

Wal-Mart Foundation Grant Recipient Final Report

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Supported by



Program run by



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'Thank you Wal-Mart Foundation'

A. INDUSTRIAL CENTRES OF HOPE (ICOH) PROGRAM-KENYA

A.1 Background

Through a 3-year funding from the Wal-Mart Foundation, HOPE *worldwide* Kenya (HWWK) began the Industrial Centers of HOPE (ICOH) program in October 2007. Three and a half years later, we look back with pride at the gains made through new experiences by the staff, thousands of people who benefited and partnerships that were forged. Through this program, workers in factories have known how to avoid infection with HIV and how to live with it if they are infected. Children have received support towards education through provision of tuition and full school uniform. Young people in the communities have had their economic status uplifted through placement in jobs or starting their own ventures after vocational skills training. This happened across the four program sites: Nairobi, Kitengela, Thika and Mombasa. It is with these in mind that we theme this report, '**Thank you Wal-Mart Foundation**'

HOPE *worldwide* Kenya was mandated to work with Wal-Mart supplying factories in Kenya. The ICOH program focus was on improving the welfare of the factory workers and their dependents. The program has innovatively addressed the issues of poverty, quality education and HIV/AIDS at the same time. A program of that nature did not exist in Kenya before.

Together, the partners including Wal-Mart Foundation, HWWK and the factories have been contributing to the attainment of 5 out of the 8 global millennium development goals -- eradicating extreme poverty, promoting gender equality, combating HIV/AIDS, promoting environmental sustainability and global partnership for development. This has been done under the following three Strategic Objectives:

1. Improve the capacity of management and staff in factories to implement HIV/ AIDS programs at their workplace
2. Improve the entrepreneurial and vocational aptitude of communities around the factories targeting mostly workers' families
3. Equip and educate youth and adults in the communities with HIV prevention and life-skills, and improve care and support for children orphaned and / or vulnerable

HIV/AIDS and wellness programs were initiated in 16 factories across the four sites—4 in each site. Centers of HOPE were established to effect community outreach activities, vocational and entrepreneurial skills training and educational support for children. HWWK proposed to benefit a total of 27,780 people over the three year grant period. By the end of the three years, a total of 43,928 people had already benefitted: 12,716 of them in the first year, 18,093 in the second and 13,119 in the third. Wal-Mart Foundation granted a six month no-cost extension to the ICOH program to run from October 2010 to March 2011. During the no-cost extension period, the program focused on strengthening on the gains made previously. The six-month period has had an additional **1,643** people benefit. This brings the total number of beneficiaries under the Industrial Centers of HOPE project to **45,571**.

During the no-cost extension period, the program started off the process of partially commercializing the vocational skills centers to make them sustainable. Part of the requirement is to have the centers registered with Ministry of Youth and Sports which is at an advanced stage. Peer educators from factories have been re-trained and are now able to run the workplace programs effectively by themselves. Select teachers and parents from benefitting primary schools have been trained on Psychosocial Support (PSS) and children's rights. One of the partnering factories, Del Monte was recognized by the Global Business Coalition as having a model wellness program for other workplaces in Kenya to emulate.

The six month period had an additional **1,643** people benefit. This brings the total number of beneficiaries under the Industrial Centers of HOPE project to 45,571.

A.2 Total number of beneficiaries for FY1, FY2 & FY3



Center of HOPE	Nairobi	Kitengela	Thika	Mombasa	Total
Peer Educators trained	809	415	361	367	1,952
Vocational and Entrepreneurial Skills	855	726	673	848	3,102
Children in Kids Clubs	1,298	1,348	1,539	1,000	5,185
Educational Support	4,741	1,406	1,623	1,900	9,670
VCT	8,181	10,367	2,114	4,689	25,351
Psychosocial support training	131	19	80	81	311
Total	16,015	14,281	6,390	8,885	45,571



B. ICOH PROGRAM SUMMARY**B. (i) (a) Total Number of beneficiaries FY3(Nov 2009 - Mar 2011)**

SITE ACTIVITIES	NAIROBI	KITENGELA	MOMBASA	THIKA	TOTAL
Peer Education	245	102	102	109	558
PSS	131	19	81	80	311
Vocational and Entrepreneurial skills training					
Computer Application Skills	199	176	136	168	679
Fashion and Design	-	-	32	41	73
Hair Dressing and Beauty Therapy	61	-	-	-	61
Entrepreneurship	199	152	79	131	561
TOTAL	459	328	247	340	1,374
Children in Kids Clubs	-	128	-	-	128
Educational Support for Children					
Uniform	-	25	50	41	116
Remedial Tuition	152	192	124	184	652
Nutritional Support	2,363	189	166	345	3,063
Others (Books, Desks, Lanterns etc)	133	0	692	197	1,022
TOTAL	2,648	406	1,032	767	4,853
Voluntary Counseling and Testing (VCT)	3,330	1,883	1,763	562	7,538
GRAND TOTAL	6,813	2,866	3,225	1,858	14,762

B (i) (b) Program Success Stories

Communities Embrace Children's Rights



Pupils of Kenyatta Primary School in Thika being taken through a health and wellness session on sexuality and reproductive health.

There was a deliberate effort by the Industrial Center of HOPE (ICOH) program to reach out to the caregivers and teachers and sensitize them on children's rights and their psychosocial needs. The involvement of parents and the larger community made the psychosocial support activities more effective and able to meet the needs of the children in a holistic manner.

During abstinence campaigns held in partnering primary schools in the last two years, It emerged that the pupils as young as eleven years were already engaged in pre-marital sex. Hence the children were exposing themselves to the risk of contracting sexually transmitted infections such as HIV. Incidences of child pregnancies and molestation had been reported in one of the schools. The statistics indicated that four girls used to drop out of school every year in one of the primary schools. Clearly, something had to be done.

The HOPE *worldwide* Kenya team, embarked in setting up community-based children awareness committees. The committees comprised of teachers, parents as well as government representatives. This was done in collaboration with the Children's Department in the Ministry of Children, Gender and Social Development. This committee is mandated to address children's issues arising in the community, and report any persons suspected of child abuse or molestation to the Children's Department. With the support of the government, HOPE *worldwide* Kenya trained these committees on awareness of children's rights and psychosocial support .



Thank you



Bringing hope, changing lives.....one life at a time.



Factory wellness program: Health related messages were passed on to factory workers via in-house broadcasts. These facilitated the workers to listen as they worked.



Employment: Some of the students trained in fashion and design, hair dressing and beauty, and Information Communication and Technology skills are in employment or have started enterprises of their own.



Children: Education support for partnering primary schools which covered Nutrition, Uniform and Tuition support. Part of the support also included provision of desks to needy schools

B(ii) IMPACT TO INDIVIDUALS

Training in Vocational Skills is Bearing Fruits



Sabina Kioko is a young 24 year old lady. She lives with her elder sister. Sabina enrolled for the Information Communication and Technology skills training at the Kitengela center of HOPE. She also enrolled and successfully completed Entrepreneurship skills training course at the center. Armed with her new-found knowledge, she felt confident of starting up her own business.

ness.

