

Annex D: The Team Tanzania – Case studies

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1. Mvomero: School girl truancy falls after girls' football team is created

Principal Source: Charles Kikullu - Ward Education Coordinator (WEC) (0718232312)

The outcome: Since April 2013, girls have been training for the newly formed girls' football team at Hembeti Secondary School in Hembeti ward of Mvomero division and school attendance has increased by more than 120 from the 350 that regularly attended before the formation of the girls' football team.

Hembeti school is a secondary school for forms 1-4 with 800 enrolled students. Attendance is poor for a variety of reasons.

The girls started training in March 2013. Some girls volunteered on the spot but others had to be counselled on the benefits and the potential of playing football by the sports' teachers who linked playing football now with future employment opportunities. There was a lengthy process of negotiation with many of the parents with teachers having to go to the children's homes at times to persuade their parents that training and playing



Seven of the Hembeti Girls School Football Team with teachers and Stanford Kalala of MOC

football was a good thing. The whole process of formation of the girls' team has been very participatory with other teachers apart from the sports teachers also involved.

The formation of the girls' football team has encouraged students to like schooling. This has been reflected in increased levels of motivation. The girls believe that if they can play football then it is also possible for them to take part in other activities traditionally reserved for boys like brick making.

The boys have learned that playing football is not their area of dominance. Girls can do it as well. There has been a reduction in the attitude that girls are weak and now boys see girls as equally strong.

Watching the matches is entertaining for the students and this encourages them to attend school. If students attend school regularly they are allowed to watch the girls' matches so this has been an incentive to attend school.

The contribution of *The Team*: Ward Education Coordinator (WEC) Charles Kikullu is responsible for encouraging more access and equity of participation in education of girls and the marginalised. After viewing *The Team* in March 2013 he decided to follow the example of the character Wito and establish a girls' football team. He involved the teachers, in particular those responsible for sport (one male and one female teacher) to spread the idea. Before watching *The Team* Charles Kikullu had the perception that girls could only play netball. *The Team* taught him that girls can also play football. The concept of forming a girls' football team arose entirely from *The Team*.

Substantiation:

Substantiator	Outcome	Contribution of <i>The Team</i>
Pili Issa (Girls' sports teacher at Hembeti school)	Fully substantiated	Fully substantiated
Oscar Anthony (Teacher at Hembeti school)	Fully substantiated	Fully substantiated
Wilhelm Mushi (Teacher at Hembeti school)	Fully substantiated	Fully substantiated

Additional source of substantiation: photos of the girls' football team.

Evaluators' statement on the value of this outcome: The outcome has a quantitative significance – a more than 30% increase in school attendance increasing the life chances of both male and female students; and a qualitative significance – increased confidence and motivation of girl students, increased respect of boys for girls, improved student motivation levels, greater discipline and enhanced integration among male and female students.

2. Mvomero: School building construction becomes significantly more effective by using a participatory approach

Principal Source: Charles Kikullu - Ward Education Coordinator (WEC) (0718232312)

The outcome: Since April 2013, the Ward Education Coordinator (WEC), Charles Kikullu, has initiated the practice of planning together by involving all the head teachers and parents in a school building construction project. Productivity has increased approximately eight-fold. The previous toilet block took four years to build and this one will be done in less than six months (see photos below).

Charles Kikullu is responsible for planning community contributions for construction of classrooms and other school buildings for nine primary and one secondary school in Hembeti ward of Mvomero division. Because of the acute shortage of teachers the education authorities have also planned to construct one house per year for teachers.

Until he watched *The Team* in March 2013, Charles Kikullu had used the prevailing top down approach in implementing this responsibility. Following decisions by school management and committee members that would determine what each school needed, he would then knock on people's doors and demand their contribution.



Under the new planning approach, Charles explained the opportunities and available resources – bricks, collection of stones, sand and concrete. As a result of planning together people are contributing more willingly, are working faster and are more eager to help. They got contributions of TShs 10,000 per parent for the civil work and labour. The construction work started in June 2013. In the first phase, 40,000 burnt bricks have been produced for four classes and an office and 4,000 burnt bricks have been produced for the completion of toilets for the teachers¹.

