

## "Motivating Community Health Volunteers:

Exploring stipend free models for sustainable community health programming in Bangladesh, Kenya and Uganda."

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HOPE IN HEALTH: OUR LABOR IS NOT IN VAIN

# ABOUT WORLD RENEW

- ❑ We're a global **faith-based humanitarian** & **development** organization founded in 1962 and headquartered in Canada and the US operating in 19 countries in the world.
- ❑ We seek to **renew hope**, **reconcile lives** and **restore creation** compelled by God's deep compassion for justice and mercy using **family-centered approach** to address challenges of **hunger**, **poverty** and **injustice**.



# CHVs TRANSFORMING COMMUNITY HEALTH

Who is a Community Health worker/ Volunteer?

## -Definitions differ per country

Are community volunteers selected/identified by community members where they live and entrusted with the role of being the first tier within the primary health care system.

- **Trusted and selected by their own community; understand the cultural context**
- **Responsible for** community mobilization, creating health awareness, identification, and referral of the sick and compilation of a community's health data (approx. 10-30 households)
- **Are paid a stipend by projects (approx. \$20)**



# Why is the question of Motivation/renumeration important?

-CHV come from the same resource poor community i.e. financially burdened themselves with the responsibility to contribute towards the wellness of the communities.

-CHV model has proven to be an **integral part of the health system**. They are the backbone of project activities and carry the bulk of the work. Where CHV's have been used, it has been documented that **health outcomes** such as immunization, knowledge, referrals, etc have **improved**.

-**Working hours** and **catchment** tend to be **more than those foreseen** on paper. This is due to the number of households and the distances between each. Often the pool of CHV available is fewer than the needs of the project. This means that a CHV must put in more hours than the stipulated 2 a day and thus taking time from their everyday income generating and home keeping activities.

**How to sustain the skill base developed by govt and NGO's after projects??**

**Often CHV's cease activities and use of skills acquired once projects end**



# How has world Renew addressed the challenge of sustainable remuneration/motivation for CHVs?

To build systems for sustainable economic gains for CHVs, World renew has adopted the use of Village saving and loans (VSLA) and self-help group methodology. This has enables CHV create sustainable business from the stipends they get which would otherwise end with the end of the projects.

- ❑ **The case of Uganda** – had 6 CHV coordinators managing 84 CHVs who were attached to an average of 20-30 households each. Agreed to not given stipends but have the project budget for this channeled as seed money through VSLAs for loans for businesses, they are able to cater for their households longterm thereby increasing their motivation and commitment.
- ❑ **The case of Bangladesh** – had 450 CHVs As part of the self help groups the volunteers saved money, could take out loans from their groups and participate in trainings. 400 CHV's continue to offer services after the project closed.
- ❑ **The Case of Kenya** – had 20 CHVs and 9 CHCs who were initially provided with stipend but the adopted VSLA as a sustainable model of empowerment. The project stipend funds were pooled together to form a loan base as well as start a joint chicken farm.



## World Renew's Stand on the compensation/ motivation of CHW's

- **World Renew's mission** based on **Micah 6:8**- You mortals, the Lord has told you what is good. This is what the Lord requires from you: to do what is right, to love mercy, and to live humbly with your God.
- The current debate around the professionalization and renumeration of health volunteers has raised questions around **affordability** of the same **by governments** and **sustainability** by projects.
- Ultimately the debate must be anchored on the premise of **justice** and goodwill in addressing the **imbalance of renumeration commensurate with the workload** expectations of CHV's.
- We believe that such models that integrate **capacity building in economic empowerment to help CHV's make sustainable use of short-term stipends offered by projects**. This allows volunteers to earn and provide services even after projects close.



# Thank you!



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