Her sister helped her to raise capital to start a stationery business, which she calls 'Shallom stationeries', and a printing shop. In the business, she is involved in type-setting, printing, designing cards and photocopying documents.

Though only a few months into the business, Sabina, says that the future looks very promising and she is willing to do whatever it takes to succeed.

Her monthly average take-home profit is in the range of KES 4,000-5,000 (USD 50-63)

This what Sabina has to say *"I am so grateful to HOPE worldwide Kenya and Wal-Mart for building the foundation for me."*

Esther Wanjiru comes from a humble background. She was raised by her grand-mother in a rural set-up. She later came to live with her aunt in Mukuru kwa Njenga slums after completing high school. She later learnt about the vocational skills center at Mukuru through her aunt. She enrolled for computer classes at the center.



During the learning period, Esther emerged as the best performing student in the entire class during the exams.

At HOPE *worldwide* Kenya a vacancy arose of a data entry clerk. Esther applied and was successful in getting the job. She is now working at the Mukuru Center of HOPE as a Data Entry Clerk

She is now earning KES 1000 (USD 12) per day which is able to support her and the family at large.

Gereza Primary School in Kitengela gets a face -lift



The Need

The dilapidated roof of a class room at the Gereza Primary School in Kitengela. During the rainy season water would leak through the roof and hence pupils would not be able to learn



The Response

HOPE worldwide through Wal-Mart, bought iron sheet roofing material to help rehabilitate the classroom. The school administration provided the labor for the job.



The Result

Thanks to the initiative of HOPE worldwide Kenya, the class is fully repaired and 30 pupils will now learn freely without fear of being rained on.

Partnership with Kenya Organization of Environmental Education spells victory for Environment



Through a fruitful partnership with the Kenya Organization of Environmental Education (KOEE), five primary schools and community groups that had partnered with the ICOH program, benefitted from training in environmental awareness.

Primary school teachers and pupils took part in transforming their school environment by way of planting trees and flowers and starting up vegetable gardens as well as using water conservation techniques that had been taught to them.

Industrial Centres of HOPE



L*MAF

Project run by
HOPE
Worldwide
KENYA

B (iii) PROGRAM ANALYSIS

B (iii) (a) Successes

(i) Community Outreaches by Factory Peer Educators.

Through strong partnership between HOPE *worldwide* Kenya and managements of the partnering factories, the HIV and AIDS workplace programs of BIDCO Oils limited and Del-Monte Kenya limited have been recognized as companies to be emulated in community outreaches and health promotion for their workers in Kenya.

- BIDCO Oil Refineries won an award due to the peer educators being involved in community activities like having school outreach events and supporting a children's orphanage.
- Del-Monte's work in the community and among its workers has been recognized internationally. Del-Monte was featured in an international competition organized by the Global Business Coalition (GBC). The company is among 9 finalists out of 200 competing companies worldwide.
- At Del Monte, a group of HIV positive workers, came out in the open to disclose their status. This was a first for the company since the inception of the HIV and AIDS workplace program 10 years ago. The group comprising six women went ahead to form a psychosocial support group. The group will spearhead the anti-stigma campaign at Del-Monte to encourage more of their colleagues to get tested for the HIV virus.
- In Thika, factory managements facilitated abstinence-only campaigns and teacher/parent workshops in primary schools. These were to help mitigate the impact of teenage pregnancies amongst primary school going girls between ages 10 and 15 years. Three years ago, an average of four girls used to drop out of school every year in each of the partnering primary schools. By the close of the project, this number had dropped to only one girl having dropped out due to pregnancy.

(ii) Vocational and Entrepreneurial Skills training upgraded

During the 'no-cost' extension period the ICOH program experienced a great influx of students enrolling for Information Communication and Technology course. The computer skills are combined with basic entrepreneurship skills and this has attracted many out of school youths, who recently completed their formal secondary school education.

The number of beneficiaries graduating from the trainings and getting jobs or starting their own small businesses has increased compared to the previous years.

Some who have started their enterprises have also employed at least one other person to help them run their business, thus, the benefits of the business trickle to other people.

To add value to the vocational skills training across the four centers, Communication Skills course was introduced. This helps the trainees to acquire skills in writing official and business documents, winning job interviews and in public speaking.

The computer skills have also been extended to pupils of schools that HOPE *worldwide* has partnered with during the project period. This is meant to continue in line with the government's education policy that primary school pupils should be computer literate by the time they join secondary school.

B (iii) (b) Challenges and Solutions

1. Factory managements reluctant to support program

(i) In some cases, the senior managements of factories did not accord full support to the program. This made it hard for the peer educators in the factories to implement program activities within the factories.

Solution

Introduction of the “Afya kazini” initiative to pass HIV prevention messages through the in-house media used for communication in the factories. This made it possible for health messages to be passed during working hours.

(ii) Lack of support from factory management to allow workers to access Voluntary Counseling and testing (VCT) in the factory premises.

Solution

Setting up of the VCT tents outside the factory premises and mobilizing workers through distributing pamphlets-creating awareness of services being offered.

2. Staff turnover in partnering factories

Many of the factories at the Export Processing Zone have been laying off workers citing high operation costs as the reason. Some of those who have been laid off had been trained as peer educators. This has affected the workplace program negatively

Solution

The program re-trained more peer educators. Those peer educators who had been previously trained were taken through a refresher course. The new trainings targeted those in stable positions to ensure continuity of the program.

3. Too many pupils needing psychosocial support

The program received very many pupils needing psychosocial support. This is because most teachers are ill-equipped to provide support beyond the academic requirements of the pupils. Attempting to meet the needs spread the resources thin and made little impact to the individual beneficiaries.

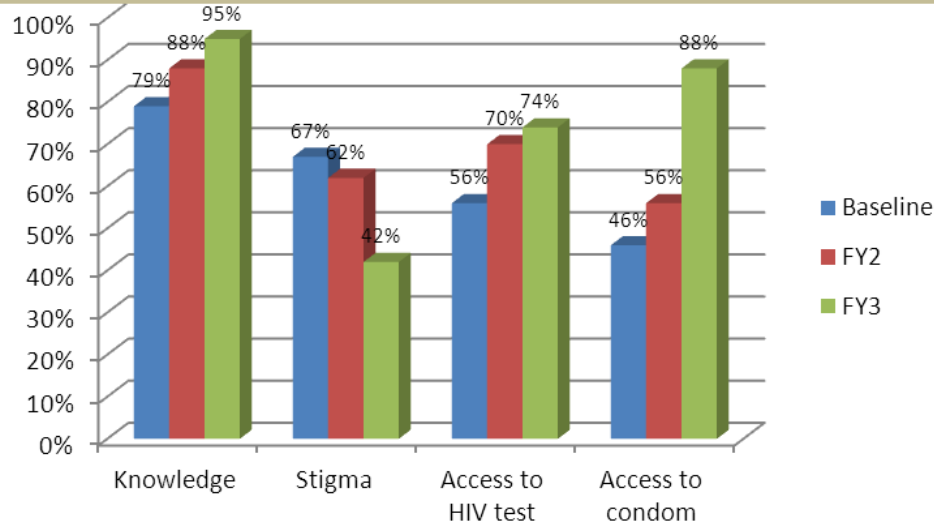
Solution

The program trained teachers in psychosocial support, and children’s rights awareness, hence helping teachers meet needs of children holistically.

