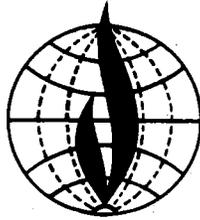


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**ASIAN SEMINAR ON  
PARALEGAL TRAINERS**

Puncak, Indonesia  
6-10 January 1990

**INTERNATIONAL COMMISSION OF JURISTS  
and  
WOMEN'S COMMUNICATION AND  
INFORMATION CENTRE  
(KALYANAMITRA)**

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# PREFACE

The International Commission of Jurists has been promoting a series of seminars in Asia, Africa and Latin America on the provision of legal services to the rural poor and other disadvantaged groups. In Asia the seminars have sought to involve lawyers, law teachers and students and to strengthen cooperation between them and legal services and grassroot development organizations in educating the poor and disadvantaged groups about their rights and how the law can be used to secure these rights.

One of the recommendations of the seminars is to train 'Paralegals', who could play a pivotal role in making people in the community aware of their rights, investigate their problems and act as a link between the community and the legal services organization.

In December 1988 the ICJ organised a seminar in the Philippines at which a handbook on training para-legals was prepared, based on the experiences of legal aid and human rights organizations in South and South-East Asia. The handbook clarifies the basic concepts concerning training and engaging paralegals.

As a follow-up to that seminar, in January 1990, the ICJ conducted an Asian Seminar on Paralegal Trainers in Indonesia. The seminar was organized jointly with Kalyanamitra, a Women's communication and Information Centre which is engaged in conducting training and education programmes. The participants included lawyers, law teachers, law students, representatives of legal services organizations and development organizations from Bangladesh, India, Indonesia, Malaysia, Nepal, Pakistan,

Philippines, Sri Lanka and Thailand. Observers from international organizations, funding agencies and the Australian Section of the ICJ, were also present at the seminar.

The purpose of the seminar was to provide a forum for an exchange of experiences in training, and to prepare guidelines for training paralegals. We hope that the report of this seminar will be of use to organizations conducting or intending to conduct paralegal training programmes.

The ICJ wishes to express its gratitude to the Swedish International Development Authority (SIDA), the Ford Foundation, Inter-church Co-ordination Committee for Development Projects (ICCO), the Netherlands Government and the European Human Rights Foundation whose generous financial contributions made possible the holding of this seminar and the publication of the report.

**Niall MacDermot**  
**Secretary-General**  
**International Commission of Jurists**

July 1990

## Statement

by

*D.J. Ravindran*

*Legal Officer for Asia*

(This Statement was preceded by a welcoming speech by Ms. Adrina, Vice Coordinator of Kalyanamitra, Co-sponsor of the Seminar)

It is a great pleasure for me to be able to welcome you all on behalf of the International Commission of Jurists.

This seminar which is held at the very beginning of a new decade is the result of ICJ programmes conducted in the region in the 80's.

In 1981 and 1982, in the ICJ South and South - East Asian seminars on Rural Development and Human Rights, it was concluded that there is a need for a 'new breed of lawyers, who see the true purpose of the legal profession as that of establishing justice and human rights.'

Indeed, in the last decade a large number of lawyers have emerged in the region, who are committed to working with the poor and the disadvantaged. In this seminar we have thirty lawyers who represent this stream.

We are glad that Mr. Abdul Hakim, Chairman of the Indonesian Legal Aid Foundation, is with us today to inaugurate the seminar. He personally and the Indonesian Legal Aid Foundation have played a major role in developing ideas concerning legal services programmes for the rural poor and other disadvantaged groups.

We sadly miss Thiam Hien Yap, who passed away last year, who was a member of the ICJ and who had inspired many

young lawyers in the Asian region and elsewhere with his untiring commitment to justice and human rights.

The ICJ's programmes in the '80's reflect a change in its orientation. In this period it tried to understand the prevalence of human rights violations from the perspective of those who are deprived of their basic rights. As a result, the ICJ sought to establish links with legal services organisations that help the poor and the disadvantaged to claim their basic rights.

