



Women and Social Protection
Tanzania

“PLAN-B” - PROGRAM BRIEF

Empowering women and girls through EDUCATION !

July 2019



PROGRAMME OBJECTIVE

The “Plan B” Program will execute interventions and projects to empower poor and vulnerable girls and young women by addressing the consequences of school drop-outs and exam failures through
EDUCATION !!!



PROGRAM TEAM

PROGRAM LEADERS



Flora Myamba (*Organisation Founder & CEO*)

Short profile



Sandra Christian (*Volunteer Programme Expert*)

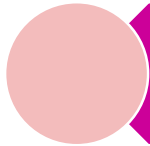
Short profile



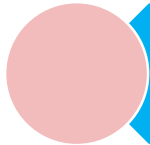
POSSIBLE PROJECT VOLUNTEERS *(TO BE CONFIRMED ...)*



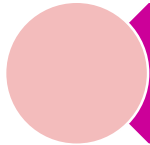
Alan Holdship – *Marketing Expert* - FR
Short profile



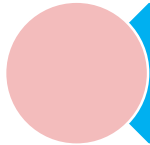
Paul de Kloe – *Education Expert* - NL
Short profile



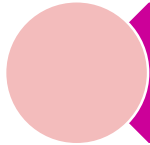
Maryam Adan – - NL
Short profile



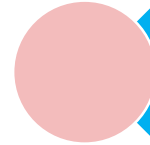
Mary-Anne Scholz – - SA
Short profile



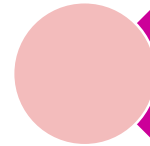
Marja Overwijk – - NL
Short profile



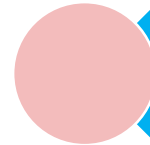
Glenda George – - SA
Short profile



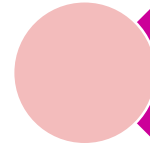
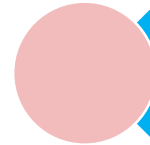
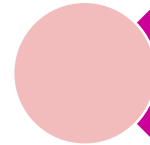
Lida Haak – - NL
Short profile



Agnes Roethof – - NL
Short profile



June Kelly – - SA
Short profile





PROJECT WORKERS *(TO BE CONFIRMED ...)*

Alan Holdship – *Marketing Expert* - FR
Short profile

Paul de Kloe – *Education Expert* - NL
Short profile

Maryam Adan – - NL
Short profile

Mary-Anne Scholz – - SA
Short profile

Marja Overwijk – - NL
Short profile

Glenda George – - SA
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Lida Haak – - NL
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Agnes Roethof – - NL
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BACKGROUND & CONTEXT



BACKGROUND

- **School drop-outs and exam failures rates are high**
- **Contributing factors:**
 - Teen pregnancies
 - Early marriages
 - Long distances to and from school
 - Lack of dormitories
 - Affordability of dormitories
 - Limited guidance to girls who rent and live alone
 - Extreme poverty
 - Male teacher harassment and abuse (expecting favours in return for higher grades)
- **Some Statistics**
 - 69,000 teen pregnancies in Tanzania in 2017
 - 21% of girls between 15-19yrs have given birth (rising to 45% in some areas)
 - These rates are higher than 20 years ago and continue to rise
 - Child marriage is at 35% nationally (59% in Shinyanga)
 - 20% of Tanzanian girls experience female genital mutilation (81% in Manyara)
 - 28% of girls living under the poverty line are more vulnerable to risks and temptations from men who offer them support in exchange for favours



SOCIAL CONDITIONS IN TANZANIA

- **Social conditions are not conducive to female empowerment**
 - In 2018 the President of Tanzania banned pregnant girls from returning to school after giving birth
 - There are cultural and social norms that disadvantage women including:
 - Access to assets
 - Constraints on resources and services for women
 - Exclusion in the labour market
 - High levels of illiteracy (including financial and technological illiteracy)
 - Limited access to income and limited decision making over expenditures
 - Limited ownership and control of long-term assets
 - High fertility rates
 - Burdens on unpaid domestic work
 - Social norms determine the bargaining power in a household
 - Lack of autonomy constrains the well-being of women, their households and the communities in which they live



