

**MOBILIZING COMMUNITIES TO PREVENT DOMESTIC VIOLENCE AGAINST  
WOMEN AND GIRLS IN MWANZA REGION, TANZANIA**

**Kivulini Women's Rights Organization**

**Half-Year Report**

(Covering January 01 – June 2005 Period)

**July 2005**

## SECTION A:

### BACKGROUND

*Kivulini Women's Rights Organisation is a registered community based organisation founded in 1999 in Mwanza, Tanzania. Kivulini advocates for women's rights by emphasizing the prevention of domestic violence against women and girls. The organization's vision of creating a violence-free community is focusing on women's empowerment. Kivulini activities include: increasing women's access to and control over economic resources, eliminating laws that discriminate women and girls, building the capacities of community leaders to create safe environment for women and girls to live and do business, promotion women for positions in local leadership and decision making positions and increasing access to education for women and girls. The combined population for the two districts in which Kivulini works Ilemela and Nyamagana is approximately 476,646 (50% male and 50% female).*

The **LONG TERM DEVELOPMENT GOAL:** Improvement of socio-economic status and health among women and girls of Mwanza region.

**STRATEGIC GOAL:** To inspire and support communities in Mwanza region to prevent domestic violence against women and girls.

#### **ORGANIZATIONAL OBJECTIVES:**

- Mobilizing communities to change attitudes and behaviors that cause violence against women.
- Advocating for change within existing community structures to create a safe and supportive environment for all women.
- Building the capacity of community leaders to understand the impact of violence against women and motivating them to initiate change within their own environments that support women's rights and priorities.
- Improving women's socio-economic status through legal support, counseling and life skills training.

#### **SHORT TERM/ SPECIFIC OBJECTIVES:**

- Improved prevention and management of domestic violence against women and girls in Ilemela and Nyamagana districts of Mwanza region by December 2007.
- The programme joins and participates in coalitions/networks/forms to address gender and women development issues by December 2007.
- Institutional capacity is build for effective and efficient implementation of programme activities by December 2007.

- The programme assesses results, monitor progress and evaluate impact to build a viable and sustainable organization by December 2007.

### **STRATEGIES**

*The strategy of empowering women economically to curb domestic focus on building their skills on expanding small business and creating conducive environment for them to do business in the community. Both of these strategies are necessary because experiences from Kioulini and other organizations have shown that empowering women alone does not work in a community where women are less valued, not allowed to own resources and frequently abused by their families, partners or community around them. Additionally in many situations women have been confirmed in doing very small businesses (at household level) losing opportunities for equal participation on regional and global markets.*

## **OUTPUTS, ACTIVITIES AND ACCOMPLISHMENTS**

The following is a list of outputs and brief description of activities that have been undertaken during the reporting period. The outputs and activities are planned for a one year implementation plan.

### **OUTPUT 1: SIXTEEN (16) TRAININGS AND MEETINGS WERE CONDUCTED AND FOLLOW-UP SUPPORT PROVIDED TO A TOTAL OF ...33..... PARTICIPANTS (F23.... M...6...+YP...4...)**

#### **1.1 Quarterly Sessions with EVGs and CVs**

One quarterly session involving 100 (F52+M48) EVGMs and CVs of Mahina, Nyakato, Mirongo and Mbugani wards were held to strengthen their capacity on monitoring and evaluation of the activities implemented in the community. The session helped to build their capacities on collecting relevant data to track progress and effect. The session also availed opportunity to share their success, challenges and constraints faced during the implementation of their action plans within the community. These sessions are very much appreciated by participants. Commenting about the training Samson Magige from Mbugani ward said “These trainings have built my capacities in resolving conflicts in my street”. On his side Kitinde said that, “These trainings have helped me to be more skilled in solving conflicts more than my street leader” “Emphasizing on knowledge gained, Juliana Daudi said, “It was very difficult for me to handle different cases when community members came to ask for my assistance. However I am now confident and able to handle many issues”. Mama Urio said “The free support which I provide to my community has had helped a lot of people in changing their behaviours. Men are now giving due respect to women”. In winding, Alex Lihwa said “My street leader appreciates the knowledge I have gained in solving social problems”. Challenges shared included lack of support from some of the street leaders and confusion on roles between EVGMs/CVs and Street Leaders. *Lesson learned.* There is a need to conduct a meeting that will involve street leaders, EVGMs and CVs in order to iron out the misunderstandings among them and harmonize their roles.

Thirty-three (33) clients were referred by participants to access legal aid and social counselling services from Kivulini centre. In addition CVs conducted 58 reconciliations between husbands and wives in the own communities. They also conducted video sessions. Lessons learned: CVs/EVGMs require more counselling skills, as 85% of their time is spent on reconciliations.

#### **1.2 Monthly Education Sessions:**

A total of nine (9) education sessions were conducted involving 288 (F207+M81) students of *St. Augustine University of Tanzania (SAUT)*, VVF clients/patients at Bugando Hospital and Community Action Group Members of Mahina, Nyakato and Pamba wards. Topics of discussion included *Domestic Violence* (categories, causes, impact and prevention strategies),

*Human Rights, Gender Relations, VVF-Fistula (cause and impact on the families/communities) and the Intersection between Violence against Women and HIV/AIDS.*

Most of participants appreciated to have learnt much about domestic violence. Juma Ramadhani from Mahina said, "I did not know that coming back home at night and waking my wife is domestic violence". While Mashimba Jafari of Pamba ward while sharing with other participants said "I did not know that marring many wives was also domestic violence". Victoria Choto emphasizing on women being empowered by the education sessions said, "Women are so confident these days, as we are able to denounce and express disapproval of violent acts because we are aware of our rights". While discussing categories of DV and especially on "economic violence", Mama Rehema said, "Through education session we have established saving and credit scheme in order to reduce poverty to increase family income". Commenting on intersection between violence against women and HIV/AIDS, Samwel Mtua a 3<sup>rd</sup> year student in Advanced Diploma in Journalism, "I have deeper understanding on how violence against women increase their vulnerability to HIV/AIDS infection especially in African countries like Tanzania," . On giving recommendations, J. Musonda, said, "Violence against women is a gross abuse of human rights. The seminar as one held to some students, must best all students of SAUT". Contributing to effects of education session, Gender and Human Rights Lecturer, Ms. Lyimo, appreciated the contents of the sessions as well as facilitation methods. She recommended for further discussions with a bigger number of students in other courses. *Lesson learned:* There is need to develop a partnership between SAUT and Kivulini on how to facilitate further education sessions on Gender based violence, HIV/AIDS and other related issues!

On performing, CAGs members supported 30 community members in their own streets and also referred 22 women for legal aid support. In addition, five women won positions of leadership in the street committees.

