

INTRODUCTION

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

CBF INDIVIDUAL INTERVIEW

Please specify the area in which you will be operating.

District:

Parish/Ward:

Sub-County:

Village/Town:

Where do you currently reside?

CBF BACKGROUND & EXPERIENCE

Full Name (First & Last):

Gender:	Male Female	What is your current marital status?	Married Single / Not Married	Widow Widower	Separated / Divorced Cohabiting
Were you born where you'll be working?	Yes No	Have you always lived in the area where you'll be working?	Yes No	If no, how long have you lived in the area where you'll be working?	
Have you ever been to school?	Yes No	If yes, what is the highest level of formal education you attained?	Primary: Incomplete Complete	Secondary: Incomplete Complete	Vocational / Technical Diplomas & Certificate University Degree or Above
Can you read and write in English?	Yes No	Can you read and write in any other languages?	Yes No	If yes, please specify language(s):	
Can you use a computer?	Yes No	Have you ever kept a diary or journal about anything?	Yes No	Have you ever worked with women in an organized group?	Yes No

What other trainings have you attended?

If you have attended other trainings, please provide details below. If not, please skip to the next section.

What was the training?	What year were you trained?	Who provided the training?

Do you have experience working with an organization on land or resource rights?

If you have previously worked in this area, please describe the work that you performed, including your specific responsibilities, for the 4 most recent positions. If not, please skip to the next section.

Name of Organization	Year(s) Worked	What did you do for them?

What kind of experience do you have working in the community?

Please state the organization, work performed, and how many people you managed for your last 4 positions.

Name of Organization	Work & Responsibilities	Number of people managed

PROJECT COORDINATOR INTERVIEW

Interviewer Instructions: Begin by describing to the CBF what their expected responsibilities will be. Then ask them the following questions.

Now that you've heard what your responsibilities are going to be, do you have confidence that you will be able to successfully perform the job? Please comment.

Given your work experience in the community, what additional capacity building (knowledge and skills) do you feel you need to be able to perform this job well?

Skill / Knowledge Requirement	How should this training be delivered?

What other things do you feel should be in place to help you perform this job well?

DISCUSSION QUESTIONS

Interviewer Instructions: Before the discussion, give it context by once again describing the roles and responsibilities to the CBF.

PART A: CAPACITY GAPS AND TRAINING NEEDS

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

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

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

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

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