



**MINISTRY OF SOCIAL WELFARE, YOUTH, WOMEN, AND CHILDREN
DEVELOPMENT (MSWYWCD)**

**PROJECT PROPOSAL ON WOMEN EMPOWERMENT AND GENDER
EQUALITY IN ZANZIBAR**

PROJECT DURATION: 18 months
COMMENCEMENT DATE: January 2014-July 2015
EXPIRY DATE: JULY 2015
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PROJECT PROPOSAL ON WOMEN EMPOWERMENT AND GENDER EQUALITY IN ZANZIBAR

Ministry of Social Welfare, Youth, Women, and Children Development (MSWYWCD)

INTRODUCTION

Demographic characteristics of Zanzibar

Zanzibar as part of the United Republic of Tanzania consists of two main islands, Unguja and Pemba. It covers a total area of 2,654 square kilometers, of which Unguja comprises 1,666 square kilometers and Pemba 988 square kilometers. Zanzibar has a population 1, 303,569 according 2012 population and census. Average annual intercensal growth rate, Zanzibar 2.8. Zanzibar shows a different pattern of growth. The growth rate increased from 2.7 percent in 1967 to 3.1 in 2002 and then declined to 2.8 percent in 2012. The population of Zanzibar is young. Children under 15 years of age make up 50.3% of the total population while the elderly above 64 years represent 3%. Women constitute 51% of the total population.

Economic indicators and poverty status

Zanzibar's GDP at market price stands at TZS 878,403 million and the per capita income was estimated to be USD 557 as of 2009. The annual GDP growth rate in 2009 was 6.7%. The target for revenue yield set under MKUZA I of 18.5% of GDP was achieved. Inflation fluctuated on the higher side, mainly due to an increase in global food and fuel prices.

Compared to developed countries, Zanzibar has a very small economy and a large proportion of the population is poor. The Household Budget Survey 2004/05 indicated that 49% of the population is living below the basic needs poverty line and 13% is living below the food poverty line. Preliminary analysis of 2009/10 Household Budget Survey data shows that the situation has only marginally improved, with the more significant achievements in other areas of well-being such as education and health. As would be expected, the low per capita GDP is also broadly associated with low relative achievement in other dimensions of human welfare such as life expectancy, education and health.

Zanzibar's economy is characterized by agriculture and tourism. Agriculture is the main economic activity for most people in Zanzibar. About 60% of the active labor force derives their livelihood from agriculture-related activities.

The majority of farmers are women who mostly use traditional methods of farming.

No formal national social protection framework currently exists in Zanzibar to support most vulnerable and marginalized groups. Despite recent years of economic growth and improvement in a range of social indicators, many challenges to human development and equity in Zanzibar remain. Large geographic differences in poverty and rural-urban disparities are evident. More than 60% of people in Pemba live below the basic needs poverty line and 22% below the food needs poverty line. The corresponding percentages in Unguja are 42% and 10%.

Around one-third of the poorest households (31%) in Zanzibar have reported that they frequently face food insecurity with relatively high levels of frequent food insecurity experienced by households in certain districts. The majority of poor households are characterized by a larger number of dependants and little or no formal education of the household head.

PROFILE OF THE MINISTRY OF SOCIAL WELFARE, YOUTH, WOMEN AND CHILDREN DEVELOPMENT (MSWYWCD)

The Ministry was established in 1992 as department for women and children, in 1995 -2010 established as Ministry of Labor, Youth, Women and Children Development. But In November 2010, after the general elections, the Revolutionary Government of Zanzibar announced the establishment of a new Ministry, The Ministry of Social Welfare, Youth, Women and Children Development (MSWYWCD). Administratively, this means that the Department of Social Welfare (DSW) has moved from the Ministry of Health and merged with the Women, Children and Youth Departments of the former Ministry of Labor, Youth, Women and Children Development (MLYWCD) to constitute the new ministry. This is a significantly positive development which will help to address overlapping mandates and the need to better coordinate service provision. The development of the new institutional structure is a delicate process that

will require strategic planning to establish a clear mandate and division of labor with other MDAs and partners.

The mandate of the Ministry of Social Welfare, Youth, Women and Children Development is to improve people's lives through economic empowerment, the provision of quality social services and good governance, and to work towards a well-protected and empowered society that observes human rights and safeguards the interests and concerns of women, children, youth, and the elderly and other vulnerable groups.

