



It's all about GENDER

CARE Tanzania Gender Focal Points Newsletter

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Welcome to the first CARE Gender Newsletter!



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OUR PROGRAMME
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HORIZONT3000

It is hard to believe that my 2 years assignment is coming to the end. It is time to report some of the achievements of CARE Tanzania MWANGAZA Programme's gender work during the last 1,5 years. Programme Offices were established early 2011 as a part of Programme Approach. At the same time, Gender and Governance Focal Points were selected. Ever since, our focal points have spent 10 % of their time on focal point responsibilities – as volunteers, without remuneration. And as you can see from the articles in this newsletter, **amazing** progress has happened. Just to list a few, ALL Programme Offices were trained on gender analysis and mainstreaming between Aug-Nov 2011, successful IWD events were arranged in 2011 and 2012 with the support of gender focal points and 2 gender analyses have been conducted. Currently, gender focal points have an important role on supporting staff participation on Gender and Diversity (GED) gap analysis and GED training. As a CO gender advisor, I am

speechless to see the high commitment of gender focal points and the progress in the field. **A BIG THANK YOU** to all the focal points – Flosia, Fatma, Philipina, Getruda, Remigius and Mussa. A great combination of women and men, junior and senior staff. I am looking forward to see the progress

to continue with the support of my replacement, a local gender advisor whom the CO will soon recruit. Also, a special thanks to Natalija Lintner, HORIZONT 3000 volunteer, who worked hard to pull this newsletter together.

Marjo Riitta (Tiitta) Tervonen,
Gender Advisor



Gender focal points of CARE Tanzania (Fatma Khamis missing)

International Women's Day 2012



Tiitta and Getruda (Mtwara) with VSL women

"Male children are more intelligent and that is why they must be educated, girl children always fail... after all, once someone wants to marry her, the parent has to give her away..." (participant in gender analysis, Zanzibar)

The international Women's Day (IWD) has been commemorated since 1911 and CARE Tanzania joined this year under the international motto "Connecting girls, inspiring the future". Read on to discover what a multitude of events took place...

CSO Gender Coalition IWD event in Kagera region, Ngara district. Our event involved girls, who got inspired by visiting ordinary women heroes and career women. Interactive and educative theatre performances were followed by open dialogue, questions and answers and putting together of strategies on how to deal with Gender Based Violence (GBV) issues and women's decision making and resource control issues. Also a group of men gave testimonies to acknowledge their mothers. Over 1000 people joined us!

KIGOMA: WAGE Kasulu enabled 12 girls from Kigoma Rural Villages to visit female doctors and lawyers at Kasulu district hospital, while inspirational sessions from ordinary rural women who surpassed their life challenges and managed to send their children to school/learning institutions, was set. A WAGE beneficiary Shani Katwikula gave a short testimony on how the program had helped her to acquire life skills that made her see a promising future. The girls told that travelling to the city and meeting career women had motivated them to study hard.

PEMBA: 32 participants from 8 rural secondary schools visited doctors, business women and engineers in order to learn and share experiences. This raised the girls' self-confidence noticeably, which is all we really wanted... WAGE together with the Ministry of Social Welfare and other organizations has also organised a rally with more than 2000 participants! It acknowledged women's roles, responsibilities, opportunities and challenges while simultaneously raising awareness of IWD and WAGE.

KAHAMA: Together with WAGE, SAGE and LEADER we organised three inspirational sessions to celebrate IWD. Six successful

women entrepreneurs, leaders and other professionals shared their life challenges and successes with 145 girls in three primary schools. Along with discussions, girls were given an opportunity to share their experiences on various life challenges that hinder successes of women/girls, and expressed their future inspirations. An exhibition was also arranged where CARE provided information about its work in Kahama.

MTWARA: Our celebration in Mtwara Rural at Ndumbwe ward left the women with messages that encouraged them in decision making and land ownership. VSL groups participated through an open market display while talking about their achievements and challenges. Their main challenge proved to be organizing the groups in the villages and also the slow support from the district level when in need. After getting the feedback we realized that in Mtwara there is a need for a gender sensitivity training.