We were fortunate to establish strong links with several legal services organisations in the region. We even played a modest role in bringing together in 1987, in Jakarta and Rajpipla, some of these organisations and individual lawyers associated with them.

The Jakarta and Rajpipla seminars showed that a number of committed lawyers had emerged in the region who work with the poor and the disadvantaged and their concerns include civil and political rights as well as economic, social and cultural rights. This is a definite change from the past where mostly wealthy and urban centered lawyers used to be concerned with human rights from a narrow civil and political rights perspective.

The Jakarta and Rajpipla seminars encouraged us to play a role in further strengthening the legal services organisations by conducting national seminars to motivate more lawyers as well as to create a link between legal services programmes and development organisations.

Compared to mainstream lawyers who offer their services to the highest bidder, the number of lawyers working with the rural poor and other disadvantaged groups is insignificant, in relation to the number of people who require the services of such lawyers.

Unless the poor and the disadvantaged become self-reliant in using law as a resource in their struggle for their basic rights, the efforts of the alternative lawyers would remain peripheral.

Legal self-reliance is also an essential element in creating and strengthening democratic institutions. In the last decade people have expressed their desire for human rights in various parts of the world.

The 80 s also showed that legal self-reliance is essential to promote alternative development policies so as to take into account the aspirations of the victims of development policies pursued so far by the governments.

One way to increase the legal self-reliance of the poor and the disadvantaged is to train paralegals who will work with such marginalised groups. The trained paralegal can be a link between legal services organisations or lawyers and the disadvantaged community with which they are working.

Encouraged by the experience of large number of organisations engaged in paralegal training, we organised at the end of 1988, an Asian seminar on paralegal training to clarify the basic concepts concerning training and engaging paralegals. As a result of the seminar, a handbook was published last year and was widely distributed in the region. The handbook is also being translated into several local languages.

In South and South-East Asia, lawyers are mostly engaged in training paralegal workers. Some of these training programmes use innovative methods and are creatively executed. However, there is a tendency to burden the trainees with information on laws, whether they are relevant or not.

Lawyers, even those engaged in legal services programmes are generally ill-equipped to plan and organise creative training programmes. By and large the legal education provided to the lawyers does not sufficiently prepare them for work with the poor and disadvantaged communities.

Hence, there is a need to borrow the knowledge and experience of development organisations who are engaged in conducting innovative training programmes. In our opinion, if the efforts of alternative lawyers are to succeed, then links need

to be established or where they exist, they should be strengthened with those who have experience in organising development programmes at the community level. In the region there are numerous such programmes dealing with health, education, environment and also concerned with problems of specific groups such as women and tribals.

This seminar is an example of collaboration between ICJ, a lawyer's organisation and a non lawyer's organisation, Women's Communication and Information Centre (KALYANAMITRA). We are grateful to the members of KALYANAMITRA for agreeing to cosponsor this seminar and for doing all the difficult jobs involved in organising a seminar.

We hope that this seminar will contribute to further strengthening this link between lawyers organisations and development organisations and we are encouraged by the presence of lawyers as well as representatives of development organisations.

The purpose of this seminar is to provide a forum for exchange of experiences in training and based on that sharing to evolve guidelines for training paralegals for use by legal services organisations in the region. Also to learn from one another some new and creative methods and identify training resources that could be shared within the region. We will also have one session on regional and international organisations to identify areas in which there could be collaboration between them and the legal services organisations in the region.

We have a full agenda and unlike normal seminars, we do not have speeches and papers and the success or failure of this seminar depends entirely on how much you are willing to share as well as learn.

Knowing your commitment and your experience, we are confident that it will be an interesting and educative experience for us.