### **1.3 Trainings of Resource Persons (TORP):**

One training workshop was conducted on *understanding domestic violence* with 63 (F2+M61) newly elected street leaders of Mbugani, Mirongo, Ilemela, Isamilo, Buswelu, Mahina and Nyakato wards. They acknowledged to have gained knowledge on domestic violence, which add value to their leadership roles within their own streets. Commenting ..... said "the training has built our capacities to sustain the initiative to prevent domestic violence. As such, this approach of building of capacities is more sustainable because come may that Kivulini stop to exist, we will continue with the initiatives because of the skills and knowledge that we acquired". Being their first time training on domestic violence, street leaders appreciated and said it was an opportunity to meet their fellow leaders from seven wards of Mwanza city. Kivulini with support from NPF distributed booklets that stipulate the roles and responsibilities of the street leaders.

During community dialogues wives of two street leaders (names withheld) willingly acknowledged that their husbands have changed immediately after returning from the training. They said they are no longer beaten when their husbands return home after taking alcohol. In emphasizing they said also there is so much peace within the family.

A total of 107 (25 new + 82 old) street leaders presented 255 activity reports. Out of these 71.4% are on family reconciliations, while 11.4% were on education sessions. Cases on child abuse/violence were 10% and others 7.2% were cases on inheritance, wife beating, rape, abandonment etc. Appreciating the trainings Abdul Athuman a street leader from Nyakato said "The training has been so useful in creating peace within my street. I am thankful that I participated in both the 1<sup>st</sup> and 2<sup>nd</sup> modules. However I would appreciate that the 3<sup>rd</sup> module is planned soon. ....In overall they reached 4,087 (AF1, 697, AM 1814, YF90, YM321 and C165). *Challenge:* How to continue engaging street leaders who were not elected during the 2004 elections.

#### **1.4: Workshop on GBV for participants from Eastern, South and Horn of Africa**

A proposal for the activity has been written and circulated among donors. MS-TCDC has commitment USD 10,000 and agreed to hold on until 2006.

#### **1.5 Legal Literacy Sessions:**

Two legal literacy sessions were conducted to 49 (F8+M41) street leaders and ward reconciliation board members from Nyakato and Isamilo wards. The majority of street leaders suggested that their community members could also benefit from legal literacy session as well. One leader said, "The time is too short for such useful topics. The facilitators are excellent".

#### **1.6 Seminar with Journalists and Editors**

Due to budgetary constraint, this activity has been posted. However, journalists are participating in TORPs, an approach that has proved very successful. The journalists are not only having opportunity to understand about domestic violence, but they are exposed to impact of DV from true case studies shared by other participants.

#### **1.7: Training on data collection, documentation and dissemination:**

A total of 30 (F16 + M 14) community volunteers were trained. From this training, 20 articles have been written while two of these were published by a local paper *Msanii Afrika* as letters to the editor. The published were on misuse of public funds, which were allocated for development at ward level. The idea with these letters was to motivate journalists to intervene and come up with hard news out of them. This activity is a result of communities' inability to collect and disseminate information. Developing community Volunteers ability to collect and disseminate information was seen as

essential component towards enabling women to express their needs, wants and demands effectively and to influence their participation in gender issues. One participant Juma Magambo was quoted saying “This training have given me ability to write on the issues that really irks, it really gives people ability to have ones voice heard”

### **1.8 Review Meetings with Community Monitoring Team Members:**

Two meetings with *one-to-one support team* members known as *Community Monitoring Team* [CMT]) were convened. The meetings involved 52 (W15, M35+MY2) CVs, EVGMs and Street/Community leaders since they are directly involved in data collection and dissemination. The meeting availed opportunities to share lessons learned, concerns and challenges while collecting information. On constraints, the CMT members said that they faced inadequate support from community leaders, poor communication facilities, and long walking distances. One Street leader in raising a concern said that the involvement of CMT in collecting the information looks as if they are failing and CMTMs are sent to monitor them. However, clarifying on this statement another street leader commented, “It is the role of the street leader to protect the rights of the people living in the street and their property. As such, when the work of CMT member is good the street leader also gets credit. Therefore, street leader should write the reports and collaborate with the CMT members”. Lesson learned “There is a need to convene annual retreats/meetings that will bring together all resource persons (CVs, EVGMs, RL, CL, HCPs, Les and so forth) to celebrate achievements and set the way forward,” said Magige, CV form Mbugani ward. During the meeting the participants were also able to develop a three-month schedule (February - April) in which every CMT member could visit, support street leaders and collect filled activity reports on a monthly basis. *Challenge:* How to make sure that majority of CVs, EVGMs and CLs report their activities to Kivulini. In some places like Buswelu ward, majority of street leaders were reluctant to provide the CMT members with activity reports.

## **OUTPUT 2: VARIOUS RELEVANT WOMEN’S RIGHTS AWARENESS RAISING ACTIVITIES CONDUCTED IN MWANZA REGION WITH EMPHASIS IN 8 WARDS OF NYAMAGANA AND ILEMELA DISTRICTS**

### **2.1 Community Dialogues:**

Three (3) community dialogues conducted engaged 2710 people (AF1080, M890, YPF300, YPM400+C40). One was during the International Women’s Day which focused on assessing the implementation of the Beijing Plat Form of Action (1995-2005) that the Government of Tanzania had signed and committed to implement. Participants of the dialogue said although there were successes in promoting women issues, majority of rural community members especially women had not either heard or clearly understood what Beijing Platform of Action mean or aim at. When responding to Beijing Platform of Action Leah Joseph from Buswelu said “ In my understanding is that Courageous Hon. Getrude Mongella was elected as the world general secretary” another resident of Buswelu Jeremiah Masalu said “ one of the effect of not knowing about

the Beijing Platform of Action is that, women's low economic status have remain as a major challenge. He added that, this includes lacking timely and the correct information on accessing loan"

The second dialogue was conducted during the Global Week of Action to provide opportunity for community members of Buswelu ward to discuss the new by-laws on community Health Fund (CHF) and User Fees for financing public health care at dispensaries and health centers. When raising their concerns community members had the following views, Nicholaus Madilu said, "I strongly oppose the CHF & User Fee initiative because the government doesn't take into consideration the situation of extreme poverty of the low income citizen. Decision Makers take into account the position of rich people and assume that every one including the poor can afford. The government is aware that our country, especially we the citizens are very poor. This is why PRS 1 was introduced. But it appears now that decision makers want us to die and perish". Emphasizing the impact of CHF & User fee to the poor people, Senorina Bujiku (57) said, "Our government, which introduced family planning and realized that it was not effective is now introducing the CHF & User Fee so that "we the poor" die and perish because we can't afford the cost. Majority of us do not even earn Tsh 100/= per day yet those who are rich/earning a lot of money take for granted that every one can afford the CHF& User fee of 14600/= per person a year. We have many contributions such as school furniture/desks and classroom construction. How can we manage all this? To me this initiative is an intention of mass killing of the poor".

