	Don't know	1.99	1.5	0.0	0.0	4.2	0.0	0.0	0.0	1.9	3.8	0.0
	Total	201	66	58	12	96	31	5	13	52	133	134

Qualitative findings:

High level of retention of what was learned during the training was expressed during KII and FGDs. The beneficiaries seemed to be very well versed with what was taught during the training. The following are the topics that were cited in general:

- How to do basic sedimentation of water inlet channels,
- How to control the quality of water and control contamination from the surrounding of the water catchment and the community at large,
- How to design a water catchment,
- The importance of the communal infrastructure and water management focusing on water sources and how to protect such sources,

- Formation of relevance resource committee to control use of the resources in the community, and
- The different steps of harvesting rain.

In terms of application of knowledge gained in managing and sustaining infrastructure by Water Committee members, only one group in Burhakaba District in Bay Region stated that they have not applied the knowledge that they have learned from the training. In all other FGDs, the participants agreed that they have applied the knowledge and stated what they had done as follows:

“The water committees in Tieglow were always working together with the communities to maintain and improve water cleanliness by promoting hygienic practices. This has improved the health of the communities since we are now avoiding contaminating the water.”

Water Committee in Elbarde District in Bakool had created water management committee that managed the water sources in the villages so that current water source is maintained and highly sustained. In some villages of this district certain rules and regulations have been set to share water points and ways to protect water source. These regulations are respected by all.

In Banadir/Bay region it was said in the focus group that villagers were encouraged to fence the water catchments and maintain hygienic condition of the water catchment. Those trained have also mobilized the entire communities not to wash their clothes inside or around the water catchment. Furthermore, animals are watered outside the catchment area.

In Quansaxdheere district in Bay Region, the community-based Rangeland Management Committee has adopted good practices on how to keep and maintain the water catchment area and redesigned it. The catchment area has now been dug deeper. They have also adopted the criterion of selection of the vulnerable people in the community such as old women or men who qualify to benefit from the project support.

In Khatra district, the committee, with the help of the community in the area, has undertaken improvement in the existing water catchments and re-designed the inlets and overflow points of the water catchments. They have also undertaken extensive hygiene promotions in the community. The users of the existing water catchment have developed a healthy environment free from risky unhygienic practices. Community-based Rangeland Management Committee has adopted fencing the water catchment area.

3.8 Forums in the community to adopt the practices learnt in the training

Apart from participants in Burhakaba and Quansaxdheere districts, the rest of the participants from other regions agreed that there were forums to share knowledge. A group from Tieglow stated that various forums have been set up e.g. rangeland committee, hygiene and sanitation committee and water catchment committee, which always held meetings to develop, improve and adopt what was learned during the training.

Another group in Elberde district said that the community committee formed water committee for the water source to train others to practice the best way of harvesting water. The group in Khatra said that they have forums such as community gatherings, elder meetings, women and girls gathering at the homestead for social occasions e.g. wedding and farm cultivations. In these fora, they share information and songs with detailed descriptions

of the involvement of the community. The activities are used to educate each other on good lessons learnt and the good practices. In Banadir in Bay region participants verified that there were forums to share the knowledge gained during training though they still need further training. The situation was different for participants in Burhakaba and Quansaxdheere districts where they felt that they did not have forums to share the knowledge gained.

3.9 Challenges to implementing good practices

During the interviews, it was clear that there were challenges in the implementation of what the participants had learnt. The following were given as the challenges:

1. It was very hard to tell the people not to wash clothes or bathe near the water catchments as the used water can easily drain back in the main water body further contaminating the water.
2. Water committees cannot act without community support and have to wait for the clan elders to solve the issue. Sometimes the committee members may get injured in the course of their duty.
3. The community mobilizers who are paid are seen to be working for the implementation agency rather than the community. This could weaken the links with the community. Payments made to community mobilizers hired by NGOs are seen negatively by the general community members who are generally poor and not gainfully employed.

3.10 The impact of the project after the training

Several positive impacts of the training were cited during the KII and FGD as stated below:

1. There was a big change in agricultural and animal husbandry productions.
2. In terms of catchment design, before the project, when it rained the communities would have no water for several weeks due to poor designing. However, at the moment, the water in the catchment areas lasts for more than six months.
3. The community members now have a sense of ownership of the water sources and are responsible in their maintenance.
4. The community members have learnt maintenance of water hygiene and environmental sanitation in and around the water catchment area to avoid waterborne diseases.
5. The water catchment areas used to dry and filled with silts before the training. After training, the community re-designed the catchment areas and constructed inlets which drain clean water which lasts through the dry spell.

