

January - March 2022

NEWSLETTER





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YOUTH EMPOWERMENT

This quarter, we saw the culmination of the Youth Economic Empowerment Program (YEE), sponsored by Randstad, in partnership with SIDO (Small Industry Development Organization). The program enhanced youth employability through delivery of trainings around empowerment, asset and capacity building.

The team started by conducting a Social Inclusion and Gender and vulnerability analysis. The analysis served to identify barriers that hinder marginalized women, youth and PWDs from actively participating and accessing green opportunities around the extractive industry.



Working closely with VSO and Randstad volunteers, 250 marginalized youth (including young mothers and those living with disabilities) were identified and among them, 35 were chosen by their local leaders to be enrolled in the program. Trainings around empowerment, business and entrepreneurship and capacity building were facilitated by CLARITY and held by SIDO to ensure the primary actors gain the necessary skills to exercise their economic rights.



On February 24th, we held a **"Hand Over"** Ceremony where the youth participants received start-up equipment to enable them to put their training into practice, generate their own, decent jobs and eventually employ others.

The volunteers worked together to identify linkages to the public and private sector. We continue to support the participants through follow up and mentorship on business set up and management, marketing, financial literacy and networking opportunities where they learn to tap into their community to make their business a success.



HER STORY



Meet Amina Nyamhanga Kiseru: 28 yrs old, living with her family in Nyarugusu, Geita region. Amina established a small enterprise in 2019 focused on handicrafts and Mpesa (Mobile Pesa). After undergoing various entrepreneurship trainings through the CLARITY project, she added spices and food processing to her business in October 2021. 50% of Amina's income is used to sustain her business and the remaining part supports her family and 3 people with needs (1 older woman and 2 orphans). Despite the small circulation of her business, she has employed a salesperson who helps with marketing and supplying products in Mwanza region.

Amina was one of 35 participants chosen by her local government to take part in The Youth Economic Empowerment programme implemented by VSO in partnership with SIDO (Small Industry Development Organization) under the CLARITY project. The participants attended several business and entrepreneurship trainings (focused on business management, marketing, and finance, specifically on record keeping and cash flow management) from which they gained knowledge to operate their businesses.

Motivated by the entrepreneurship teacher she met during one of the project activities in Geita, Amina's participation in the program offered the opportunity to network with local people in the industry and learn more about the business. In starting her spice and food processing business, she faced challenges. First, establishing a customer base was difficult due to the quality of the packaging and the product standard. Some people compared her packaging to one used by a local medicine, so she needed to differentiate her product as unique. The product standard also suffered a bit as she lacked efficient machines for the food processing. At times, she needed to grind the spices at milling stations that are used for different products and her spices would be mixed with some flour particles. Earning trust from her customers was difficult.

Following the practical training, Amina received start up equipment which has allowed for increased production and sales; she is now able to produce 200 - 250 units and earn TSH 100,000/= to TSH 150,000/= per month (as compared to 30 - 50 units, earning TSH 20,000/= to TSH 30,000/= per month prior). Her products are being viewed as essential and competition in the market is high. She is currently using very modern packaging, and can even complete production within 2 weeks. She has received an increased number of orders from individuals and various wholesale & retail shops which generates more income and will help sustain her business.

Amina is proud that the demand for her products is steadily increasing and she can sell more due to the high demand in the community. With the support and knowledge she has received from SIDO Geita, her community can expect high quality, natural products as she uses 100% natural seeds for the spices and other food products.

Furthermore, VSO and SIDO's intervention supported Amina to formalize her business by registering with the regional government and Brela. This has allowed her to gain recognition in her community and with the government which gives her more credibility. She hopes to acquire a Barcode which will help supply her products to different supermarkets. Amina looks forward to her business growing, increasing her sales and production, and providing employment opportunities to her fellow youth.