Summary Of Program End-term Review Findings

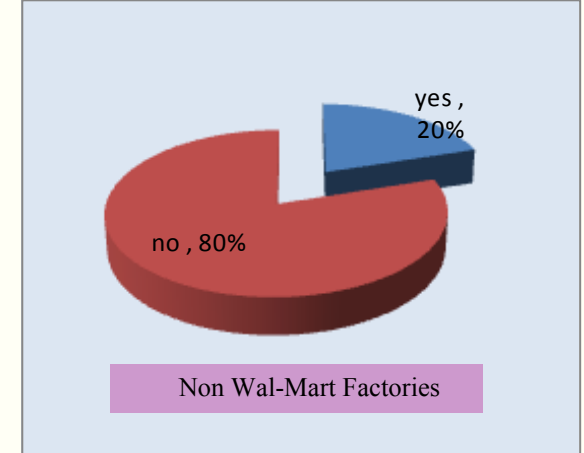
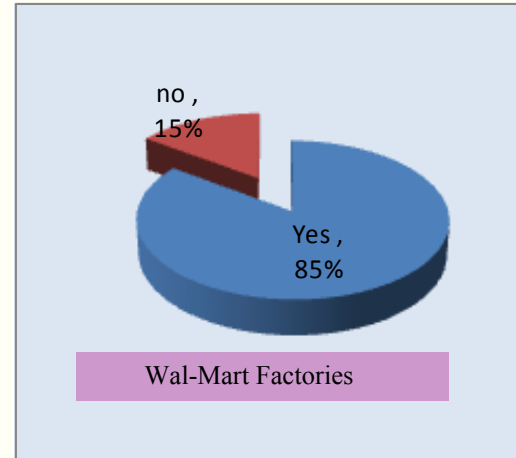
(i) HIV/AIDS workplace programs

Comparing measures of Knowledge, Stigma, Access to HIV and access to Condoms in factories



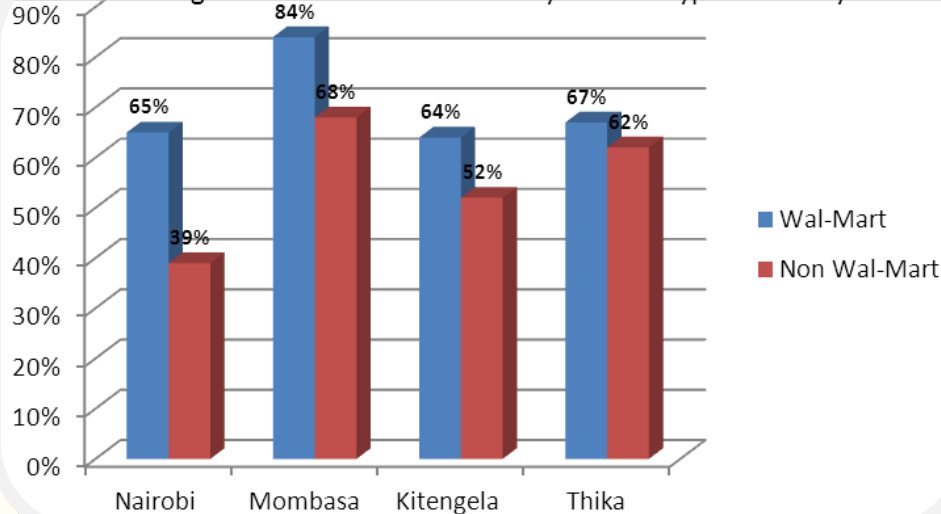
The findings show an increase in Knowledge, Access to HIV test and access to condoms and a decrease in stigma from baseline to FY3. The increase in access to condoms was significant.

Are you aware of the HWWK/Wal-Mart Project ?



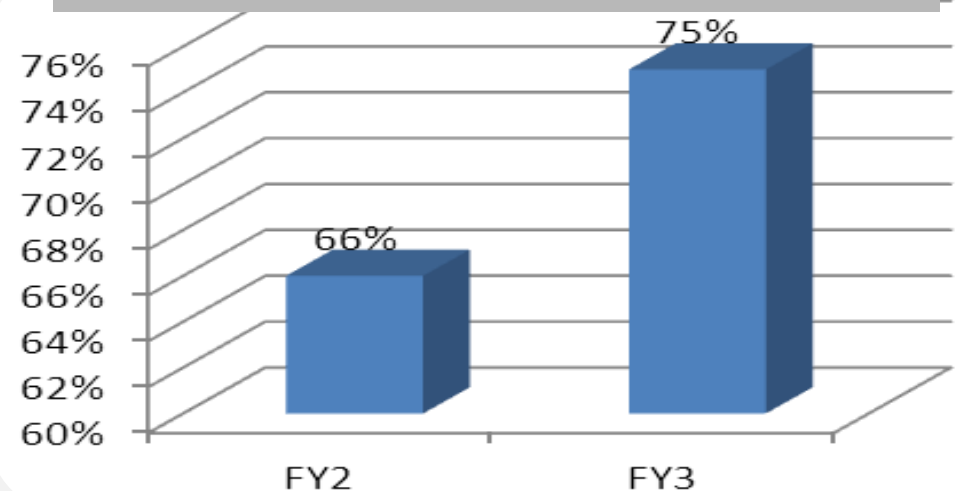
The awareness of the ICOH program among the workers in Wal-Mart Factories is significantly higher than among the workers in non Wal-Mart Factories. Notably, 20% of the neighboring non-Wal-Mart factories were also aware of the project.