MOROGORO: IWD was commemorated by a joint workshop of CARE projects in the region (iWASH, CA, EPWS and GEPS), addressing the challenges in the projects' implementation, role of CARE in women advancement and practical ways of solving women



Women rally in Pemba

MORE of the International Women's Day...



Workshop participants,
Morogoro

problems (while trying to inspire the future). Outcomes from this workshop included an agreed set of important things to consider in women development as a way forward.

KINONDONI – DAR ES SA-LAAM: WAGE Kinondoni joined the district IWD event where CARE staff and VSL women joined rallies, pavilions, learning group's dialogues, role plays and exhibitions. The event succeeded in addressing constraints, such as youth unemployment, sexual bribery and increased engagement in unpaid labor by young girls. Lessons of the day: the

acknowledged constraints and dialogues on solutions.

MWANZA: In Misungwi district, seven girls visited different successful career women before IWD and during the IWD they had an opportunity to explain their visit to other girls, what they had learnt and what they need to fulfill their dreams. The girls got really inspired! Also a story by a young divorced girl who courageously started her own life caused headlines... The same happened in Mangu district. The actual IWD celebrations started with a girls' football match. VSL groups presented their activities and called the government's attention to the

various constraints on women empowerment. The guest of honor spoke on government initiatives and promoted his words with a Tsh 13 million worth of a loan to 3 women's groups in Ihayabuyaga which VSL groups will be benefiting as well! This is what we are really proud of!



See them kick: Mangu girls play football

Sustainable gender advisory groups at community level

Governance and accountability project (GAP) in Mwanza has phased out but in order to support further gender mainstreaming in these areas the Gender Focal Point of Mwanza Programme Office, began creating gender advisory groups at community level. These groups are created in collaboration with the village councils and up to this point three active groups exist, all operating in Mwanza region. For their sustainability the project uses community volunteers (people who worked with the GAP project from the beginning) as members of the advisory groups.

The two main activities of these gender advisory groups are in charge of are:

(a) Awareness creating within their communities. The volunteers are considered as village experts on gender issues and are given time to speak at village meetings, community gatherings, celebrations and other events.

(b) Participating in village councils. The advisory groups are able to influence decision making in this way, especially with regard to gender budgeting.

The sustainability of the advisory groups is strengthened by the fact that their members are usually also active in other social groups of the village. Currently CARE is developing the tools to monitor the success of the project.

Mussa Muhoja, WAGE Programme Officer

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Kahama Office becomes a “Learning Lab” of Men Engage



Discussion with VSL men, Kahama

Kahama Programme Office has tried hard to improve its Men Engage activities during the last few years. CARE Tanzania's decision of Kahama becoming a “learning lab” on Men Engage has influenced the progress. WAGE Kahama has reviewed CARE Burundi experiences on engaging men and adopted some ideas, e.g. Identification of 24 men role models through a WAGE activity. These men role models of social change will work closely with 25 community anima-

tors towards promotion of gender equality and women's empowerment in 12 villages of Kahama district. WAGE Kahama has also continued facilitating community dialogues for men through community animators. Community dialogues focused on equality between boy and girl child in the context where son preference prevails. Focus group discussions among VSL men were conducted as part of Gender analysis and mainstreaming training. The activity had one major

purpose, to test and practice CARE's new Gender Analysis Framework by engaging VSL men and women in joint analysis and get their views on certain “areas of inquiry”.

We are also looking forward to start a new Men Engage initiative called Engaging Men and Boys on Gender Equality in Kahama, with a particular emphasis on prevention of early marriages and pregnancies.

Remigius Alex
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Gender analysis of the HIMA Project, Zanzibar

The goal of the HIMA project (Piloting REDD in Zanzibar through Community Forest Management) is to reduce greenhouse gas emissions from deforestation and forest degradation in Zanzibar and in doing so, generate carbon income as an incentive to conserve the forests. Men and women have different

roles with regard to forest management, which is why we conducted a gender analysis to identify the gender issues relevant for the successful implementation of the project. We want to share with you some highlights of our findings...

Communities have a very distinct set of expectations of who does what in the community and at the household level.