MISSION AND VISION OF THE MINISTRY

Vision

A well-protected and empowered society in Zanzibar that observes human rights and safeguards the interests of youth, women, children, the elderly and other vulnerable groups for better living conditions

Mission statement

To promote the socio-economic status, gender equity, equality and empowerment of women, youth, the elderly, children and community at large by creating an enabling environment, capacity building, advocacy, provision of entrepreneurship skills, social services, community mobilization, and development of mechanisms to enhance protection of vulnerable groups

Objective of the Ministry

- Priority gaps in national policies and legislation pertaining to children, women, youth and the elderly addressed
- MSWYWCD's capacity to fulfill its mandate enhanced
- Coordinated MDA and CSO services and response on issues pertaining to children, women, youth and elderly
- Increased community understanding of priority issues pertaining to children, women, youth and elderly

- Increased access and quality of prevention, care and protection services for children, women, youth and elderly
- Increased access and quality of prevention, care and protection services for children, women, youth and elderly.

Structure of the Ministry

The Ministry has structured with five departments which has so many different activities and functions. The structure of the ministry consists of the following department:-

- i. Department of Social Welfare
- ii. Department of Youth Development
- iii. Department of Women and Children's Development
- iv. Department of Planning, Policy and Research
- v. Department of Administration and Personnel

The Ministry has a total of 310 staff, but only 66 staff members are considered to be skilled (i.e., have ordinary or advanced diplomas or postgraduate qualifications). The majority of staff members (244) are considered to be unskilled workers. The Department of Social Welfare is the largest department with 158 staff members. However, of these employees, only 14 are skilled and 144 are unskilled. The Department of Women and Children has 22 staff members (9 skilled and 13 unskilled), the Department of Youth Development has 13 staff members (12 skilled and 1 unskilled), the Department of Planning, Policy and Research has 18 staff members (15 skilled and 3 unskilled) and the Department of Administration and Personnel has 31 staff members (4 skilled and 27 unskilled). The Ministry's sub-office in Pemba employs 68 staff, of whom 13 are skilled and 55 are unskilled. Given the broad technical mandate afforded to these departments as part of the emerging national social welfare response ñ including the building of national child protection system, the development of a social protection framework and the delivery of services to vulnerable groups ñ it is clear that specific action is required to build staff capacity to meet the objectives of this strategic plan.

Structure of the department of women and children development

Department of women and children development has the following Sections:

- Children section
- Women section
- Counseling section
- Training section

Major responsibilities or Functions of the department of women and children development

1. Zanzibar Children's Act operationalised
2. Child Survival, Protection and Development Policy revised and updated to reflect ECD, nutrition, MVC, justice, protection, participation and other issues
3. Micro-finance institutions mobilized to establish women's bank branch in Zanzibar
4. Communities are aware of women's rights and understand importance of reporting GBV cases
5. Communities are knowledgeable on key issues and response related to violence against children
6. Children's councils are functional in all districts of Zanzibar
7. Women are aware of micro-credit facilities and increasingly utilize them
8. Multi-sectoral committee (National GBV Committee) to oversee implementation of CEDAW functional and timely reporting ensured
9. Child rights periodically monitored, reported, and follow up of recommendations ensured

Present status or Situation of women and children

Women in Zanzibar form more than 50% of the labor force. Furthermore, the Integrated Labor Force Survey 2006 indicates low representation of women compared to men in paid employment in the non-agricultural sector. Of the total number of people in paid employment, 32% are women, 68% are men.

The large majority of women are found in the agricultural sector. Women account for 70% of the agricultural labor work force and produce about 70% of agricultural output in Zanzibar.

However, their conditions have remained generally poor. Women's efforts to increase productivity are hampered by illiteracy, lack of appropriate technology, inadequate access to information, limited access to extension services and capital, as well as social and cultural factors that have compromised their rights to land.