*D.J. Ravindran  
Legal Officer for Asia  
International Commission of Jurists*

6 January 1990

# Statement

by

*Mr. Abdul Hakim*

*Chairman, Indonesian Legal Aid Foundation*

Dear Friends,

I would like to begin by thanking the International Commission of Jurists and the Kalyanamitra Foundation for giving me an opportunity to speak at this seminar. This Asian seminar is very important for the following reasons:

First of all, during the last three decades we have seen laws and legal systems being used to legitimize massive economic development and social reforms, as they are understood and pursued by the power holders and the elite in Asian societies, leading to social injustice among the people, especially the poor. Laws and the legal system are no longer an instrument to facilitate the promotion and the protection of human rights, but have become a tool of the powerholder and the elite to perpetuate their interests in society.

Secondly, there has been a tendency for laws and the legal system to be used to strengthen the organization of the state, by, for example, giving more authority to those who are controlling the state. Laws and the legal system then become an instrument of the state powerholders to control the life of the people.

Thirdly, it has been a common practice in the name of economic development and modernization, for the state to enact economic legislation, which legitimizes the take-over of assets from the people, especially the poor, by the strong and dominant social groups.

Fourthly, in line with the facts mentioned above, the modern legal profession tends to orient itself towards the interests of

the state powerholder and the elite. The legal profession, associations of lawyers and associations of judges are the products of the western type of legal education and are alienated from their own community. Judges and lawyers have been educated to accept and internalize modern legal values which are often different from the legal values and the interests of the people. I do not mean that every modern legal value is against the values and interests of the common people. I am referring to the existing school of law which is heavily oriented to serve the interests of the state and the modern business community. Knowing the orientation of many law schools in Asian countries we do understand why many legal scholars such as lawyers practice in the cities — to serve the modern business community, not the common people or the poor, most of whom live in rural areas. In Indonesia, for example, we have only 2000 lawyers, almost all of whom practice in the cities, 80% of them having offices in Jakarta. This figure is very low compared to the total population of Indonesia which is about 178.000.000 of which 80% live in rural areas. The question then is, who will serve the legal needs of the common people who are living in small towns and rural areas?

Fifthly, although laws and the legal system as described above have been misused by the state powerholders and the elite to preserve their dominant interests, the ideology of law has been widely understood and accepted universally as an expression of morality, justice and fairness. This ideology of law is important, and is meaningful for all of us who uphold the ideals of democracy and social justice. Such an ideology of law has in fact become a worldwide source of legitimacy for many people and groups who are fighting for human rights, especially those belonging to disadvantaged communities.

In a situation where laws and the legal system have been misused by the state powerholders and the elite, as well as where the orientation of lawyers is towards the interests of the state and the modern business community, we have seen the emergence of paralegals as a distinct legal profession. Paralegals can be regarded as a logical reaction of the inability of the conventional legal system to respond to the legal needs of poor communities.

The emergence of paralegals is a concrete response to meet the real needs of poor communities. The paralegal has been created by the people and promoted by members of the conventional legal profession such as lawyers and law professors who care about the legal needs of the poor. In Indonesia, informal community leaders, religious leaders, student activists, NGO workers who give support to the disadvantaged community, are all considered paralegals. They have played the role of legal consultants/advisers and trainers. Considering the strategic role of paralegals in delivering legal services to the poor, the Indonesian Legal Aid Foundation in cooperation with other NGOs, has organized short legal training programmes for informal community leaders, religious leaders and students. These short legal training programmes are conducted twice a year in legal aid offices in the region outside Jakarta. It is unfortunate that in Indonesia the paralegal has not been admitted as part of the legal profession, by the government and bar organisation. It is the duty of the Indonesian NGOs to obtain formal recognition of paralegals, though, what is most important is recognition by the people.

I hope this Asian workshop on paralegal training can generate a positive result to strengthen the role of paralegals, and above all, strengthen networking among paralegals in Asian countries which in turn will strengthen our support to the deprived communities in Asia.

Thank you.