PROBLEM STATEMENT

- **Background and social conditions** contribute to school drop-outs, failure rates and loss of empowerment for girls
- There is **no clear national intervention or sustainable solution** for the number of school drop-out and exam failures
- There are **small scale interventions** conducted by local and national organisations advocating for girls' rights but the gap remains large
- Since girls are **not allowed back into school after giving birth** the only option for school completion is at private schools; these are **unaffordable** for poor families
- There are **vocational training centers** at district level but these remain **unaffordable** to poor families
- Sometimes girls from rural areas **get into secondary school** but **drop out and become house maids** in urban areas
- This group is similarly **exposed to human rights violations** including sexual, physical and financial abuse
- These girls face **continued lack of empowerment**, socially and economically, and will likely **produce a new generation of poor and vulnerable children**



CENTRAL FOCUS OF OUR INTERVENTIONS

The central focus of our interventions is borrowed from the *International Center for Research on Women - (ICRW) 2011: Definition of “Women’s Economic Empowerment”* –

- i. Women’s *ability to succeed and advance economically* through acquiring the right skills and resources to compete in markets and gaining equal access to economic opportunities;
- ii. Women’s *power to make and act on economic and socially related decisions* (including participation in leadership), which goes hand in hand with control of resources and benefit from profits at individual, household and community levels.



PROJECT LOCATIONS

- **Both rural and urban locations will be used**
- **We will begin in *Dar Es Salaam***
 - a major urban area - school dropouts are attracted to this city in the hope of earning money
- **We will thereafter expand in poorer rural areas like:**
 - Manyara
 - Shiyanga
 - Tanga
 - Arusha



INTERVENTIONS AND PROJECTS

IN THE “PLAN-B” PROGRAM



INTERVENTIONS AND PROJECTS

EDUCATIONAL INTERVENTIONS

- 1a. Back-to-School Grants
2. Curricula Development
3. 4. Vocational School



FUND-RAISING PROJECTS

- 1b. Crowdsourcing
4. Rotary Club Mobilization
5. Corporate Mobilization
6. Social Tourism Retreats

ENABLING PROJECTS

7. Web-site Enhancement
8. Karatu Site Renovation
9. Girls Hostel (*after 2019*)



EDUCATIONAL INTERVENTIONS
TO ENABLE CURATIVE & PREVENTIVE TRAINING



PROJECT CHARTER

Project Owner	Flora Myamba
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PROJECT NAME	1a.1b. - BACK-TO-SCHOOL GRANTS <i>(providing grants for completing school)</i>
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Project Manager	Sandra Christian or volunteer
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Opportunity & Background	Young girls who fall pregnant at schools are forbidden from returning to government schools to complete their studies. They are thus forced to go to private schools to complete their basic education. Since private schools are more expensive, there is a need to provide these girls with financial support. Also, girls who fail at school because of poverty, lack of food, distance to school can also be given a chance
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Team members	Marketing volunteer - Alan Holdship ? – FR Fund Raising - volunteers x 2 - foreign Grant enrolment & distribution volunteer (x 1) - TZ
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Objectives	This project aims to raise funds to provide grants, based on strict criteria, to these young women so that they can complete their formal education.
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Activities in Project	<ol style="list-style-type: none"> 1. Starting and monitoring crowd sourcing campaign 2. Recruiting eligible candidates for grants 3. Setting up a process for grant enrolment 4. Executing grant enrolments 5. Setting up a process for grant distribution 6. Executing grant distribution 7. Progress monitoring & reporting 8. Financial monitoring & reporting
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Deliverables	<ol style="list-style-type: none"> 1. List of criteria for receipt of grant 2. Funding-raising via crowd sourcing (amount:) 3. Grant enrolments in 2019 4. Grant distribution in 2019 5. Monitoring & reporting of young woman's progress 6. Monitoring & reporting of finances
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Measurable KPI's	<ol style="list-style-type: none"> 1. Funds to be raised in 2019: 2. Number of grant enrolments in 2019: 3. Number of grant distributions in 2019: 4. Number of drop-offs in 2019:
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PROJECT CHARTER