It was observed that while the National Strategy for Growth and Reduction of Poverty (NSGRP) raise expectation among community members in improving their incomes, yet initiative like CHF & User Fee may increase poverty among the low income earners and as such limit their capacities to educate their children to end poverty. On another occasion Rugemalira said, "There is an informal strategy to increase poverty, which overrides the NSGRP". In overall Buswelu community members felt that majority of low-income earners would not benefit with the CHF & User Fee, as it would just be adding a burden. In linking-up with education, they said the initiative is impeding poor people's efforts to send their children especially girls to school. They added that the low-income people are already burdened with many contributions ranging from school constructions, furniture, government contributions, leaving them very desperate throughout the year.

The guest of honour, Mr. David Lyamongi, the District Administrative Secretary for Ilemela district in his address said, "The Community Health Fund and User Fee at dispensary level were on trial. After a period the assessment will be made by the government to see if it could be replicated countrywide. Therefore community members should participate to critically assess the services during the trial period and give constructive feedback".

Women who missed school, what are they saying?

### **Case Study of Anna Mhoja resident of Buswelu ward.**

Anna Mhoja (60) living in Buswelu ward about 15 kms from Mwanza city is the first born in her family. She did not go to school because at that time many parents did not know the value of educating a girl child. And yet, because the parents were not educated, she was forced to graze cattle. Anna grew in Buswelu and was married in villages around Buswelu. She has 8 children. When asked how she felt on missing education she said "I feel so bad, lonely, and abandoned with other educated women because I can neither read nor write". She said she like studying but her eyes have problems – she cannot see properly. She is appealing to all parents to ensure that all the children at the age of 7 are sent to school. She now realizes the value of education to a girl child. Her concern is that children who are able to access quality education are those from educated and rich families. "May be if I had gone to school, the quality of my life would have been different from what I am today. I am feeling bad and it is so painful missing education". Anna Mhoja concluded, "The world we are living in today is full of challenges. Parents should deliberately educate all children girls and boys equally".

*The third dialogue was held during the International Day of Action for Women Health to discuss this years theme "Violence against Women: A Global Health Emergency, immediate response is needed". "It is obvious that when a woman escaping from severe beating she can not run away with even small amount of money for her to pay for medical consultation and payment. Therefore, we urge for free medical services for experiencing domestic violence" In his address the guest of honor Dr. Kavit, the City Medical Officer, Treatment admitted that, " very often, we the service providers have witnessed survivors of domestic violence (women & girls) seeking medical services lacking money to pay. As a result in most cases opt to stay home taking panadol tablets or traditional herbs".*

Reinforcing the dialogues two Press Conferences were held with 10 journalists (F1+M9), working with electronic and printing media industries to inform on the history of the International Women's Day, Global Week of Action and The International Day of Action for Women's Health. In return 20 newspapers articles were printed and news aired through radio Free Africa (RFA), Radio Tanzania Dar es Salaam (RTD) and Radio One. Media coverage increased awareness on the rights of women, importance of gender equity in education as a means of reducing poverty and the urgent need for taking actions to prevent gender based violence and improving access of health services especially for women's experiencing domestic violence. They highlighted factors, which restrict access and quality education and health services to girls and women. *Lesson learned:* Press conferences are effective means of involving and informing media industry on issues at stake.

## **2.2: Production of Learning Materials:**

2.2.1: Posters: A total of 10,000 posters printed in year 2004, we distributed to different regions of the country including Mwanza, Dodoma and Shinyanga. International and national events were the most useful events to distribute posters since they attracted lots of people at one time. The four types of posters carry the following messages: Poster No. 1 focuses on the impact of violence to children, while No. 2 on a need for women to talk openly about DV. Poster No. 3 emphasizes

collective community actions against domestic violence, and No. 4 on individual responsibility to create safe homes. Kivulini continues to receive verbal requests from people who visit the office. It is estimated that through the distributed posters, Kivulini reached more than 10,000 people.

### **2.2.2: Printing of 5000 Brochures**

This activity is expected to be implemented in the other half of the year.

### **2.2.3: Print 2500 Booklets on testimonies on four types of DV**

This activity is expected to be implemented in the other half of the year.

### **2.2.4: Print 4000 (4 sets) Legal Rights Fliers**

Kivulini is exploring to link up with other Legal Human Rights organizations that have produced massive information on legal rights. Discussions are underway also to either to purchase or reproduce.

### **2.3: Draw 5 Murals:**

Four murals were drawn in the four wards of Ilemela, Nyakato, Nyamagana, and Isamilo. A mural drawn at Kamanga ferry aims targeting the influx of people arriving by ferry from the 2 districts of Mwanza namely Geita and Sengerema. The four murals drawn are the replicas of the four posters carrying DV messages as indicated in No. 2.2 above. *YCI Report?*

A quick survey gathering peoples' views on the four messages (as for both posters and murals) was done by randomly by distributing 80 questionnaires. 30 individuals and organizations completed the questionnaires. Compiled information indicated that the messages reached the targeted people. In addition they said murals and posters are suitable medium of getting the message across. "I pray that Kivulini continues to educate and raise awareness on violence to the entire country said" Sikitu Jeremia (18). While Catherine Habib (22) from Isamilo said "I came across a message that showed a child crying and witnessing his father shouting at his mother. This is a terrible way of handling conflicts, because even a child is also learning that women have no rights and shouting at them is the best way to end conflicts". All the respondents have shown interest to subscribe Kivulini's future publications. Pili Zagaraza of Kakola appeals to Kivulini to distribute more posters in rural areas while Chawani Women Association suggests that Kivulini produce HIV/AIDS messages in relation to domestic violence.

### **2.4: Four Newspaper Articles Written:**

Twenty-five journalists (M18+F7) were provided with press releases during the public events like International Women's Day, Global Week of Action and Health.... and Kivulini programs and activities like the launching of by-laws) A total of

four articles were written solely on Kivulini and got published in two most popular national newspapers (Rai and Majira).

**2.5: Produce and air radio/TV programs:**

2.5.1: Fourteen radio programs were produced and aired through “Unasemaje” Radio Program every Sunday from 9.15 to 9.45. The program approximately reached 1400 people (F420+M980). The Matrix of the radio programs produced is:

No	Topic	Dates
1.	Domestic violence (causes, impact and prevention measures) - English broadcast KISS FM.	February
2.	International Women Day celebrations and people’s understanding	08 March
3.	HIV/AIDS and violence against women and girls (Aired twice in two different radio stations RFA and English KISS FM)	February 20 <sup>th</sup> March
4.	Early forced marriages + cases studies	27 March
5.	Early forced marriages + cases studies	3 April
6.	The role of community leaders in preventing domestic violence	10 April
7.	Physical violence and other forms of discrimination	17 April
8.	Global Week of Action and women empowerment	24 April
9.	Widows rights and Administration of properties	1 May
10.	Widows rights and Administration of properties	8 May
11.	The general understanding of VVF/RVF and its connection to women dignity and empowerment	15 <sup>th</sup> May
12.	Health policy implications to women’s empowerment processes	22 May
13.	Sexual violence (rape) and its legal complications when giving evidence	29 May

The programme producer, Rahab Fungo remains impressed on the selected topics and she anticipates more listeners in future. In her opinion the advertisers are scrambling over the programme because it has many listeners. The programme

had ten advertisements from companies like VODACOM, suggesting that it had big audience. At least five people managed to call ask, comment and to give their opinion. Citing one example' during the discussion on HIV/AIDS and violence against women and girls, it received eight telephone calls from Tabora, Njombe, Zanzibar, Mbarali, Chunya and Mahenge-mbozi. Joha of Tabora said the programme suggested for more time as topics of discussion are interesting and important for the community to understand.