*Abdul Hakim G. Nusantara  
Chairman of the Indonesian  
Legal Aid Foundation*

6 January 1990

## **Report of the Seminar**

The purpose of the seminar was to provide a forum for those organisations engaged in training paralegals to further strengthen their skills in training through mutual sharing of experiences. The seminar also had representatives of grass roots development organisations so as to benefit from their experience in conducting training programmes.

The participants were from the following countries:

Bangladesh, India, Indonesia, Malaysia, Nepal, Pakistan, Philippines, Sri Lanka and Thailand.

### **Discussion in Country Groups**

Following the inaugural session, the participants divided into country groups to share and assess paralegal training programmes that are being conducted in their respective countries.

To facilitate discussion in the country groups, the following points for discussion were identified in plenary by the participants:

- Need for training paralegals;
- Objectives and contents of paralegal training programmes;
- Methods commonly used in training programmes;
- Persons who are trained as paralegals;
- Agencies engaged in training programmes;
- Persons who normally train and their qualifications etc.
- Is there coordination among training organisations;
- Is there evaluation of the training programmes;
- Impact of the training programme on the work of the paralegal; and
- Obstacles encountered by training organisations.

Each country report was presented and discussed in plenary. The reports and discussions were summarised by Mr. Abdus Sabur, Co-ordinator of Asian Cultural Forum on Development.

The following conclusions are based on the reports submitted at the plenary session and the summary made by Mr. Sabur:

### **The Need for Training and Engaging Paralegals**

The majority of the population in South and South-East Asia live in the rural areas. Rural poverty in the last decade rather than decreasing has increased. This is as a result of development policies pursued by governments, policies that favour urban interests and ignore the plight of the rural poor.

In the region, there are different political systems ranging from monarchy to military dominated governments and parliamentary democracies. However, the common feature of all governments is their lack of commitment to human rights.

Very often governments resort to repressive measures to deal with demands made by organisations of the rural poor and other disadvantaged groups. In some countries restrictions are also imposed on the establishment of independent organisations of the rural poor and other disadvantaged groups. Similarly, non-governmental organisations that work with the rural poor and other disadvantaged groups face restrictions and are targets of government repression.

In most countries, the independence of the judiciary and the legal profession is not respected.

By and large, the judiciary and the legal profession are unconcerned about the plight of the rural poor and other disadvantaged groups.

Conventionally trained lawyers fail to understand the problems affecting the rural poor and other disadvantaged groups.

The laws and procedures remain complex and very often discourage the rural poor and other disadvantaged groups from using law as a resource in their struggle for human rights and justice.

The need for paralegal training has also come from non-governmental organisations (NGO's) that are working in fields such as health, environment, family planning and consumer protection. These NGOs feel the need to understand and master the legal aspects related to their activities.

### **Paralegal Training**

In most countries this is a relatively new approach adopted by lawyers and other NGOs to help the rural poor and other disadvantaged groups.

The following is a commonly accepted definition of a paralegal worker:

A paralegal worker is a person with basic knowledge of law and procedures with motivation, attitude and skills to:

- conduct education programmes to enable disadvantaged people to become aware of their rights;
- facilitate the creation of a people's organisation to enable them to demand their rights;
- assist in securing mediation and reconciliation in matters in dispute;
- conduct preliminary investigation in cases which have to be referred to a lawyer; and
- assist the lawyer with written statements, required evidence and other relevant information necessary for dealing with such a case.

## **Type Of Organisations And Agencies That Train And/Or Engage Paralegals**

*Independent lawyers organisations* that are engaged in conducting legal aid or legal services programmes.

*Human rights organisations* that are engaged in popularising law as part of their work.

*Bar associations* and other official bodies of the legal profession that are engaged in providing legal aid.

*Non-governmental organisations* that are engaged in grassroot development programmes such as providing health, education.

*Religious organisations.*

*Law faculties and other educational institutions.* However, training of paralegals is not undertaken as part of the academic programme.

*Government agencies* that train their personnel as part of their extension programmes in rural development, health etc.