Hembeti School toilet blocks. Old block on the left and that being currently constructed on the right



¹ The bricks for the classes and the office are all contributed by the parents. The bricks for the toilets are mostly contributed by the parents but some were provided by the students through the after-school self-reliance scheme

Hembeti Secondary School started brick making for the construction of teachers houses with the participation of the pupils since December 2012. This school project is now using a similar participatory process as that described above and the same type of participatory planning process is now also being used during the after-school self-reliance scheme period. Participatory planning is proving to be a useful life skill for students, children and parents alike.

The contribution of *The Team*: From *The Team* Charles learned that there is the need for community participation in decision making for effective and efficient implementation of development plans. In *The Team* he saw the business man trying to purchase the school land without the participation of the teachers and the community. He learned from this that there should be participation for good leadership.

Evaluators' statement on the significance of this outcome: The outcome has a quantitative significance – a more than 800% increase in productivity of a volunteer construction programme; and a qualitative significance – increasing use of participatory decision-making processes by administrators, teachers, parents and students in planning and executing activities.

Substantiation:

Substantiator	Outcome	Contribution of <i>The Team</i>
Shida Samuel Rukali (Headteacher at Hembeti school)	Fully substantiated	Fully substantiated
Pili Issa (Girls' sports teacher at Hembeti school)	Fully substantiated	Fully substantiated
Oscar Anthony (Teacher at Hembeti school)	Fully substantiated	Fully substantiated
Wilhelm Mushi (Teacher at Hembeti school)	Fully substantiated	Fully substantiated

Other source of substantiation: photos of the buildings under construction.

3. Mvomero: Widows' group's new planning process boosts income and savings

Principal Source: Tatu Mbonde – Farmer and leader of a Mvomero widow's group (Tel: 0718870725)

The outcome: From June 2013, Tatu Mbonde the leader of a Mvomero widow's group, has initiated a participatory planning process for the group to help them to earn income from agriculture and save to help members in trouble. The group is currently constructing a chicken pen which will be used communally. When it is finished it will take 200 chicks. Everybody will contribute TShs 3,000 to help raise the TShs 110,000 needed to construct it and contribute an equal number of chicks for the production of meat and eggs.

The group has also decided to set up a communal savings scheme so that there is money available for the group members when they get in trouble. They have agreed to contribute TShs 500 per person per month and now have TShs 36,500.

Tatu Mbonde has been a leader of a widows' group since it was formed on July 19 2012 with five members. It has grown gradually and now there are now twenty-six members. The aim was to earn their own living and therefore reduce the temptation to get money by other means. Before watching *The Team* and being involved in the focus group discussions starting in March 2013 the group did not understand the concept of planning together.

The contribution of *The Team*: From *The Team* (the mobile cinema and focus group discussions) Tatu learned that teamwork among community members brings about efficiency.

Through *The Team*, Tatu saw how the girls are cheated to leave schooling and studying and the poor advice they can get from the family.

The father took a loan and when he failed to recover the loan, the wife advised him to marry off their daughter. This reinforced her attitude toward girls' education and she has since endeavoured to encourage her fellow women to opt for alternative income earning opportunities in order to avoid such things.

Tatu estimated that *The Team* contributed about 80% to the changes outlined with other factors being responsible for the remainder.

She is aware of at least one of the group members (Odilia Lugendo), who participated in the mobile cinema and focus group discussions, who has also influenced other women to form a group - Kumekucha.



Tatu Mbonde, wearing a red *The Team* tee-shirt and fellow widow's group member next to the chicken pen which is under construction

Evaluators' statement on the significance of this outcome: The outcome has a quantitative significance – the promise of increased earning and savings of the group; and a qualitative significance – increasing use of participatory planning processes, reduced temptation to seek money by marrying off school-aged girls and enhanced educational opportunities for their children.