Willingness to be tested for HIV by site and type of factory



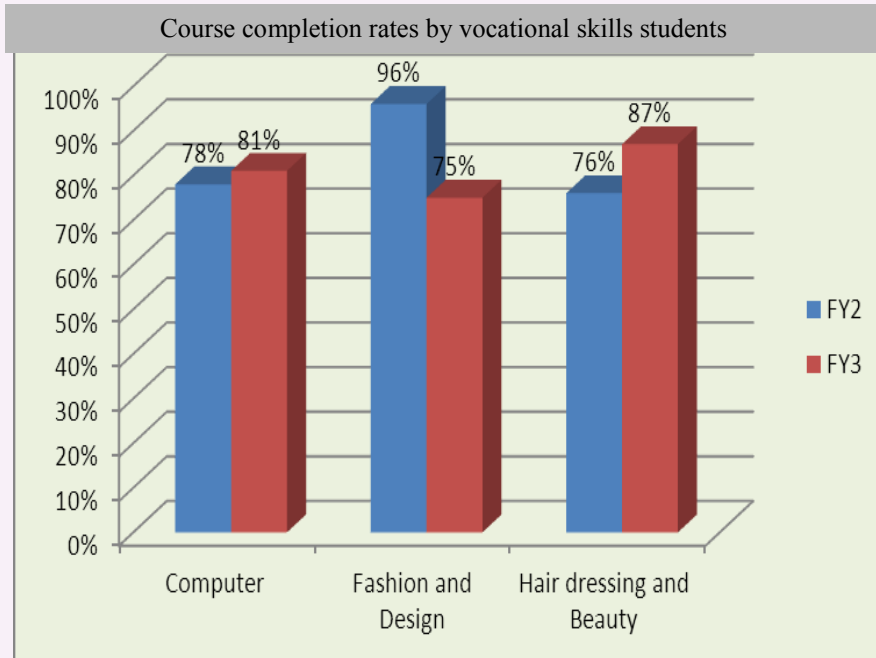
The willingness to be tested for HIV among the workers in "Wal-Mart" factories was 70% compared to 55% among workers in Non-Wal-Mart Factories.

Awareness of the HWWK/Wal-Mart Project among Wal-Mart Factories

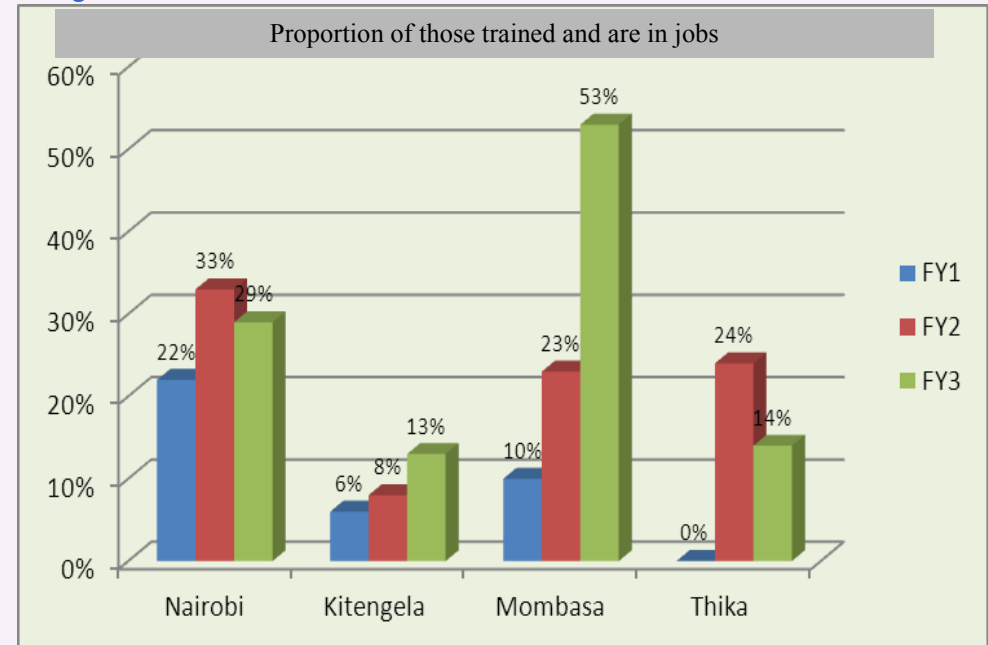


Awareness of the ICOH program among workers in "Wal-Mart" factories increased from 66% to 75% between FY1 to FY2.

ii) Vocational Skills Training



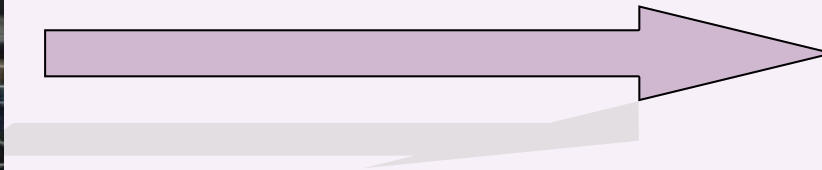
The average percentage completion of the courses by the enrolled students was 94%, 83% and 81% in FY1, FY2 and FY3 respectively. The highest completion rate was by the Hair dressing and Beauty students in FY3.



The proportion of those trained in vocational skills and got placed in jobs or started own ventures increased from 9% to 21% to 27% from FY1 to FY2 to FY3 respectively. In FY3, Mombasa had the highest proportion of vocational skills students in jobs due to partnering factories offering employment to the students.



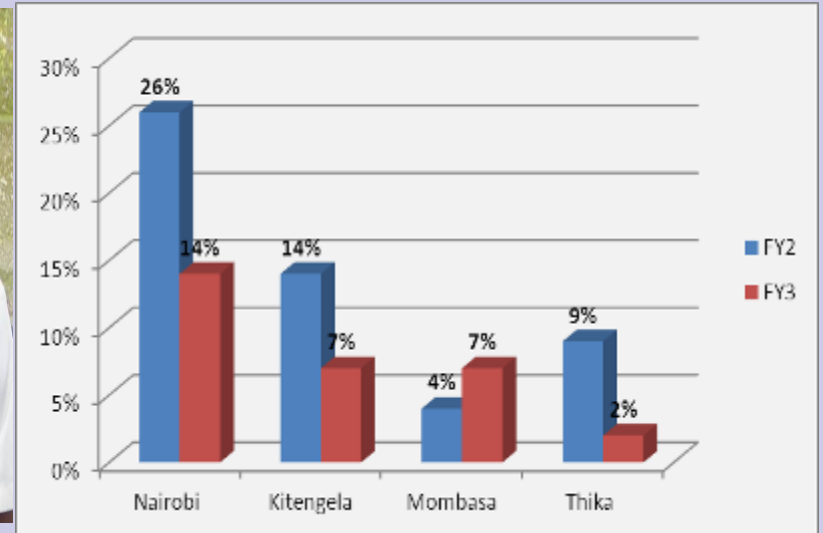
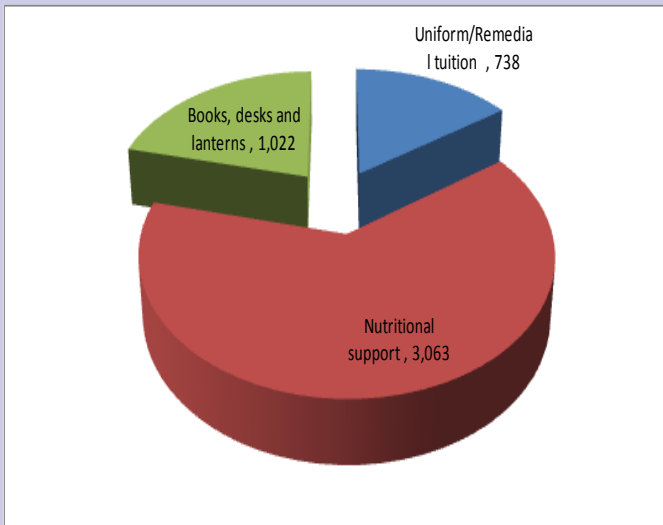
Zedekiah Omondi as a student at the Mukuru center (left) and having graduated after the Hairdressing and beauty course (right)



