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**THE LEGAL AND REGULATORY
GAPS INHERENT TO THE
IMPLEMENTATION OF THE
LEGAL AID ACT, 2016**



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ICJ Kenya House, Off Silanga Road, Karen
P.O Box 59743 - 00200, Nairobi, Kenya
Tel: +254-20-2084836/8|+254 720 491549
Email: info@icj-kenya.org
Website: www.icj-kenya.org
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Design and Layout by:
Ndolo Anderson
Lead Graphics Designer & illustrator - ICJ Kenya

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Acknowledgement

ICJ Kenya has for over three decades entrenched the paralegal approach in promoting access to justice for the poor and marginalised communities in Kenya. The provision of legal aid has been central to facilitating access to justice, and as such, a legal audit to the *Legal Aid Act, 2016* is key to identifying gaps and situate actionable recommendations for its effective implementation.

We wish to take this opportunity to thank most sincerely the Technical Team that conceptualised the baseline survey on the gaps inherent to the implementation of the *LAA, 2016*, led by; Vincent Kimathi (Programme Manager), Damaris Kemunto (Programme Officer), Immatruph Kiminza (Monitoring and Evaluation Officer), and Dennis Ondieki (Monitoring and Evaluation Consultant).

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Signed



Protas Saende
Chairperson, ICJ Kenya Council.

Acronyms

ACHPR	- African Charter on Human and peoples' Rights
CBOs	- Community-Based Organisations
CEO	- Chief Executive Officer
CLE	- Council for Legal Education
CSOs	- Civil Society Organisations
EAC	- East African Community
EU	- European Union
FGDs	- Focused Group Discussions
GC	- Governing Council
ICCPR	- International Covenant on Civil and Political Rights
ICJ-K	- The Kenyan Section of the International Commission of Jurists
IMLU	- Independent Medico-Legal Unit
JACs	- Justice Advisory Centres
JLAC	- Justice, Legal Affairs Committee
KIIs	- Key Informants Interviews
KPS	- Kenya Prison Service
KSL	- Kenya School of Law
LADs	- Legal Aid Days
LAP	- Legal Aid Providers
LRF	- Legal Resources Foundation Trust
LSK	- Law Society of Kenya
NA	- National Assembly
NGOs	- Non-Governmental Organizations
NLAS	- National Legal Aid Services
NPS	- National Police Service
OAG	- Office of the Attorney General
ODPP	- Office of the Directorate of Public Prosecution
PACS	- Probation and Aftercare Services
PASUNE	- Paralegal Support Network
PBOs	- Public Benefits Organisation
PEF	- Paralegal Education Fund
PPPs	- Public-Private Partnerships
PSK	- Paralegal Society of Kenya
SADC	- Southern African Development Community
SCC	- Small Claims Court
SJCs	- Social Justice Centres
UDHR	- Universal Declaration of Human rights
UN	- United Nations
UNDP	- United Nations Development Agency
WPA	- Witness Protection Agency

Executive Summary

ICJ-Kenya, through a project titled: *Deepening Paralegal Movement in Kenya through Coalition Building and Strengthening*, commissioned a baseline survey on the Legal and regulatory gaps inherent to the implementation of the *Legal Aid Act, 2016*. The project seeks to enhance the duty-bearers' understanding of the legal and policy gaps inherent to the implementation of the *Act* and improve the operational environment for a sustainable paralegal movement in Kenya. Whereas the *Act* was enacted in Kenya in order to enhance access to justice for all, the survey focused on, among other things, legal, regulatory and administrative gaps that potentially impede its effective implementation to secure legal aid to all.

This survey was conducted in Nairobi, Western and Coastal regions of Kenya, with Mombasa, Kisumu and Nairobi being the convergence point for data collection. The survey mostly deployed qualitative techniques and purposive sampling of the informants so as to provide more accurate information for analysis. The survey undertook literature reviews from relevant sources. Further, four (4) Key Informants Interviews (KIIs) were conducted by the survey team, with key stakeholders, including mandated institutions as well as other stakeholders that operate within the legal empowerment space. Additionally, seven (7) Focus Group Discussions (FGDs) were conducted with community paralegals who practice in the above sampled counties. These were collected via a specially designed survey questionnaires, and analysed in order to support the survey observations and findings. State of legal empowerment infrastructure, demand for legal aid services, geographical spread, gender and special need groups considerations were factored into the sample design to ensure equal participation and representation of different categories of people in the survey.

The evidence gathered demonstrates that there exist gaps in legal frameworks limiting effective legal aid access and delivery, extending to the institutional inefficiencies of NLAS which faces funding constraints. The survey recommended among others on the need to lobby for the operationalization of the Legal Aid Fund, which is meant to fund legal aid service delivery through NLAS.

Chapter One

1.0. Introduction

The Kenyan Section of the International Commission of Jurists (ICJ Kenya) is a membership, non-governmental, non-partisan, and not-for-profit organization registered as a society in Kenya since 1959. ICJ Kenya's mandate is to promote human rights, democratic governance, Justice, and the rule of law in Africa. In recent years, ICJ Kenya has identified strengthening access to Justice and legal redress for poor, marginalized, and minority communities as thematic areas of interest and captured them as strategic issues in 2021-2024.

1.1. Background

Access to justice is a fundamental right, encompassed in various international, regional, and national legislative and policy frameworks, with [legal aid](#)¹ being a provision that ensures equal access to justice to all people in every capacity to help uphold their rights.

Whereas 'legal aid' remains inseparable from its key function as a vital means of [access to justice](#)², the former is defined as 'the ability of people to seek and obtain a remedy through formal or informal institutions of justice, and in conformity with human rights standards', and it also manifests as fundamental to the protection of human rights. Indeed, legal aid not only plays a crucial role in enabling people to navigate the justice system but also aids in facilitating justice remedies. Therefore, the purpose of legal aid evolves in standards of justice and fairness, thus finding expression in the United Nations Principles and Guidelines on Access to Legal Aid in Criminal Justice Systems³. Despite the UN Principles and Guidelines addressing legal aid in the context of criminal justice, it is, however, noted that the goals of ensuring fundamental fairness and inspiring trust in justice proceedings and their outcomes run across all spheres of justice. Consequently, to situate this survey, 'Legal aid' is defined as 'Legal advice, assistance and/or representation at little or no cost to the person designated as entitled to it'.

In the international realm, legal aid access is recognized and safeguarded by varied legal and treaty instruments, including the Universal Declaration of Human rights (UDHR) and the International Covenant on Civil and Political Rights (ICCPR), which asserts the right to a fair trial and legal assistance for all.

The Global Study on Legal Aid is a key component in ensuring access to justice, and a core principle for promoting the rule of law. It is recognized in the UN Principles and Guidelines as 'an essential element of a fair, humane, and efficient criminal justice system'. These principles have provided a baseline for case studies by national and international organizations who have assessed the needs for legal aid and tracked progress in various countries and regions.

¹ [What Is Legal Aid? | The Law Dictionary](#)

² [What is Access to Justice? | NCAJ](#)

³ [UNODC Access to Legal Aid](#)

1.1.1. Regional Framework

Regional legal instruments recognize legal aid as an enabler of justice across the African states. These instruments, as highlighted below, assert the continent's commitment to promoting access to justice as a fundamental human right.

