



Action plans Authority engagement Capacity strengthening
Community engagement Evaluation Monitoring and coaching

 Democratic Republic of Congo

Capacity-building in the context of community protection

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Introduction

Capacity-building for members of the community protection structures (CPSs), local authorities, community leaders and staff assigned to the project helps to meet a need expressed by the latter during the consultation and evaluation sessions organised by SOPROP, in partnership with Oxfam, in the intervention zone.

Choice of training topics

The training/capacity-building topics originate from:

Community protection plan (CPP) preparation sessions

During these sessions, the CPS members identify the most frequently occurring protection incidents in the communities and undertake actions to mitigate them. These actions may include awareness-raising sessions for community members about different protection aspects, identified according to the protection incidents documented. They may also include advocacy actions for the benefit of victims/survivors of abuse/violations of human rights, aimed at local authorities. The different protection aspects identified during the CPP preparation sessions form the subject of awareness-raising among community members. If it emerged that the structure members had insufficient knowledge of one of the themes, they would undergo the relevant capacity-building before carrying out awareness-raising among their communities.

Consultations with authorities and community leaders

Local authorities and community leaders express their needs in terms of support during the aforementioned sessions. On the basis of these needs, SOPROP defines the technical support to be provided to local and regional authorities.

Monitoring of activities

By organising monitoring visits in the different communities, we can identify the strengths and weaknesses/challenges in the implementation of the activities by the CPS members and staff members supporting them in achieving the hoped-for outcomes. Certain challenges identified during implementation of the activities on the ground can also be used as training topics with a view to mitigating said challenges.

Evaluation of the performance of staff members assigned to the project

SOPROP usually carries out a twice-yearly performance evaluation. Once these evaluations have been carried out, staff members present their needs in terms of capacity-building, which SOPROP then analyses before producing a capacity-building plan for them.

Strategies used

In order to build the capacities of CPS members, local authorities and community leaders, the staff members assigned to the project facilitate the initial capacity-building sessions and identify trainers from among the CPS members and local authorities.

After identifying the trainers, the community activity leaders proceed to build the capacities of the trainers in terms of facilitating and preparing training sessions. Once they have undergone capacity-building themselves, the trainers selected from among the CPS members and local authorities facilitate the remaining capacity-building sessions, with the support of the community activity leaders (immediately prior to the workshop/the day before).

This strategy facilitates the sustainability of activities within the communities and allows CPS members to mutually build their capacities through weekly meetings.