Organisations that are formed by the rural poor and other disadvantaged groups themselves (*Peoples organisations*).

### **Trainers**

Lawyers play a major role in training paralegals. Very often, lawyers are invited by non-governmental organisations to provide information to their trainees on specific laws which forms a major part of the training. In some countries, in addition to the lawyers experts from other fields also play a part in training paralegals.

### **Trainees**

Trainees normally fall into either of the following categories:

1) Those who belong to the disadvantaged groups such as peasants, tribals, indigenous populations and workers in organised or unorganised industries; and

2) Those who do not belong to any disadvantaged group but who work with different disadvantaged groups to help them claim their basic rights. For example students, representatives of NGOs, religious workers, trade union members and government officials.

### **Objectives of Training Programmes**

The training objective of organisations that are working directly with a disadvantaged group is to provide the paralegal trainees the necessary knowledge and skills that would enable them to build people's organisations and use law as a resource to protect their rights.

For others the objective would be limited to train paralegals to assist lawyers or for conducting legal education programmes.

Only a small number of organisations in South and South-East Asia are engaged in training paralegals for building people's organisations.

### **Training Programme Curriculum**

The Curriculum is determined by the objective. For example, if the purpose is to train paralegals who will work with disadvantaged groups and build their organisation, the curriculum would include among others,

- minimum knowledge of the political and legal system including any indigenous legal system that exists among a particular disadvantaged group;
- basic knowledge of laws and procedures particularly those that are of immediate relevance to the community the paralegal belongs to or works with; and

- skills to work with people, to communicate, to write and draft, to develop educational materials, to conduct research, to negotiate and to evaluate his/her work.

If the objective of training is to train paralegals who will merely act as assistants to lawyers or to conduct legal education programmes, then the curriculum is very often limited to imparting knowledge about laws.

### Methods Used In Training Programmes

The most common method used is the lecture method. Very often, lawyers or law academics are invited by the training organisation to lecture about a particular law or laws.

The lecture method is used because the purpose of most of the training programmes is limited to providing information on laws.

However, some organisations use other methods such as simulation games, drama, case studies, field visits, slide shows and films.

### Evaluation and Impact Assessment

No systematic evaluation is conducted of the training programmes and/or on the impact of the training programmes on the work of the paralegal. Moreover, in most cases no follow-up is made after a training programme is conducted.

However, the impact of the training programmes is normally ascertained from:

- improvement by the paralegals in concluding investigation and documentation;
- increased coordination in their work;
- increased participation of the people in the programme;

- participation of the people in challenging laws that have an adverse effect on them and in proposing alternatives to such laws; and
- the increase in the number of cases dealt with by the paralegal or by the lawyer associated with the paralegal.

### **Obstacles Encountered By Training Organisations**

- restrictions imposed by governments, such as withholding of permission to conduct training programmes;
- ethnic and other conflicts that create difficulties for NGO's to undertake their normal activities;
- insufficient number of motivated trainers;
- lack of financial resources;
- the complexity of laws and procedures that discourage trainees from completing their training;
- lack of coordination among training organisations. This is most often due to disagreement in approach and objectives between organisations that are engaged in training and the resultant mistrust among them;
- inadequate training given to law students in law schools, in particular, not educating them about the problems faced by the rural poor and other disadvantaged groups; and
- lack of support from the legal profession who fear that paralegals would reduce the number of their clients. Even those lawyers who are providing legal aid are very often litigation oriented and find it difficult to transcend the confines of their profession and use law more creatively to help the rural poor and the disadvantaged.

## A Trainer Shares His Experience

After the country reports were discussed and summarised, Mr. Fauzi Abdullah, of the Legal Education Department of the Indonesian Legal Aid Foundation, shared his views on training programmes based on his own experience.

According to him a training programme should be based on the following principles:

- it should be contextual and not too general;
- should be practical;
- should stimulate the trainees to think and not indoctrinate; and
- should encourage the trainees to seek solutions on their own and should also train them to avoid resorting to legal solutions where it is not necessary.

