

TANZANIA GENDER NETWORKING PROGRAMME

**REPORT ON CAPACITY BUILDING WORKSHOP ON
GENDER AND LEADERSHIP FOR WOMEN
COUNCILLORS AND LEADERS IN MBEYA RURAL
DISTRICT**

28TH SEPTEMBER - 2ND OCTOBER 1998

PREPARED BY:

ANNA KIKWA

JOYCE SHAIKI

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TABLE OF CONTENTS

1.0	BACKGROUND	1
1.1	Introduction:	2
1.2	Objective of the Workshop:	2
1.3	Facilitation:	3
1.4	Participants:	3
1.5	Venue and duration:	4
 2.0	 THE WORKSHOP PROCESS	 4
2.1	The Secretariat for 29/9/1998:	4
2.2	Introduction of Participants:	4
2.3	Expectation and Fears:	4
2.4	What is TGNP?	5
2.5	What is Intermediary Gender Network?	6
2.6	What is Frederick Ebert Stiftung?	7
2.7	Gender Awareness:	8
2.8	Gender Analysis:	10
2.9	Leadership:	16
2.10	Women and leadership:	18
2.11	Skills of being assertive:	19
 3.0	 DAY 2 - 30/9/1998	 21
3.1	Secretariat for day 2 30/9/1998:	21
3.2	Recap:	22
3.3	Coalition Building and Networking:	22
3.4	Rules for Networks:	23
3.5	Lobbying and Advocacy:	24
3.6	Campaign skills:	26
3.7	International Conventions:	27

4.0	DAY THREE 30/9/1998:	29
4.1	The Secretariat day 3:	29
4.2	Recapitulations:	29
4.3	SWOT Analysis - Mbeya (Rural) District:	29
5.0	DAY FOUR 2/10/98	35
5.1	The secretariat for the day:	35
5.2	Recapitulations:	35
5.3	Action Plan:	35
5.4	Evaluation:	36
5.5	Closing:	38

(iii)

ABBREVIATIONS

AGM	Annual General Meeting
CBO	Community Based Organisation
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CRC	Convention on the Rights of Child
FES	Fredrich Ebert Stiftung
IGN	Intermediary Gender Network
NGO	Non Governmental Organisation
PHD	Pull Her Down
SADC	Southern African Development Council
SWOT	Strength Weaknesses Opportunities Threats
TGNP	Tanzania Gender Networking Programme

**CAPACITY BUILDING WORKSHOP ON GENDER AND
LEADERSHIP FOR WOMEN COUNCILLORS AND LEADERS
MBEYA RURAL DISTRICT**

1.0 BACKGROUND

1.1 Introduction

Tanzania Gender Networking Programme (TGNP) is a Non governmental Organisation (NGO), non denominational and partisan, it was registered in October 1992. TGNPs vision is to contribute towards building gender equality and equity, women's empowerment and social transformation at all levels of the society. This vision is achieved through animation, outreach, networking, lobbying and advocacy and action research. The main thrust of TGNP is in capacity building of groups and individuals using social gender analysis framework and animation skills as a participatory methodology to stimulate dialogue where women and men articulate development issues and the way they impact them, generate information basing on their own experience and raise issues of concern which would require collective efforts in solving them, either through lobbying and advocacy or other strategies.

The TGNP activities are operationalised through four key programmes namely:

- * Information generation and dissemination.
- * Lobbying and Advocacy
- * Training and outreach
- * Administration and Finance.

Under the Training and Outreach programme there is the Intermediary Gender Networks (IGNs) project. These are NGOs and Community Based Organisations (CBOs) which operate at district level and share similar vision with TGNP and reach broad base of the target group. The IGN project was conceived as a process through which NGOs and CBOs operating at district level could, conceptualise, articulate and analyse gender power relations, gender inequality and equity and disempowered position of women and poor men and youth of the target population they are serving.

It is against this background that Frederick Ebert Stiftung (FES) agreed to fund the IGN capacity building process in Mbeya Rural District, the main focus of the workshop strengthen female councillors and building capacities of women for year 2000 elections. The workshop among other things covered broader focus than leadership so that members could identify issues and lobby local leaders.

1.2 Objective of the Workshop:

The broad objective of the workshop was to increase and strengthen female participation in local councils with particular interest in increasing the number of women councillors by year 2000 elections and their capacities. It was broader capacity building on leadership issues, gender analysis, organising and coalition building, information sharing and lobbying and advocacy to change oppressive system for our IGN actors and councillors.

The specific objectives of the workshop were:-

- To raise awareness on gender issues Vs cultural barrier, women and leadership;

- To provide skills in articulating gender issues and

leadership;

To identify channels for information sharing and dissemination among IGN members;

Facilitate the identification of potential women leaders (councillors and equip them with adequate lobbying and advocacy skill);

To network and share experiences;

To do a SWOT analysis of Mbeya rural (which was guided to come up with issues on lesson leadership and gender)

To prepare an action plan which indicate issues on how they can use their own resources and identify areas of cooperation with TGNP.