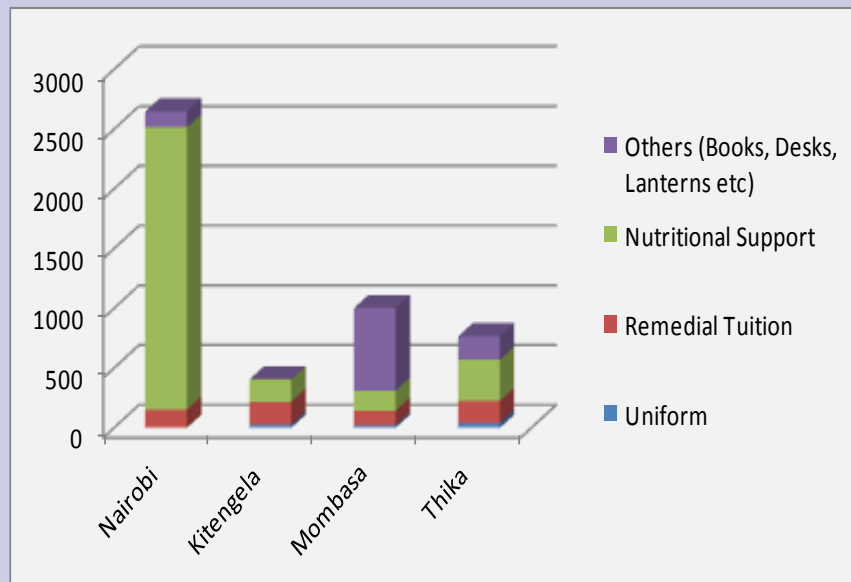
(iii) Educational Support for Children

Levels of educational Support for Children

Academic performance of the beneficiaries:
Comparing percentage improvement between FY2 and FY3



Out of the total of 4,853 children who received educational support during, 2,648 were in Nairobi, 406 in Kitengela, 1,032 in Mombasa and 767 in Thika.



The pupils averaged a mean score of 252 marks out of a possible 500 before being enrolled for educational support; and averaged a mean score of 269 six months later. Among similar neighboring schools not supported by Wal-Mart, the mean score was 242 marks