2.5.2: Two radio programs were organized with Radio Free Africa on a theme, *"Is the current primary school curriculum enough in empowering today's school children to improve their lives and economic status?"* and *"Rape incidences and Medical evidence"*. The radio programmes created a countrywide forum for people to discuss and analyze gaps within the current primary school curriculum and raised awareness on the importance of having practical information for one to be able to establish medical evidence on rape cases. Mr. Laurent Samike, the City Academic Officer who was the invited guest speaker concluded his presentation that the current primary school curriculum is satisfactory in empowering school children economically to improve their lives. However, Mr. Mwampashi who called from Mbeya said, "The current primary school does not equip school children with important skills and knowledge to be able to improve their lives and contribute effectively in economic growth. Citing examples he said, "A big number of primary school children after completing standard seven are having difficult times earning income, as a result majority of them migrate from rural to urban where they are vulnerable to mistreatment, HIV/AIDS, teenage pregnancy, etc". Another caller, Mr. Ndaki Nginila from Magu said, "Education Officers are not keen in improving the quality of education".

### 2.5.3: BBC?

### 2.5.4: TV program:

One special TV programme was produced on girl child development involving students.... *How many* from Loreto secondary school through their Loreto students' club. One interviewed schoolgirl said the TV show was vitally important forum to learn things that she was not *taught by any of her schoolteachers. Eva Lutta was commenting on the sexual reproductive health and early pregnancy issue.* Miriam Emmanuel a form IV student said, "Young girls need to be exposed more on such forums, it was my first experience to talk with big audience, at first I was nervous" I had to prepare myself for the show, I wish I would get another chance" she added. Mariam Hamis said her mother also watched the TV show and she liked it but was against the expulsion of pregnant school girls. While Mariam's opinion was to expel the pregnant school girls, in contrary her mother preferred that they be given a chance after delivery. Club's patron, Collins Ocham was impressed on the efforts and commitment of Kivulini's support to the group.

### 2.6: Produce and Air Radio/TV Spot:

One 45-second radio spot highlighting the impact of physical violence was aired for one month of June as a trial to find out the social acceptability and timing of the message. The spot was strategically slotted between two important news bulletins, Deutsche Welle (DW) and BBC world service. Listener's comments include; the message is good but should also come out during morning hours as well. Kivulini became popular with a short time as it received phone calls from different regions. However, during video shows, Saimon Thomas a resident of Kirumba ward said *that Kivulini is focusing on pressing men more those supporting women which for him it creates social classes, especially the part of the spot that a child asks "why dad is hitting mom"*.

## **2.7: Community Festival**

Due to budgetary constraints, one community festival is planned to be conducted involving groups who won in the last year festival. In addition, other organizations have been invited to participate in conducting their own activities.

## **2.8: Debates with in/out of School Youth:**

### **2.8.1: In School Debates**

Five (5) debates were conducted involving a *total of 650 (350 & M300) students from 4 Secondary schools of Loreto, Lake, Buswelu and Thaqafa. Topics discussed included "To educate a girl child is a key to family development", "Women economic empowerment is vital for community to development" and lastly "Poverty among girls and women is a root cause of increased HIV infection"*. In creating ownership of debate sessions, 8 planning meetings with debate teachers were held. This participatory planning process increased ownership and also paved smooth cooperation within the 8 Secondary schools of Mwanza. Out of eight schools, four schools, namely Lake, Loreto, Buswelu and Thaqafa on their own efforts organized several activities during International Women's Day Celebrations coordinated by student debate leaders and debate teachers. Kivulini supported the student's efforts and also participated as invitees. Students demonstrated their skills on facilitation and taking leadership roles. Activities included drama, choir, poems and fashion shows.

### **2.8.2: Inter-school debates:**

Two inter-school debates were conducted during the public events. One was conducted on the theme *"Gender equity is a root cause of conflict in our societies"*. The theme was selected to offer opportunity to students, teachers and invited speakers to reflect on the theme *"To educate a boy child is a key to economic growth and poverty reduction in developing countries"*. The debate aimed in highlighting factors restricting access to quality education to a girl-child and proposed possible interventions to decision makers. Goodluck Samwel (from Buswelu) said, *"Classes of the 'haves' and 'have not' will emerge if girls are restricted to access education because illiterate mothers whose rights are denied by men will not contribute effectively to the family income"*. While proposing, Sitha Richard (from Lake) said, *"Girls and women are very good at taking care of children and performing household duties therefore there is no need for them to go to school"*.

Another student said, "Girls missing education increase extreme poverty in their families". The debate raised student's awareness on the importance of gender equity in education as an effective mechanism for economic growth and poverty reduction. Summarizing their discussions, students concluded that among many advantages of educating a girl child are: reducing dependency through employable opportunities, malnutrition cases among children/women, under-five child mortality rates and poverty; increasing skilled labour and proper family planning.

The Guest of Honour, Mr. Laurent Samike, the City Academic Officer, emphasized the advantages of girls education using a Kiswahili saying, "*Kidole kimoja hakivunji chawa*", literary meaning one finger cannot kill a lice. He emphasized that men and women compliment one another and that girls are as competent as boys in various economic and development projects. Citing an example of Hon. Getrude Mongella, President of the African Parliament, he said this had proved that women are equally capable as men. He also quoted the Global Call to take Action Against Poverty, that:

- "Education Empowers: a single year of schooling can increase women's wages by 10-20%"
- "Education Saves Lives: 7 million cases of HIV/AIDS could be prevented in the next decade if every child received education".
- "Education builds the future: Children born by literate mothers are 50% more likely to survive past the age of five".

On winding his speech the guest of honor strongly appealed to all community members not to restrict girls to access education.

The debates had proved to be very useful forums for critical reflection and necessary actions. Commenting Mr. Serengeti (teacher from Lake) said, "The debate help to keep students busy rather than being idle and through peer pressure opting to engage in other matters that could be damaging their lives". Goodluck Samwel (a student from Lake) appreciating a session said, "Debates are very good forum because we get opportunity to discuss issues affecting our lives. They should be held more regularly". Challenging practices restricting access and quality education to a girl-child, students decided to document their demands that would target decision makers and parents through a speech read and presented to a Guest of Honour during the Public March of Global Week of Action on 30<sup>th</sup> April, 2005 for further actions.