Most of the women participating in the informal commercial sector are engaged in petty business with very low returns, such as small-scale farming, seaweed farming, pottery and handcrafts. Large disparities also persist between men and women in access to capital. According to a survey of rural finance conducted in Zanzibar in 2006, women are eight times less likely to obtain credit from banks and other formal financial institutions. This is partly due to stringent conditions imposed by the financial institutions that do not sufficiently reflect the situation of poor women and other disadvantaged groups. Furthermore, most of the financial institutions are concentrated in urban areas. Women are further constrained by inadequate entrepreneurship skills and poor working environments with limited coverage of social protection and labour legislation. Women's empowerment is, therefore, a crucial issue to be addressed to ensure the effective participation of women in socio-economic development and the attainment of MKUZA is goals.

Children

Approx. six million children aged 0-14 years live below the basic needs poverty line, and approximately 2.8 million children fall below the food poverty line (HBS, 2008). Chronic malnutrition in Tanzania remains endemic, with 35% of children fewer than five stunted and 21% underweight. 44.5% children in rural areas are stunted, compared to 31.5% in urban areas. According to the Tanzania DHS 2004/05, 48% of rural children suffered three or more severe deprivations of basic need compared with 10% of children in urban areas.

PROBLEM STATEMENT

Poverty, Large numbers of women in Zanzibar are facing with poverty which leads them to underdeveloped through education , healthcare, HIV/AIDS, shelters, food security and other challenges that are almost reduce the force of social-development. More women than men live in poverty. Economic disparities persist partly because much of the unpaid work within families and communities falls on the shoulders of women and because they face discrimination in the economic sphere.

Funding is a challenge that faces women in Zanzibar. Zanzibar as part of the world still hinders with the problem due to lack of linkage between microfinance institutions and women, women and others organization in finding solution of funding process. They are directly and indirectly affected by the financial and economic crisis, as funding for international organizations. There are need all donors to priorities funding for gender equality and women’s empowerment at this critical time. Right thing to do as evidence shows that investigation of women empowerment will have an exponential impact on social and economic development.

Violence against women – Women's lives continue to be endangered by violence which is directed at them simply because they are women. Violence against women knows no class, race, or age. It exists across all socio-economic groups, and it is a daily phenomenon in the lives of women throughout the world.

Financial constraints. Most women lack the funds to use during campaigns, political rallies, registration and meetings. This has a serious setback on their part as they are unable to realize their political ambitions and fight for their rights as well.

Culture, the culture has made people to believe that it’s only men who can take part in the political processes. They see woman as a subject not an equal person. Man is said to be at the head then women. They are assigned some lower discriminative tasks while men continue dominating the political sphere. Their roles are seen as the domestic once and are more less slaves in the family. They are supposed to give birth and take care of the children apart from taking care of the family in terms of food. Family constraints also act as a major barrier. Women

are supposed to attend to their families in terms of food and caring for children. This leaves them with no time to attend to their political roles.

Fear and threats. Most women fear insults and threats from their male counterparts and society at large ending up not contesting in the elections. Other husbands threaten their wives and this makes them stay cool in fear of family break ups.

Girl children are often valued primarily for their contribution to the household work while their brothers are privileged to receive more education, food and health care. Incest, child pornography, the selling of the girl child into prostitution, and early arranged marriages are settings for abuse and torture. Bride burning, rape, female genital mutilation and emotional battering are further examples of common abuse experiences of women.

Capital market inadequate institutional , organizational and human resources capacity is another problem which hinder the women entrepreneurs in Zanzibar through the cooperatives which estimated half and quarter of women their hindered this problem and reduced the force of development and effectively of the business. The women facing the voice of economic empowerment and development in their areas. There depend much the contribute low amount of fees which can't efficiency the living standard.

Management skill and leadership skills for members of the entrepreneurship, most of them there shortage of the management skills in managing their areas in the ways of coordination and processes their activities. There cannot existing well due to the technical and lack of understanding of the principle of management and the methodology to run their activities in effective and efficiently way for the beneficiary of the member of the organization such as to solving the crisis in the organization and even in the Network.

Some of the basic problems a highlighted by various research studies undertaken by women entrepreneurs is:

- Inadequate of information
- Inadequate of Micro Financing Schemes
- Inadequate of Skill Development

- Inadequate of Entrepreneurship/Business Skills
- Inadequate of Marketing Facilities
- Inadequate of Product Designs
- Inadequate of Networking and Trust Building
- Expensive Raw Material
- Low Quality Control
- Non-Conducive Working Environment

OVERALL AIM OF THE PROJECT.