Substantiation:

Substantiator	Outcome	Contribution of The Team
Tatu Mnyali (Secretary of the group)	Fully substantiated	Fully substantiated
Mwana Hamisi Salum (Treasurer of the group)	Fully substantiated	Fully substantiated
Charles Kikuli	Fully substantiated	Fully substantiated

Other source of substantiation: Photos of the chicken pen under construction.

4. Mvomero: One woman's business grows as she gains confidence and ambition

Principal Source: Semeni Kilongoro –a shopkeeper of Mvomero (Tel: 0718658835)

The outcome: Since March 2013, Semeni Kilongoro, owner of a grocery store in Mvomero, gained confidence and ambition and began to work harder with more focus, spirit and concentration with the result that her business has grown dramatically. Before watching *The Team* and being involved in the focus group discussions in January and February 2013 Semeni had about TShs 200,000 in capital and made TShs 10,000 – 20,000 per month in profit from the store. Now she has TShs 1.5m in capital and makes a profit of TShs 100,000 per month. It is still a challenge to raise funds but her hard work and spirit has enabled her to reach the level she is now at and she has even higher targets for the future. Her ambition is to own a wholesale unit worth TShs10 million



Semeni Kilongoro established her grocery store in November 2012 but it was not going well as she lacked confidence in her ability to run a business. She could not afford the basics in life like soap and she used to wait for handouts.

Now, she is standing on her own two feet and she can do what she wants with the money she earns. For example, she has been able to complete her sister's house following her death.

The contribution of *The Team*: *The Team* inspired Semeni a great deal. She used to have doubts but is now convinced that she can do more than just household work. She used to think that trade and business was meant for men but came to realise that women can be effective business people. Through watching *The Team* she came to realise who she was and her potential roles as a woman. *The Team* also had another educational aspect for Semeni, in terms of entrepreneurial knowledge and the concept of setting targets.

The section of *The Team* that particularly influenced her was the part when the woman teacher [Malaika Wito] was trying to coach the girls to play football and showing that playing and coaching was not just a man's job. Both the viewing and the subsequent discussion helped her to wake up to the challenge of doing things normally thought to be men's work. Semeni estimated that *The Team* made an 80% contribution to the changes outlined with her own ideas [not stated] being responsible for the remaining 20%. Semeni knows of another woman from the target group who has made similar changes.

Evaluators' statement on the significance of this outcome: The outcome has a quantitative significance – increased earning; and a qualitative significance – increased self-confidence and Semeni's function as a role model.

Substantiation

Substantiator	Outcome	Contribution of <i>The Team</i>
Odilia Lugendo (Special Seat Councillor)	Partially substantiated - <i>As any other customer she has seen Semeni's business grow gradually but cannot tell its volume. Given her impressive progress, Odilia as a leader sometimes make reference to Semeni's achievements when mobilising women especially young ones to emulate her to start and manage income generating activities.</i>	Not able to substantiate
Michael (Customer and owner of neighbouring shop)	Partially substantiated - <i>Regarding the start of business and growth of business, I cannot tell for sure but the volume of business has somehow increased in number and variety of items unlike in the past.</i>	Not able to substantiate
Amisa (Neighbour)	No response	No response

5. Kilwa: Self-awareness as the result of *The Team* Motivates Hamidi to rejoin schooling

Hamidi Mohammed Khalufa (Youth, 26 years old 0787208480 / 0658208480 of Kilwa Masoko Mjini)

The outcome: In late April 2013, Hamidi Mohammed Khalufa (aged 26) re-enrolled into the Kilwa Day Secondary School soon after participating in the mobile cinema screening of *The Team* and focus group discussions. He wanted to rejoin to obtain a good education for a better life free from issues like the urge to beg or the temptation to push drugs, abuse women, steal or roam the streets. He shared this idea with his parents and his father (whose approval and financial support he needed) willingly accepted, giving him financial support to the tune of TShs 44,000 to pay for the initial tuition fees and basic requirements like text books. By the time Hamidi will sit for the National Form Four Examinations for his six subjects in November 2013 the cost is likely to amount to TShs 550,000, huge money by Kilwa standards. His expectation is that he will attain Division 3 by scoring a minimum of C in each of his subjects in the 2014 National Form Examination. He now aspires to be a teacher.