### **2.8.3: Out of School Debate**

One out of school debate was conducted at Buswelu ward giving an opportunity to 70 youth (F40+M30) to discuss the impact of domestic violence, poverty and HIV infection. Majority of the youth observed that many girls are forced to engage in unprotected sex which increases their risks to HIV infection due to the fact that they lack economic income of their own. Mari Shukrani said, "When the family is poor, parents are not able to satisfy children's needs, hence forcing to opt for prostitution". While Yohana Paul commenting on high increase of HIV infection among young people said "HIV

infection among young women/girls is high because they are easily cheated by adults who some of them are HIV positive. Majority of them end up being given small gifts such soda, chicken chips, etc.”

### **2.9: Three Public Events Organized**

A number of activities were pulled together to be implemented during the three public events namely, International Women’s Day, Global Week of Action and International Day of Action for Women Health. The overall aim was to raise awareness through concentrated activities to a cross section of community members ranging from in & out of school children, youth, adults (men & women) to local government leaders and inspire them to take action against gender based violence.

This year’s International Women’s Day theme “Mwanamke ni Nguzo ya maendeleo: Mpe Nafasi”. A wide range of awareness activities were conducted. This includes “the Night of African Woman, Assessing the implementation of the Plus Ten Beijing Platform of Action (1995-2005) and the public march. These activities helped in highlighting success and gaps in regard to the Beijing Platform of Action. The Night of African Woman attracted men and women who are usually not reached due to their nature of work. Activities organized included key note speakers, dialogues, traditional dancing and songs. Kivulini groups participated. *How many?*3.1: Politicians Visit a Primary School: As part of marking the Global Week of Action, on 29<sup>th</sup> April 2005, ten politicians (F4+M6) and ten journalists visited and participated in the discussion with 40 students and 35 teachers of Gedeli Primary School. The visit aimed to assess trends on enrollment rate, attendance and academic performance between boys and girls for the past four years. The visit gave opportunities to pupils and teachers to air out their concerns and recommendation for improving girls’ access to education and academic performance in Tanzania so as to reach aims set out – achieving education for all by 2015. While presenting an academic performance for the school, the Academic Teacher raised several issues on the present level of education provision at Gedeli and other primary schools in Mwanza. One among the strong critical concerns from the academic report was that many girls perform well in art subjects and not in Mathematics & Science Subjects in contrary to boys who are performing very well. This experience sharing stimulated a hot discussion among the politicians and teachers who found *Non-participatory ad hoc changes in School Curriculum* to be the major factors behind contributing this deviation. Giving her views Ms Elijanet Moshi said, “The education curriculum provided by the Ministry of Education keeps on changing irregularly like chameleon. The changes are frequent and are held on ad hoc basis before even doing any research or evaluation to establish whether the curriculum in place is meeting the needs of students or not”. “Curriculum changes are made very often and teachers are only provided with new syllabus to use. Ad hoc curriculum changes results into inconsistencies between old and the revised curriculum. It has happened once that students used two revised curriculum before completing their standard seven (one curriculum from standard one to standard four or five and then abruptly start using another revised curriculum)”. Citing another example she said, “In 2004, standard four students were forced to seat for examinations based

on a new curriculum of which they hadn't studied for. And yet, teachers are not conversant with the revised curriculum, what should we expect them to teach the students", she asked. Another teacher, Mr. Fidelis said, girls and boys as from standard I to IV perform equally in all subjects, and sometimes girl's performances in science and mathematics subjects are much better than boys. But entering standard V, most of the girls undergo puberty, which also affect their academic performances especially in Science & Mathematics, which require high concentration and self-discipline. On the contrary boys undergo puberty changes later. He also added that, community attitudes towards science and mathematics creates fear and discourage girls to work hard as in many cases you would hear a person saying Science and Mathematics are too tough for girls – they are boys' subjects. Ms. Rashia Veronica (a teacher for science subject at Gedeli primary school) said, unequal distribution of household responsibilities impedes girls' performances as they lack enough time for revision, as they always sleep late, tired and wake early in the morning to perform duties before going to school. On top of that while at school they also support their teachers with household duties, schools duties etc". Giving a vivid example she said "In one of my science classes which required students to bring grasshoppers for practical observation, among 40 students (20 girls & 20 boys), 18 boys and only 2 girls were able to bring the grasshoppers". 90% of the girls were unable to bring grasshoppers because of household workload compared to 90% boys who brought and performed the practice.

Christina Njeru a standard 6 student sharing her views on why girls are unable to perform well in Science & Mathematics subjects she said, "Girls fear the subjects, only few dare, others lack confidence to compete with boys, some do not concentrate during classes as you will find them busy talking when a teacher is conducting the session". The affirmative Action on increasing girls' access to education was challenged as contributing in undermining girls' efforts to work hard to perform well in their examinations. Majority of the girls are expecting to take advantage of the affirmative opportunity. Hon. Mrs. Maria Hewa, the Deputy Mayor for Mwanza City commenting on the data presented earlier by the City Education Officer, Mr. Laurent Samike that indicated last years girls pass mark was 122 while for the boys was 132. She said, "If it couldn't have been for the Affirmative Action, many girls would have not joined Form I last year". She suggested that there should be time limit for the affirmative action so that girls could work hard to compete equally with boys in academic spheres.

### **2.9.2: Public March:**

A public march that was organized in April, mobilized about 3000 people (students, teachers, community action group members, politicians and other community members). The march aimed to provide opportunity to community members to demand decision makers to keep their promises to achieve gender equity in education. Students in their speech to the Nyamagana District Commissioner, who was a Guest of Honour representing the Regional Commissioner, requested the following:

- The District Commissioner to coordinate the establishment of Academic Councils that would bring together students, teachers, parents, and government leaders to discuss important education issues, e.g., how to ensure gender equity, quality of education for girls, assessment of the current level of education in view of the challenges of the appropriate skills needed to empower young Tanzanians to address and curb poverty, etc. Such forums would increase the support mechanisms among students especially those who face gender based violence and extreme poverty in their families. In addition students said the forum would help the Ministry of Education & Culture to improve the quality of education, which in turn would help students to address poverty and improve the quality of their lives.
- The Mwanza City Council to create a forum for students competitions not only in academic spheres but also in student's talents exhibition such as vocational talents, student innovative income generating clubs and so forth. Moreover, the forums would nurture and promote student talents and empower them for self-employment. Students cautioned that if their talents are not well nurtured and promoted while they are at school, no one should expect them to perform "miracle" in self-employment after their graduation.
- Participatory survey involving students, parents and the wider community on changing school curriculum should be promoted. There was hope that such approach would avoid ad hoc curricula changes. In addition community inputs would enrich the survey with relevant information on knowledge, experiences and skills need by young people in self-employment to addressing challenges of globalization. Students were concerned with merging Needlework & Cookery in the new curriculum, in which they felt they missed important knowledge and skills for self-employment.