Project Owner	Flora Myamba
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Opportunity & Background	<p>Girls from Primary & Secondary school drop out because they fall pregnant. Sex education is needed to prevent this.</p> <p>There is also a need for vocational training for girls who fell pregnant and do not go back to school.</p> <p>Curricula development for both are necessary.</p>
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Objectives	<ol style="list-style-type: none"> To educate boys and girls in sex education To provide vocational training to girls who do not return to school.
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Deliverables	<ol style="list-style-type: none"> A Sex Education/Reproductive Health Programme for boys and girls A Vocational Training Program for different vocations: e.g. Domestic Worker, Cook, Baker, Seamstress, Jewelry maker, Small Business Owner, etc. Evaluation form for continuous learning
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PROJECT NAME	DEVELOP CURRICULA <i>(for Preventive & Curative Education)</i>
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Project Manager	Flora Myamba or volunteer
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Team members	<p>Sex Education/Reproductive Health Trainer - volunteer - TZ</p> <p>Vocational Trainers - 1 per vocation - volunteers – in TZ</p>
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Activities in Project	<ol style="list-style-type: none"> Create relevant curricula Run test training with pilot group Evaluate training Adjust training and relaunch Monitor & report on current situation in the region Monitor and report on nr of boys & girls trained
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Measurable KPI's	<ol style="list-style-type: none"> Number of training courses in 2019: Number of boys to be trained in sex education Number of girls to be trained in sex education Number of students for vocational training Passing grade :%
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PROJECT CHARTER

Project Owner	Flora Myamba
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Opportunity & Background	Young girls who drop out of school and do not return to school will have the opportunity to do vocational training at a school to be established via this project. The school will be run daily and provide training for eligible candidates.
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Objectives	The school location will be rented initially and a school schedule will be set up using volunteer teachers and trainers who will get a stipend. The girls have to complete various exams to finish off the training
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Deliverables	<ol style="list-style-type: none"> 1. Government required approvals 2. Location rental 3. Governance model for school 4. Training Roster & Material management 5. Recruitment of volunteers & trainers (workers) 6. Coordination of volunteers 7. Monitoring & evaluation of trainings
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PROJECT NAME	ESTABLISH A VOCATIONAL SCHOOL <i>(for Educating & Empowering)</i>
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Project Manager	Flora Myamba
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Team members	<p>Sandra Christian – volunteer - TZ</p> <p>Facilities manager – worker – in TZ</p> <p>Roster coordinator & registrar – worker – in TZ</p> <p>Trainers per vocation – volunteers – in TZ</p>
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Activities in Project	<ol style="list-style-type: none"> 1. Renting a suitable location 2. Ensuring that all facilities required are present and are maintained 3. Defining a governance model for the running of the school 4. Defining and managing the school roster and registrations 5. Recruiting & coordinating volunteers to teach the various subjects 6. Setting up an evaluation & continuous learning system
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Measurable KPI's	<ol style="list-style-type: none"> 1. Monitoring of pregnancy rates <ol style="list-style-type: none"> a. Last years pregnancies in specific area ----- b. This years pregnancies..... 2. Number of girls on trained (per vocation) ... 3. Number of girls self sufficient
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FUND-RAISING PROJECTS
TO ENSURE FINANCIAL SUSTAINABILITY



PROJECT CHARTER

Project Owner	Flora Myamba	PROJECT NAME	ROTARY MOBILIZATION FOR DONATIONS <i>(for Donations)</i>
Opportunity & Background	There is a great deal of material needed to run a Programme of this scope. A volunteer has come forward who has good connections with a Rotary Club in America and who will be mobilizing donations from them.	Project Manager	Sandra Christian or volunteer
Objectives	The project aims to mobilise the American Rotary Club (and others where possible) to supply the needs for running this program in Tanzania.	Team members	Alan Holdship – Rotary Contact – Volunteer – FR Governance & coordination of donations – volunteers – TZ
Deliverables	<ol style="list-style-type: none"> 1. An inventory of materials and items required 2. Contact and mobilization of the Rotary Club 3. Governance model for coordination of materials that are donated 4. Maintenance of & reporting on materials and usage to management and the Rotary club(s) 	Activities in Project	<ol style="list-style-type: none"> 1. Create an inventory of needs 2. Mobilise Rotary Club(s) 3. Coordinate donation receipts and usage 4. Communication & reporting of donations received 5. Keeping an inventory of donations received
		Measurable KPI's	<ol style="list-style-type: none"> 1. List of needs 2. List of donations received 3. Continuous evaluation and adjustment