- a) **African Charter on Human and Peoples' Rights (ACHPR):** - *Article 7(c)* of the Charter recognizes the right to legal representation, which is a key component of legal aid especially to the poor and marginalized, who are economically disadvantaged to afford it.
- b) **Lilongwe Declaration on Accessing Legal Aid in the Criminal Justice System in Africa (2004):** - These declarations, adopted by the ACHPR in 2006, recognize that the poor and marginalized are unable to access justice due to their socio-economic backgrounds. Consequently, the Declaration recommends a multi-stakeholder approach in the provision of legal aid and assistance to the indigent by diversifying legal aid service providers.
- c) **Principles and Guidelines on the Right to Fair Trial and Legal Assistance in Africa (2003):** - The Principles, in *Section G* of the Guidelines emphasises on the provision of Legal Aid and Assistance to an accused person. It further recognizes the role of paralegals in the provision of legal assistance to the poor and marginalized in the communities.

1.1.2. National Framework

Kenya has made an impressive contribution in promoting access to justice to all, especially the indigent persons in the past two decades. Overall, the promulgation of its 2010 Constitution provides a broad access to justice framework, including a robust bill of rights in *Chapter Four* (4) of the Constitution. Indeed, *Article 48* of the Constitution obligates the state to ensure access to justice for all, and should any fee be required, it shall be reasonable and not impede justice.

The Constitution also recognises Alternative Dispute Resolution (ADR) mechanisms in its quest to promote access to justice per *Article 159(2)(c)*. Further, the National Assembly (NA) has enacted the *Legal Aid Act of 2016*, to give effect to *Article 48* of the Constitution so as to facilitate access to justice. The Act has also established the *National Legal Aid Services (NLAS)* which is a mandated agency responsible for legal aid service provision, while also obligating the state to fund legal aid services through a fund specifically created for that purpose, the Legal Aid Fund (LAF). Overall, NLAS is the primary institution responsible for coordinating legal aid programs in Kenya.

Furthermore, the *National Legal Aid Policy*⁴, sets out the government's strategic vision and objectives for legal aid provision in Kenya, and emphasises the importance of legal aid in promoting access to justice, particularly for marginalised and vulnerable populations. The policy provides guidelines for the implementation of legal aid programs, including resource allocation, capacity building, and coordination mechanisms.

⁴ National Legal Aid Policy

These national legal and policy frameworks underscore Kenya's commitment to promoting access to justice through legal aid. Despite the enactment of the Legal Aid Act 2016 in Kenya, several gaps still persist in its implementation, hindering the effective provision of legal aid services, thus leading to poor interaction with legal aid services provision by the citizens.

1.1. Justification

It is recognised in human rights principles and legal and policy frameworks that access to Justice and justice remedies are indispensable for the citizenry to protect their socio-economic, cultural and political well-being. To underscore this, Kenya's Constitution has entrenched access to Justice as a fundamental limb of the Bill of Rights (*Chapter Four*). It provides that the State shall ensure that Justice is accessible to all. In addition, *Goal 16* of the United Nations 2030 Agenda for Sustainable Development Goals (SDGs) recognises the importance of access to Justice in the development of peaceful and inclusive societies.

The concept of access to Justice is broad and goes beyond access to courts or legal representation. It involves normative legal protection, awareness, and legal aid as envisaged in human rights standards. Legal aid and awareness are generally viewed as key drivers in delivering access to Justice by upholding equality before the law and allowing everyone the right to legal representation. Moreover, ICJ Kenya, through its publication titled; *'A Cost-Benefit Analysis of Legal Aid in Kenya'*⁵, posits that legal aid has far-reaching economic and social benefits. Further, Legal Resources Foundation Trust's (LRF) survey, *'The State of Legal Aid Report 2020'*⁶ noted that the "justice gap" undermines human development, worsens conflicts, reinforces inequality and poverty traps and in some instances, allows impunity to thrive. The report further notes that the burden of the justice gap falls disproportionately on vulnerabilities, with most affected being women, children, persons with disability, minorities and those disadvantaged because of their age, and ethnicity. Additionally, the Judiciary's *Justice Needs and Satisfaction in Kenya Report, 2017*⁷ notes that between 17.2 and 17.9 million Kenyan citizens had experienced one or more legal problems in the four (4) years preceding the survey, noting that 63% of adult Kenyans have encountered situations in which an accessible, affordable and fair justice process is needed.

Legal aid services to vulnerable groups reduce social exclusion. This is achieved by the presence of legal aid providers in the community, primarily paralegals who help bridge the justice gap by offering legal aid and assistance to the indigent. In addition, legal aid services reduce the overall cost of detention, specifically costs related to pre-trial detention.

⁵ [A-Cost-Benefit-Analysis-of-Legal-Aid-in-Kenya.pdf](#)

⁶ [STATUS OF LEGAL AID IN NAIROBI COUNTY 2020 – Legal Resources Foundation \(lrf-kenya.or.ke\)](#)

⁷ [Justice Needs and Satisfaction Survey in Kenya 2017 – The Judiciary](#)

In 2016, the National Assembly enacted the *Legal Aid Act, 2016*, whose objective is to promote access to Justice and establish a legal and institutional framework to promote access to Justice. The *Act* established NLAS, whose core mandate is to establish and administer a national legal aid scheme that is affordable, accessible, sustainable, credible, and accountable. While the State has made notable progress in enacting the *Act*, full implementation has yet to be realised. For instance, the *Act* establishes the LAF which is intended to be disbursed to meet the expenses incurred by legal aid providers while providing legal aid services. While legal aid financing is vital, the gaps inherent in its realization are notable. First, the National Treasury has yet to allocate and disburse these funds, thus hindering its full operationalization. Consequently, the absence of these funds has far-reaching limitations in the provision of legal aid in Kenya; for example, the failure to operationalize the fund hinders the operations of NLAS and, primarily, in meeting the expenses incurred in representing persons granted legal aid and the remuneration of legal aid service providers.

It is worth noting that the National Assembly enacted the *Legal Aid Regulations* through *Legal Notice 86 2022*. The regulations provide the procedures and guidelines for the provisions of the principal Act. For instance, the regulations state that a person is eligible for accreditation as a paralegal if they are, among others, a member of a duly registered association of paralegals. Additionally, the Act recognises a paralegal as a person employed by NLAS or an accredited LAP who has completed a training course in the relevant field of study in an institution approved by the Council of Legal Education (CLE). As a result, this creates a recognition gap for community paralegals who are critical to offering legal assistance in the community, especially the hard-to-reach demographics. Consequently, this recognition gap hinders the provision of legal aid in Kenya. In addition, the gaps in legislation and the lack of implementation call for a legal audit and compliance with the *Legal Aid Act 2016*.

Against this background, ICJ Kenya conducted a baseline survey to audit the status of implementation of the *Legal Aid Act, 2016* from three (3) key target groups: a) paralegals, b) organizations working to promote access to Justice through legal aid, and; c) critical state actors mandated to promote legal aid and awareness. The findings from the survey are intended to inform duty-bearers about these policy gaps and lobby for their implementation.

1.2. Purpose and Objectives of the survey

The general objective of the baseline survey was to audit the status of implementation of the *Legal Aid Act, 2016*, with the survey findings expected to establish existing legal and policy gaps that impede effective implementation of the *Act*, and make recommendations to enhance the implementation of the *Legal Aid Act, 2016* in Kenya.

The survey was conducted in three (3) counties, namely, Kisumu, and Mombasa Counties which targeted conversations with paralegals through Focus Group Discussions (FGDs), and Nairobi County which targeted Key Informants conversations with mandated institutions as well as non-state agencies that operate within the legal aid ecosystem.