In his speech the Guest of Honor, Hon. Peter Toima emphasized on the 2003 Report of Education For All. He highlighted that the Tanzania government had achieved enrolling 49% of girls at the age of starting standard one being a major success comparing to the past years. However, he emphasized that there were yet some differences between girls and boys on access, retention and academic performances. Mr. Toima said "I am impressed with student's suggestion for Action and the Gedeli report. We should take action. "I am assuring you that I will coordinate the establishment of Academic Council as proposed by students and other efforts towards ensuring gender equity, access and improving the quality of education".

### **2.10: Video Sessions Conducted:**

A total of 72 video sessions were conducted in all eight wards reaching over 16120 community members (F1900+M20000) people. Topics discussed included consequences of domestic violence and community involvement in changing peoples behaviour, the impact of domestic violence to the families e.g. children and women, the impact of HIV/AIDS, problems facing CDWs and taking action to prevent further violence. Video sessions also focused on educating employers and the community on the rights of CDWs and the impact of domestic violence against them. They further availed opportunities to educate about children rights at large. During sessions, CWDs shared their experiences. Veronika Joseph said "I am not allowed to see my family". Kabula Masanja, said "We have too much work, employers are insulting us, no enough time to

rest especially at night we sleep for few hours between five and six and yet I get paid when my employer feel like paying me.” In many occasions CDWs would wish to go back to school if at all they could get people to support them. Success: Street leaders are helping in organizing video sessions because they say it helps in mobilizing communities to discuss on domestic violence. A Street leader of Pamba ward, Mr. Josephat Shule said, “Domestic violence cases in my street have decreased from 10 to 2 a month because of video sessions conducted by Kivulini”. Another street leader Mr Enock said, “As a result of video sessions, child abuse is decreasing in homes”. Geradi Biseko, said, “*Neria* video (about inheritance) show has made community members understand that property accumulated by a couple belonging to them and their children; not relatives. This reduces domestic violence”. Ms Asha Athuman also said, ‘*Gubu la wifu*’ video cassette reminds her what happened to her marriage that broke up because of the sister inlaw. She urged the community members to take take up the education seriously to change the the bag habit. **Lesson learned:** Video sessions have created an environment, which promote gender-balanced discussions. For example, men respect women contribution during discussions. Mama Daudi from Bugarika said, “I am grateful that the video sessions are empowering women. People are saying that we are proud because we are aware of our own rights”. In addition, the video sessions have kept youth busy instead of spending time taking local brew. It also creating social forum for poor people who cannot afford going other places. Video Shown on NEEMA (children who were abused by step mother and NERIA (Inheritance rights) impressed people in ..... street as a result they opened bank accounts for supporting vulnerable children in their street. *Who/How many and and where specifically?*

Challenge: The demand for video sessions is extremely high. Kivulini is soliciting funds to purchase an additional public address system and a vehicle in order to address the needs of the people in the 8 wards.

**OUTPUT 3: AT LEAST 3 NATIONAL POLICIES (EG DV BILL, CANCELLATION OF USER FEE IN HEALTH SECTOR ETC) AND 7 BY-LAWS ARE APPROVED THROUGH KIVULINI INVOLVEMENT.**

### **3.1: Participation and engagement in local, national and international coalitions and networks:**

Kivulini staff have actively participated in local, national and international coalitions/networks/policy forums. Kivulini holds 3 positions in the steering committee namely Mwanza Policy Initiative, National Policy Forum (PF) and Tanzania Education Network (TEN/MET). Kivulini was also selected by members of Mwanza NGOs Network (MNGON) to coordinate & represent Mwanza CSOs in the National NSAs Task Force in designing support programme for Non-State Actors to engage in structured Policy Dialogue with government and other development partners. This has increased Kivulini influence in establishing forums for structured dialogues which voiced critical concerns of the poor communities especially women’s & girls. Additionally the Ministry of Finance has involved Kivulini in JAS and PER consultation workshops. *What are JAS and PER?*

### **3.2: Consultative Meetings with local government leaders on By-Laws:**

With support from Mwanza City and ward/street leaders, Kivulini organized an official launching of two sets of by-laws to be used in 40 streets of Mbugani & Mirongo wards as tools for promoting good governance and fair decision making process which are participatory and transparent. The by-laws will benefit approximately a total of 42854 people (21636 F&21218 M). The launching was attended by 68(F24+M44) people including government officials, religious leaders, media representatives and other invited guests “ Commenting Ms. Elizabeth Philipo from Kleruu, Mbugani said “These by-laws are simplifying our work as street leaders as members of the community have been engaged in discussing them.” In her address the Guest of Honour Mrs. Maria Hewa, The Mwanza Deputy Mayor said, “What we are doing today is in line with the 1977 Constitution of the Republic of Tanzania, which emphasize on the community participation in by-laws as a fundamental principle”.

Lessons Learned: Engaging community members in discussing and rationalizing their own by-law has a remarkable impact on creating enabling environment for promoting the position and status of women in decision making process. It also increased community awareness their role of engagement in formulating their own.

### **3.3: Policy Review Meetings:**

Six (6) consultative meetings with 74 (F... + M...) Policy Review Committee members were held in Mbugana, Mirongo, Nyakato, and Mahina wards. The meetings created an opportunity for members to critically review the pace of feedback of community’s inputs in each street identify limitations and device mechanisms for ensuring each street leader engage their community in rationalizing their own by-laws. As a result of these meetings Nyakato and Mahina wards have extended time for community engagement to ensure broad participation. Once ready, the sets of by-laws will aim to benefit a total of 82,381 people (F41480+M40901).

## **OUTPUT 4: AT LEAST 1500 PEOPLE (85% WOMEN AND GIRLS) IN MWANZA REGION RECEIVE LEGAL AID/ADVICE, SOCIAL COUNSELLING, RECONCILIATION, MATERIAL SUPPORT AND REFERRALS.**

### **4.1 Provide legal aid, social counselling, reconciliation, material support, advice and referrals:**

A total of 790 clients (W43, M217, YP115+C2) 256 being old clients while 534 are new visited the legal aid and social counselling centre. There has been a noted increase of young men and women who have either decided to marry or live together at the early ages of 15 years. The young women majority come to Kivulini with complaints of being beaten, chased or deserted. The trend for client’s visits is as below:

Categories of services offered included:

**4.1.1: Legal aid services** benefited 492 (F363+M129) clients on matrimonial disputes, inheritance, matters at courts, child maintenance and child custody, rape and/or sodomy, grievous bodily harm and Labour disputes/child labour. A total of ..... cases won in court of law.

**4.1.2: Reconciliation** benefited 67 (F31+M36) clients. Cases included *child maintenance and maintenance of wives who have been deserted*. 32 cases were referred to court and police while the centre managed to reconcile 35 families on child maintenance. Men agreed to come for reconciliation in order to provide maintenance for their children and their wives.

**4.1.3: Social Counselling** benefited 69 (F44+M25) clients. Counselling was on forced marriages, demanding bride prices, misunderstanding between couples/partners and HIV/AIDS clients.