1.3 Facilitation:

The workshop was facilitated by Anna Kikwa and Joyce Shaidi from TGNP and Sylvester Mwalyego and Stella from IGN Mbeya. The facilitation methodology were highly participatory, they included small groups discussions, discussions in plenary sessions, brief presentations, songs and energizers.

1.4 Participants:

The workshop was attended by total 26 participants. 24 were coming from Mbeya Rural district while 2 were female councillors invited from Kisarawe District in Cost Region. Out these 19 female and 7 male participants. Out of the total participants 8 were councillors and the rest were leaders of various groups they represent in our IGNs (a list of participants is attached as Appendix 1.

1.5 Venue and duration:

The workshop was held at Morovian Youth Centre in Mbeya from 28th September to 2nd October 1998

2.0 THE WORKSHOP PROCESS

2.1 The Secretariat for 29/9/1998:

The following were chosen as the secretariat for 29//98

- | | | |
|----------------|---|--------------------------------------|
| Zainab Kinyaga | - | Community Development Officer Rujewa |
| Mary Sheo | - | Councillor Special Seats |
| S. Kategile | - | Community Development Officer |

2.2 Introduction of Participants:

After registration, the participants using a pie chart and buzz groups introduced each other. The following points guided them:

- Name
- how you prefer to be addressed
- name of your organisation/institution you represent
- position you hold in the organisation/institution
- Activities of your institution

2.3 Expectation and Fears:

Using VIPP card of two different colours each participant was requested to write in one card what were her/his expectation on the workshop.

And in another card they were asked to write their fears. The participants expectation and fear are shown below:-

Expectations**Box 1**

- Education/training on gender
- To get training on gender and pass/teach my colleagues at home
- Training on leadership
- How to get women in leadership positions.
- To get training on how women can fight for their rights at all levels
- Networking, sharing experience and making friends.

Fears**Box 2**

- Time is too short
- How am I going to live for 5 days in Mbeya?
- Afraid of falling sick

2.4 What is TGNP?

Workshop participants were informed that TGNP was a Non Governmental Organisation which was non denominational and non partisan which was registered in 1993.

TGNP vision is to contribute towards building gender equality and equity, women's empowerment and social transformation at all levels of the society.

TGNP structure and its activities were displayed on a flip chart.

Participants were informed that TGNP is a network organisation which is composed of members, associate, and network partners both organisations and individuals.

At the top of the organisation, there is the Annual General Meeting (AGM) which makes all policies, and oversees all the activities of the organisation.

Under the AGM there is the Board of Directors and is responsible for monitoring policy and implementation of the programme.

The Executive committee is under the Board. The committee supports closely the Programme Coordinator who is vested with the powers of monitoring and control of quality of services offered by the organisation.

TGNP activities are operationalised through four key programme which are under the programme officers, the programmes include:

- . Training and outreach
- . Information generation and dissemination
- . Lobbying and Advocacy
- . Administration and Finance.

2.5 What is Intermediary Gender Network?

The Intermediary Gender Networks (IGN) project which is under the Training and Outreach Programme was conceived as a process through which Non Governmental Organisations and Community Based Organisations (CBOs) operating at district level could conceptualise, articulate and analyse gender and power relations, gender inequality and inequity and the disempowered position of women, poor men and youth of the target population they are serving. The specific objective of IGN are:

To enable these organisations to review their visions/missions objectives and programme activities with a gender perspective context and examine to what extent they are facilitating the process to achieve gender equality and equity, women's empowerment and contribute towards

social transformation among their target groups.

To enhance the capacity of these organisations to identify their organisational needs in the context of bringing gender equality, equity and the empowerment of women within their organisational structure and operationalise plan implemented to their target population.

The outcome of this process is a means to enable organisations to facilitate their target groups identify one or two priority issues which they will lobby and advocate for change at local level.

To enhance these organisations realise the need to build coalition and collaboration in solving problems which need collective efforts especially those which require lobbying and advocacy strategies.

To strengthen IGN to become information centres, with capacity to collect and disseminate information perform gender analysis, lobbying and advocacy and organising at local level.

2.6 What is Frederich Ebert Stiftung?

Frederich Ebert Stiftung (FES) is a German NGO which financing this workshop. The main focus of FES is to strengthen women councillors and build their capacities for the year 2000 elections. FESs Agenda is incorporated in the broader TGNP agenda of capacity building in leadership issues gender and gender analysis, coalition building and organising at local levels, information generation and dissemination and lobbying and advocacy.

Two women councillors from Kisarawe District were financed by FES to attend the workshop in Mbeya with an objective of sharing experiences, learning from each and building their capacities.