Improve the economic status of women and participation in decision making

Specific objectives:

1. Enhancing women participation in decision making organs
2. Improve capacity of women and children
3. To promote technical, entrepreneurial and marketing skills to women Cooperative members in 10 districts.
4. Increase participation of children in children council and development issues.
5. Strengthening coordination of women and children information
6. Strengthen the capacity of staffs

Project description

The project was designed to include 5 components as follow here in;

COMPONENT 1: EMPOWER AND INCREASE REPRESENTATION OF WOMEN IN POLITICAL AND DECISION MAKING LEVELS

1. Advocate for the inclusion and increasing the % of Women in various policy and decision making bodies and levels.
2. Train Women in Management and leadership skills.
3. Advocate for the development and implementation of programs that promote education for women at all levels.

4. Facilitate capacity Building session for women
5. Advocate and train political parties to nominate potential women candidates.
6. Conduct advocacy sessions to mobilize women in the community to participate in policy/ decision making and other senior positions.

COMPONENT 2: PROVIDE ENTREPRENEURSHIP SKILLS TO WOMEN ECONOMIC GROUPS

- (1) Conduct training on how to operate business Entrepreneurship skills, marketing, processing of goods, gender and HIV/AIDs, to members and leaders of women Income Generating Groups (WIGG).
- (2) To support Women Income Generating groups to attend various exhibitions.
- (3) Support Women Income Generating Groups (WIGG) to conduct exchange visits within their groups.
- (4) Conduct training on quality and marketing skills
- (5) Conduct training on Proposal writings to Women groups
- (6) Advocate for the review of the law to conduct conducive environment for women entrepreneurs to run their business.

COMPONENT 3: STRENGTHENING FAMILY WELBEING

1. Develop guidelines for strengthening family wellbeing
2. Establish committee to monitor the implementation of the guideline
3. Develop mass media programs on strengthening family wellbeing.
4. Conduct awareness sessions at community level
5. Conduct stakeholders meeting.

COMPONENT 4: WOMEN AND CHILDREN DEVELOPMENT CORDINATION

1. Establish women and children development coordination
2. Conduct training for staffs of women and children coordination unit
3. Collection the data and information of women and children's
4. Conduct training of child rights, policy, laws and convenient for children

5. Capacity building child council through shehia level (350 shehias)
6. Organize meeting of report for women and children days
7. Printing report and publicity of women and children days

COMPONENT 5: ADMINISTRATION AND CAPACITY BUILDING STAFFS FOR DEPARTMENT OF WOMEN AND CHILDREN DEVELOPMENT

1. Organize 10 short courses for women and child staffs internal and external
2. Procurement of computers and accessories (three desktops, two printers, two cameras, LCD and photocopier machine,)
3. Procurement of stationeries (cater ages, A4rims papers and etc)
4. Conduct training on project planning and entrepreneurs skills for staffs of department of women and children development
5. Conducting monitoring visit and evaluation
6. Conduct study tours in Canada, Rwanda, India, local cities
7. Organize report and submit to the development partners

JUSTIFICATION OF THE PROJECT

Women in Zanzibar form 51% of the total population of Zanzibar Unemployment is not evenly distributed across gender or age groups and the government sector employs a total of 29,562 of whom 12,171 are women. Women have limited access to employment opportunities in the formal sector for current statistics show that female employees constitute only 36.4percent of the total employees in the formal sector. Of those employed, only 8.64percent are in supervisory and technical posts. Most of women engaged in informal sector which specifically doing petty businesses such as small farming, seaweed farming, pottery and handcrafts with very low economic returns.

The rural Finance Survey conducted in Zanzibar in 2006 shows that women are eight times less likely to obtain credit from banks and other formal financial institutions compare to their counterparts. This is partly due to stringent conditions imposed by the financial institutions that do not sufficiently reflect the situation of poor women and other disadvantaged groups. In addition to that, the Integrated Labor Force Survey 2006 indicates low representation of women compared to men in paid employment in the non agricultural sector, of the total number of people in paid employment 32% are women and 68% are men. Large disparities also persist between men and women in access to capital.