Chapter Two

2.1. Approach, Methods and Tools

A participatory approach was deployed, ensuring the engagement of key stakeholders at different stages during the survey. The survey applied qualitative techniques and purposive sampling as a non-probability criterion which entailed selecting respondents while ensuring the sample is representative of the targeted respondents. Because the survey targeted respondents based on a specific characteristic - being stakeholders who operate within the context of legal aid service delivery - this approach not only ensured consistency with relevance to the objectives of the survey, but also ensured that the collected data remains relevant, pertinent and insightful.

The mapping of stakeholders to be interviewed as respondents was conducted, with scoping study by design relying generally on expert opinions from thematic agencies and stakeholders in the legal empowerment ecosystem, with a particular focus on institutions whose mandate and roles align with the legal empowerment and access to justice sector. These included a) paralegals, b) organizations working to promote access to Justice through legal aid, and; c) critical state actors mandated to promote legal aid and awareness. The sample size for FGDs was fifty-three (53) (29 females; 24 males), while the sample size for KIIs was four (4) (2 females; 2 males, with one representing a mandated agency) targeted at key institutions with a long history of being actively engaged with legal aid service provision in Kenya.

2.1.2. Survey Design

To deliver the assignment, a number of approaches were employed which included: an inception meeting which was held with ICJ-K programmes and survey core team in order to clarify the assignment, and deliverables as per the Terms of Reference (ToRs), which was followed by submission of an inception report. This was then followed by a literature review to provide a general understanding of the sector and generation of key materials for incorporation into the survey report. The assignment also involved the development of survey data collection tools (in the form of questionnaires which had been approved by ICJ-K) as well as administration of the tools through Key Informants Interviews (KIIs) which were basically face-to-face interviews with key persons who work with legal aid service mandated institutions, legal aid service stakeholder organisations. The method ensured access to expert knowledge, rich and contextual data, flexibility in exploration of the same, as well as ability to validate and corroborate other sources of data. In addition to KIIs, Focused Group Discussions (FGDs) were conducted with grassroots legal empowerment focal persons, i.e., paralegals who operate in the grassroots, including those who operate from the Social Justice Centres (SJs) in Western and Coastal regions, but with Kisumu and Mombasa Counties being the converging points for data collection. This method not only ensured collection of rich, in-depth data, but also helped capture multiple perspectives in a participatory, interactive and dynamic process. This was then followed by an analysis and interpretation of the field data which were obtained from respondents' feedback, as well as sense-making and generation of the report.

Chapter Three

A combination of systematic techniques to interpret and draw meaningful insights from the qualitative data was deployed in analysing the data, including, but not limited to thematic, discourse, framework, narrative and content analysis of the data. Additionally, triangulation was deployed for sense-making of the data, thus enhancing credibility, validity and richness of qualitative findings. Field data for the survey were collected in specially prepared tools in the form of questionnaires which were administered by a team of researchers (see *Annex 1: Survey data collection tools*). Participation in the survey was voluntary, and followed informed consent (embedded in the introduction part of the data collection tool) as part of the survey protocol. The draft survey report was submitted to the ICJ-K for their review, and will undergo validation, and submission of the final report once the validation product has been incorporated into the final report. Field data collection was undertaken on 7th and 8th February 2024 in the western region and 6th and 7th March 2024 in the coastal region.

2.1.3. Limitations of the survey

While conducting the survey, the following limitations were noted: -

- i. Limitation of time and resources: - whereas the study deployed mainly qualitative techniques, it did not undertake extensive qualitative research methodologies to undertake robust case reviews or quantitative fieldwork where beneficiaries of legal aid would have given their views on extent and satisfaction with legal aid service provision. Equally, lack of quotes from the field data collection tools meant that no quotes could be deployed in the report in order to enrich the qualitative side of the report.
- ii. The centralized rather than dispersed form of mobilization for the respondents made it hard for the survey to interact with other qualitative methods such as observations and possibly walk-about in fully understanding the qualitative aspects of legal empowerment in the community.
- iii. Limitation of funding also affected the research teams' ability to interact with community-centred relevant case studies to enrich the qualitative aspects of legal empowerment service provision. The survey relied on ICJ-K reports which contained some of the case studies that have been documented.

3.0. Survey findings

Finding One: How institutions engage with Legal Aid Act, 2016

The survey reveals various levels of engagement with the *LAA, 2016* from the respondents. Whereas the journey to enactment of the Act took long, majority of the respondents stated that they played a key role in the foundational engagements on the need to enact a law to regulate the provision of legal aid in Kenya. They appreciated that the *LAA, 2016* has provided an elaborate framework for the provision of legal aid, through NLAS, which is critical in facilitating access to legal aid services. In this regard, they have engaged with the *LAA, 2016* in the following ways: -

- Legal empowerment and provision of legal aid services to indigent persons in the communities
- Dissemination of the *Legal Aid Act, 2016* (in electronic and printed versions, of the Act) to the community, institutions and criminal justice agencies. Further, development of popular/ simplified version of the Act has been undertaken by some of the stakeholders.
- Sensitization of paralegals on the *Act*.
- Advocacy missions on the full implementation of the *Act*.
- Stakeholder participation in the drafting of the Legal Aid General Regulations and Code of Conduct for Legal Aid Providers (LAP).
- Participation in Legal Aid Days (LADs) in the communities.

Finding Two: Regulatory gaps on the recognition and accreditation of community paralegals

Comparative literature review reveals that paralegal practice, through legal aid and assistance complements the scarce legal services owing to ever expanding demand for legal aid services, noting that the majority of the people who potentially require legal aid services and support are poor and marginalized. The respondents stated that, while the *LAA, 2016* elaborately regulates the provision of legal aid, notable gaps on the definition of a paralegal are apparent. The *Act* recognizes a paralegal to be someone who has undergone requisite training in an institution accredited by the Council of Legal Education. This is in contrast to the historical paralegal practice to which literature documents that, prior to the enactment of the *LAA, 2016*, paralegal practice was nurtured by CSOs through basic legal training and experience sharing exercises. These cadre of paralegals are presently referred to as community paralegals, to whom the *LAA, 2016* does not technically recognize. The respondents revealed that community paralegals constitute a greater majority of paralegals who are leading transformation in legal aid service delivery despite their lack of training as envisaged by the *LAA, 2016*. As a result, rationalization of capacities of these paralegals remains contentious, and consensus on a mechanism to address the plight of such paralegals who would otherwise be excluded based on the tough accreditation criteria need to be aggressively pursued.

Finding Three: Specific legal empowerment strategies utilized by institutions offering legal aid

The analysis of responses from key informants discloses that most of the legal empowerment activities conducted by key institutions align with the provisions of the Legal Aid Act, 2016, as demonstrated in the summary below.

- Paralegal Trainings- the trainings are specialized to benefit paralegals working in different areas for instance; those who work in the community (the community paralegals), and those who are stationed in the prison (prison paralegals), those who are stationed at the police stations (Children Protection Units/ Gender Desks Paralegals, Immigration, Community health), as well as those stationed within the courts (court counsel paralegal desks).
- Establishment of Justice Advisory Centers (JACs)⁸ which serve as legal empowerment hubs where people seek legal advice. These hubs also link legal aid seekers with the justice pathways for service access.
- Establishment of Social Justice Centres (SJC) and Climate Justice Centres (CJC) where Human Rights Defenders (HRDs), including paralegals, deliver legal aid to their clients.
- Conducting legal aid clinics in the communities and prison facilities.
- Legal representation of complex cases from community members and inmates on pro bono basis.