Mr. Fauzi Abdullah also stated that while planning a training programme, preparation should be made for providing:

- information concerning the disadvantaged group with which the paralegal would be working including the social history and the social and economic situation of the group;
- information on laws and regulations that concern the disadvantaged group;
- skills needed to elicit information from the disadvantaged group concerning their problems. In particular to seek information through dialogue and not give the impression of interrogating them;
- skills needed to analyse and understand the problems faced by the disadvantaged group;
- skills needed to critically understand the laws that affect the disadvantaged group;

- skills needed to plan strategies jointly with the disadvantaged group to seek solutions to their problems;
- skills needed to establish links and seek support from other organisations; and
- skills needed when necessary to draft legal documents and also to work with formal institutions such as courts.

### **On Strengthening Paralegal Training Programmes In The Region**

The participants having discussed the country reports and also the points raised in the presentation by Mr. Fauzi Abdullah, divided into two committees to finalise recommendations for strengthening the training programmes in the region.

The first committee finalised recommendations on how to improve the methods used in training paralegals.

The second committee, which in turn divided into two groups, finalised recommendations on coordination among training organisations, increasing the number of lawyers who would be associated with paralegal training programmes, training of trainers and evaluation/impact assessment of training programmes.

### **Recommendations made by Committee I on Methods**

The most common method used by organisations engaged in training paralegals is the lecture method. This method is used because it does not require much advanced planning. Very often the training organisation would contact a resource person to deliver a lecture and in this respect it requires less effort in comparison with other methods. Moreover, a lecture by a well known personality may also contribute to enhancing the reputation of the training organisation. The use of this method may also reflect the training organisation's lack of knowledge of other effective methods. Alternatively, it may also reflect the attitude of the training organisation in terms of their lack of appreciation in using more participatory methods. It may also

be because lawyers who are most often the trainers in paralegal training programmes are not aware of other methods.

The Lecture method should not be totally discarded but should be combined with other more participatory methods.

Reasons for using participatory methods are:

- there is mutual learning between the trainer and the trainee;
- reinforces the idea that paralegals have knowledge and experience and are not to be dealt with as being ignorant;
- flexible to accommodate the training needs of the trainees;
- increases participation and self-confidence of the trainees;
- allows for exchange of different experiences; and
- inculcates an attitude among the trainees that creative methods should be used by them while working with the disadvantaged groups.

As far as possible, trainees should be involved in the planning, implementation and evaluation of the training programmes.

While using visual aids the technology used should be appropriate to the setting in which it is used and should not reduce the participatory aspect of the programme.

The members of the committee also discussed some specific methods such as group discussions, field visits, simulation games, plays and puppet shows.

However, based on the report submitted by the Committee, the participants of the seminar recommended that there is a need for further training those who are engaged in training paralegals to enable them to use effective participatory methods in their training programmes.

## **Recommendations made by Committee II concerning:**

1. Coordination among training organisations;
  2. Increasing the number of lawyers who would work with paralegals and undertake paralegal training;
  3. Training of trainers; and
  4. Evaluation/impact assessment of training programmes.
1. Coordination Among Training Organisations:

The need for coordination:

- organisations that are engaged in training paralegals could coordinate to share training materials, resource persons, training activities and financial resources;
- coordination minimizes duplication of efforts;
- facilitates mutual learning and deepens the understanding of training concepts and methods;
- facilitates creation of a network among disadvantaged groups;
- the expertise of different trainers could be combined to form an integrated system;
- permits optimal use of resources including financial resources. Coordination may also help in influencing the donor agencies to be more flexible in their funding policies and to realise the importance of paralegal training programmes; and
- one way of generating support from the community for paralegals is to implement the programme in coordination with grassroot development organisations.