C. PROGRAM EVALUATION

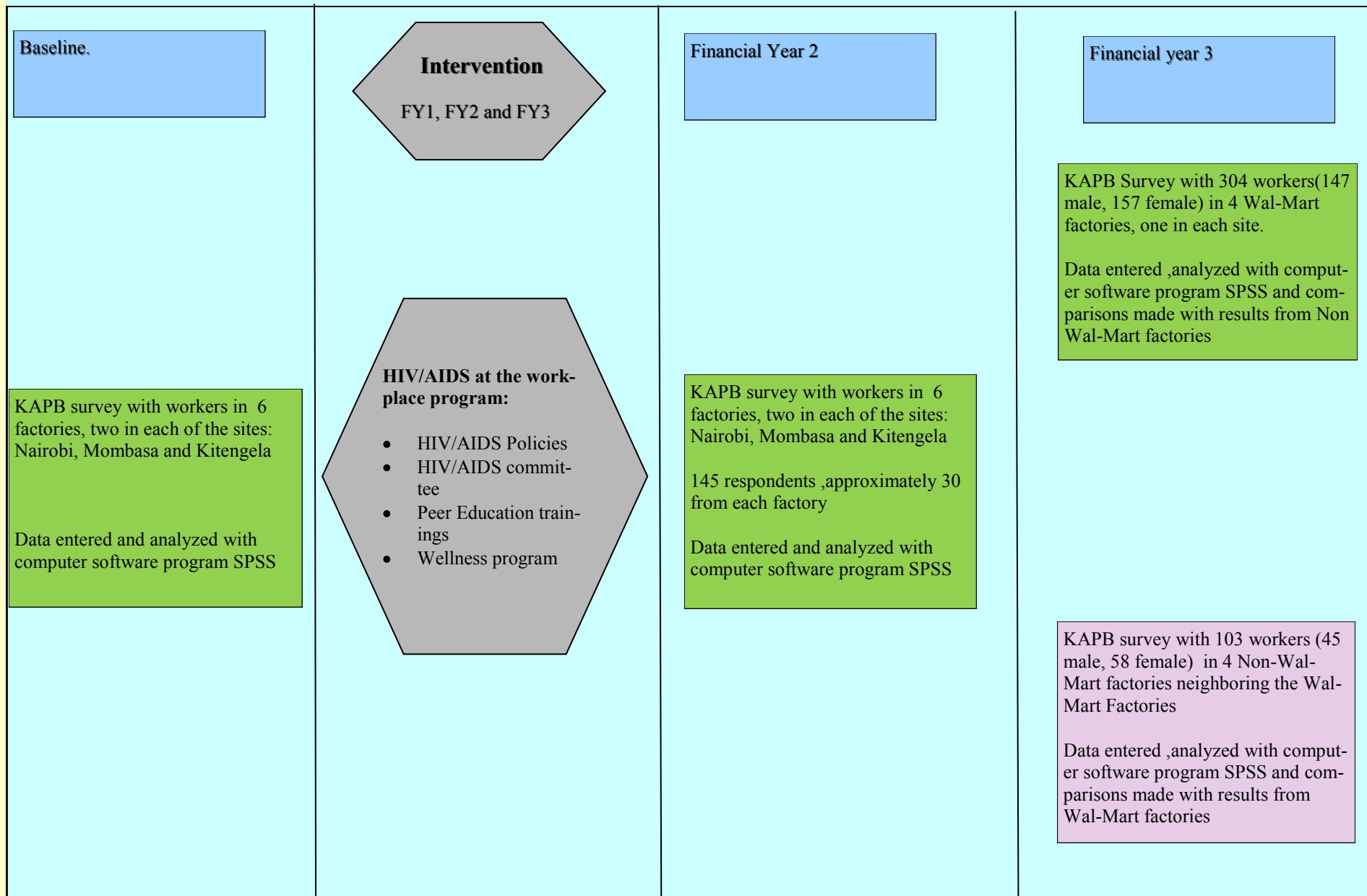
C. (i) Program Evaluation Matrix

OBJECTIVES	OUTPUTS			OUTCOMES		
	Target/Actual Performance	Unexpected Performance	Comments	Actual performance	Unexpected Performance	Comments
<p>SO1. Improve the capacity of management and staff in factories to implement HIV/ AIDS programs at their workplace</p>	<ul style="list-style-type: none"> 16 factories targeted for buy-in. 16 factories successfully bought in. 4 steering committees with a total of 32 members 	<p>2 factories closed in Thika and Nairobi : United Textile Industries and Kenya Trading respectively.</p> <p>51 people in steering committees</p>	<p>Reasons for closure was the increased cost of doing business.</p> <p>There was enthusiasm by community leaders in the sites to get involved</p>	<ul style="list-style-type: none"> A comparison of KAPB results at baseline, FY2 and FY3 indicate an increase in Knowledge(79% at baseline to 98% at FY3), access to HIV test (from 56% to 64%) and access to Condoms (from 46% to 88%) ; and a reduction in stigma (67% to 42%) in the factories. Awareness of the Wal-Mart/HWWK program in the factories increased from 66% to 75% in FY3. The willingness to be tested for HIV among the workers in “Wal-Mart ‘ factories was 70% compared to 55% among workers in Non-Wal-Mart Factories. 	<p>Among factories neighboring the Wal-Mart factories, 20% of the workers were aware of the HWWK/Wal-Mart Project.</p> <p>Workplace programs in two of the partnering factories won awards for setting the pace in community outreach aspects.</p>	<p>The program already has significant publicity in the communities and would not be difficult to replicate in other factories .</p> <p>The re-training of peer educators and fuller buy-in by the managements facilitated the peer educators to conduct the outreach activities.</p>
<p>SO2. Improve the entrepreneurial and vocational aptitude of communities around the factories targeting mostly workers’ families</p>	<p>920 people to be trained in vocational and entrepreneurial skills in three years. A total of 1,374 were trained. This represents 149% of the target</p>	<p>High turn out of students enrolled for skills training</p>	<p>The focus is to complete the partial commercialization of the centers for sustainability.</p>	<ul style="list-style-type: none"> Enrollment/Completion: The average percentage completion of the courses by the enrolled students was 81%. Proportion on job placement increased from 9% inFY1 to 21% in FY2 to 27% in FY3 	<p>The completion rate went down from 94% in FY1, 83% in FY2 to 81% in FY3.</p>	<p>All the courses were upgraded making the course contents slightly more difficult but increasing the proportion of the graduates who got jobs to 27% from 21%</p>
<p>SO3. Equip and educate youth and adults in the communities with HIV prevention and life-skills, and improve care and support for children</p>	<p>4,000 children to be in Kids Clubs.</p> <p>128 new children joined Kids Clubs.</p> <p>Target was to provide educational support to 940 children in three years . A total of 4,853 children were supported.</p>	<p>More children joined the Kids Clubs to replace those who had left. Some had completed their primary school and others had joined other schools.</p> <p>Target was surpassed due to support from corporate firms-Nestle’ Kenya and Indu Farm – which provided cereals</p>	<p>The partnership of the private corporates-Nestle’ Kenya Ltd and Indu Farm. These companies provided nutritional support in Nairobi, by giving cereals and farm produce to the primary schools that partner with HOPE worldwide.</p>	<ul style="list-style-type: none"> The average academic improvement among benefitting pupils for FY3 was 8% compared to 13% in FY2. 	<p>The decrease in the percentage of academic improvement among the benefitting pupils was unexpected</p>	<p>In FY3, the mean grades of the benefitting pupils improved from 252 to 269 out of 500— compared to the increment of mean scores from 237 to 267 in FY2. The FY3 beneficiaries were academically better at intake than the FY2 ones.</p>

C. (ii) Evaluation Methodology

(a) HIV/AIDS at the workplace

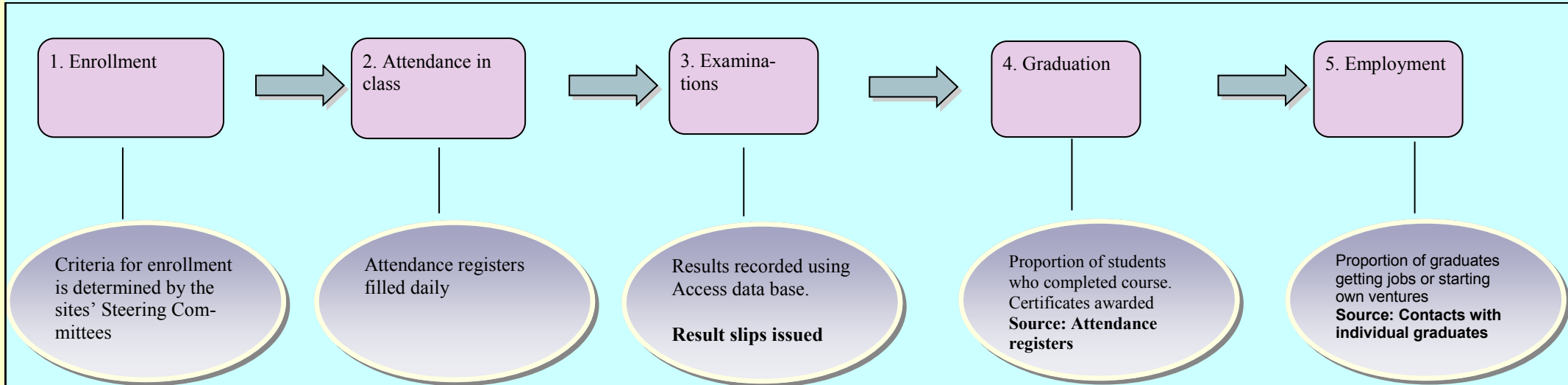
To evaluate the outcomes of the HIV/AIDS workplace program, the quasi-experimental design was used. This helped to compare the results found within the factories that the Wal-Mart VHWWK program has worked, with neighboring factories with similar conditions except the program.



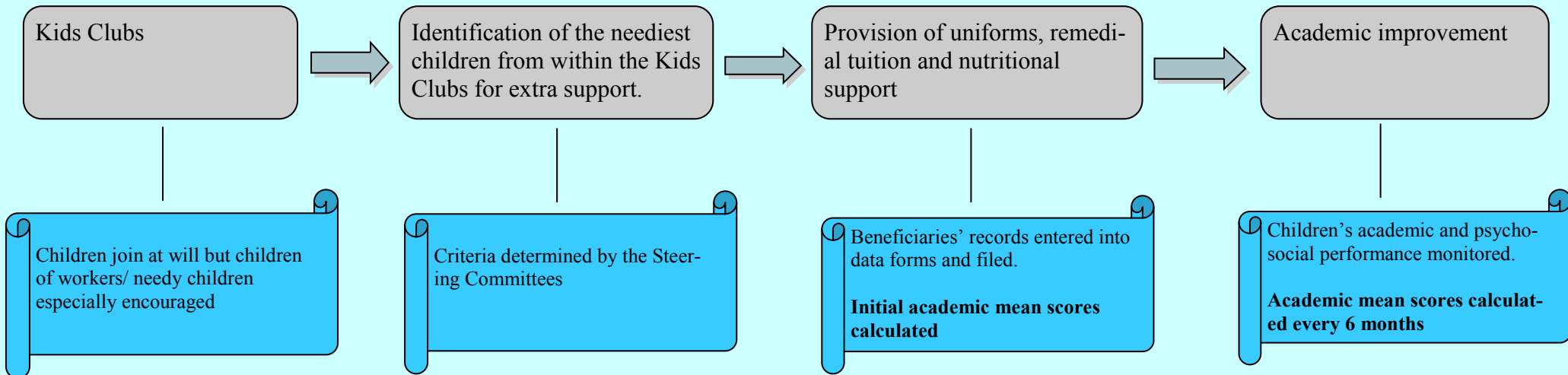
C. (ii) Evaluation Methodology

(b) Vocational Training

To evaluate the outcomes of vocational and entrepreneurial skills training, the following steps were taken