It is important to Amina to support her peers as she reflected on the challenges the youth in Geita are facing, "They discourage one another and at times lack commitment. They easily give up on their business or life as whole and instead of being tolerant, realistic, and persistent, monetary gain is expected to happen quickly. They lack the right information regarding opportunities available to them: what kind of business to establish, how and which modality will help them reach success. Laziness is also an issue! Instead of grabbing knowledge, skills, and different opportunities, their mind-set tells them they will not be able to achieve their goals. Other youth lack support from their family/parents which causes them to abandon their dreams and potential ideas, as they feel they will not succeed."

"I thank VSO and SIDO for their support and request they continue to focus their efforts on marginalized groups to support small businesses. There is still a high need of awareness around Gender Based Violence and people need to change their mind-sets on other negative practices that hinder women, youth and People with disabilities from taking part in different social-economic practices in the mining industry. More entrepreneurship trainings are required (i.e., packaging, marketing, and mentorship) to ensure we grow to a level where other youth can benefit from our knowledge and expertise, in turn generating more employment. The support that we have been given will last forever. I have seen my peers who lacked direction come to see the light in their life as they now have ways of earning a living, giving them hope for their future."

Gender Desk

**Launched by Geita RC,
Hon. Rosemary Senyamule
During IWD 08 March 2022**

CLARITY
PROJECT

Geita celebrated International Women's Day in a big way and the CLARITY team was proud to take part in the festivities! We marched alongside TWCC in a parade through the city center and joined the community in standing up for Women's Rights. The march concluded in Kalangalala where many organizations welcomed Guest of Honor, Geita Regional Commissioner, Hon. Rosemary Senyamule



Community leaders and Government Officials took the podium to assert their support of uplifting Women. Many groups performed dances, there were games and contests and the community came together to recognize and celebrate equality.





The CLARITY team won the attention of audience at Kalangalala grounds during spotlight where they launching of Project' Gender Desk by Hon. Rosemary Senyamule (Geita's Regional Commissioner).

The gender desk will be coordinated by TWCC and will enable vulnerable women, youth and people with disability(s) to report cases of gender based violence.

The desk will be a safe space for the marginalized community. The project team is looking forward to channeling gender violence cases to the relevant judicial and non-judicial authorities for determination of justice.



Nicho took part in the fun...and won!

#breakthebias



(From left to right: Hellena, Caroline, Mickela and Rajabu)

Ready in our kitenge fashion made by our SME, Deborah... beautiful unity!

INTERACTIVE THEATRE

CLARITY's Interactive Theater group visited Mgusu, a gold rich suburb of Geita town, to conduct intensive research for their community performance.



Their findings enabled the team to tailor their message more precisely and reflective to the reality of the community.

FIELD RESEARCH



Sagari Mganga and Kevin Owamagero speaking with members of the community in Mgusu, Geita Town Council as pre-preparation for the community performance.

"Research helps us to identify and be ware of different challenges facing targeted communities before hand, it creates a room for us to be more realistic and creative in addressing those issues."
- Sagari & Kevin, Community Volunteers -

REHEARSAL DAYS

practice to prepare



Interactive theater meets 3 times a week for rehearsal. The group is led by our dedicated Phyneous Masimango.

"I feel so proud and happy with the way we are raising awareness to the community by using our talents. The CLARITY project came to address many issues we wished to raise our voices on"
Judith Damas, Community Volunteer

The group stressed the importance of making positive choices as young people to support their family and remind them of their rights. Following the performance, legal aid was available via the Gender Desk supported by TWCC and the Community Based Organization. 6 women were inspired to report cases of injustice.



Attended by around 400+ people, their performance succeeded in creating awareness around child labor practices, gender based violence and the misuse of power.

Welcome to Mara



YOUTH PLATFORMS

Youth platforms are a big inspiration to the young people in Mara. In realizing that, we have extended our recruitment to reach 500 youth in three districts namely; Tarime DC, Butiama, and Bunda.

It was really exciting to see many youth showing up to join the gigantic network of the youth platforms; 300 youth (53.2% Female) were recruited in Tarime, 100 (58% Female) were recruited in Bunda, and 100 (48.9% Males) in Butiama.