2.7 Gender Awareness:

The facilitator asked participants to give the meaning of **sex** and **gender**. Various definition given by the participants were recorded on a flip chart. The facilitator summed up by giving the following definitions:-

Sex: Biological differences between men and women. Sex roles are biological and cannot be changed. There are two female sex roles i.e. child bearing and breast feeding. These are biological and can only be performed by the female sex who are endowed with the capacity to do so.

Gender: Is the relationship between men and women, boys and girls which are socially constructed through the process of socialisation. These processes differ from one society to another. The facilitator emphasised this point by tracing the expectations and attitudes of the society towards, girls and boys and they way they are socialised to play their roles as women and men.

Age	Women and Men expectations and attitudes towards	
	Girls	Boys
0 - 5	Not received with equal joy as boys	Received with joy. In some societies a goat is slaughtered in others a rifle is shot to signify the coming of a male child. There is great investment on the boy
6 - 13	Time to go to school: - If there are adequate resources a girl will be sent to school. - Socialised to help the mother - Little time for reading and resting	- Boys are sent to school - Given more time to read and rest - Performs duties which will give him more confidence
14 - 18	Girls prepare for marriage and to become dependent on men	Prepared to become head of the house holds and heir and groomed to become more independent
19+	Girls expected to be married	- Further education for those with resources - Head of the household

2.8.1 24 hours of work in the family/household

TIME	WOMEN/ACTIVITY	TIME	MEN/ACTIVITY
4.30	Wake up to: - fetch water - Clean the house -Prepare break fast - prepare children for school - preparing bathing water for husband	6.00	Wake up to: - wash and have breakfast
7.00	Going to the farm	6.30	going to the farm
2.00	Coming back from the farm, on the way back she fetches fire wood, some vegetables with a child and two hoes hers and the husbands hoe	2.00	coming back from the farm

2.30	Prepare lunch, house hold chores such as: - washing clothes - going to the machine for milling maize -visiting the sick relatives, neighbours - preparing evening meals -washing children - Dinner for children	3.30	Eating lunch
		4.00	going to for a drink or visit friends and relatives
		9.30	Coming back home and taking dinner
9.00	- preparing bed for children - children go to bed		
11.30	Retiring to bed	10.30	Retiring to bed

The presentation of the first group revealed that women work more hours and have more work load than men. Women fill their day with range of activities which sustain the household which include:-

- i) Domestic chores such as cleaning, cooking food, fetching firewood, caring for the children, the sick and the husband,
- ii) Production of food and cash crops;
- iii) Reproduction bearing and bringing up children

These activities overwork women in terms of time, resources, and energy.

2.8.2 Ownership and access to resources:

The second group discussed the position of men and women in ownership and access to resources. Participants identified resources in their community and presented the position of men and women in ownership or accessibility of the resources the format used was as follows:

Resource	Access		Ownership	
	Female	Male	Female	Male
House	V	V		V
Farm	V	V		V
Livestock	V	V		V
Plough & hoe	V	V		V
Cash crops	V	V		V
Food crops	V	V		V
Children	V	V		V
Bed	V	V		V
Furniture	V	V		V
Wheel cart	V	V		V
Clothes	V	V	V	V
Business	V	V		V

The presentation of the second group revealed that resources are owned by men. The resources included land, houses, farm, livestock including chicken. Women were indicated to own utensils and their clothes only, they do not own the other resources .

2.8.3 Participation in decision making:

The third group looked at the issue on decision making. Participants identified issues and pointed out on who made decisions on the identified issues. Format used was:

Decision making

Issue	Who Decides	
	Woman	Man
To build a house		✓
To buy a farm		✓
To sell farm products		✓
To send children to school		✓
To wean a lactating child		✓
To visit relatives and friends		✓
To attend training/ workshop/seminar		✓
Type of food to eat/how to cook	✓	

Presentation of the third group revealed that women do not make decisions in the household/family except on petty issues.

In connection with this participants identified factors leading to low participation of women in decision making, ownership and the heavy workload as follows:

Immediate factors

- Women not assertive
- Unequal distribution of resources
- Unequal distribution of work between men and women