In order to alleviate this problem, the Ministry is in the process of establishing community women bank which will facilitate soft loans and credits to women entrepreneurship. The bank will provide entrepreneurship skills to enhance women products for better marketing. The program also aims to mobilize women to join the bank so as to have better capital. The community bank will mobilize SACCO's groups for women to invest in order to increase the capital.

Women entrepreneurs have inadequate skills to improve the quality as well as quantity of their products. They have limited expertise in terms of packaging their products to compete with national, regional and international market. They have inadequate skills for marketing their products as well as knowledge on value added skills. The program intended to provide the knowledge and skills for entrepreneurs and women who are in income generating groups.

Participation of women in decision making is an important pillar of equity and hence a positive undertaking towards good governance. Women power to influence decisions therefore would enable the society to address issues that directly affect women. In that regard, a number of policy changes have been made and actions taken to facilitate the promotion of women in decision making positions. Nevertheless, there are still gender disparities in education, policy and decision making levels as well as economic endeavor, and hence limiting further promotion and participation of women in decision making positions. The data shows that, women Ministers are 10%, Deputy Ministers 30%, Principal Secretaries 17.6%, Regional Commissioners 0%, District Commissioners 20%; She has 5.2%, and Members of the House of Representatives 32%. These

data indicates that, it is important to enforce affirmative actions for women empowerment and develop and implement sensitization programs for women and men to recognize the role and importance of active and meaningful women participation in decision making.

Women are further constrained by inadequate entrepreneurship skills and poor working environments with limited coverage of social protection and labor legislation. Women empowerment is therefore a crucial issue to be addressed to ensure the effective participation of women in socio- economic development and the attainment of MKUZA's goal.

Women's economic empowerment, both as a process and as a functioning reality, enables women to enjoy economic rights and make decisions that impact their own lives and influence others. It opens up opportunities for women to achieve other dimensions of empowerment, including political and social empowerment. In addition to its intrinsic value, women's economic empowerment can contribute to the achievement of other key development goals. Achieving women's economic empowerment requires a comprehensive and coherent approach that pulls together institutions, policy instruments and monitoring frameworks, including the influence and leadership of women and groups working for their rights. It entails valuing, measuring and respecting women's work.

States promoted the empowerment of rural women as critical agents for enhancing agricultural and rural development and food and nutritional security and for ensuring their access to productive resources.

The program has the following outcome: it will promote socio economic status of women and enhance women participation in policy and decision making processes. The project has four main components i.e., Establishment of Zanzibar Woman Bank. Women Participation in Policy and decision making Processes, promote entrepreneurship skills and Strengthening of family wellbeing.

Empowerment of women economically through the provision of entrepreneurship trainings have been provided by the government of Zanzibar and other non state partners for two decades now (MLYWCD 2001). The trainings have been provided for free and they were aimed at exposing,

familiarize, and orient women to matters related to entrepreneurship skills so that they produce competitive goods and/ or services and take advantage of the local and international market.

Assessments done at different point in time show that none of the women income generating activities, in group or individual, have successfully grown and sustained. Most of them have been collapsing and dying, and new ones have still been opened. The main question here is why, in spite of the fact that women have been given entrepreneurship trainings and the starting capital for their business for two decades now, by different stakeholders, yet these initiatives have been comparatively not successful. Most interestingly, while this approach has proven unsuccessful why stakeholders are still coming with new projects that ultimately ending in failures. Therefore, as this research has just done so, there has been a need of undertaking an impact assessment to uncover the socio-economic and training management factors that impede the effective application of entrepreneurship skills by women in managing their businesses in a sustained and a profitable manner.

Information and analysis of data of Women and children is important for the Ministry to perform its duties very effectively and efficiently in providing the social services, advocacy and awareness for women and children on development issues. The department of women and children development needs information from community and others organization for the purpose of coronation, analysis, translation and implementation in positive action. Thus why, the project proposal establish the women and children coronation unit in order to simplify the availability of data in the ministries and out the ministries like as NGOs, CBOs and FBOs as tools to secure the children and women development.

The project will focus on provision of in-services training for staffs for the purpose of improve the accountability and coronation of the functions of the department. The department has 22 staff among of them 9 skilled and 13 unskilled, so that the program will insisting to capacity building of staffs on areas of advocacy, awareness, planning, laws and regulation, economic empowerment and others areas that will boost the women and children development.