(c) Educational Support for Children



D. LESSONS LEARNT

D. (i) Contribution to HWWK Vision and Mission

The vision of HOPE worldwide Kenya is *Empowered Healthy Communities*. The mission is *working with underserved communities to improve their quality of life through responsive and innovative health programming, quality service delivery and community systems strengthening in Kenya and Eastern Africa*

The ICOH program has contributed to the improvement of lives for the individuals in the communities that it works in. It has done this through:

- HIV/AIDS and welfare programs in factories. HIV prevention and care for those infected with the virus have been provided.
- Provision of vocational and entrepreneurial skills training to 1,374 students 140 of whom are in jobs or own businesses already.
- Provision of educational support to 4,853 of the neediest children who have now shown an appreciable improvement in academic performance and are more hopeful for their future.

D. (ii) Summary of Lessons Learnt

- Partnerships with other Civil Society Organizations creates synergy and improves the quality of the program
- Involving the government enhances the ownership, legitimacy and sustainability of the program
- In vocational skills training, an intern-ship placement program is vital as this will help students be placed in work situations.
- There is need to resource mobilize locally-through well wishers and local corporates. This will create continuity, sustainability and community ownership of the program.
- Starting a program with the end in mind helps to strategize for sustainability early

D. (iii) Recommendations to others engaged in this work

Through Public-Private Partnerships such a program will be more effective. Each partner brings a different dimension and contribution to the Program. A combination of approaches is more effective than a singular approach as more than one need can be met at a time. For instance, addressing only health concerns without paying attention to economic empowerment will create a vicious cycle because the community people will not be able to sustain one without the other.

Soliciting support from the government agencies and other relevant stakeholders greatly enhances the quality and reach of the program. It also helps to improve buy-in and local ownership of a funded program.

E. DONOR RECOGNITION

E. (i) How Wal-Mart Foundation is Being Recognized

Wal-Mart Foundation has been recognized in various ways including those mentioned hereunder:

- Letters have been written by Head Teachers of several primary schools including :Heshima primary, Mikindani Primary, Jovial primary and Ngereza Primary and Reuben Baptist Center— appreciating the help accorded to their pupils (some of the letters have been part of the monthly reports). The program received 157 ‘Thank you’ letters. A sample of 47 of them will be sent alongside this report.
- The Wal-Mart efforts have been highlighted in the Organizations Annual Magazine and success stories attributed to Wal-Mart have been up loaded on HOPE worldwide Kenya’s website (www.hopewwkenya.org) Many of those who have benefited through vocational and entrepreneurial skills and educational support have written appreciation letters (some of the letters have been part of the monthly reports)
- The Wal-Mart funded ICOH program has been hailed as an example of a successful Public-Private Partnership, that is to be imitated. The partnership with partnering factory, Del-Monte has been highlighted in the companies periodical magazines, and the partnership recognized internationally by the Global Business Coalition (GBC). Notably, Del-Monte is among 9 finalists out of 200 competing companies competing for GBC award worldwide.
- Some government representatives have publicly hailed the work done by HOPE worldwide through the support from Wal-Mart Foundation and have regularly attended program functions. These are: the District Officer, Thika and the Area Chiefs of Kitengela, Mukuru and Mikindani.

E. (ii) Analysis of donor recognition plans

(a) Most successful

- Program launch events have been successful because there are large numbers of people invited including representatives from the government, factories and community leaders. Launch events celebrate the program achievements as well as sensitize many people about it.
- Targeting important people in the government attracts free media in the events. For instance, the Assistant Minister of Youth, Sports and Gender officiated at the Kitengela Center launch and the media was on hand to cover the event.
- Provision of T-shirts as part of Information Education and Communication (IEC) has been successful as they elicit interest in the program especially among the factory workers.
- Within factories, activities planned together with the factory management and involving family members have been very successful.

(b) Least successful

Putting up banners and distributing fliers in factories have not been successful. Most people do not read them.

Recommendation: In future such a program should focus on organizing large events that will involve factory managements, workers and their families. Government representatives should be invited as well as other people who can add value to donor recognition efforts.



Human Resources Department

HIV/AIDS WORKPLACE PROGRAM – 1ST QUARTER 2011 BULLETIN

Del Monte Kenya Limited's Comprehensive HIV/AIDS Workplace Program has been nominated for a 2011 GBC Award for Business Action on Health in the Workplace category. The Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria (GBC) is an international organization that brings together businesses, non-profits, multilaterals, and governments to defeat HIV/AIDS, tuberculosis, and malaria. GBC's Awards for Business Action on Health honor the very best company programs in the business fight against the major global health threats of our time.

Finalists will be notified by March 30, 2011 while winning and commended companies will be notified by May 20, 2011 and honored at GBC's tenth anniversary conference and dinner in New York City on June 2, 2011. GBC's awards offer an unparalleled opportunity to gain visibility among an influential audience of business executives and global health leaders for our company's outstanding contributions to global health.

Only six other Kenyan companies will be participating in this award. Our nomination form and materials have been forwarded to the Coordinator 2011 GBC Business Action on Health Awards New York. An expert judging panel will evaluate all entries and GBC will notify companies of their award status by the end of April 2011.

During the second week of February 2011, DMKL in partnership with Hope Worldwide Kenya trained forty four (44) community HIV/AIDS Peer Educators. The participants, majority of whom are dependants of Del Monte Kenya Limited employees are currently attending computer and fashion & design trainings at AF social hall and the Makongeni Centre of Hope.

The other participants were dependants of employees of our social partners in the fight against HIV/AIDS; Bideo Oil Refineries, Thika Cloths Mills and representatives of community Youth Groups in Thika and its environs.



Peer educators, drug and substance abuse, psychosocial support (PSS) and entrepreneurship skills, are some of the trainings that have been incorporated in the on-going computer application and fashion & design training.

The first two hundred and seventy nine (279) youths who have already undergone the computer training since the program started in November 2008 were trained free of charge. From January 2011, Hope Worldwide Kenya introduced a small fee to keep the program running as the sponsor, Walmart reviews their continued support.