HSE TRAININGS

CLARITY Team conducted Health Safety and Environment (HSE) Basic Training to 10 Small and Medium Enterprises (SMEs) in Geita and 7 in Mara, where HSE is a crucial part of their activities. The training aimed to develop a positive health & safety culture and support SME's to have legal duty to protect their health. The training was conducted by the business team in collaboration with Occupational Safety and Health Authority (OSHA) and Small Industry Development Organisation (SIDO).



MEDIA ENGAGEMENT

CLARITY team met with media houses to promote visibility of the project in Mara region. The meeting was part of radio drama sessions preparation for the interactive theatre that will start to be aired in Quarter II of the project (April - July 2022).





CLARITY team participated in fact finding on the reported pollution of River Mara. LEAT met and interviewed journalists, local government leaders and few selected community representatives, most of whom are the victims of the pollution. LEAT worked with LHRC to collect information in villages close to River Mara (particularly in Rorya, Butiama and Tarime) and intend to use the information for strategic intervention. Their visit served to observe the extent of damages caused by the pollution to neighboring communities, to enhance public participation in sustainable environmental management, and to verify field information with information reported by the media and/or government authorities.



LEAT and LHRC officers with villagers at Bisarwi Village, Manga Ward, Tarime District Council during fact finding activity.

Dar Es Salaam

The 4th International Mining and Minerals Investment Conference, has turned out to be a crucial moment to all actors in the mining sector. With it, we have networked, exchanged experience, learned and developed commitments to do beyond what we had previously imagined.

The Conference offers Africa an opportunity to reflect regional interventions in realizing the Africa Mining Vision (AMV) that was adopted in 2009.



"Honored to host Tanzania's, Burundi's and South Sudan's Ministers of Minerals at the Fourth International Mining and Minerals Investment Conference, at JKNICC, Dar Es Salaam, Tanzania".

Clay Mwalfwani - LEAT Project Coordinator



Scholastica Dotto, Women SME



"I thank the CLARITY team for their generous support to me; with the kindest support of the CLARITY project I am now confident with my business and I am looking forward to soar higher. I really encourage the CLARITY team to continue supporting women in business and those who are willing to engage in business but lack capital or direction on how and where to start."

Walta Carlos, Lawyer - WPC (CSO)

"I, Walta Carlos, a lawyer working with Women Promotion Center (WPC), am very passionate and eager to support the CLARITY project in raising awareness on Gender Based Violence (GBV) in Geita. Being a lawyer with much interest in gender equality, I truly appreciate the CLARITY project for engaging local CSOs in addressing local challenges like Gender Based Violence (GBV)."



Rehema Saliboko, Youth SME



"Before the CLARITY Project, I felt that I had nothing to contribute to my community. The CLARITY project has surely made a difference in me and my community as am now considered in nearly every opportunity. For instance, I was recently one of the beneficiaries of the trainings offered by SIDO and working tools offered by VSO. I would confidently say that the CLARITY project has made me a self employed youth who generate her own income for her own future."

Mussa B. Ngozi, Gender Desk Champion

"I was never trained on Gender Based Violence (GBV), I honestly had little knowledge about it. I sincerely thank the CLARITY project for this training as it made me a gender desk champion and I commit myself to disseminate this knowledge to my community. I believe that with joint efforts we can fight and eradicate gender based violence practices."



Major. Hidayah Mrisho, Police, Gender Desk Geita



"I am happy for the CLARITY project's Gender Desk in Geita. The desk is a complimentary intervention to police gender desk that for some reasons could not reach everyone. I believe that our joint efforts can reach many marginalized communities and rise gender equality awareness to many."

Mwarabu Adam, NYEN & Community Volunteer

"I am grateful for the supports of VSO Tanzania and the CLARITY project. VSO took a chance and nurtured a dream on the inexperienced me. With their immeasurable support I won the VSO International Volunteer Award and I recently registered a Community Based Organization (CBO) that works on right to education, environmental conservation and Gender equality."