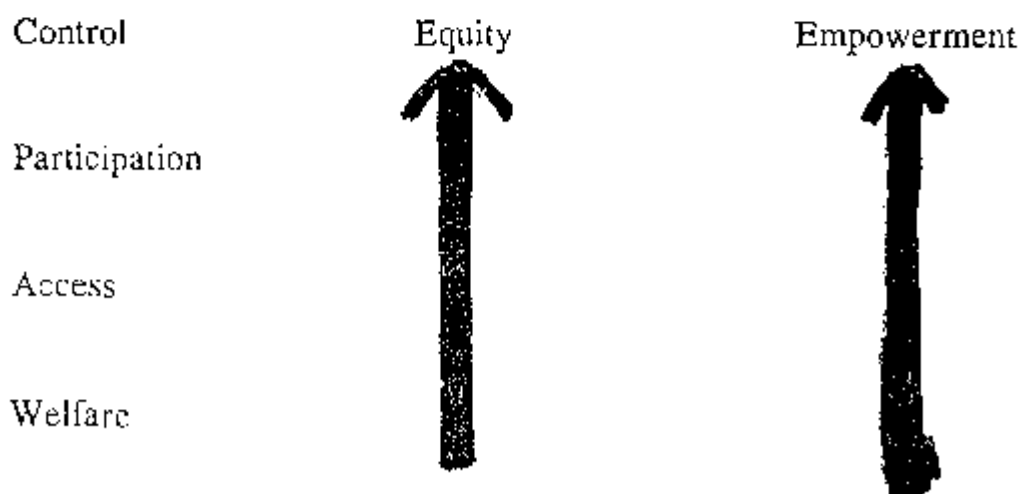
Intermediate factors

- Low education
- Lack of legal awareness and constitutional rights

Underlying factors

- Patriarchal relations
- Traditional and cultural influence

Participants also were lead through the empowerment framework



Participants were made to realise that they still have to struggle had to get through the process of empowerment achieving equity on all issues

2.9 Leadership:

The facilitator asked the participants to form five groups and each group was given the assignment of listing down qualities of a good leader. After then each group made presentation in the plenary. The groups agreed the following to be qualities of a good leader:

- a) Must possess adequate formal education
- b) Must be loving
- c) Must know his/her duties and role
- d) Must be committed
- e) Must be good to listen to peoples problems
- f) Should be faithful, clear and straight
- g) Must be patient
- h) Must be keen for self development
- i) Must not be a drunkard
- j) Portray good qualities for people to emulate
- k) Must be wise and intelligent
- l) Must be self confident
- m) People must accept him/her
- n) Be dynamic, active with self initiative
- o) Must be able to speak in public
- p) Must accept criticisms
- q) Must have sound mind
- r) Must be contended
- s) Refrain from gender discrimination
- t) A good ambassador

Role Play on leadership

After the presentation and plenary there was a role play where three people volunteered for black box play. There was a black box, inside this box there were items which three people were required to identify.

1st person covered his eyes with a head scarf and was required to shake the box and tell the rest of the participants what was inside. The person did not manage to tell what was in the box.

2nd person was also covered with head gear but she was required to open the box, feel the items and list them down with all the qualities. She managed to list few items but could not give physical properties of the items, e.g. she could only say a pen, she didn't say whether it was black or blue, speedo or bic.

3rd person was not covered with head gear, he was required to identify the items and give them physical properties. She managed to tell the group all the items which were in the box.

The three person in the above play were like leaders in the society where we live. **1st person** was like a leader who just sits in the office and write reports on peoples problems based on hear say.

2nd person was like a leader who hurriedly goes to the community meets few people and they tell the leader about the problems facing the people.

He/she might get the right problems yet he won't be able to know the details on the problems as a result he/she may come with solutions

which are not appropriate.

3rd person was like a leader who sits with people listens to their problems and together they come up with solutions of their problems.

The facilitator winded up the session with the following remarks: A good leader was also required to be:

- A good ambassador
- Good listener to people of different behaviours
- To delegate not usurp powers
- Able to resolve conflicts
- Have organisation qualities
- Set targets

2.10 Women and leadership:

Due to socialisation customs and traditions many communities do not recognise/accept women being leaders, they feel that women are not supposed to be leaders. For that reason many women do not contest for different leadership positions and when they do contest they are not accepted. The lack of participation of women in leadership and hence decision making has been to the detriment of development in general.

The workshop participants were required to sit in groups and discuss reasons which hinder women from contesting for different leadership position at different levels. The following were reasons given:

- Lack of adequate education among women
- Lack of self confidence
- Customs and traditions which prohibit women from taking

leadership positions

- Gender discrimination
- Lack of support for women who contest for leadership
- The socialisation process which does not expose girls/women to leadership position
- The heavy work load which faces the women
- Men are a stumbling block to women who aspire for leadership
- The Pull Her Down Syndrome (PHD) among women (women do not love and support each other)

During the plenary it was observed that there was need for women to take one step forward and reverse this situation, transformation was to come from amongst women by women themselves. There was need for women to participate more actively in public meeting where decisions are made and women were the majority voters. There was need for women to support other women contesting for leadership. As the year 2000 elections were around the corner there was need for more women to contest for different positions.

2.11 Skills of being assertive:

During the session on leadership it became eminent that many women do not have the courage to speak in public, they always shy away. Honest expression of views is not always easy, especially when such behaviour has not been encouraged in your speaking in public requires some training.