(a) Women are fully responsible for the reproductive roles.

(b) Men are mainly engaged in productive activities for the first seven hours of the day, after which they rest or play football.

(c) Men are more likely to own land because of the

options available to them: inheritance, purchase, and leasing for agriculture.

(d) In principle men, women, boys and girls all have access to forest resources. However, women have less time to spend for forest based activities due to their reproductive roles.

(e) Women mostly use the forest products for household consumption while the men use the products to generate income.

This gender analysis produced several recommendations for strengthening gender mainstreaming in HIMA planning, monitoring and evaluation system which HIMA is now working on.

Fatma Khamis,
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HIMA has also trained VSL women to produce energy saving stoves.



"The income I make from the farm is used to purchase food for the household, my wives are expected to use their income to meet other needs of the households, such as school fees for the children and clothing" (male participant in Gender Analysis, Zanzibar)



Discussions with Mtabila tree nursery workers, Kasulu



Women focus group discussions in Buhoro

Gender training in Kasulu

Did you know...

...that in Kagera, in contrast with most of other societies in Tanzania, men are responsible for collecting firewood?

...that Maasai women can perform traditionally male roles in families where there is no adult man? They need to subject themselves to a ritual where they adopt a new, male name, which allows them to participate in decision making.

Who needs what? Who owns what and decision making over resources.

In addition to theoretical and practical group work, participants conducted two field visits. The results of the analysis were very comprehensive, but in short we can say that ...

...men and women work in the fields for almost equal hours, but women additionally perform reproductive activities and other family care

...men perform paid work, while the sole source of income for women is brewing and petty trade of small food items.

...most of the resources are owned by men and boys

Kasulu Programme Office organised a three-day gender mainstreaming and analysis training for staff and partners of WEZESHA Kasulu Programme in October 2011. A total of 12 people attended.

On the first day of the training the participants were asked to describe some basic gender concepts and give examples to illustrate them. They discussed on the meaning of gender roles, gender blind, gender discrimination, gender sensitive, gender equality, a gender and age-sensitive approach etc.

On the second day the participants worked in groups – they performed a gender analysis of the Kigoma Environment Management Project (KEMP) document. As a tool they used the Moser Gender Framework, which means that they searched the document to answer the following three questions: Who does what?

The gender training in Kasulu was a great success! Although CARE staff had some knowledge on gender, they appreciated very much getting to know gender analysis.

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Mtwara: WE-RISE and Pathways



CARE Tanzania has started implementing its Women and Agriculture project in southern Tanzania in the summer of 2011, with a special focus on Mtwara and Lindi. These regions were strategically chosen because they combine high levels of entrenched gender discrimination, food insecurity and rural poverty.

Two programs have been launched up to now – WE-RISE and Pathways. They both aim to achieve more productive and equitable participation of rural women in the agriculture sector. Sesame was selected as Mtwara and Lindi are two of the largest sesame producing areas in Tanzania. The crop has a substantial potential for improved household production – the smallholders could take on a whole range of new, value adding activities, such as sorting and cleaning. Cassava was selected because it is grown by 96 percent of the households in the target region. It is a drought-resistant food crop with incredible potential for improving yields.

So far we have identified three broad groups of barriers that inhibit women's participation in agriculture: limited access to productive resources, discriminatory social and cultural norms and poor accountability by the institutions surrounding them.

Besides enhancing women involvement in cassava and sesame value chain, the projects will also work on marketing the products, supporting farmers with improved seed varieties and supporting village savings and loan groups, all in cooperation with a range of other actors.

Pathways and WE-RISE are planning to form a Gender and Agriculture Learning Alliance (GALA) in Southern Tanzania, bringing regional and district administrators, people from the private sector and agriculture research institutions, farmers and tradi-

tional elites together on a regular basis to learn, discuss new ideas and build new alliances that put sustainable, participatory, gender equitable public/private sector models at the center of the region's development.

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**UMOJA sesame group
Mtwara Rural**



Cassava

GENDER MATTERS!

We hope this newsletter was interesting to you. Please return to our next issue!

For comments and suggestions contact

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Sesame