Silas Dillu, Lawyer - HIMIZA Social Justice



"The CLARITY team has trained me on basic rights that host communities are entitled to. The trainings cemented my understanding and confidence in legal and policy issues around the mining sector. My improved understanding can be substantiated by my recent interventions for I managed to provide legal education to more than 800 and legal aid to more than 500 person."

Bakari Kitoboli, Business Development Officer - SIDO

"Through Youth Economic Empowerment (YEE) program, now we are expecting the increase of small industries that will also add values to the growth of our national economy. Trainings provided by SIDO and VSO have enhanced employability to 35 youth who benefited with the program in Geita region. We are calling upon the CLARITY project to support and empower more marginalised youth"



Milemo Mgahachi, Youth SME



"I was regularly visiting government offices to ask for available opportunities. Luckily, I was informed about the CLARITY project and its engagement with the youth. Irrespective of my academic background, the project took a chance in me. I was trained and offered with working tools. I now earn my daily income and I am the agent of change and an image of hope to the youth that it can be done"

Fausta Ntara, TWCC Mwanza

"TWCC has a very long history of working with VSO. Our partnership has been effective ever since. Previous projects like TLED offers us best lessons in implementing the CLARITY and YEE projects. We have high hopes that our cooperation will keep on deepening and have meaningful impacts to the community we serve."



Melina Kyobya, Community Development Officer



"I am very happy with the way the CLARITY project engages the government in their daily project intervention. Their engagements are undeniably meaningful in realizing project goals. For, instance, the close work of the project team and the government has impacted the youth immensely; most youth in Geita are now aware of their roles and responsibilities to their communities and the national at large."

Elikana Haruni, Regional Development Officer

"Youth in Geita need tangible support to enhance employability and entrepreneurship. What VSO has done to 35 youth, through Youth Economic Empowerment program, is exemplary and worth of imitation to all actors in community development."





THE DREAM TEAM



ABOUT REFLECTION MEETING

Every year, the VSO Tanzania team meets to reflect on the challenges they faced, celebrate their successes and build a stronger, more efficient team. 2022 brought them to Mwanza where they had a full day of energizing meetings and heard from CLARITY, EYEE & DAR teams.

PROJECT EVALUATION

Evaluation is a process that critically examines a program. A team of 3 staffs from VSO Global, conducted CLARITY project evaluation in Geita TC and DC, that was supported by the project team. The evaluation involved Focus Group Discussions (FGD) and Key Informative Interviews (KII). The whole process involved collecting and analyzing information about a program's activities, characteristics, impacts and outcomes. Its purpose was to make judgments about a program, to improve its effectiveness and sustainability.

TEAM BUILDING ACTIVITIES

The team enjoyed a day of activities at the beautiful Wag Hill Resort where they hiked, rode horses, played games and had a relaxing lunch on the lake.

"Our team believes in mutual respect and team work. We work together and we treat each one of us equally. We normally sit and plan our works together; that approach has built a oneness spirit in us and made our interventions easier to implement."
Rajabu Athumani - TWCC Project Coordinator.



Evaluation took place from 22nd March 2022 to 30th March 2022 in Geita TC and DC.
(Mtakuja, Mgusu, Nyarugusu, Nyakabare.)

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Picture credit, geitamine.com

"Geita ya Dhahabu, Utajiri na Heshima"

APPRECIATION

Geita Regional Commissioner Hon. Rosemary Senyamule,
Government Officials, SIDO and all of our Stakeholders, Companies,
Community Leaders, CSOs, Paralegals, GBV Champions, Media,
All of our Primary Actors, Master Crafts, Volunteers and CLARITY team.

| Websites |

<https://eeas.europa.eu/delegations/tanzania>

www.vsointernational.org | www.lead.or.tz

www.sido.go.tz | www.twcc-tz.org

