

Wanawake Tunaweza Tanzania

A women's enablement programme

For the Arusha region, Northern Tanzania

Programme profile and strategy plan

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Introduction

Enabling women to fully participate in economic life across all sectors is essential to improving the quality of life for women, their families, and the communities they are part of, while simultaneously contributing to stronger economies and achieving internationally agreed UN Sustainable Development Goals (especially SDGs 4, 5, 8, and 10) ¹.

The basic premises for women's enablement are:

- To raise awareness on human rights and non-discrimination activities;
- To promote gender equality;
- To promote education, and professional development for all women;
- To enable women to engage in income generating activities, and become financially independent;
- To enhance the health, safety, and well-being of all women.

Ensuring the inclusion of women, their talents, skills, and energies at all levels of society requires deliberate policies and actions for the inclusion of women in the economic cycle.

Our programme pursues these important principles. We coach women's groups, enable them to start their own group business, and encourage personal and professional development of the women. By coaching and training the women as a group, a small community economy is created. The women will be able to generate income, start saving, and become financial independent by themselves.

¹ SDG 4: Quality education
SDG 5: Gender equality
SDG 8: Decent work and economic growth
SDG 10: Reduced inequalities

Wanawake Tunaweza

1. About Wanawake Tunaweza Tanzania

The Women's Enablement Programme "Wanawake Tunaweza Tanzania" (hereafter: Wanawake Tunaweza) is a programme that seeks to advance women's prospects by focusing on economic empowerment.

Wanawake Tunaweza, now operating in the Arusha Region of Northern Tanzania, aims to provide women's groups with knowledge and skills to become financially independent, as well as relevant legal knowledge, to enable them to stand on their own feet.

The name Wanawake Tunaweza is Kiswahili for "Women, we can". One of the first women's groups, the programme has been working with is named Wanawake Tunaweza. Since the name is so appropriate, permission was granted by the women to use the name for the programme as a whole.

The programme was launched in 2022. Two dedicated Tanzanian professionals, with extensive experience in community development and social projects, joined forces with a number of volunteers who had worked in Tanzania with groups of underprivileged women, supporting them to improve their social-economic situation.

2. Our vision, mission, and values



Our vision

We envision a world nourishing equality for all women by embracing a holistic approach – that considers the social, economic, and cultural aspects of women’s lives.



Our mission

Facilitating and capacitating women to engage in the socio-economic development process so as to meet their basic needs in an equitable and sustainable manner.



Our values

1. **Professionalism**
We consistently apply high standards, both in our work and in the way we behave.
2. **Integrity**
We strive for ethical, transparent, and well-intentioned decisions.
3. **Accountability**
We are dedicated to ensuring that our approach is – and remains – sustainable for the women’s groups we work with, and that the resources of our donors are put to best use.
4. **Transparency**
We are transparent in our actions, decisions, and communications with the women’s groups, our donors, and our volunteers.

3. Our goals

We aim to

- Enable underprivileged women to become financially independent, by coaching them to enhance their financial knowledge and business skills, as well as their capabilities and skills to stand on their own feet.
- Create awareness among the women of their (human) rights.
- Support women in sharing their knowledge and experience with their broader community.

The Wanawake Tunaweza programme exclusively targets women's groups, comprised of underprivileged women, often single mothers, or widows.

To ensure effectiveness and success, we aim to work with a maximum of 16 groups each year, which comprise between a minimum of 8 and a maximum of 15 women, and which will be coached/visited twice per month. This way, the programme will coach and enable between 128 and 240 women per 18 months.

In Tanzania, women are often responsible for financially supporting not only their own family, but also their extended family and/or the community they are part of. Therefore, a wider community will benefit from the programme, with an estimated indirect impact on between 640 and 1,200 people.

4. How Wanawake Tunaweza works

Wanawake Tunaweza has developed the following approach to achieve its goals.

- Wanawake Tunaweza Tanzania is an international Non-Governmental Organisation (iNGO), born of a Tanzanian-Dutch cooperation, with two foundations in both Tanzania and the Netherlands with the same name.
- The programme of Wanawake Tunaweza is managed in the Arusha region by a Project Coordinator and a Community Mobiliser, who have extensive experience in working with groups of underprivileged women, supporting them to improve their socio-economic situation and raise awareness and knowledge of their social and economic rights.
- The women's groups receive training and coaching according to the programme curriculum that should enable them to develop and start a joint group business, and to run this group business by themselves after a maximum of 18 months (with a maximum extension of six months).
- For this purpose, the women's groups of Wanawake Tunaweza will be provided with remote coaching by international volunteers, during two online meetings each month.
 - These coaching sessions will take place during the regular weekly meetings of the groups and will be managed at each location by the Project Coordinator or Community Mobiliser. They are the first point of contact for the women's groups, they will establish the internet connection, and they will take care of the translations.
- Each volunteer will be assigned to a group as a lead mentor. However, based on personal experience and expertise, volunteers can also coach other groups.
- The educational curriculum provides plenty of room for the volunteers' own input and expertise.
- It is possible for volunteers to visit the groups at locations in Northern Tanzania (at their own expense), to work face-to-face with women's groups.
 - The Project Coordinator and Community Mobiliser will be available to accompany visiting volunteers during their visit to Tanzania.
 - Visits will take place on the premise that the running programme is not interfered with.

- Wanawake Tunaweza will seek collaboration with other (i)NGOs in the Arusha Region to strengthen its efforts to achieve its goals.

5. Wanawake Tunaweza's programme curriculum

Experience from the past years has shown that it is essential to coach women's groups according to a clear and simple programme curriculum, which will be executed by the volunteers who act as trainer or coach. Personal experience and input from the volunteers will add considerable value to the basic curriculum. Details on the curriculum can be found in Annex 3.