PROJECT CHARTER

Project Owner	Flora Myamba
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Opportunity & Background	A number of large companies have a CSR (Corporate Social Responsibility) budget that could be used for good causes like our one.
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Objectives	The project aims to mobilize these companies and appeal to them for sponsoring and assistance so that the major interventions can be funded.
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Deliverables	<ol style="list-style-type: none"> 1. Determine which companies to approach 2. Contact and mobilization of the companies 3. Reporting on all donations received to management and the sponsoring companies.
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PROJECT NAME	CORPORATE MOBILIZATION <i>(for Donations)</i>
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Project Manager	Sandra Christian or volunteer
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Team members	<p>Alan Holdship – Marketing Specialist – Volunteer – FR</p> <p>Fund Raising – volunteers - Abroad</p> <p>Governance & coordination of donations – volunteers – TZ</p>
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Activities in Project	<ol style="list-style-type: none"> 1. Create an list of companies to be approached 2. Mobilize the companies 3. Monitor and administer donation receipts and usage 4. Communication & reporting of donations received
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Measurable KPI's	<ol style="list-style-type: none"> 1. List of companies 2. Amount required: 3. List of donations received 4. Continuous evaluation and adjustment
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PROJECT CHARTER

Project Owner	Flora Myamba	PROJECT NAME	SOCIAL TOURISM – RETREATS <i>(for Fund-Raising & Sustainability)</i>
Opportunity & Background	A business model is required to keep the Programme funded and to become self-sustaining. We have chosen to use Social Tourism in this area as Tanzania is a beautiful country and is a destination desired by tourists.	Project Manager	Flora Myamba & Sandra Christian
Objectives	The aim of this project is to create a holiday package consisting of a Life Skills Retreat, combined with a Safari and a visit to Zanzibar. This package will be sold to foreign tourists and the proceeds will be used for Educational Interventions and the running of the Programme.	Team members	Suppliers of holiday services – in TZ Volunteers as hosts & facilities – in TZ Volunteers as guides – in TZ
Deliverables	<ol style="list-style-type: none"> 1. A Life Skills Programme 2. A Holiday Package including a safari & trip to Zanzibar 3. Marketing and selling the holidays on-line 4. A financial model to be used moving forward 5. Execution of the retreats beginning with a Pilot 	Activities in Project	<ol style="list-style-type: none"> 1. Set up a Life Skills Retreat 2. Define a Holiday Package 3. Set up a marketing campaign 4. Sell Package online 5. Monitor sales incl. income and expenditure 6. Run the retreats
		Measurable KPI's	<ol style="list-style-type: none"> 1. Nr. Of attendees per retreat: 12 min 2. Nr. Of retreats per year (3 in 2019 and 4 to 6 in 2020) 3. Income for running the Programme: 4. Income for use in educational interventions:



ENABLING PROJECTS

TO ENABLE EDUCATIONAL INTERVENTIONS AND FUND-RAISING PROJECTS



PROJECT CHARTER

Project Owner	Flora Myamba	PROJECT NAME	WEB-SITE ENHANCEMENT <i>(for Marketing & Sales)</i>
Opportunity & Background	WSP currently has a website on www.wsp.org.tz . With the initiation of this Programme, the website needs to be enhanced .		Project Manager
Objectives	<ol style="list-style-type: none"> 1. The enhanced Internet web-site should all information required to run, market and sell as per the objectives 2. An intranet site is needed for Programme and Project use so facilitate collaboration between team members and to monitor progress. 		Team members
Deliverables	<ol style="list-style-type: none"> 1. Enhanced Internet site including: <ol style="list-style-type: none"> a. Include Programme information, b. Volunteer registrations c. sponsorship & donation pages d. Reporting & analytics and an e. On-line web-shop facility to sell products 2. New Intranet site <ol style="list-style-type: none"> a. Collaboration features b. Reporting features 3. Maintenance schedules (Internet & Intranet) 4. Evaluation Update Schedules (Internet & Intranet) 		Activities in Project
Measurable KPI's	Number of users: Locations where used: Other analytics:		

Web Developer - Volunteer – NL
 Web Maintenance – Volunteer – abroad or in TZ

1. Internet site:
 - a. Update existing website
 - b. Develop new pages
 - c. Create e-commerce functionality
 2. Intranet site:
 - a. Find suitable software
 - b. Configure software
 - c. Launch site
1. Maintenance of both sites
 2. Evaluation of analytics
 3. Reporting on usage and issues



PROJECT CHARTER

Project Owner	Flora Myamba	PROJECT NAME	KARATU SITE RENOVATION <i>(for Fund-Raising & Sustainability)</i>	
Opportunity & Background	WSP currently owns a site in Karatu that has been set up to function as a hostel. This hostel has to be upgraded and renovated to enable the running of the Social Tourism Retreats.		Project Manager	Flora Myamba or Volunteer
Objectives	The project aim is to upgrade and renovate the site in Karatu (name?) so that it can facilitate high-end tourists in a rural environment, maintaining the local cultural and traditional elements.		Team members	Sandra Christian – TZ Rogath Myamba – TZ Other volunteers – as per deliverables – in TZ
Deliverables	<ol style="list-style-type: none"> 1. Site renovation (construction & engineering?) 2. Site furnishing & decoration 3. Site cleaning 4. Gardening 5. Maintenance 6. Facilities Management 7. Governance model 		Activities in Project	<ol style="list-style-type: none"> 1. Renovate current site 2. Buy and/or get donations for site decoration 3. Furnish and decorate site 4. Clean the site 5. Do all gardening 6. Maintain the site 7. Manage all facilities
			Measurable KPI's	<ol style="list-style-type: none"> 1. Number of guest rooms: 2. Kitchen coping with number of guests : 3. Dining Room seating number of guest : 4. Site completion date: 1 July 2019 5. First Retreat (Pilot): 15 July 2019



PROJECT CHARTER

Project Owner	Flora Myamba
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Opportunity & Background	Since most girls in the city will be from Rural areas there is a need for accommodation in the city. The idea is to rent one or more houses which will function as hostels for the girls returning to school or attending vocational school.
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Objectives	The aim of the project is to provide hostel facilities (safe haven) for girls who need accommodation in the city.
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Deliverables	<ol style="list-style-type: none"> 1. House/s to be used as hostel 2. House furnishing 3. Basic needs for house 4. Governance model for running house as a hostel 5. Hostel Maintenance Schedule 6. Requirements for girls to qualify for hostel usage 7. Enrolment procedure for hostel 8. Evaluation & upgrade schedule
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PROJECT NAME	ESTABLISH A GIRLS HOSTEL <i>(as a 'Safe Haven' for girls attending school)</i>
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Project Manager	Volunteer - TZ
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Team members	Real Estate coordinator – Volunteer Administrator – Volunteer Stewards – Volunteers
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Activities in Project	<ol style="list-style-type: none"> 1. Rent House/s to be used as hostel 2. Acquire house furnishing (donations or purchase) 3. Acquire basic needs for house (donations or purchase) 4. Create a governance model for running the house as a hostel 5. Create a Hostel Maintenance Schedule 6. Define requirements for girls to qualify for hostel usage 7. Define enrolment procedure for hostel 8. Evaluation & upgrade schedule
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Measurable KPI's	Number of girls per hostel: Number of stewards: Number of hostels per year:
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TO BE IMPLEMENTED AFTER 2019



Women and Social Protection
Tanzania

THANK YOU !