The contribution of *The Team*: *The Team* contributed greatly to inspire Hamidi to resume his schooling. After he saw *The Team* he changed his perception of the importance of education. He saw how girls were being cheated into sexual relations in one of the episode of *The Team* and he realised the reason was ignorance of many evils which is largely due to limited education.

Substantiation:

Substantiator	Outcome	Contribution of <i>The Team</i>
Mohamed Issa (Hamidi's father)	Fully substantiated	Confirmed.
Mwalimu Emanuel Ruta (Teacher at Kilwa Day Secondary School)	Fully substantiated	Not substantiated. He is unaware of the source of inspiration for Hamidi's decision.

Evaluators' statement on the significance of this outcome: Hamidi's expected level of academic attainment will help realise his ambition to be a teacher and to avoid the temptations outlined above. His achievements will help to motivate his fellow youths in Kilwa who are not going to school by showing the potential of an alternative approach to secondary education schooling (e.g. private schooling) for his peers to emulate.

6. Kilwa: Mobilising fellow school children to fight together for gender equality.

Hamidi Mohammed Khalufa (Youth, 26 years old 0787208480 / 0658208480 of Kilwa Masoko Mjini)

The outcome: After rejoining Kilwa Day Secondary School in April 2103 Hamidi Mohammed Khalufa mobilised fellow youths, both boys and girls, to fight for gender equality by engaging them in group discussions related to academic studies in an evening tuition. This process was resisted at first but the situation has gradually improved and now there are high levels of interaction between boys and girls that do not centre on sexual relationships.

Hamidi Mohammed Khalufa's attitude towards interactions between girls with boys changed as the result his participation in the mobile cinema screening of *The Team* and focus group discussions from feeling that interactions should only relate to sexual relationships to one that involves the sharing of information about educational matters and life experiences.

The contribution of *The Team*:

Hamidi became aware of the importance of gender equality between girls and boys and the importance of education for enlightenment about the evils of sexual harassment and the attainment of equality as a result of viewing *The Team* and participating in the focus group discussions. A scene that contributed to the change was that in which a rich adult man seduced a school girl – Upendo - with donations of money and transport in a Range Rover for sexual favours and the fate of Waridi who was promised for marriage at a young age. A scene that illustrated gender equality was that of the girls playing football for the first time. It was very much resisted by male teachers and boys alike but the female teacher - Malaika Wito - fought hard to enable the girls to play with boys. In fact the girls played very well to the surprise of the doubters.

Hamidi estimated that *The Team* contributed to over 80% to the changes outlined as before this he would not have dared to initiate efforts aimed at gender equality among the Muslim community of Kilwa without courting trouble. Perhaps, modernisation trends could have also caused the changes thus accounting for the other 20% or so.

Substantiation:

Substantiator	Outcome	Contribution of <i>The Team</i>
Mwalimu Emanuel Ruta (Teacher at Kilwa Day Secondary School)	Fully substantiated	Not substantiated. He is unaware of the source of inspiration for Hamidi's actions.

Evaluators' statement on the significance of this outcome: This outcome can inspire others to promote gender equity that may help to increase women's chances of obtaining a better level of education that can assist their economic empowerment and reduce their vulnerability to evils such as premature marriage and abuse by men.

7. Kilwa. A woman's reduces her conspicuous consumption to avoid debt

Amina Msham Mwangu (Housewife originally but now a Volunteer at a Wildlife Organization – 38 years old, 0783207993).

The outcome: Since participating in the mobile cinema screening of *The Team* and focus group discussions Amina Msham Mwangu has changed her behaviour from conspicuous consumption to a greater focus on the basic necessities. She used to purchase new clothes and jewellery for every celebration which may occur many times in a month. This behaviour is rooted in norms and customs of women in coastal areas, Kilwa in particular. This behaviour pushes women to marry off even their school aged daughters, to earn money for the purpose of purchasing consumer commodities. Amina has changed her attitude from thinking that it is okay to marry off school girls to get money to supporting them to get an education.