So as to be assertive you need:

- Say what you think and not what others think
- Participate in decision making

- Don't hide your views
- Don't talk behind peoples back

The following may increase your assertiveness

Giving criticism: When you give criticism be specific about the issue or behaviour you did not like. Treat those you oppose or criticise with respect.

Coping with criticism: Expect some opposition and criticism

Making a stand: Be firm on your stand

Taking on too much: Don't allow others to over burden you or allow them to give you unrealistic deadlines. You must be able to say no.

If you don't win the argument: Appreciate your contribution to success. Don't punish yourself for mistakes or failures.

Remember your rights:

- You have a right to express your needs, feelings and opinions
- You have right to be listened to and treated with respect
- You can say Yes or No
- You can change your mind
- You can make mistakes
- You can say you don't understand
- You do not always need approval from other people.

Women normally underestimate their abilities as often men overestimate theirs. Women are therefore

- Less comfortable in taking initiatives
- Afraid of conflict
- Lack confidence in their ability to do new things,

Women therefore need support and training to have confidence in their abilities. Women have the following strengths which is an assets:

- Patient and better listeners
- Gifted at building and holding team together
- Good at building networks and keeping in touch
- Research shows that they are able to seek and find agreement or consensus.

With the above strengths women need to learn skills of being more assertive so as to participate in leadership, meetings and other decision making Organs.

3.0 DAY 2 - 30/9/1998

3.1 Secretariat for day 2 30/9/1998:

The following were elected as secretariat for the day

- | | | |
|----------------|---|-------------|
| Ever Mason | - | Chairperson |
| Mary Mwasengo | - | Secretary |
| H. P. Shitindi | - | Secretary |

3.2 Recap:

The secretariat presented highlights on the previous day lessons. The following were issues raised

- What is TGNP?
- What was IGN?
- What was FES?
- Objective of the workshop
- Gender awareness
- Leadership

3.3 Coalition Building and Networking:

After the recap session the facilitator introduced the lesson of coalition building. She started by reminding the participants that in every day life in the villages people come together to support each other in times of funeral, wedding and other events. The workshops participants were required to sit in groups of 5 to discuss why there was need for coalition building.

During the plenary it was observed by the participants that a 'lone voice is never heard'. therefore there is need for people to come together to advocate and lobby for certain issues in their societies, which were detrimental to the people "Unity is Strength". Coalition building and networking was important for the following reasons:-

- (i) To share information, to share resource which are scarce
- (ii) To speed up development
- (iii) To build spirit of collaboration networking and cooperation
- (iv) To bring up transformation in the society.

There are different kinds of networks

- Students, neighbours, tribe mates can form a network.
- Individuals can form a network
- NGOs can form a network
- Professional networks eg. lawyers, doctors etc.
- Strategic networks eg. EAC, SADC cct.

3.4 Rules for Networks:

When people come together in a network there are rules which need to guide them which include inter alia :

- (i) there must be a common agenda;
- (ii) networks should change with time so as to achieve the desired goal;
- (iii) Networks should be able to cope with opposition;
- (iv) In a coalition you don't have to agree on everything. Agree on basic two or three points to be acted on;
- (v) Look for influential people, prominent citizens who may support your cause;
- vi) Identify where decisions are made on your issue, nationally, locally or in the community.

So as a network/coalition stay long, there is need for

- Transparency;
- Live to see to it that goals are achieved;
- Those is the coalition must be courageous and aggressive;
- Must work for the coalition without expecting something in return;
- Must be grateful to all those who support the coalition

Coalitions are not a permanent phenomenon, you come up together when there is an issue you want to lobby; in the process of coalition some drop on the way while others join the movement. The most important thing is that there must be:-

- a goal to be achieved
- short term objectives
- democratically elected leadership
- strategies how to achieve goal and objectives
- specific activities on how to achieve strategies
- Set indicators to show how the objectives can be reached

3.5 Lobbying and Advocacy:

People in community come together in or coalition to exert pressure for changes in a specific policy or behaviour of a government, an organisation or a single individual.

The facilitator asked each participant to write in VIPP card what was the meaning of lobbying and advocacy. The response of the participants could be summarised up as:

"Lobbying was looking for people who support you on an issue you need to change"

A successfully lobbying requires:-

- There must be a common agenda;
- Democratically elected leadership;
- All in the coalition must be assigned roles and responsibilities;
- Information sharing, dissemination and feedback
- Quick in making decisions;

- Advocacy is a process which involves education and training of participants on issues and lobbying methods;
- Alliance with other groups,(NGOs) is essential;
- Well researched and accurate reports are necessary for this process;
- In advocacy campaign, it is useful to establish relationship with individual, you are trying to influence;
- It is useful to have small scale victories.