Finding Four: Collaborations amongst legal empowerment institutions

The respondents noted that there are collaborations with the following agencies/ institutions: -

- Judiciary
- National Police Service (NPS)
- Kenya Prison Service (KPS)
- Probation and Aftercare Services (PACS)
- Office of the Directorate of Public Prosecution (ODPP)
- Witness Protection Agency (WPA)
- Law Society of Kenya (LSK)
- Council for Legal Education (CLE)
- Academia (universities/ Kenya School of Law - KSL)
- Public Benefits Organisations (PBOs)/ Civil Society Organisations (CSOs) e.g., Kituo Cha Sheria, International Commission of Jurists - Kenya (ICJ-K), Legal Resources Foundation, Independent Medico-Legal Unit (IMLU) etc.
- Grassroots Community-Based Organisations (CBOs) (e.g., Peace at Heart Initiative, Langata Legal Aid Center in Nairobi)
- Community Paralegals Networks (conducting interventions on issues such as prevention of domestic, sexual, and gender-based violence, human rights, access to justice etc.)

⁸ Section 7 (1) (n) of the Legal Aid Act. No. 6 of 2016

Finding Five: Relevance of the LAA, 2016 in facilitating and entrenching legal aid service delivery in Kenya

Majority of the respondents stated that the Act, the *Legal Aid General Regulations and Code of Conduct for Legal Aid Providers (LAP)* have largely facilitated legal aid service delivery in Kenya. The respondents further noted that the Act has conferred the National Legal Aid Service (NLAS) with the primary mandate to coordinate legal aid service delivery in Kenya. Additionally, the respondents noted that the Act, in *Section 2* recognizes Public Benefits Organisation (PBOs) and state agencies as legal aid service providers. Besides, the survey finds that sector collaborations catalyze legal aid access, and promotion of standards for legal aid service delivery. For example, the collaboration between NLAS, the Council of Legal Education (CLE) and the Paralegal Society of Kenya (PSK) in developing a paralegal training curriculum has contributed to the standardization of paralegal practice in Kenya. Therefore, this initiative not only guarantees a structured framework for paralegal training, but also a pathway to accreditation of legal aid providers in Kenya. Additionally, by establishing clear standards and accreditation processes, the Act promotes consistency and professionalism in legal aid delivery in Kenya. The survey also notes that the Act is facilitative in supporting indigent individuals through legal empowerment initiatives and legal assistance beyond the formal justice system.

Finding Six: Effective strategies in accelerating legal aid service delivery to indigent, marginalised and underprivileged persons in Kenya

The respondents attributed the strategies below to successes in legal aid service delivery in Kenya.

- **Deepening and expanding paralegal practice:** - Legal Aid Providers (LAPs) are deploying paralegal practice as their main strategy in advancing legal aid service delivery to the marginalized communities in Kenya. This involves comprehensive mapping of paralegals and leveraging their presence so as to ensure broad outreach. This is informed by the fact that paralegals are largely the community justice actors as such they are an effective catalyst to a sustainable legal aid service delivery in the communities. Further, paralegals are increasingly organized in community-based organizations with set objectives to guide their operations. The respondents noted that this strategy not only strengthens paralegal practice but also magnifies the impact of legal aid service delivery within communities in Kenya.
- **Proactive outreach and legal awareness:** - Through this strategy, LAPs regularly engage with communities through legal empowerment clinics, seminars, and community outreach programs. By collaborating with local authorities, community leaders, and grassroots organizations, legal aid providers raise awareness about legal rights and resources available to indigent persons, thereby empowering them to address legal issues before they escalate.
- **Entrenching AJS mechanisms in dispute resolution within communities in Kenya.** - integrating new models of legal empowerment, such as alternative justice systems, community mediation, and the paralegal approach, has been beneficial.

These approaches provide alternative channels for individuals seeking access to justice services, utilizing existing data and community structures. This has been achieved by equipping paralegals with comprehensive training on AJS principles, legal procedures, and conflict resolution techniques. Moreover, fostering partnerships between paralegals and formal justice institutions, such as courts; which have reportedly referred disputes to be resolved through AJS enhances the effectiveness and credibility of their work. The paralegals have notably recorded great successes in integrating these mechanisms in dispute resolution.

- **Investment in continuous training and capacity building for paralegals:** - this ensures that paralegals remain updated on legal developments and best practices. Providing paralegals with ongoing mentorship and supervision, as well as opportunities for peer learning and collaboration is further enhancing their effectiveness in delivering legal aid services to indigent persons. Additionally, collaborations in paralegal training, particularly between the Paralegal Society of Kenya (PSK) and legal aid service providers has also proved effective. For instance, PSK and the Service have worked closely together, demonstrating effective collaboration in training initiatives.
- **Community sensitization and education:** -, paralegals continue to catalyse access to justice through awareness raising on access to justice models such as AJS through outreach programs. In addition, they have fostered partnerships with traditional justice actors such community elders and religious leaders to enhance the scope of community sensitization on other pertinent issues such as Gender Based Violence (GBV), succession and child custody matters.
- **Development of community paralegal training curricula:** - institutions in the legal empowerment sector continue to focus on equipping paralegals in order to ensure they possess skills and knowledge to be relevant and effective in legal aid service delivery to their communities. This has seen NLAS, PSK and ICJ-K develop such knowledge materials to expand paralegal knowledge to make them effective in this sector, thus ensuring that paralegals as legal aid frontline workers, are equipped to handle a wide range of legal issues. This ultimately is contributing to legal empowerment of many indigent persons who seek out the paralegals for free legal assistance and access justice.
- **State and non-state collaborations in legal empowerment:** - collaborations between the civil society and government, with the government playing a facilitatory role, has proven to be an effective strategy for accelerating legal empowerment and aid service delivery. For instance, NLAS' collaboration with PSK and other legal empowerment organisations is helping deepen service delivery for indigent persons.
- **Self-regulation of paralegal practice as an effective strategy:** - collaborations and partnerships should ensure that the agenda of self-regulation of paralegal practice in Kenya becomes a reality, noting that this will not only achieve ownership by the practitioners, but also ensure best standards of the practice through self-regulation.

Finding Seven: Strategies that have not been effective in accelerating legal empowerment/ aid service delivery to indigent persons in Kenya

- **Limited use of the media to inform people about the availability of legal aid:** - despite the wide scope of media platforms, the survey finds that minimal effort to utilize these platforms in order to expand legal empowerment to indigent persons in Kenya. Therefore, there is a need to improve media outreach efforts to further enhance awareness and accessibility of legal aid services.
- **Poor utilisation of effective digital technologies for legal aid outreach and documentation:** - to ensure the visibility of the NLAS programmes, investments in visibility initiatives should be strengthened through diverse media, and expanded to the work paralegals do that should be posted on social media platforms besides engaging mainstream media. Further, there exist need for investment on social media strategy to make their work visible. Additionally, short clips and photos on mobile phones should also be deployed as part of the strategy to achieve visibility.

4.0. Challenges to effective implementation of the Legal Aid Act 2016 in Kenya

- a) **Limited human resources and funding constraints:** - the respondents noted that with only a limited number of advocates available, the National Legal Aid Service (NLAS) struggles to meet the demand for legal aid services across the country. This shortage results to overstretched workloads and compromises the quality-of-service delivery.
- b) **Lack of an operationalized Legal Aid Fund (LAF):** - Section 29 of the Legal Aid Act establishes the Legal Aid Fund mandated to meet the expenses of legal aid service providers in the provision of legal aid. However, this fund is yet to be operationalized as a result, the lack of it exacerbates financial constraints, making it difficult to pay legal aid service providers and cover operational expenses.
- c) **NLAS' organizational structure and autonomy:** - as currently constituted, the survey revealed that NLAS faces challenges regarding its organizational structure and autonomy since it operates under the Office of the Attorney General (OAG). The lack of autonomy restricts NLAS's decision-making capabilities and limits its operational flexibility.