**4.1.4:** Material support benefited 40 (F..+M..) absolute poor clients were supported fees for court cases, health costs and start up funds for businesses.

**4.1.5: Advise and referrals** benefited 241 (F182+M59) clients who were referred to other institutions including courts, police, parents, street leaders, Ward Executive Officers, Reconciliation Board, Labour Offices, Social Welfare, hospitals, other NGOs and Religious Leaders.

*Get appreciations from YCI report and report sent to McKnight*

## **OUTPUT 5: AT LEAST 450 CAGMs (85% BEING WOMEN AND YOUNG PEOPLE) IN 8 WARDS OF NYAMAGANA AND ILEMELA DISTRICTS ENGAGE IN INCOME GENERATING ACTIVITIES AND CONTRIBUTE TO THEIR FAMILY WELFARE**

### **5.1: Conduct 18 Basic Business Management Skills training**

A total of 13 BBMS trainings of five days each were conducted benefiting 325 (F284+M42) 80% of the trainees who had existing businesses and 20% who had not started. During trainings it was noted that those who had businesses had little knowledge on the business management skills a reason that may have contributed to non-growth of their petty businesses. They did not have goals/objectives that would have helped them to monitor and assess or measure the impact of their businesses. It was an advantage on having groups with different characteristics mainly those with businesses but haven't attended basic business management skills and those with no start up business. The participants had opportunities to suggest how to improve their businesses. The trainings were successful as participant's expectations were met. During evaluation majority said *"We were doing business without proper knowledge and thus failing to make profits. However with knowledge acquired we are sure to improve our businesses to earn profits"*. For those without businesses they said that the topic on *Business Plan will help them initiate business*. Zuriathi Abdallah said, *"This training has given me light on how to do business, how to get capital, where to do business, how to get customers, to arrange for income and expenditure, to set up objectives*

before starting any business and also to monitor and evaluate my business". *Challenge:* Some of the participants were not able to attend for the entire five days. Kivulini is in the process of involving the missing out participants to suggest how best they could compensate the days not attended.

## **5.2: Provide training on vocational skills (yogurt production, food processing, brick making, etc)**

### **5.2.1: Yoghurt production**

In partnership with Western Heads East Project based in Ontario, Canada, twelve women (A10 and YW2) were trained on yoghurt production. The training aims:

1. To increase nutrition intake in the families
2. To introduce women in yoghurt production business industry
3. To conduct a research using a strain of bacteria that is believed to decrease the HIV infection.

On nutrition aspect 92 people are directly benefiting in the uptake of yoghurt. *Project overview:* Interns were sent from the University of Western Ontario to work with Kivulini. Using a strain of bacteria by Dr. Gregor Reid, a microbiologist at UWO, the interns have taught women beneficiaries of business skills make probiotic yogurt.<sup>1</sup> National Institute of Medical Research based in Mwanza makes the probiotics. Interns are overseeing construction of a community kitchen. The kitchen, located in the women's neighbourhood, will serve as a space for yoghurt production. The women will have full access to the kitchen.

### **5.2.2: Training women and girls on hotel management**

In partnership with INTERTEAM (A Swiss Sending Volunteer Organization) based in Switzerland, Kivulini is in a process of starting up a "Kivulini Kitchen" (Restaurant) that aims to:

- Provide a second step business trainings according to participants identified needs.
- To raise the rights of the women
- To raise an income that would contribute to Kivulini Program
- To create employment for women and girls beneficiaries of business skills

A total of 28 (F26 + M2) CAGMs with effect from August will receive trainings offered by VICTORIA HOLDINGS (in place of VETA whose costs were a bit high) on hotel management and communication skills.

## **5.3 Hold 3 meetings with MFIs providing loans to 100 women**

During the reporting time, Kivulini continued its collaboration with FINCA. In principal it had been agreed between

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<sup>1</sup> Probiotics are defined as:.....

FINCA and Kivulini that during BBMS trainings, FINCA staff would come to talk to women on loan products they offer. *Challenge:* Organizing meetings has not been easy as majority of MFIs are extremely busy. Importantly also the real need for the meetings to lobby for women special needs have been addressed due to a number of loans options provided. For example; currently women who are HIV positive are able to get loans from NMB, because group conditions are not applicable. In many cases women who were forming groups to acquire loans would not allow women who are HIV/AIDS positive to join fearing ending up paying for them when they can't deliver.

#### **5.4: Provide referral services for 100 women to access loans**

Referral services to MFIs were mainstreamed to all Kivulini economic empowerment activities. This implying that during BBMS trainings, women were informed on the existence of MFIs and their services. In these forums women showed hesitation in getting credits as expressed by one participant that "I am scared because if I default my belongings will be taken away by the MFIs. I have witnessed this to many of my fellow women's". The facilitators emphasized the discipline of saving and using loans for businesses intended. Thirty women were referred and motivated to seize opportunity provided by National Microfinance Bank who had launched a special loan program of buying slots with less conditions. In order to qualify for loans, women would need to get approvals from their street leaders.

#### **5.5: Organize a learning tour to projects outside Mwanza region for 18 women members of CAGs**

A process of organizing a learning tour for 18 women to visit Kakute project in Arusha has started. The women beneficiaries of business skill will receive training topics including Agronomic - Introduction on Jatropha plant, Cultivation and management of the tree; the uses of the plant; Oil seeds Processing - Pre-processing of seeds and Processing of the oil and Soap making. The actual tour will happen third week of August. It is expected that the skills would help women venture in the cultivation of jatropha plant and also process oil and soaps that they could sell to earn and income. One among the market outlets already identified is "*Kivulini Kitchen*" which will use the soaps and also sell.

#### **5.6: Education sessions on money management and decision-making**

Two education sessions were conducted that involved 86 (F39, M9+Y4) participants from Buswelu and Nyakato wards. In reflecting their own situations, participants explained and cited examples on decision-making and money management at household level. A lady said, "If you have no money and ask your husband the answer is always find yours! This is the reason why when we also have money we don't reveal to them when they demand to be informed". Sarah Pius said, "decision-making is new to me because there have been no efforts to help us understand as you Kivulini doing". However participants cited advantages of decision-making and money management at household level being creating peace and stable families, increase closeness and love. Aron Samwel said, "I would not have divorced my wife if I would have acquired this knowledge before. I had allowed her to do what she wished. She was doing business but each time I asked

her what she gained she was furious. Now I have another wife and with this knowledge I am well informed that we need to have joint decisions made. Thanks Kivulini you brought a new life to my life". *Lessons learned:* Kivulini to facilitate more sessions to reinforce family participation in decision-making.

### **5.7: Conduct 18 education sessions on saving and credit scheme**

A total of 11 education sessions were conducted involving 256 participants (F214 + M42) from different community action groups. Participants gained skills on how to formulate and organize saving and credit groups and transform the existing groups from social to business orientation. A pre test finding had revealed that participants were skeptical that saving and credit groups could change into business orientation. *Lessons learned:* Education diversity among participants is an aspect that requires thorough analysis as sessions involves a lot of calculations. Few are comfortable with accounting procedures. Kivulini will arrange frequent visits to these groups for the purpose of giving them practical support at their own settings.