In lobbying and Advocacy campaign it is important to have

- A. Goal: The goal should be clear, understandable and limited. It is important that the goal is achievable.
- B. Objectives: Should be clear and understandable and must help to reach the goal. They should be few 3 to 5. Look at the funds available to achieve campaign.
- C. Power Structure (Analysis): Who are the decision makers within the entire institution which subject for campaign.
- D. Strategies: It is the way in which you plan to influence decision makers. What are the obstacle, resources and opportunities? Who are the allies who can influence outcome.

- E. **Activities:** What are the tasks to perform in order to implement the strategy, which activities are a priority. Who will carry the activity? Where will the activity be carried? How long will it take to carry the activity? How should activity be evaluated?

Why is lobbying and Advocacy important in our day to day lives?

Advocacy campaigns bring together groups and individuals to influence design and execution and change in policies. In the communities, that we live there are many issues which require coalition so as to influence change. Skills in lobbying and advocacy are an important tool if we want to bring meaningful change.

4.6 Campaign skills:

In lobbying and advocacy campaign is important skill. Campaign make us visible, they attract others and give our supporters confidence.

Campaign are used to:

- . Educate broad audience or change peoples views
- . Neutralise those who may be against you
- . Win over undecided public or change laws and practice,

All campaigns are about communication with people, tactics for campaign depend so much on the target group for change and the resources, and people available. Message can reach across through

- . Talking to women, visiting their homes, handing out leaflets
- . Speaking at meetings
- . Education workshops, receptions or fairs
- . Getting coverage in news papers

Lobbying decision makers.

Messages should be simple

3.7 International Conventions:

After a session on gender awareness where it was observed that there was gender discrimination which required transformation; having gone through need and importance for women to contest for leadership positions and on seeing the need for coalition building and skills in lobbying and advocacy for transformation. The workshop participants were exposed to another dimension of international conventions, national constitutions, and laws relating to women and children rights.

Tanzania is a member state of United Nations Organisations, under the UNO there are affiliated organisations which Tanzania is also a member. The country is also a signatory to various conventions and international treaties regarding women's and children's rights. This implies that the country is obliged to make sure that the laws meet United Nations standards and that also have to make reports to the United Nations committees, to show how the government is trying to meet the conditions laid down. Some of these conventions include:

- * UNO Convention on the Elimination of all forms of Discrimination Against Women. (CEDAW) Some of the articles in the convention which talks on human rights are:-
Article 8 which states that "..... parties shall take all appropriate measures, to ensure women on equal terms with men and without any discrimination, the opportunity to represent their government at the international level and to participate in the work of international organisation".

Article 11: Elimination discrimination of women in employment

Article 12: Elimination of discrimination against women -
Field of health care.

- * UN convention on the Rights of Child (CRC). Article 10, also emphasise the need to eliminate discrimination against women in order to ensure to the equal rights with men in field of education.

In the convention everyone under the age of 18 is defined as a child.

The three underlying principles are:

- Non discrimination
- The best interests of the child
- Children's views must be taken into account in all matters concerning them.

- * The Beijing Platform for Action which sets statement of principles and a programme to improve women's lives.

In the country there are laws which relate to women and children's rights for example:

- Marriage act 1971
- The Constitution of the United Republic of Tanzania

During the plenary it was voiced out loudly by participants that, most people in the villages and else where did not know their rights and laws protecting them and relating to women's and children's rights and the **Constitution**. They strongly expressed the need to be educated of these laws and rights.

4.0 DAY THREE 30/9/1998:

4.1 The Secretariat day 3:

The following were chosen the secretariat for the day:

1. Mary Sheo
2. Stella Kategile

4.2 Recapitulations:

A Participant Mary Mwansenga presented a summary of issues discussed on the previous day. Another participant Meliana presented a brief report on what she observed on the previous day. The main issues covered include:

- * Coalition building and networking
- * Rules of network
- * Lobbying and Advocacy
- * Campaign Skills
- * International Conventions and national laws regarding women and children,s rights.

4.3 SWOT Analysis - Mbeya (Rural) District:

Participants were divided in groups to identify problems facing the districts. They were required to identify problems at three levels i.e District Ward and village level. They were guided by the following questions:

- Are the problems related to economic factors, social-cultural factors?
- Are the problems related to leadership factors? What is the level of participation of women in leadership?

- Are they related to policy issues, legal issues?

Participants identified the following problems:

- Many people are falling sick and dying;
- Inadequate water supply;
- Inadequate land;
- Poor infrastructure;
- Poor agriculture tools;
- Inadequate agriculture inputs e.g fertilizers;
- Bad weather;
- No market to sell agricultural products;
- Lack of resources to buy agriculture inputs;
- Few experts in all fields;
- Growth rate of population increasing (due to migration of people and not observing family planning methods)
- Bad traditional beliefs and practices e.g. wife inheritance, extra marital relations
- Low education of people in the area;
- Theft;
- Inadequate social services - schools, hospitals
- Poor communication;
- Low participation of women in leadership;
- Lack of coalition and love;
- Women overburden by too much work;
- Lack of knowledge on national laws, policies, constitution; By-laws relating to women rights.