5.0. Level of implementation of the Legal Aid Act, 2016 in Kenya

The survey further assessed the status of, and satisfaction levels of respondents with regards to the implementation of the Legal Aid Act, 2016. In assessing this, the respondents were asked to comment on their objective views regarding the status of implementation of the Act, in which the least score of 1 (very poor) was the poorest rating in terms of the implementation of the Act, while the highest score of 5 (Very Good) denoted the highest performance level.

a) FGD Respondents rating of the status of implementation of the Legal Aid Act 2016

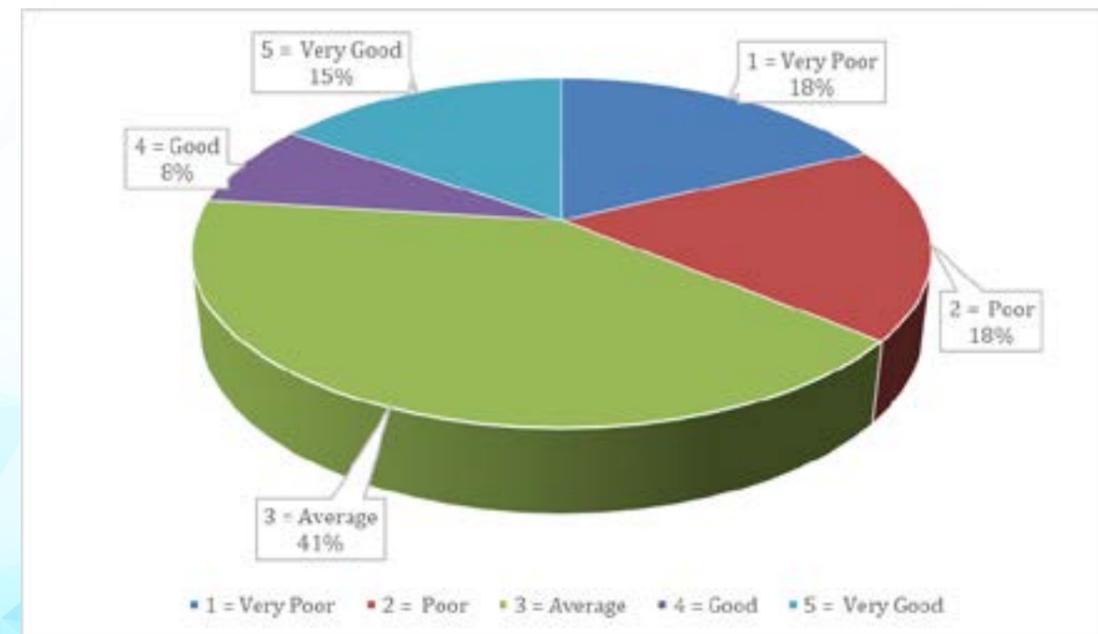
Majority of the FGD respondents (paralegals) (forty-one percent - 41%) who responded to this

rated the status of implementation of the Act as average, while eighteen percent (18%) rated the status as either poor or very poor. At least eight percent (8%) and fifteen percent (15%) of the respondents rated the status of implementation of the Act as good and very good respectively.

Some of the reasons cited for average status include: -

- Lack of accreditation and recognition of paralegals.
- Failure to operationalize the Legal Aid Fund (LAF).
- Poor allocation of funds to support full implementation of the Act
- There exists a general lack of awareness in the community on the provisions of the Act, including the role and recognition of paralegals to the community and local administration
- Lack of political goodwill from policy makers to implement and operationalize the LAF.
- Lack of awareness on the role of NLAS, including the fact that their services have yet to be decentralized.
- Lack of visibility of NLAS which is mandated to provide legal aid in Kenya, thus inhibiting legal aid access to majority of Kenyans.
- LAA, 2016 as currently operationalised has excluded vulnerabilities such as People With Disability (PWDs), including the hearing-impaired persons. For instance, in Kisumu, disability has yet to be mainstreamed at NLAS' offices which is located on 6th floor of Prosperity House. A ramp, or an elevator would be appropriate for people with physical disability.
- LAA, 2024 has improved the engagement between stakeholders and duty-bearers, thus strengthened partnerships.

Figure 1: FGD respondents rating of the status of implementation of the legal aid act 2016

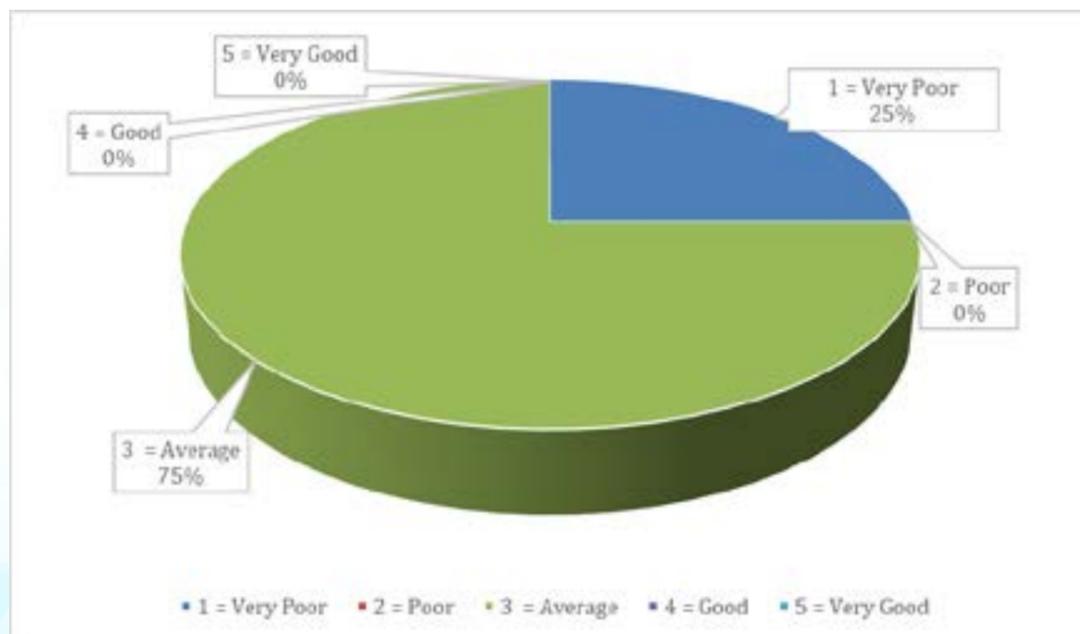


b) KII Respondents rating of the status of implementation of the Legal Aid Act 2016 in the country.

The majority of the KII respondents (seventy-five percent – 75%) rated the status of implementation of the Legal Aid Act, 2016 as average, while twenty-five percent (25%) rated it as very poor. Some of the reasons cited for the average score include: -

- Lack of a substantive office holder for the Chief Executive Officer (CEO) of the National Legal Aid Service eight years since the enactment of the Act remains a challenge to effective implementation of the Act itself.
- Prolonged vacancies in key positions at NLAS continues to hinder effective implementation of the Act.
- Challenges with resource allocation to the Service remains a challenge. This has worsened with regards to subsequent allocations in which the Service has experienced a reduction of funding from over KES. 150 million in the first year, to below KES. 100 million in subsequent years, thus impacting the Service’s ability to fully discharge its mandate effectively.
- The recent full constitution of the board of the Service is a positive development, a demonstration of commitment to improving legal aid services in the country.

