

**CHALLENGES FACING IMPLEMENTATION OF KENYA HUMAN
RIGHTS COMMISSION'S FIVE YEAR STRATEGIC PLAN (2008-
2012)**

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**A MANAGEMENT RESEARCH PROJECT REPORT SUBMITTED
IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE
AWARD OF MASTER OF BUSINESS ADMINISTRATION (MBA)
DEGREE, SCHOOL OF BUSINESS, UNIVERSITY OF NAIROBI**

SEPTEMBER 2010

Abstract

The study set out to identify the challenges that Kenya Human Rights Commission was facing in implementing its five year strategic plan covering 2008-2012. It also aimed to document what the Commission was doing to mitigate these challenges to ensure that they deliver on the strategic plan. The study adopted a case study research design and data was collected through interviewees' members of the commission as well as some selected stakeholders. The data collected was qualitative data that was analyzed using qualitative analysis, specifically content analysis. Some challenges that the Commission was facing in implementing its strategic plan included limited financial resources, staff retention, lack of buy-in on some strategies by staff members and communities, varying donor demands, timing of the strategic plan, organizational structure, leadership gaps, lack of a functional monitoring and evaluation structure and disconnect between strategy formulation and implementation. The KHRC recognizes these challenges and is addressing most. The organization is in the process of implementing a monitoring and evaluation function and developing a resource mobilization strategy for its sustainability. The human resource capacity is also being increased with emphasis being laid on commitment to human rights work.

Key words:

Challenges

Implementation

Kenya Human Rights Commission

Strategic plan