Increasing women political participation women must have a say in the decision that affect their lives and their communities Supporting woman representation at the local level to in hence women participation in peace building and post conflict recovery.

Financial security gives the women independence they need to take informed decision for themselves and their families so our interventions try to enhance government abilities to improve women access to assets, market services and decent work.

Thus why the department has not efficiency resources and need to implement their function and need the assistance to cover the gaps that are facing. The development partners in collaboration with government will assist the financial resources in order to perform their duty effectively. The Ministry through the Department for Women and Children Development request total Budget for the whole the project **537,000,000 TZSH, OR USD 325,455** for one year and half (January 2014-July 2015) in order to achieve the target of the project.

Implementation Modality

The project will be implement in one year in collaboration with development partners, Ministries deal with women and children issues like as Ministry of labor, economic empowerment and cooperatives, Ministry of trade, industries and markets, of information, cultures and sports, Ministry of fishing and livestock, Ministry responsible for Agriculture and NGOs. The program will consisting five components that leads achieve the project goals positively, the components are:

- Empower and increase representation of women in political and decision making levels.
- Provide entrepreneurship skills to women economic groups
- strengthening family wellbeing
- women and children development coordination
- Administration and capacity building staffs for department of women and children development

The purpose is to achieve the goals of the project effectively and efficiency.

ACTIVITIES MATRIX

Overall goal: Improve the economic status of women and participation in decision making

SPECIFIC OBJECTIVE	ACTIVITIES	INDICATORS	EXPECTED OUTCOME	RESOURCES
1.Enhancing women participation in decision making organs	1.1 Advocate for the inclusion and increasing the % of Women in various policy and decision making bodies and levels.	% of women and number of policy, rules and laws reviewed to increase number of women in decision making organs.	Effective decision making. Many women participate in decision making organs	Resources person and finance
	1.2. Train Women in Management and leadership skills.	Number of women trained. Number of workshops and seminars done Training reports	Effective accountability and methods of management increased Increased skills of women in leadership and management skills	Resources person and finance
	1.3. Advocate for the development and implementation of programs that promote education for women at all levels.	Number of programs advocate and target person	Level of accountability and commitment	Resources person and finance

		reached positively	increased	
	1.4. Facilitate capacity Building session for women in district level	Number of women capacity building		Resources person and finance
	1.5. Advocate and train political parties to nominate potential women candidates.	Number of political parties and number of candidate advocate with the program	Increase women to participate in political issues and potential women prepared to participate in decision making	Resources person and finance
	1.6. Conduct advocacy sessions to mobilize women in the community to participate in policy/ decision making and other senior positions.	Number of senior officers organized and developed. Number of workshops/seminars and policies advocacy	Women in the community will participate in decision making position	Resources person and finance
2. To promote technical, entrepreneurial and marketing skills to	2.1 Conduct training on how to operate business Entrepreneurship skills, marketing, processing of	10 districts promoted	Increase productivity.	Resources person and

women Cooperative members in 10 districts.	goods, gender and HIV/AIDs, to members and leaders of women Income Generating Groups (WIGG).	Different technical and skills on entrepreneurs delivered to 10 districts	Reduce number of dependence. Reduce poverty to women. Increased entrepreneuria l and market skills	finance
	2.2 To support Women Income Generating groups to attend various exhibitions.	Number of exhibition. Number of income generating groups attended.	Increased markets of their goods. Increase skills, network, cooperation and experiences from other income generating groups	Resources person and finance
	2.3 Support Women Income Generating Groups (WIGG) to conduct exchange visits within their groups.	Number of income generating groups attended.	Increased markets of their goods. Increase skills, network,	Resources person and finance

		Number of trips	cooperation and experiences from other income generating groups	
	2.4 Conduct training on quality and marketing skills	Number of participants attended. Number of training.	Quality and quantity of goods and services increased	Resources person and finance
	2.5 Conduct training on Proposal writings to Women groups	Number of proposal written. Number of trainees and attendance	Skills and technical on writing proposal increased. Some proposal received and reviewed from women groups	Resources person and finance
	2.7 Mobilize and sensitize women for the establishment of SACCOS	Number of SACCOS developed	SACCOS operating in places. Women sensitized on	Resources person and finance