Figure 2: KII respondents rating of the status of implementation of the legal aid act 2016

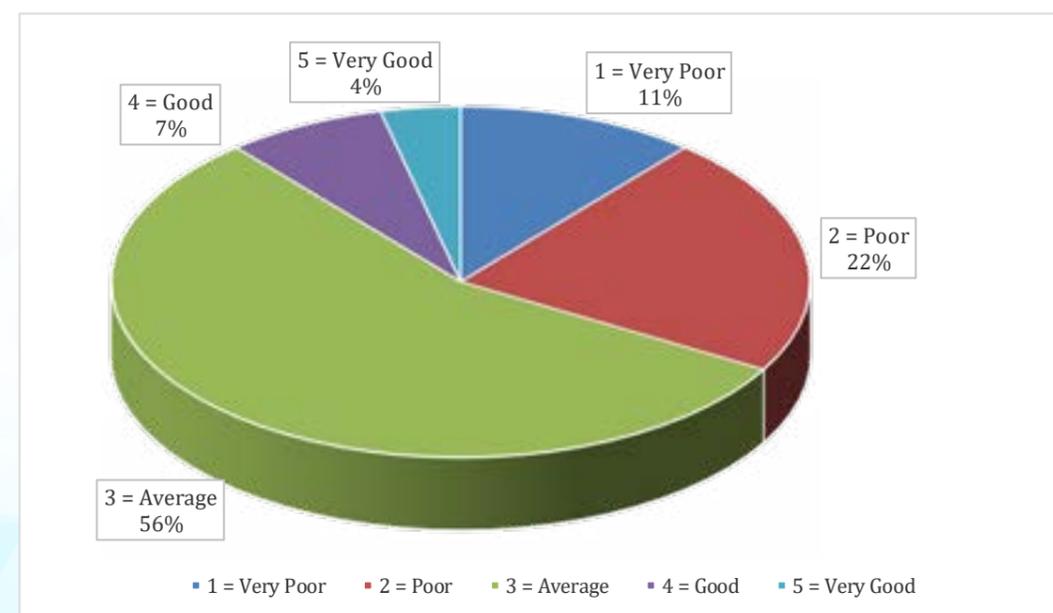


c) FGD Respondents/ paralegals level of satisfaction with the implementation of the Legal Aid Act 2016

Majority of the FGD respondents (paralegals) (fifty-six - 56%) who responded to this question rated their satisfaction level with the status of implementation of the Act as average, while twenty-two percent (22%) and eleven percent (11%) rated their satisfaction level as poor and very poor respectively. Only seven percent (7%) and four percent (4%) rated their satisfaction levels as good and very good respectively. Some of the reasons cited for average level of satisfaction by the respondents include: -

- The failure to operationalize the Legal Aid Fund (LAF) and lack of mainstreaming disability in legal aid access remains a challenge.
- LAA,2016 has improved the engagement between stakeholders and duty-bearers, thus strengthened partnerships.
- Lack of accreditation of community paralegals and lack of decentralization of NLAS to the grassroots.
- Lack of political goodwill from policy makers to implement and operationalize the LAF.
- Lack of visibility of NLAS which is mandated to provide legal aid in Kenya, thus inhibiting legal aid access to majority of Kenyans.
- Poor allocation of funds to support full implementation of the Act.

Figure 3: FGD respondents/ paralegals level of satisfaction with the implementation of the Legal Aid Act 2016.

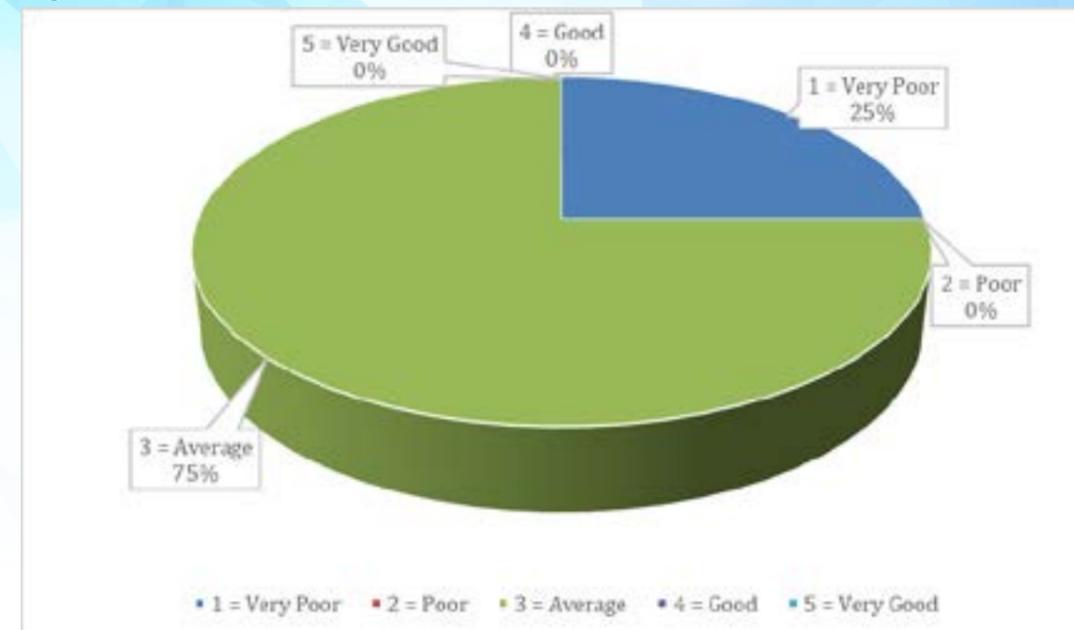


d) KII Respondents level of satisfaction with the implementation of the Legal Aid Act 2016.

The majority of the KII respondents (seventy-five percent – 75%) rated their level of satisfaction with the status of implementation of the *Legal Aid Act, 2016* as average, while twenty-five percent (25%) rated it as very poor. Some of the reasons cited for the average score under this indicator include: -

- Interactions with the current Chair of NLAS board and staff of the Service is an embodiment of renewed commitment and drive to fully implement the *Act*.
- External support, particularly funding from the European Union (EU), are also pushing for progress in fulfilling the mandate of the Service.
- Challenges associated with securing adequate funding for legal aid programmes needs to be realized.
- Lack of a fully established LAF and better coordination among legal aid providers remain a challenge.
- Lack of a public database of legal aid providers and representation of the legal aid service in all regions.
- Extensive work done by civil society over the past fifty (50) years, including initiatives like ICJ Kenya, offers opportunities for the government to scale up legal aid access vide the existing structures and systems rather than starting from scratch. Failure to fully capitalized on the groundwork laid by civil society organizations over decades is a missed opportunity to secure legal aid service in the grassroots.
- Failure to deal with operational and administrative challenges in staffing and the board remains a challenge to full implementation of the *Act*.
- Challenges with resource allocation to the Service remains a challenge.
- The recent full constitution of the board of the Service is a positive development, a demonstration of commitment to improving legal aid services in the country.

Figure 4: KII respondents' level of satisfaction with the implementation of the legal aid act 2016.



6.0. State regulation of paralegal practice in Kenya

The survey also assessed the state regulation of paralegal practice in Kenya, and whether such regulatory measures are progressive and facilitative of growth of paralegal practice in Kenya. Whereas the majority of the respondents stated that the state regulation of paralegal practice remains on a positive trajectory, they also acknowledged the need to recognize both potential benefits and current limitations. There was a general consensus amongst the respondents that state regulation of paralegal practice is necessary and progressive to facilitate the growth of paralegal practice in Kenya. In addition, the respondents agreed that the state's role in regulating legal aid services is crucial to ensuring the protection of citizens and the integrity of the legal profession in Kenya. Moreover, the respondents further reported that state regulation promotes professionalism and accountability within the paralegal profession through robust paralegal training and accreditation criteria through the *Legal Aid Act, 2016*. The *Act*, however, falls short in recognizing community paralegals that have undergone training by NGOs that deploy this model in their access to justice programming.