Participants had to narrow down the problems and prioritise them , they came up with the following main areas:

- (i) Low involvement of women in decision making.

- (ii) Lack of knowledge and awareness of laws, policies and constitutional rights which can empower women to get their rights;
- (iii) Inadequate and poor education among women;
- (iv) Customs and beliefs;

Each problems was analysed in groups indicating their strengths, weaknesses, opportunities and threats.

Issue no 1.: Low participation of women in leadership

Strengths:

- * a big population of women who are the really voters
- * existing networks(IGN)
- * existing groups
- * Decision making bodies which involve women (the Council)

Weaknesses:

- * Bad traditional beliefs and customs which hinder the participation of women;
- * Men do not give opportunities to women
- * Women do not attend meetings and when they do so they do not effectively participate in these meetings;
- * Ignorance of laws
- * few women in decision making bodies.

- Opportunities:**
- * Women experts
 - * Women groups
 - * Leaders
 - * NGOs like TGNP
 - * Solidarity
 - *Forum for educating the community
- Constraints:**
- * Inadequate resources
 - * women over worked
 - * poor communication
 - * men do not give opportunities to women
- Issue no 2.:** Lack of knowledge and awareness on International Conventions, national laws, policies and constitution
- Strengths:**
- * people
 - * resources
 - * leadership
- Weaknesses:**
- * poor system of distribution of constitution and laws;
 - * expert have not yet educated people on legal issues rights and constitutional affairs;
 - * people are not conscious on the need to understand the constitution legal and policy issues
- Opportunities:**
- * Possibility of educating and creating awareness in the community on the constitution and legal issues;
 - * Experts who can train others
 - * need for NGOs on capacity building women
 - * Convenient time

- * They are already international agreements, conventions laws and national constitution to protect and promote women's rights.
- Constraints:**
- * People are slow in accepting what they have been taught;
 - * Opposition parties not carrying common agenda
 - * Disagreement in the community
 - * men do not give opportunities to women
- Issue no 3.:** Customs and practices
- Strengths:**
- * Educated Women
 - * People willing to change
 - * Existing laws
- Weaknesses:**
- * Bad customs and practices which include women not given opportunity to make decisions on income they have generated;
 - * Women and girls not allowed to own and inherit property;
 - * women not allowed to sit on chair
 - * bride price and polygamous marriage
 - * beliefs in witch craft
 - * men being so harsh and women not being respected
 - * women being coward;
- Opportunities:**
- * Women groups;
 - * Women and men who have gender awareness

- Constraints:**
- * NGOs and the international community who continue to defend women's and children's rights;
 - * Inadequate resources

Issue no 4: Low Education

Strengths and opportunities

- * Schools built by the community
- * to educate the community to get rid of bad practices;
- * use of existing experts to educate others
- * **Awareness meetings**

- Weaknesses:**
- * Children not attending schools regularly;
 - * Many bad practices and customs;
 - * Lack of solidarity and support;
 - * Poverty;
 - * Inadequate resources;
 - * Experts do not disseminate knowledge to people.

- Constraints:**
- * Inadequate resources

5.0 DAY FOUR 2/10/98

5.1 The secretariat for the day:

The following were chosen as the secretariat for day four:

- i) Tumwajile
- ii) Mary Mponzi

5.2 Recapitulations:

The secretariat of the previous day presented report, the main issues covered was the gender analysis and SWOT analysis of Mbeya Rural District

5.3 Action Plan:

- ISSUES:
- * Capacity building for women participation in decision making
 - * awareness creation on laws, policies, international conventions and constitutional rights.

Activities (What)	Implementation Strategy (how) & resources	Responsible organisation (who)	Place (Where)	Time Frame (When)	Monitoring Indicators
Feedback to the NGOs/ CBOs/Office	A meeting Each member will foot own costs	All participants of the workshop	Respective NGOs/CBO s offices	3 - 10 October 1998	Report to IGN Coordinator

To discuss on how IGN in Mbeya is to proceed after the workshop	A meeting	All who participated in the workshop	Sokoine Stadium	10.00 am on 10/10/1998	Minutes of the meeting Report to TGNP
2 day capacity building work shops in comparing 2 wards on -Gender -Laws that protect women -Leadership and need for women to be in leadership	Workshop for: IGN members who attended last workshop -WDC leaders -Prominent people -Party leaders -Each were will provide venue -Council to provide Lawyer TGNP to provide other resource persons, flip chart, maker pens, writing pads	TGNP/Council Lawyer as facilitators	Ward: Utengule, Usangu, Isuto Iwindi, Mapogoro, Ijombe Rujewa	10 - 12 Dec. 1998 Feb. 1999 April 1999	-Report on the workshop -List of participants of the workshop