She discussed the realization of the negative impact of her habits with her husband who agreed with her new attitude and her readiness to accept the realities dictated by their financial situation - that is affordability to be the main determinant of whether or not new purchases are done when the occasion presents itself. New items for events used to cost a minimum of TShs 120,000.00 per month. Her demands have now decreased to about one-third of that. For example, new items for the month of September cost about TShs 40,000.00. Amina's husband is happy about her changed practices.

The contribution of *The Team*: Amina realized the negative effects of her former attitude after seeing the mother of Sophia who was forcing Waridi, who was at school, to get married to a rich man to get money to repay her husband's loan. Through *The Team* Amina realized that her demands were costing her family a great deal, in particular her husband who is a District Council employee.

Amina estimated that *The Team* contributed over 90% to the changes outlined because they took place after *the Team* which in addition to enlightening her on the negative impact of her behaviour also created an environment of acceptability of changes of this type of behaviour among community members.

Substantiation:

Substantiator	Outcome	Contribution of <i>The Team</i>
Shaban Mohammed (Amina's husband)	Fully substantiated ²	Fully substantiated

Evaluators' statement on the significance of this outcome: The outcome has a quantitative significance – a TShs 80,000 reduction in monthly spend on new items for celebration; and a qualitative significance – reduction of stress in families and reduced temptation to marry off young daughters for financial gain, increased potential for enrolling girls in secondary schools. Amina lives in Magereza compound where competition of material acquisition among women is prevalent. This can result in husbands contracting loans with their ramifications in terms of stress and financial burden. There is a common tendency of Kilwa community members including women to marry off their daughters for economic gain. This outcome, if it motivates others, can help reduce this tendency and increase the number of girls enrolling into secondary education.

² It was Shaban who provided the financial figures

8. Kilwa: A widow's enhanced self-reliance and financial freedom

Mwanahamisi Issa (37 Years old widow: 0758461739)

The outcome: In June 2013, Mwanahamisi Issa started a business selling onions, tomatoes, potatoes, okra and cashew nuts. Today, Mwanahamisi's capital is about TShs 250,000. Her decision to start a business came after participating in the mobile cinema screening of *The Team* and focus group discussions when she started to think of a project that could sustain her family's livelihood. She told her sister that she did not like to depend on her for cash all the time and asked her to give her a small sum of money that she could use to run a business. Her sister's husband gave her TShs 50,000 that she invested to start the business.

Mwanahamisi normally uses part of the profit for food, paying bills, and paying her child's school fees. She has also been able to buy some blocks adding to the previously bought ones. Mwanahamisi now has a total of 700 blocks. Her target is to get about 1,500 to construct a self-contained house with 3 bedrooms, a kitchen, store, toilet and bathroom. However, the pace of block-buying is now slow because she has started saving for her child who will complete primary education next year. He is performing wonderfully well and she believes that he is going to do well in his final exams and he is going to be selected for a good school outside the district. She wouldn't like to disappoint him, which is why she is undertaking these preparations.

The contribution of *The Team*: *The Team* gave Mwanahamisi the confidence and courage to get something done as she had been in a state of despair. It has made her believe that she could become successful. She has also convinced some of her friends and neighbours to take similar steps. Without *The Team* it would have taken her a longer time to build the confidence and courage to undertake this change. Although she had done business before, it wasn't with this level of determination.

Mwanahamisi saw the way teacher Malaika Wito went through difficult circumstances but finally succeeded. She introduced the idea of girls playing football even though many of her fellow teachers were against her. But in the end she had a successful girls' football team. She also played a major role in ensuring that the school playground was not sold to a rich man and she was also able to mould the students' discipline.

Significance of the outcome given by the contributor: This change has given Mwanahamisi financial independence. Until recently she had to be dependent on her sister for support. She was also receiving support from an Islamic organization. Before the change she would not have been able to

support her child through secondary school but her business now gives her an opportunity to achieve this. Similar changes are also being undertaken by her friends and neighbours.