Strategies to positively contribute to a robust paralegal practice in Kenya

The survey also assessed strategies that may be deployed in order to ensure that state regulation has a positive effect on paralegal practice in Kenya. State regulation is the foundation for the growth and professionalism of paralegal practice in Kenya. Consequently, the respondents highlighted the following key strategies to achieve this: -

- **Multi-Stakeholder collaborations:** - the respondents noted that, to positively contribute to paralegal practice, stakeholder collaborations with paralegal association, training institutions and the NLAS is key.

Chapter Four

- **Monitoring and evaluation of paralegal practice:** - the respondents noted that paralegals continue to make their contributions to the legal empowerment sector. However, a robust monitoring and evaluation mechanisms should be established to assess the effectiveness of regulation and address any emerging challenges or issues.
- **Formal recognition of Community Paralegals** - the respondents noted that the *LAA, 2016*, technically does not recognize community paralegals as they currently exist. To address this, they proposed amendments to the *Act* to broaden the definition of a paralegal to their inclusion. This will strengthen the momentum for paralegal practice, pioneered by the community paralegals.

Status of the operationalization of the Legal Aid Fund

The survey also assessed the status of the operationalization of the Legal Aid Fund (LAF) which is established under *Section 29 of the Legal Aid Act, 2016*. Besides, it assessed opinions on how the Fund should be rolled out during its operationalization, including the structures that are required to ensure full and effective roll-out of the fund. This is because the operationalization of the LAF remains a crucial step towards ensuring equitable access to justice for all individuals, particularly for the indigent persons.

The study finds that majority of the respondents registered their dissatisfaction with the status of operationalisation of LAF which they stated is key to addressing legal aid access to the people. While acknowledging that the regulations have been developed (but not yet gazetted) the respondents stated that the fund should be rolled out through a structured and transparent process that involves key stakeholders and adheres to legal and regulatory frameworks, adding that steps that ensures effectiveness and sustainability. It is noted that the [Legal Aid \(Fund\) Regulations, 2024\[6\]](#), per *Section 86 (provisions on delegated powers) of the Legal Aid Act, 2016*, have been developed to guide this process.

7.0. Conclusion

Access to Justice remains indispensable for the citizenry to protect their socio-economic, cultural and political well-being. While it is a constitutional safeguard, gaps impeding its access are apparent, especially on access to legal aid. The survey further revealed that the poor and the marginalized in the communities are disproportionately affected due to the lack of access thus calling for strategic recommendations to facilitate the implementation of the *LAA, 2016*.

Consequently, collective advocacy efforts should be harnessed to ensure full operationalization of the LAF and legal empowerment initiatives to the community through paralegals. These strategies will alleviate the legal empowerment landscape and ensure that the legal empowerment needs of indigent individuals are facilitated through effective legal aid delivery. Nonetheless, it would be imperative to address the policy gaps identified in this survey through the recommendations below so as to translate the survey findings into tangible improvements in the implementation of the *LAA, 2016*.

7.1 Recommendations

This section proposes recommendations that are critical to ensuring that the implementation of the *Legal Aid Act, 2016* remains on course. The recommendations have been clustered into three broad areas, namely,



**Legal
and Policy**



**Operational
and
Administrative**



**Collaborations
and
Partnerships**

a) Legal and policy recommendations

- **Amendment to the *Legal Aid Act, 2016* to provide for the recognition and accreditation of community paralegals:** - the current provision excludes a majority of paralegal practitioners who work in the community. To ensure that this gap is addressed, an amendment to the *Act* should be considered in order to provide a pathway for recognition and accreditation of the community paralegals. This will ensure that the law and applicable regulations are not only inclusive, but also adaptive to the practice of paralegalism in Kenya.

- **Secure administrative autonomy of NLAS:** - as a department under the Office of the Attorney General (OAG), NLAS' ability to effectively implement the *Act* remains problematic as all its decisions are subject to administrative review by the OAG. Securing administrative autonomy for the Service could potentially lead to better implementation of the *Act*. To ensure robust engagement with the autonomy agenda, this should be adopted as a sector-wide advocacy strategy targeting development partners, the state and its policy-making structure in order to garner support for autonomy of the Service. Securing the buy-in of the Justice, Legal Affairs Committee (JLAC) of the National Assembly (NA) would mark a critical turning-point in this endeavour. Additionally, deepening the sector-wide advocacy to the grassroots would be critical to achieving inclusion and broad ownership of the agenda.

b) Operational and administrative recommendations

- **Need to detach NLAS from the Office of the Attorney General (OAG) to enhance its autonomy:** - as currently constituted, NLAS is a department under the Office of the Attorney General (OAG) which supervises its operations. This affects its ability to effectively implement the *Act* in a manner which is responsive to legal aid needs. For instance, decisions made by NLAS and its Board require ratification by the OAG, thus impeding efficiency in execution of such decisions. Therefore, establishing the Service as a distinct government agency could potentially contribute to its operational autonomy, with greater authority and agility. Rephrase the word autonomy.
- **NLAS' human resource capacity strengthening:** - NLAS' human resource strength is presently poor, with key positions either held on acting basis, or substantive officers are yet to be hired. To ensure that the Service operates optimally which is key to effective and enhanced implementation of the *Act*, substantive appointments in the Service should be prioritised not only to facilitate the smooth delivery of the Service's mandate, but also ensure stability in leadership in the implementation of the *Act*. This step would ensure that the organization has the necessary leadership to drive initiatives forward effectively.
- **Need to develop an elaborate monitoring and evaluation plan for paralegal practice in Kenya:** - whereas paralegals continue to make their contributions to the legal empowerment sector, the impact of their contribution has yet to be appreciated owing to lack of a framework for monitoring and evaluating paralegal practice in Kenya. Therefore, robust monitoring and evaluation mechanisms will not only help assess the effectiveness of paralegal model and regulation of paralegal practice, but also provide a mechanism for addressing emerging challenges.
- **Continuous lobbying for the operationalization of the Fund:** - whereas the Legal Aid (Fund) Regulations, 2024 have been developed (it outlines the fund's objectives, management structure, and criteria for accessing funding), the need to lobby for its actual operationalization is apparent. Securing commitment from the state to allocate resources to the fund should form part of the advocacy. This should then be followed by setting up of the administrative structures for the roll-out of the fund which is key to ensuring an effective and accountable administration.
- **NLAS to explore avenues for external funding:** - opening avenues for external funding is crucial for supplementing the resources of the Legal Aid Fund. This can involve soliciting donations or partnerships with organizations willing to contribute either financially or through in-kind support.