			importance of SACCOS and reduce the income poverty	
3. Strengthen family wellbeing	3.1 Develop guidelines for strengthening family wellbeing	Number of guideline	Guideline developed at places	Resources person and finance
	3.2 Establish committee to monitor the implementation of the guideline	Committee established	Effective implementation improved	Resources person and finance
	3.3 Develop mass media programs on strengthening family wellbeing.	Number of programs aired. Different Topics prepared and aired. Number of mass medias	Community aware on family wellbeing.	Resources person and finance
	3.4 Conduct awareness sessions at community level	Number of sessions conducted.	Community aware	Resources person and finance
	3.5 Conduct stakeholders meeting to share information on strengthening of family wellbeing.	Number of meeting conducted. Number of	Increase network. Challenge and weakness	Resources person and finance

		attendance	resolved	
4. Strengthening coordination of women and children information	4.1 Establish women and children development coordination	Duties and responsibilities of the women and children coordination unit developed. Women and children coordination team established.	Data and Information concerning women and children issues in place	Resources person and finance
	4.2 Conduct training for staffs of women and children coordination unit	Number of staffs trained.	Staffs aware on how to operate the unit	Resources person and finance
	4.3 Collection the data and information of women and children's	Number of information collected	Data and information will be available from grassroots to high level.	Resources person and finance
	4.4 Conduct training of child rights, policy, laws and convenient for children	Number of Training conducted	Child rights, laws and convention are aware	Resources person and finance
	4.5 Capacity building child Of children	Child council	Resources

	council through shehia level (350 shehias)	council reached	are aware on their rights	person and finance
	4.6 Organize meeting for report writing on women and children days	Number of report from sectorial ministries report submit	Annual implementation women and children issues in place.	Resources person and finance
	4.7 Printing report and publicity of women and children days	Number of copies disseminated	Printed report and submission in place	Resources person and finance
5.Strengthen the capacity of staffs	5.1 Organize 10 short courses for women and child staffs internal and external	10 courses conducted	Effective implementation of duties of the staffs improved	Resources person and finance
	5.2 Procurement of computers and accessories (three desktops, two printers, two cameras , LCD and photocoppy machine.) 5.3 Procurement of stationeries (cater ages, A4rims papers and etc)	Three desktops, two printers, two cameras, LCD and photocoppy machine procured. Procure laws and procedure developed	Effective implementation of activities improved	Resources person and finance
	5.4 Conduct training on project	Number of	Effective	Resources

	planning and entrepreneurs skills for staffs of department of women and children development	staffs trained	production increased. Increase knowledge and skills on project planning and entrepreneurs	person and finance
	5.5 Conducting monitoring visit and evaluation	Number of monitoring and evaluation conducted	Challenges, weakness, strengthening and opportunity improved in place.	Resources person and finance
	5.6 Conduct study tours in Canada, Rwanda, India, local cities	Number of study tours conducted	Effective implementation improved. Skills and knowledge increased. Increase experiences	Resources person and finance
	5.7 Organize report and submit to the development partners		Proper report developed and submitted to proper places.	Resources person and finance

			Positive and negative information improved	
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MONITORING AND EVALUATION (M&E).

To ensure effective implementation of the project activities the financial management procedures, rules and regulations of the project will be designed and enforced. The project will adopt systematic mechanisms to supervise routine activities and to satisfy their compliancy to the pre-set regulations and procedures. Procedure and rules of governed the project will set out in implementation process to smoothly accountability.

There will be a special M&E committee which will work to track project performance, based on the activities and the indicators presented above. Regular meeting schedule for leaders shall be followed. The meeting will discuss and evaluate implementation reports and assess the project progress and challenges. The cooperative will convene its general meeting quarterly to provide feedback to all members. Proper documentation of the success stories will be in place for evidence based of the desired changes to the target beneficiaries

PROJECT SUSTAINABILITY STRATEGIES:

To ensure sustainability of project activities, the Cooperative will establish the women and children development coronation unit (WCDU), which will be responsible to advice and support members on issues that challenge their women empowerment and children participation. The WCDU will build link with the institutions responsible for technical issue raised that challenge members. The critical information will available any time anywhere and review the web data to stored the truly of the children and women development in Zanzibar.

Also cooperative will have a SACCO's wing which will mobilize financial resources from members and non-members to build revolving loan fund. Such fund will be used to disburse loan to members to support and encourage start up of small business activities among members thus increase income generation activities.