Substantiation:

Substantiator	Outcome	Contribution of <i>The Team</i>
Twalah Mbwangali (Chairperson of Miembe Miwili sub- village)	Fully substantiated	Fully substantiated

Additional substantiation: The evaluators visited the fruit and vegetable sales site and observed the sales proceedings and results of cement blocks produced by used of income generated by the business as indicated below.



9. Tarime: A wife enjoys greater well-being and income after her husband grants her shared ownership of assets and income

Principal Sources: The husband and wife - Mairo Keria Mugesha and Ester Mairo

The outcome: After *The Team*, Mairo Keria Mugesha, a farmer, realised the potential socio-economic benefits of involving his wife in decision-making and ownership. The dairy cow is now owned jointly by him and his wife, is making money for both of them and they share the income. He estimated that the dairy cow and the sale of its calf makes them a daily profit of about TShs 7,200. In July 2013, they bought 200 chickens that they own jointly. Egg production makes them a daily profit of about TShs 12,000.

Before participating in the mobile cinema screening of *The Team* and focus group discussions, Mairo Keria Mugesha used not to consult his wife Ester about business investments because he did not value her contribution. He built a water well alone and he was the sole owner of all family business investments including the ones initiated and managed by his wife, such as the dairy cow that she had obtained under the Magobiro Farm Centre Project in 2010.



a.) The husband (Mairo Keria Mugesha) feeding the dairy cow now which he did not do in the past. b.) The Wife (Ester Mairo) in front of the chicken pen

Their newly found close working relationship is illustrated by their joint construction of a



The 2nd water well which has been constructed jointly by the wife

second water well in three months from July 2013.

Mairo and Ester have been able to construct a new house worth TShs 12,000/-million within three months from July 2013. Ester confirmed that she is happier than before as the result of the changes following *The Team*.



The improved Mairo family housing resulting from joint family ownership. Photo a shows the kitchen the family used before *The Team*. Photo b shows the new house for the kitchen built through the joint efforts of the wife and husband after *The Team*.

The contribution of *The Team*: Aspects of gender discrimination were highlighted in *The Team* episodes shown in the mobile cinema. Specific incidences in *The Team* that Mairo referred to as influences were the female teacher being ridiculed by male teachers and even male students, and a neglect of women's ideas by male and fellow female teachers, for example regarding the formation of the girls' football team.



Wife and husband sharing business income which did not happen before *The Team*

These incidences catalysed discussions about discrimination against women's ownership and inheritance within the Kulya communities. Issues highlighted in the *The Team* focus group discussions included the right to own property which Kulya tradition bestowed on men thus denying women the entitlement to property even of their own making, as was the case of the Mairo's families dairy cow.

The Team has contributed to a certain extent to the change itself but it has greatly contributed to the pace of the change which has happened in only three months.

Substantiation:

Substantiator	Outcome	Contribution of The Team
Maro Mwita Mroni (Teacher of Mogabiri Primary School)	Fully substantiated	Partly substantiated - <i>He could at best say the changes have occurred after The Team and he is not aware of factors other than the Team that influenced the change</i>
Boka Msama (Chairperson (of committee appointed to oversee the process of inheritance of properties))	Fully substantiated	Partly substantiated - <i>He could at best say the changes have occurred after The Team and he is not aware of factors other than the Team that influenced the change</i>

Further sources of substantiation: The records of the Mairo and Ester seen by evaluator Dunstan Kishekya that refer to the purchases and sales of eggs and milk on 26th October 2013, and photographs taken during the site visit.

Evaluators' statement on the significance of this outcome: Traditionally, only men owned and appropriated income from family property namely farms, dairy cow and chickens. The sharing of ownership and income with a wife is a new development promoted by *The Team*.

Keria Mugesa is an example of a man who has changed his attitude and practices towards women's position within the Kulya community as the result of *The Team*. He is now more respectful of women and support of their equal involvement in economic activities and of their right to inherit property.

Focus group informants said that some other families have undertaken similar changes but these changes are still limited to the more progressive participants among those who participated in *The Team* mobile cinema showing and FGDs. The other community members are showing a wait and see attitude though there are signs (verbal commitments) that they may follow suit.