## **OUTPUT 6: AT LEAST 40 STAFF AND OTHER STAKEHOLDERS GAIN RELEVANT KNOWLEDGE/SKILLS ON INSTITUTIONAL CAPACITY BUILDING AND ARE PERFORMING**

### **6.1: Weekly Check-Ins:**

A total of 7 weekly check-ins (meetings) were conducted. In average 16 staff (F10+M 6) participated in Monday morning weekly meetings. Also students (University of Sokoine – F1+M3, who came for field practice, had opportunity to attend and participate in the meetings. This offered contributed to students strengthen in facilitating meetings. The forum continued to keep Kivulini staff informed on various activities happening in different departments. Also it continues creating ownership on decisions taken for Kivulini program. Staff members get opportunity to share lessons learned, achievements and challenges. Challenge: Kivulini staff are still working out on the best way to shorten their reports to reduce the processes and focus more on the outputs.

### **6.2: Staff Development Sessions:**

The Development Sessions have been postponed to second half due to Capacity Building Officer being away for a Degree course at MS-TCDC.

### **6.2: Facilitate 14 staff and Board Members attendance to Courses, Workshops and Conferences**

..... (F..... +M....) staff attended different courses ranging from; motor vehicle maintenance, office management, peace-building/conflict transformation, communication, human rights..... These courses were organized by national and international institutions i.e. Summer Peacebuilding Institute Brattleboro, Vermont USA (May 30- June 17, 2005) .....

Rationale for the courses included understanding on how to handle conflicts and the importance of peacebuilding in development work. This has enriched Kivulini approach on challenging traditional and religious practices that impedes women's right to empowerment. Kivulini would also be able to challenge the government on development strategies that end of displacing people and creating more human conflicts. While Tanzania in each development investment, environment impact assessment is pivotal, less is considered for peace!

## **OUTPUT 7: MONITORING & ENVIRONMENT MECHANISMS DEVELOPED AND FUNCTIONING**

### **7.1: Design and update Kivulini Website**

Getting a consultant to design and update Kivulini Website has not been easy. However, efforts are still continuing.

### **7.2: Facilitate stakeholders and staff to attend trainings**

Kivulini secured a small grant from Antislavery International to train staff on M&E, data collection and fundraising. Two staff were able to attend one week training on participatory research as a tool for ..... organized by MAPAMBAZUKO in Arusha. Further trainings are earmarked in the second half.

♣Staff comments/views.....

### **7.3: Produce a Strategic Plan:**

This activity is earmarked in the second half to allow for an external evaluation that will help feed in the Strategic Plan.

### **7.4: Convene Donor Roundtable Discussion:**

This activity is earmarked in the second half immediately after completion of the Strategic Plan.

### **7.5: Organize 4 Review Workshops and Annual Retreats:**

Two staff review workshops were held and a total of 10 staff and 1 community monitoring team member (F5+M6) attended. The participants revisited, discussed to understand Hivos policy on Results Based Management/Assessment (RBM/A). The review helped to sharpen the 2005 work plan and budget. The logical framework was revised and M&E system developed. Staff and other stakeholders accepted the quality and contents of the documents produced. Comments from Hivos read, "Hivos appreciates the documents (work plan, logical frame and Monitoring and evaluation system) that Kivulini formulated. We hope that Kivulini succeeds to collect the necessary data to do the results analysis and is able to include the results of the analysis in its future annual reports".

### **7.6 Conduct Three Trainings on M&E with Community Monitoring Team Members**

Three sessions on Monitoring and Evaluation were held with 98 CVs and EVGMs (F46+M52) from Pamba, Nyakato, Mahina, Mirongo and Mbugani Wards. In another development 66 new community leaders (F6+M60m) from 7 wards, i.e. Mahina, Nyakato, Buswelu, Mirongo, Isamilo, Ilemela and Mbugani were equipped with basic skills on Monitoring and evaluation. The participants discussed the type of information to be collected and properly be written on activity reports. Majority of the participants appreciated the session's contents, facilitation approaches and promised to put into practice what they have learned. One of the participants, Asteria Kabessa commented, "The session has helped me understand how to perform my duties as EVGM and write the activity report". And Ms. Joyce Stephano, CV said, "The facilitator has encouraged me to do my duties; I will do as he guided me". Another EVGM, Johana Daud, said, "In the past my reports were bad but nowadays I have improved". Overall, the participants promised work hard and put into practice what they learned.

#### **7.7 Conduct 24 Management Meetings involving heads of departments**

Two management meetings were held with heads of department. However, this activity remained a challenge as in most cases, heads of department remained busy on implementing activities. Efforts are put for the second half to slot time for this activity.

#### **7.8: Organize 2 board meetings**

Two board meetings were held. The first one in May involved board members and Kivulini heads of department that discussed 2004 implemented activities, reflected on performance and funding commitments for 2005. The second board was "Special Board" to discuss Accounting Manual and Kivulini improved Constitution.

♣ (More details from the meeting Minutes)

#### **7.9: Monitor and evaluate M&E System**

With support from a student from Sokoine University, the M&E System was transferred to a soft wear. Trial forms have been circulated to relevant departments. On going improvement to accommodate necessary continues. Commenting on the trial forms developed the Legal Aid and Social Counselling officer, Mrs Anna Chambo said, "With these forms filling the report has been easy".

#### **7.10: Compile Reports and share with Stakeholders:**

The Annual Report for 2004 was compiled and shared with five donor organizations: Hivos, Hilden Trust Charity, Youth Challenge International (YCI), Terres de Homes (TDH) and McKnight Foundation. The board members also had time to read and give inputs before the final report was produced. More copies of final report were distributed to board members

and other potential stakeholders. Other mid year and/or special reports were compiled in collaboration with *Advocacy* programme and sent to YCI (October 2004 – March 2005) and Oxfam-GB (Global Week of Action). Commenting on the annual report, the board chairperson said, “For once I feel comfortable about the report, there are good data that show vivid work done on the ground”. An e-mail from Hilden Trust Charity to Kivulini read, “Received with thanks and thank you for the delightful photos. Good work!” Also Valerie, International Programme manager for Youth Challenge International wrote, “The information provided in the appendixes is very helpful as are the photos, number breakdown and summary of all events”. “Your annual report looked great-you guys are really doing some fantastic work!” she added.

**7.11: Conduct internal and external audits and share with stakeholders**

An external audit was conducted by authorised Auditor Ms. Kilele..... The audited reports have been circulated to five donors as indicated above on 7.10.

**7.12: Evaluate Kivulini Programme**

A Volunteer Consultant from Harvard University (USA) who is knowledgeable on Kivulini programs and activities is expected to evaluate Kivulini Programme end of August 2005.