- **Capacity strengthening of NLAS, LAPs and the community as a means to entrenching legal empowerment/ aid service delivery in Kenya:** - increasing capacities of NLAs staff, LAPs and the community remain critical in the journey to entrench legal aid service delivery in Kenya. As a means to achieve this, NLAS should further develop capacities of its staff, even as it works collaboratively with the sector stakeholders in committing resources for developing knowledge materials to be deployed in capacity strengthening. Further, NLAS should ensure easy and inclusive access to such resource materials (print, *braille* or digital formats) in order to support continuous capacity strengthening of LAPs. Additionally, NLAS in collaboration with LAPs and other stakeholders should undertake community awareness-building initiatives on the *Act* to enhance people's awareness on legal aid access. Ensuring that everyone involved understands the goals and methods of legal empowerment is critical to effective implementation of the *Act*.
- **Enhanced utilisation of both mainstream and emerging digital technologies for legal aid outreach and documentation:** - to ensure the visibility of the NLAS programmes, investments in visibility initiatives should be strengthened through diverse media, and expanded to the work paralegals do that should be posted on social media platforms besides engaging mainstream media. Further, there exist need for investment on social media strategy to make their work visible. Additionally, short clips and photos on mobile phones should also be deployed as part of the strategy to achieve visibility. Additionally, deployment of local (community) media stations for media community outreach purposes could potentially contribute to visibility.
- **Development of a media strategy:** - NLAS should develop a media strategy to support its visibility agenda, especially as regards its core mandate of legal aid service provision in the community.

c) Collaborations and partnerships recommendations

- **NLAS to nurture collaborations, coordination and co-operation with stakeholders:** - to positively contribute to legal aid service provision, in which paralegal practice remain a critical plank, NLAS should focus on strengthening collaborations, coordination and co-operation with key stakeholders, including paralegal associations and training institutions. In view of this, collaborations should be initiated on current training curricula in order to address potential gaps in the knowledge materials.
- **Deepen collaborations and partnerships in expanding Justice Advisory Centres (JACs) access:** - the Service should collaborate with grassroots communities in expanding access to JACs as a strategy to deepen legal aid access to hard-to-reach demographics.

- **Access to mentorship opportunities for paralegals:** - state recognition should include provisions for ongoing support and resources for paralegals, such as access to legal information, mentorship programs, and opportunities for professional development. The state could harness collaborations with the CSOs and NGOs to support some of these initiatives, and link paralegals with them.
- **Self-regulation of paralegal practice:** - collaborations and partnerships should ensure that the agenda of self-regulation of paralegal practice in Kenya becomes a reality, noting that this will not only achieve ownership by the practitioners, but also ensure best standards of the practice through self-regulation.
- **Development of actionable work plans by sector-wide stakeholders:** - with the Act guaranteeing spaces for collaborations across the sector, there is need for stakeholders to extract some of the recommendations and develop clear action plans for implementation. This would help fast-track the full implementation of the Act.

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1.1 Data Collection tools



Microsoft Word 97 - 2003 Document Microsoft Word 97 - 2003 Document Microsoft Word 97 - 2003 Document

1.2. List of KIIs Participants

No.	Name & Designation	Gender	Paralegal network/ org.	Sub-county	County
	Timothy Mwachigi (Programme Officer)	Male	Legal Resources Foundation (LRF)	Westlands	Nairobi
	Musyoki Kimanathi (Chairperson)	Male	National legal Aid Service (NLAS)	Starehe	Nairobi
	Rose Angwa (Executive Director)	Female	Ecumenical Centre for Justice and Peace (ECJP)	Westlands	Nairobi
	Dr Annette Mbogo (Executive Director)	Female	<i>Kituo Cha Sheria</i>	Dagoretti North	Nairobi

1.3. List of FGD Participants

1.3.1. FGD One

No.	Name	Gender	Paralegal network/ org.	Sub-county	County
	Anna Awino Owino	Female	Paralegal	Kisumu West	Kisumu
	Sharon Obilo	Female	Paralegal	Kisumu East	Kisumu
	Omanga Othatcher	Male	Paralegal	Nyando	Kisumu
	Mariam Abdallah	Female	Paralegal	Kisumu Central	Kisumu
	Alala Wycliffe	Male	Social Justice Centre	Nyakach	Kisumu
	Judith Ochanda	Female	Kituo Cha Sheria	Nyando	Kisumu
	Nicholas Mirema	Male	Paralegal	Muhoroni	Kisumu
	Erick Okioma	Male	Paralegal	Kisumu Central	Kisumu
	Fatuma Ruth Mbugua	Female	Paralegal	Kisumu Central	Kisumu

1.3.2. FGD Two

No.	Name	Gender	Paralegal network/ org.	Sub-county	County
	Susan Kanyokoh	Female	Nyahuriaden	Nyando	Kisumu
	Mavis Mutunde	Female	Community paralegal	Vihiga	Vihiga
	Beatrice Awuor	Female	NSJC	Nyando	Kisumu
	Alphonse Omondi	Male	WSJC	Kisumu East	Kisumu
	Mariam Omari	Female	Winam SJC	Kisumu East	Kisumu
	Emmanuel Kiprotich	Male	Winam SJC	Kisumu East	Kisumu
	Amina O. Swaleh	Female	Madoido Haki Wa Afya	Kisumu East	Kisumu
	Hellen Staula	Female	LARCOD	Kisumu Central	Kisumu

1.3.3. FGD Three

No.	Name	Gender	Paralegal network/ org.	Sub-county	County
	Mohammed Odhiambo	Male	Winam SJC	Kisumu Central	Kisumu
	Frank Opande	Male	Chemelil SJC	Muhoroni	Kisumu
	Ruth Akeyo Ondiek	Female	Lake Region Community Development	Kisumu Central	Kisumu
	Zulfikar Ali Bhutto	Male	Seme Compass	Seme	Kisumu
	Lameck Auma	Male	PSK	Kisumu East	Kisumu
	Nemwel Abuya	Male	IRDO	Vihiga	Vihiga
	Jackline Atieno	Female	Nyatende S. Program	Nyando	Kisumu
	Denis Ouma Okoth	Male	Obunga SJC	Kisumu central	Kisumu

1.3.4. FGD Four

No.	Name	Gender	Paralegal network/ org.	Sub-county	County
	Ali Swaleh	Male	Mombasa	Mvita	Mombasa
	Chiheny Mwandeje	Female	ADS Pwani Mombasa	Mvita	Mombasa
	Stephen Ngoro Chaka	Male	Kwale Paralegal Network	Lunga Lunga	Kwale
	Harold Mwatua	Male	Kilifi County paralegal Network	Kilifi North	Kilifi
	Wanjiku Ndungu	Female	Kwale Paralegal Network	Msambweni	Kwale
	Binti Juma	Male	Kwale Paralegal Network	Matuga	Kwale
	Norman Otieno	Male	ADS Pwani	Kisauni	Mombasa
	Julia Kuruga	Female	Kwale Paralegal Network	Lunga Lunga	Kwale
	Monica Wanja	Female	MGD	Kilifi	Kilifi

1.1.5. FGD Five

No.	Name	Gender	Paralegal network/ org.	Sub-county	County
	Susan Wambui	Female	MEWA	Nyali	Mombasa
	Safari Ramadhan	Male	KPN	Matuga	Kwale
	Mwanahamisi Hassan	Female	MWN	Likoni	Mombasa
	Gabriel Mukhwana Barasa	Male	KPN	Msambweni	Kwale
	Esther Nelima	Female	Hapa Kenya	Kisauni	Mombasa
	Joseph Odongo	Male	KENPD	Malindi	Kilifi
	Margaret Kamau	Female	KPN	Kinango	Kwale
	Linnet Mkutano	Female	KCF	Kilifi North	Kilifi
	Jane Ngari	Female	Connect to Retain	Malindi	Kilifi



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CONTACTS

The Kenyan Section of the International
Commission of Jurists (ICJ Kenya)
ICJ Kenya House, Off Silanga Road, Karen
P.O. Box 59743 - 00200, Nairobi, Kenya

Telephone: +254-20-2084836/8

Mobile: +254 720 491549

Website: www.icj-kenya.org

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