We believe that enablement begins at home. Once women are coached and trained, a small community economy is created. The women will be able to generate income, start saving, and become financially independent by themselves.

After the groups start saving, they can provide loans to group members from group savings. Interest paid on loans is determined by the group and will be added to group savings, which are usually calculated once a year during the annual meeting in December. The aim is that, during this annual meeting, the group also decides which amount to (re-)invest in their business and on the purpose(s) for which they will save during the new year.

Operational modality

The programme is designed to run via remote coaching or training by (international) volunteers during the group meetings of our direct beneficiaries, i.e., the women's groups.

The remote coaching or training sessions will be complemented by face-to-face meetings with our (international) volunteers, volunteers/interns from fellow (i)NGOs, schools, universities, companies, and financial institutions.

The Programme Coordinator and Community Mobiliser will seek to develop a good working relationship with the local government in Arusha and relevant communities. In Tanzania, local government and community representatives play a key role in the communities, and their support is essential for the programme to succeed and sustain.

6. Criteria for the women's groups

The programme targets groups of underprivileged women who are part of the same community, and who have the ambition to start and run a group business (or are already doing this).

Wanawake Tunaweza will work with women's groups, because studies confirm that when women are supported and enabled, they can significantly improve their own wellbeing, and that of their families. It has been proven, that if their families become healthier, more children go to school, agricultural productivity improves, and income increases. In turn, communities become more resilient.

For the criteria Wanawake Tunaweza applies for the women's groups, we refer to Annex 5.

7. Programme management

The key responsibilities of Wanawake Tunaweza's programme staff are:

- Selecting groups through local communities, local governments; (i)NGOs; personal networks of the Programme Managers;
- Communicating with the women's groups;
- Joining the group meetings;
- Developing constitutions for the women's groups;
- Arranging coaching by (international) volunteers;
 - Teaching or coaching according to the educational curriculum;
 - Business planning for the group businesses;
 - Consultation or advice
- Creating network opportunities for women's groups;
- Organising showcasing events for women's groups;
- Facilitating skills training (e.g., Small Industries Development Organisation; SIDO – organised by the Tanzanian government);
- Liaising with relevant fellow (i)NGOs;
- Liaising with local authorities and community representatives;
- Monitoring progress of the programme and the women's groups in particular; reporting about the progress on a quarterly and annual basis;
- Acquiring local donor funds and support;
- Liaising and communicating with donors.

The programme management is a joint responsibility of the boards of both (i)NGOs (Tanzania & Netherlands), the Project Coordinator, and Community Mobiliser. The Project Coordinator and Community Mobiliser have primary responsibility for executing the programme at each location.

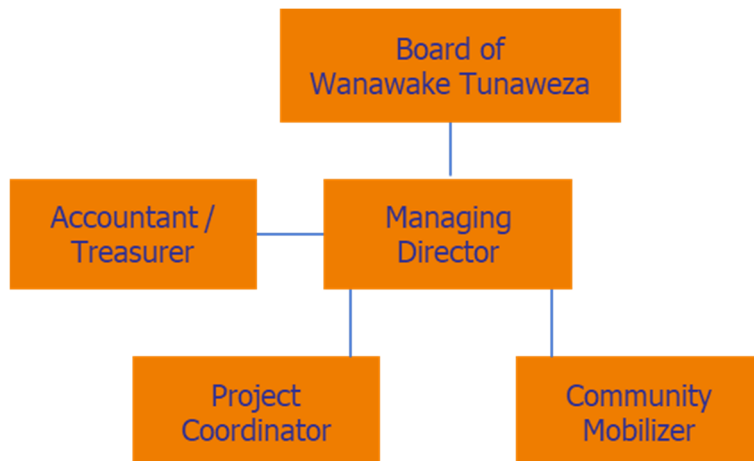
8. Financial resources

The programme costs are financed by donor funds. Based on managing 16 groups per year, the budget is estimated to be EUR 2.150 per month.

Annexes

1. Board and staff of Wanawake Tunaweza Tanzania

Organisational structure of Wanawake Tunaweza



Board of Wanawake Tunaweza

- Chair
- Secretary
- Treasurer

In Tanzania:

- Tanzanian Board Member
- Tanzanian Board Member

Programme staff

- Project Coordinator
- Community Mobilizer

2. Programme curriculum

The most important elements of the programme curriculum are:

- Development of a group constitution.
- Bookkeeping and relevant mathematical knowledge to a level that permits the group to independently manage its group business.
- Budgeting & savings²;
 - Each group will set up its own savings habits and goals;
 - If the group so desires, a loan programme can be established to use the savings from the group for loans to individual members.
- Business development³;
 - Discussion on the type of business the group wants to establish;
 - SWOT analysis;
 - Research on feasibility;
 - What/how/where;
 - Execution;
 - Marketing.
- Relevant legal topics (e.g., business rights; relevant women's rights).
- Confidence building for the women.

² A culture of savings should become part of the DNA of the groups as well as the individual members so that their capital investment is sustained in tough times. In Tanzania, some of the women's groups are familiar with "playing Kibati", i.e., a system of cash contribution on a regular basis. During each group meeting this cash will be provided to one of the women for her own use. This system could be formalised in the form of a village community bank (VICOBA), which is easy to operate and manage at community level. This is one way to ensure that women have access to credit through their own savings.

³ The business development section of the educational curriculum is helping the women to start and grow their small businesses. We help them with the groundwork for their businesses, by supporting them with skills training and knowledge transfer. The standard curriculum will serve as an overall guide; however, adaptations will be made on a case-by-case basis to suit the specific needs of women's groups in different contexts.