#### Obstacles to coordination:

- absence of shared values, perspectives and ideologies among the training organisations;
- lack of perceived need for coordination;
- lack of information or mis-information about other organisations;
- competition and mistrust among organisations; and
- competing priorities and demands on time allowing for very little time to establish links with other organisations. This could also be compounded by the geographical isolation of organisations that are based in remote rural areas.

#### Strategies for increasing coordination:

- forming national associations of those engaged in paralegal training;
- identifying existing coordination efforts;
- preparing a directory of organisations engaged in paralegal training or legal services programmes;
- increasing exchange programmes among the agencies engaged in training;
- conducting national seminars on paralegal training;
- identifying common areas of interest of different agencies to facilitate coordination; and
- coordination among organisations should be non-hierarchical.

2. Increasing the number of lawyers who would work with paralegals or undertake paralegal training:

In South and South-East Asia, in the last decade a small number of mostly young lawyers have emerged who are working either directly with the rural poor and other disadvantaged groups or indirectly by associating with an organisation that is working with such groups.

These lawyers, since they differ from the conventional lawyers in goals, visions and values regarding law and justice have come to be known as 'Alternative lawyers'.

There is a need to increase their number as those who are presently engaged in legal services programmes are not sufficient to deal with the increasing demand for such services by the rural poor and other disadvantaged groups.

The number of 'alternative lawyers' could be increased by:

- reforming law school curriculum to educate the law students of their social responsibility as lawyers;
- motivating law school teachers;
- conducting training programmes for lawyers and judges to enable them to have a better understanding of the problems faced by the rural poor and other disadvantaged groups;
- conducting programmes for professional organisations of the legal profession such as bar associations and bar councils to persuade them to take an interest in helping the rural poor and other disadvantaged groups; and
- preparing books and documents on the work of the 'alternative lawyers' so as to inspire law students and other young lawyers;

### **3. Training of Trainers:**

The lack of systematic training of paralegal trainers hampers paralegal training both in terms of quality and the quantity of paralegals trained.

The training of trainers has by and large remained experiential and it seems that no systematic process of training and evaluation of trainers has been undertaken.

There is a need to retrain the present crop of trainers and to upgrade their capabilities in training.

Paralegal trainers and those engaged in training health workers, literacy workers etc. should meet to share experiences and to devise trainers training programmes, as well as to review or revise existing programmes.

The planning for trainers training should include:

- defining the objectives-to be clear about the purpose of trainers training;
- selection process - to select potentially effective trainers by examining their present work and interest as well as their strength and weaknesses;
- preparing the curriculum or content of trainers training programme through consultation with organisations engaged in training; and
- evaluating the results of trainers training and planning for follow-up to the training provided.

### **4. Evaluation and Impact assessment of training programmes:**

The Committee identified some of the indicators that may help assess the impact of training programmes on the work of

a paralegal and also methods to evaluate training programmes to assess whether the training objectives were achieved.

However, the participants in the plenary session, while discussing the report of the Committee, felt that very little work has been done on how to evaluate the paralegal training programmes and the work of a paralegal.

Available literature on evaluation techniques do not deal specifically with evaluating paralegal programmes. Hence, there is a need to develop criteria and the methods for evaluating paralegal training programmes.

The participants recommended that with the help of experts in other fields such as health and education, organisations engaged in training paralegals should develop methods for conducting evaluation of training programmes and the work of paralegals.

#### **Networking with regional and International Organisations**

At the final session, Ms. Rajeshwari Kanniah, representing the International Organisation of Consumer Unions (IOCU), Mr. Rolf Kunneman, Food First Information and Action Network (FIAN) and Mr. Abdus Sabur, Asian Cultural Forum on Development (ACFOD), shared their organisations work and how they could collaborate with legal services organisations.

## Asian Seminar on Paralegal Trainers

Puncak, Indonesia

6-10 January 1990

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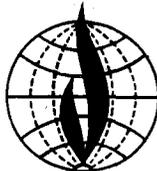
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