3.11 Improvements in the livelihood of the community

Below are the improvements in livelihoods that were cited as being experienced because of the training received:

1. There are changes in the lifestyles of the community as the community members do not have to spend a lot of time and energy looking for water in far off distances neither do they have to cover longer distance to water their animals.
2. The pastoral communities are turning to farming by growing crops for consumption and also on small scale commercial hence shifting to agro-pastoral way of life.
3. As a result of rehabilitated infrastructure, there are improvements in livelihood because of increase in food production. This is because the project encourages and supports food production and markets.

4. There is improvement in water hygiene which is likely to reduce incidence of waterborne diseases.
5. The community members have learnt the techniques of harvesting water and practice it making water be readily available.
6. Water is readily accessible and available to livestock around the grazing areas.
7. Some of the community members are able to buy livestock from some of the money they received from the CFW.

3.12 Suggestions and ideas from FGD participants

1. Conduct training needs assessment before training in order to know the community needs.
2. It is good to match the time and training contents so as to allocate enough time for training.
3. Include in the training contents environmental protection and conservation in order for the community to know the importance of protecting the environment.
4. The intervention was helpful and came at the right time. However, the areas covered by the project are expansive. Communities that are targeted need livelihood support such as restocking and more skill trainings.
5. Communities need tools for constructing and maintaining water catchment points.
6. The CFW project should scale up in terms of cash provisions.
7. The implementation team should closely work with District Development Committee and Village Development Committee, the government, UN, INGO LINGOs, for better coordination and collaboration.
8. The community needs are more because of drought and insecurity which makes members migrate to places with water or which are more secure.

4.0 Conclusion

- The training participants agreed that the training on maintaining water infrastructure was beneficial and the training environment was favourable.
- Participants reported changes in knowledge and skills in managing and sustaining water infrastructure.
- Participants were also able to apply the knowledge gained from training in livelihoods/work as evidenced through behaviour change in practicing hygienic conditions around the water points.
- There was evidence of spill over of the knowledge gained to other peers/livelihoods/work.
- In terms of catchment design, before the project, when it rained the communities would have no water for several weeks due to poor designing. However, at the moment, the water in the catchment areas lasts for more than six months.
- The community members now have a sense of ownership of the water sources and are responsible in their maintenance.
- From the general comments, most of the respondents from Sool and Togdheer had little training. They negatively portrayed the implementing partners and requested FAO to have a representative on the ground during project implementation.

5.0 Recommendations

1. It is good to match the time and training contents so as to allocate enough time for training. Contents should be improved to make training successful and worth participants' time. A more comfortable training venue with good facilities should also be considered.
2. Future training to emphasise the need to empower women to participate in community activities.
3. Further education and community mobilization is required to discourage the people from washing clothes or bathing near the water catchments to avoid water contamination.
4. The community mobilizers who are paid by the NGOs are seen to be working for the implementing agency rather than the community. This could weaken the links with the community as the payments made to mobilizers are seen negatively by the general community members who are generally poor and not gainfully employed.
5. The implementation team should closely work with District Development Committee and Village Development Committee, the government, UN, INGO LNGOs, for better coordination and collaboration.

Annex 1: Responses to open ended questions and general comments

Recommended changes for the betterment of future trainings

What would you change in this training to make it better?	Region						
	Bakool	Bari	Bay	L/ Juba	M/ Juba	Sool	Togdheer
No training was conducted	0	3	0	0	0	10	53
Water, sanitation & management	0	8	0	1	0	3	0
Change type of infrastructure such as roads, gully formation control	1	0	0	0	0	0	0
To increase the days of the training	5	0	21	3	1	0	0
To increase the money for training and time management	5	0	15	1	0	0	0
Mobilize the community before the training	1	0	0	4	1	0	0
Refresher	0	1	0	3	0	0	0
No need	30	0	18	14	3	0	0
Change venue, facilitators and food refreshments	6	0	21	6	0	0	0
change the facilitators	2	0	6	0	0	0	0
Time and venue	9	0	0	0	0	0	0
Include practical sessions	0	0	5	0	0	0	0
Increase the number of trainees	0	0	4	0	0	0	0
Total	59	12	90	32	5	13	53