5.4 Evaluation:

At the end of each day evaluation was done using a mood meter which indicated that participants were happy with the way the workshop was being conducted. The results of the evaluation are as shown over leaf:

	Day 1	Day 2	Day 3
Very Good	85%	88%	89%
Good	15%	12%	11%
Bad	0%	0%	0%

Overall evaluation was conducted on the last day a total of 26 participants made the evaluation. Participants were required to indicate on how they felt about the workshop taking into consideration the following questions:

- Q1 Choice of Town
- Q2 Venue - conference Hall
- Q3 Accommodation
- Q4 Food
- Q5 Preparation of papers
- Q6 Presentation/facilitation
- Q7 Time management

	Q1	Q2	Q3	Q4	Q5	Q6	Q7
1. Poor	0%	0%	0%	0%	0%	0%	0%
2. Satisfactory	0%	0%	0%	0%	0%	0%	0%
3. Good	19%	23%	35%	27%	4%	12%	38%
4. Very Good	73%	73%	63%	63%	92%	88%	42%
5. No Answer	8%	4%	2%	10%	4%	0%	2%

The overall evaluation of the workshop indicate that the workshop met expectations of the participants.

Other comments and recommendation from participants are:

- Liked the way facilitators led the sessions;
- Want more seminars organised by TGNP
- Want more time for the seminars;
- They want more seminars on laws, policies and constitutions;
- They liked the way the seminar was conducted;
- They liked songs and plays introduced during the sessions;
- They want the report of the seminar to be sent to participants;
- Facilitators were well prepared;
- Liked the session on leadership skills and communication;
- All sessions were good.

5.5 Closing:

During the closing session Joyce Shaidi and Anna Kikwa thanked everyone for attending and participating effectively and for commitment shown by participants throughout the days. It was emphasized that IGN is not a collection of individuals it should reflect groups/associations interest.

A participant who is the Chairman of Mbeya Rural District Council Mr N. Nswila officiated the closing session. He thanked both TGNP and FES for organising and funding the workshop, he also thanked participants for their full time attendance and participation in the workshop. He said that the facilitators had played their part now it was the duty of each one who attended the workshop to take the message home.

He also gave a vote of thanks to the Councillors from Kisarawe. He said it was a great honour to have them in Mbeya, sharing experiences and learning from each other. Their participation was challenge to the Mbeya Councillors to arrange visit to other regions. He also noted that although the workshop aimed at building capacity of women, we the men who attended this workshop were coming out as changed persons with new strength , it was a learning opportunity for all who attended. Lastly he commended on the good facilitation methodology which kept adult participants awake for all the hours a day, facilitators deserved a pat on the back. He also thanked the main facilitators Anna and Joyce and Sylvester Mwalyego and Stella Kategile for assisting in facilitation.

The workshop was closed at 5.00 p.m

List of Participants

No.	Name	Organisation/Position	Address
1.	Silvester Mwalyego	VEO - Shibolya	P.O.BOX 849 Mbeya
2.	Mary Mponzi	Tresurer/adviser Itewe Village	P.O.Box 1096 Mbeya
3.	Grace Mjengwa	Coucillor Special Seats	P.O.Box 237 Rujewa
4.	Tumwajile Mwanijembe	Councillor - Isangati	P.O.Box 1198 Mbeya
5.	Farajika Kirumbi	Coucillor Special Seats - Kisarawe	P.O.Box 28048 Kisarawe
6.	Rosalia Nsalanje	Member- Youth Group - Shibolya	P.O.Box 849 Mbeya
7.	Twalib Mfumbilwa	VEO - Mswiswi	P.O.Box 3564 Mbeya
8.	Mwanahamisi Shomari	Coucillor Special Seats - Kisarawee	P.O.Box 28001 Kisarawe

9.	Tresphori Mwenibanza	Chairman - Shibofya	P.O.Box 849 Mbeya
10.	Erica Nagambi	Iwindi - Village	P.O.Box 194 Mbeya
11.	Rehema Mwampeta	Chairperson	P.O.Box 183 Mbeya
12.	Sabela Mohamedy	Tresurer Youth Group - Washiwoga Ijombe	P.O.Box 423 Mbeya
13.	Stella Kategile	Community Dev. Off.	P.O.Box 1422 Mbeya
14.	Mh. J.A.Nswila	Chairman of the Council Mbeya (R)	P.O.Box 599 Mbeya
15.	Mh. R.Mwandala	Councillor	P.O.Box 313 Mbeya
16.	Mh. E.P. Mwason	Councillor	P.O.Box 237 Mbeya
17.	E.P. Shitina	WEO	S.L.P. 599 Mbeya
18.	Z.I Kinyaga	Community Dev. Off.	P.O.Box 237 Rujewa