To ensure self employment is realized, two members from cooperative will be given responsibility to open and run a shop for supply of fishing inputs, spare parts and other needed commodity. This will reduce the follow-up cost of the items elsewhere.

Regular community sensitization and member's awareness on their roles, obligations and their rights will be provided to ensure positive morale is maintained and members are fully engaged in their self economic activities.

The children will increase their voice day to day and give their rights and responsibilities in the society according to the culture, laws, rules and policy.

The project will be closely monitored by elected leaders and the management team to provide timely corrective measures.

WORK PLAN AND BUDGET OF THE PROJECT.

S/no	Activities	Quarter 1	Quarter 2	Quarter3	Quarter 4	Total Budget cost / Resources
1.	1.1 Advocate for the inclusion and increasing the % of Women in various policy and decision making bodies and levels.	✓	✓	✓	✓	25,000,000
2.	1.2. Train Women in Management and leadership skills.		✓		✓	15,000,000
3.	1.3. Advocate for the development and implementation of programs that promote education for women at all levels.	✓			✓	14,000,000
4.	1.4.Facilitate capacity Building session for women in district level	✓				13,000,000
5.	1.5. Advocate and train political parties to nominate potential women candidates.		✓	✓	✓	30,000,000
6.	1.6. Conduct advocacy sessions to mobilize women in the community to participate in policy/ decision making and other senior positions.		✓		✓	20,000,000
7.	2.1 Conduct training on how to operate business Entrepreneurship skills, marketing, processing of goods, gender and HIV/AIDs, to members and leaders of women Income Generating Groups (WIGG).		✓	✓	✓	25,000,000
8.	2.6 To support Women Income		✓	✓	✓	35,000,000

	Generating groups to attend various exhibitions.					
9.	2.7 Support Women Income Generating Groups (WIGG) to conduct exchange visits within their groups.		✓	✓		12,000,000
10	2.8 Conduct training on quality and marketing skills		✓		✓	14,000,000
11	2.9 Conduct training on Proposal writings to Women groups		✓		✓	12,000,000
12	2.7 Mobilize and sensitize women for the establishment of SACCOS		✓	✓	✓	14,500,000
13	3.1 Develop guidelines for strengthening family wellbeing	✓				30,000,000
14	3.6 Establish committee to monitor the implementation of the guideline		✓			2,500,000
15	3.7 Develop mass media programs on strengthening family wellbeing.		✓	✓	✓	18,000,000
16	3.8 Conduct awareness sessions at community level		✓	✓	✓	10,000,000
17	3.9 Conduct stakeholders meeting to share information on strengthening of family wellbeing.		✓	✓	✓	30,000,000
18	4.8 Establish women and children development coordination	✓				20,000,000
19	4.9 Conduct training for staffs of women and children coordination	✓	✓			12,000,000

	unit					
20	4.10 Collection the data and information of women and children's	✓	✓	✓	✓	7,500,000
21	4.11 Conduct training of child rights, policy, laws and convenient for children		✓	✓	✓	18,000,000
22	4.12 Capacity building child council through shehia level (350 shehias)		✓	✓	✓	30,000,000
23	4.13 Organize meeting for report writing on women and children days	✓	✓			16,000,000
24	4.14 Printing report and publicity of women and children days	✓		✓		4,000,000
25	5.8 Organize 10 short courses for women and child staffs internal and external		✓	✓	✓	30,000,000
26	5.9 Procurement of computers and accessories (three desktops, two printers, two cameras , LCD and photocopy machine,) 5.10 Procurement of stationeries (cater ages, A4rims papers and etc)	✓	✓			20,000,000

27	5.11 Conduct training on project planning and entrepreneurs skills for staffs of department of women and children development		✓	✓	✓	12,000,000
28	5.12 Conducting monitoring visit and evaluation	✓	✓	✓	✓	12,500,000
29	5.13 Conduct study tours in Canada, Rwanda, India, local cities		✓	✓	✓	25,000,000
30	5.14 Organize report and submit to the development partners	✓	✓	✓	✓	10,000,000

Total Budget for the whole the project 537,000,000 TZSH, OR USD 325,455 for one year and half (January 2014-July 2015)