Additional comments

Do you have any other comments/suggestions?	Region						
	Bakool	Bari	Bay	Lower Juba	Middle Juba	Sool	Togdheer
For any future FAO funded activities, FAO should have a representation to ensure proper implementation (partner mismanaged the project).	0	0	0	0	0	0	43
Refresher training should be conducted	3	1	4	1	0	0	5
Change type of the infrastructure into other needs such as gully erosion control	2	1	0	0	0	4	0
Seeking extension of project and more training days	23	2	24	16	3	1	1
Seeking extension of project and include skilled trainers	1	0	2	1	0	0	0
Seeking extension of project and increase amount paid	12	2	4	0	0	1	2
Provide food after training the same way you give cash for work	3	0	5	0	0	0	0
Give money during training	0	0	10	0	0	0	0
Increase the cash for work in area because there are other water catchments those are still not rehabilitated	3	0	1	0	0	0	0
Some of the water catchments are now becoming full of soil and need rehabilitation	1	0	0	0	0	0	0
Community mobilization	1	0	5	2	1	0	0
We highly request to release our pending payments in last cash for work activities.	0	1	0	0	0	0	0
Ensure equality of gender during training	0	0	0	1	0	0	0
For future trainings include WASH and maintenance of roads	2	0	5	1	0	0	0
Construct hospitals and schools	0	0	2	2	0	0	0
Sink boreholes and distribute farm tools and seeds	1	0	1	4	1	0	0
Fencing of and rehabilitation of water catchment areas to protect against animals	1	1	0	0	0	1	0
Include it practical part	0	0	1	0	0	0	0
Total	53	8	64	28	5	7	51

Annex 2: Beneficiary Training Evaluation Questionnaire

FAO Somalia

CASH FOR WORK PROGRAMME

BENEFICIARY TRAINING EVALUATION QUESTIONNAIRE

FORM A: SELF ASSESSMENT AND KNOWLEDGE GAINED FROM THE TRAINING

Section A: Identification and Respondent Information

Questionnaire Number		Date of Interview (DD/MM/YY)	
Livelihood Zone: Farming/Riverine/Fishing/Pastoral/Agro-pastoral/Urban/Other _____		Region	
District		Village	
Date of Training:		Name of Respondent	
Respondent Phone Number of		Gender of Respondent	Male <input type="checkbox"/> Female <input type="checkbox"/>
Name of interviewer		Questionnaire checked by	

Section B: Evaluation of the Training

Please indicate if you agree or disagree with the following statements using the provided scale:		Strongly Agree	Agree	Neutral/Average	Disagree	Strongly Disagree	Don't Know/ Not Applicable
1	The training was very helpful to me	<input type="checkbox"/>					
2	The presenters were knowledgeable of the topics presented	<input type="checkbox"/>					
3	The time allocated for presentations was appropriate	<input type="checkbox"/>					
4	The training was generally successful and worth my time	<input type="checkbox"/>					
5	The training has improved my knowledge on managing and sustaining infrastructure	<input type="checkbox"/>					
6	I will be able to apply the knowledge in managing and sustaining infrastructure	<input type="checkbox"/>					
7	The training room was comfortable	<input type="checkbox"/>					
8	I was satisfied with the food, refreshments and facilities in the training venue	<input type="checkbox"/>					

Section C: Knowledge Gained from Training:

We would like to assess the knowledge you gained from this training. Please answer the following questions.

9. Forming a water committee will ensure good management and sustainability of the irrigation canal/water catchment.	True	False	Don't Know
10. Community committees to manage infrastructure should have representation of:	Elders	women	Both of them
11. Equitable water sharing means:	I use all the water myself	I use water and leave some for others to use	Don't Know
12. Vegetables need more irrigation hours than maize	True	False	Don't Know
13. Washing clothes and bathing in your canal/water catchment improves the water quality	True	False	Don't know.
14. Some of the Protection measures you can adopt in your canal/water catchment are:	Fencing	No animals in the canal/water catchment	Both of them
15. When constructing a feeder road, cutting down many or all trees is most likely to cause bad environmental impacts.	True	False	Don't know

Section D: General Impression and Remarks:

16. What did you like most about this training?

17. What would you change in this training to make it better?

18. Do you have any other comments/suggestions?