The country has been experiencing a shortage of condoms for the last two months. Kenya imports condoms mainly from Asia, with the government being the main agency shipping in 180 million pieces annually. Other players in the market include Population Services International which deals with the Trust brand of condoms, supplies about 30 million pieces annually.

The information we have from our supply source is that the government had ordered 5 years supply which has run out before the end of the five years. Palm Health Care International, a condom manufacturer are in the process of setting up a plant in Nairobi which will see Kenya start producing male condoms from the first quarter of this year, making the country one of few African nations with a condom making plant.

There should be no cause for alarm as all efforts will be made to get some supplies through the Thika East Public Health offices and our other social partners.

As a follow-up on the abstinence campaign in Del Monte supported secondary and primary schools, a community and parents meeting was held at Ndula Social hall on March 9, 2011. Among the issues discussed were: children's rights and parental responsibilities; child abuse; health and sanitation. In attendance were parents, teachers, a representative of the Public Health Office - Ngoliba Division Mr. Kariuki Muthanga, and Mrs. Faith Thimari from the Thika District Children's office.

GBC Congratulates the 67 Semi-Finalists for 2011 Business Action on Health Awards

After receiving a record number of entries, GBC has announced 67 semi-finalists for the 2011 Business Action on Health Awards. Among the semi-finalists is Del Monte Kenya Limited.

Semi-finalists represent 82 companies that work in 6 continents and more than 50 countries. Their programs demonstrate the powerful impact of business engagement on health. Among the many inspiring programs reaching the semi-finalist stage were:

- A women's reproductive health peer education program for Indian and Pakistani factories
- An innovative mobile health clinic in rural Namibia
- Public health and malaria control (PHMC) programs in Indonesian mining communities
- A debate competition designed to help convey accurate HIV/AIDS information in Chinese universities
- HIV/STI prevention and female condom distribution campaigns focused on major US cities

The GBC's tenth anniversary Conference and Awards Dinner will celebrate the spirit of innovation and outstanding achievements by businesses engaged in global health. Of special note: In 2011 GBC will unveil two new awards categories, in recognition of a new focus on comprehensive approaches to global health: These are *Technology for Health* and *Disease Prevention & Beyond: Eradicating Root Causes of Poor Health*.

2011 Finalists will be notified no later than March 30, 2011. Winning and commended companies will be honored at GBC's Tenth Anniversary Conference and Dinner, June 2, 2011 in New York City.

BUDGET AND BUDGET NARRATIVE

A. BUDGET (The budgeted amount was at 1\$ @ KES 63 while actual was at an average of 1 \$ @ 72.5)

B . Narrative-how each item of budget was used

<u>Expenditure</u>	Total Budget	FY 1	FY 2	FY 3	No cost-Extension	TOTAL	
A. Salaries & Wages	580,486	156,455	162,598	182,577	38,439	540,069	Payment of salaries and fringe benefits for 9 staff in the Four Centers at 100% level of effort and 12 staff at various levels of effort in the Head Office.
B. Equipment							
Desktop Computers		7,456	12,460	2,546	1,185	23,648	Purchase of computers, electric sewing/embroidery machine, paneling of vocational skills training container and cost of furniture for staff / vocational sites to facilitate vocational skills training.
Desktop Computers (training)		9,656	-	-	-	9,656	
Hair Dressing equipment		1,931	-	-	-	1,931	
Tailoring Equipment		952	-	-	-	952	
LCD Projector		1,396	-	-	-	1,396	
Other Program Related Equipment		9,438	6,173	2,082	-	17,692	
Assorted Furniture & Fittings		3,754	3,597	2,002	-	9,353	
Motor Vehicle		35,317	-	-	-	35,317	
Equipment Insurance		145	273	528	-	947	
	110,417	70,044	22,503	7,159	1,185	100,891	
C. Supplies							
General office supplies		3,981	10,514	15,886	7,227	37,608	Cost towards general office supplies, communication costs - expenditures on telephone, postage and fax, payments for site office rents, repairs and maintenance for the four program sites & bank charges
Telephone, fax, postage & Communication costs		3,206	6,080	11,739	2,970	23,995	
Rent & Venue costs for project sites		16,089	12,640	19,782	7,906	56,417	
Educational material		244	389	1,190	231	2,054	
Repairs & maintenance		1,395	2,812	4,866	2,275	11,348	
IEC Material		1,683	986	25	148	2,842	
Bank Charges		502	440	313	136	1,392	
Total Supplies	137,495	27,100	33,862	53,801	20,893	135,656	

<u>Expenditure</u>	Total Budget	FY 1	FY 2	FY 3	No cost-Extension	TOTAL	
D. Travel Expenses							
Travel International		5,373	-	-	-	5,373	Cost towards international, program vehicle maintenance and fuel, staff transport and per-diem while on official duties away from regular station
Travel Local		3,955	6,405	8,093	2,881	21,335	
Travel National		8,522	10,513	12,299	4,651	35,985	
Vehicles Expenses		7,994	7,600	8,330	2,566	26,490	
Total Travel Expenses	75,063	25,844	24,517	28,722	10,098	89,182	
E. Program Activities							
SO1: Improve Capacity of Management & Staff in Manufacturing Firms	14,349	6,148	1,310	2,126	-	9,583	SO1: HIV/AIDS and wellness workplace programs in factories— Peer Educator trainings, steering committee meetings, factory program publicity events,
SO2: Improve Entrepreneurial & Vocational Aptitude of Communities	117,112	23,389	34,942	31,932	11,271	101,534	SO2: Vocational and Entrepreneurial skills training—payment of part-time instructors
SO3: HIV Prevention for Youth and Care & Support for Orphaned Children	102,826	29,234	32,029	36,468	7,497	105,228	SO3: Educational Support for children—uniforms, remedial tuition, nutrition support, refreshments during kids club activities
Total Program Activities	234,287	58,771	68,281	70,526	18,768	216,345	Total expenditure for program related activities.
M & E, Annual audit and Indirect costs	327,015	114,888	114,912	39,365	84,192	353,356	Costs towards conducting surveys for end-term review, capacity building of staff through workshops, annual organization audit and Indirect Costs for HWWK & HWW Ltd
Accounts Payable (Accruals)		44,800	22,713	9,708	508		
TOTAL EXPENDITURE	1,464,762	497,903	449,385	391,858	174,084	1,513,229	Grand total expenditure for ICOH project activities.
Grant Awarded		498,219	464,684	501,859	-	1,464,762	Total 3 years award granted to HWWK
Foreign Exchange gain					64,105	64,105	An average foreign exchange gain of about KES. 9.5 for every dollar - basing on the budget . This enabled us HWWK to spend more than the amount budgeted in dollars.
Variance		317	15,299	110,001	23	23	Balance at the end of the grant.

C: Financial Officer Approval

Name : Jimmy Kinyanjui

Title : Financial Controller

Signature: 