

ANNEX VI

INTERIM NARRATIVE REPORT

- This report must be completed and signed by the Contact person of the Coordinator.
- The information provided below must correspond to the financial information that appears in the financial report.
- Please complete the report using a typewriter or computer.
- Please expand the paragraphs as necessary.
- **Please refer to the Special Conditions of your grant contract and send one copy of the report to each address mentioned.**
- The Contracting Authority will reject any incomplete or badly completed reports.
- The answer to all questions must cover the reporting period as specified in point 1.6.

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List of acronyms used in the report

AICS	Italian Agency for International Cooperation
CDO	Community Development Officer
DED	District Executive Director
NTRI-EENT	Northern Tanzania Rangelands Initiative - Endangered Ecosystems of Northern Tanzania
GIS	Geographic Information System
IO	Istituto Oikos
MBO	Member Based Organization
M&E	Monitoring and Evaluation
MIS	Management Information System
ML	Marketplace Literacy
MLCT	Marketplace Literacy Community Trust
MPF	Maasai Pastoralist Foundation
MVIWATA	Mtandao wa Vikundi vya Wakulima Tanzania (Network of Farmers Groups)
MWEDO	Maasai Women Development Organization
OEA	Oikos East Africa
PM	Project Manager
PWC	Pastoral Women's Council
ROM	Result Oriented Monitoring
SPM	Start Plan and Manage (a business)
ToT	Training of Trainers
Tsh	Tanzanian Shelling
TPCF	Tanzania Pastoralist Community Forum
TWG	Traditional Women Group
USAID	United States Agency for International Development
VEO	Village Executive Officer
VICOPA	Village Community Bank
WEO	Ward Executive Officer

1. Description

- 1.1. Name of Coordinator of the grant contract: Oikos East Africa
- 1.2. Name and title of the Contact person: Kupaza Ramadhani
- 1.3. Name of Beneficiary(ies) and affiliated entity(ies) in the Action: Maasai Pastoralist Foundation (MPF), TRIAS, Marketplace Literacy Communities Trust, and Istituto Oikos (affiliated entity)
- 1.4. Title of the Action: Investing in Maasai women for improving rural community well-being
- 1.5. Contract number: DCI-HUM/2014/341-127
- 1.6. Start date and end date of the reporting period: 01.04.2017 – 31.03.2018
- 1.7. Target country(ies) or region(s): Tanzania/ Arusha Region (Arusha, Monduli and Longido Districts)
- 1.8. Final beneficiaries &/or target groups¹ (if different) (including numbers of women and men):
Unskilled, poorly educated, underemployed Maasai women:
 - 5,000 women trained in Consumer and Marketplace Literacy (through 65 trainers)
 - 350 women (selected among the 5,000 trained in Marketplace Literacy) trained in process and market of livestock related products and English
 - 3 Member Based Organizations
 - 31 Traditional Women Groups (TWGs)
 - Village Community Banks (VICOBA)
 - 8 Wards administrative office representatives
- 1.9. Country(ies) in which the activities take place (if different from 1.7): N/A

¹ “Target groups” are the groups/entities who will be directly positively affected by the project at the Project Purpose level, and “final beneficiaries” are those who will benefit from the project in the long term at the level of the society or sector at large.

2. Assessment of implementation of Action activities

2.1. Executive summary of the Action

In year 3 the project invested numerous resources and considerable efforts in connecting the different components of the project: Marketplace Literacy, Vicoba, vocational trainings' groups, English course and information points.

The intervention could proceed with the Marketplace Literacy Training sessions, delivering the training to approximately 3,000 Vicoba members. A new incentive system for ToTs has been introduced. Follow up – monitoring missions were continuous and data entry is ongoing. Among the identified 10,517 potential beneficiaries, 7,242 have attended at least one training session and 4,686 have finalized the training sessions (93.7% of the target). A total of 27,321 sessions has been delivered.

During the year, the project proceeded also with vocational groups' trainings, on leather, honey and dried meat production.

Leather: 50 beneficiaries (2 groups, 78% women) have been selected and trained on leather tanning and manufacturing, for a total of 84 days of training, plus weekly follow up missions in the two villages. Two leather processing laboratories have been set up to increase the sustainability of the action. In Kitumbeine village, a MoU was signed with other stakeholders.

Honey: six villages have been targeted, with a total of 150 beneficiaries involved, 120 women. The training is composed by 4 modules. Three villages (75 beneficiaries, 80% women) have finalized; in the village of Alaililai, the beekeeping group was successful in harvesting a total of 8.5 kg of honey.

Dried meat: After the amendment was presented and approved by EU in October 2017, the dried meat activity has been modified to become a pilot. The training took place in March 2018 in Engutukoit village (Arusha District), involving 25 women from 6 boma and providing 6 meat driers.

The project also targeted the existing vocational training groups for the Basic English course. The total number of beneficiaries reached is 122 (80% women). The course design is based on both a participatory approach and a total physical response (TPR) approach.

In December 2017, four active Marketplace Literacy Trainers were involved in the exchange visit in India, exposing themselves to a different culture and exchanging expertise. The overall responses have been very positive and the impact very encouraging. During the trip in India, the PM and senior specialist participated to an international workshop in New Delhi, giving visibility to the project and its results.

During the year, Trias proceeded with its activities on micro-finance. There are now 121 active VICOBAs supported by the project (3,287 members, 93% women). All the VICOPA members have access to the savings and credit services of the group. Additionally, all the VICOBAs have a social fund to which the members contribute weekly and which serves as an insurance. The business trainings are ongoing. After the pilot sessions, 13 groups have been trained in the SPM module for a total of 248 participants (80% women). 36 VICOBAs were linked to 3 MBOs, which are strengthened by Trias with the SPIDER tool. Furthermore, 28 VICOBAs were registered at District level with support of the project. Lastly, 6 VICOBAs received a business grant of 1,500,000 Tsh each, detailing a business plan to start an income-generating activity.

Up to the end of Year 3, four different information points have started the activity: a MoU has been signed with local authorities, renovation works have started and an advisor in each point has been selected.

The local Partner MPF proceeded with the Human Rights Training activity. Some key measures have been taken to improve the effectiveness of this sensitive activity, also considering the recommendation of the EU delegate and the results of the ROM mission (more monitoring, a MoU signed with TPCF, improved manuals, stakeholders meetings, refresher courses to ToT).

The communication plan was realized, with the radio and live performances. The radio broadcasting has been implemented at community level and at national level, advocating on women's rights and gender equality issues.

These programs were broadcasted repeating the programs 96 times in total.

Street-theatre and dance live performances were realized with a total of 24 performances, involving approx. 10,000 community members in the audience (around 55-60% women).

Three workshops were arranged during the year, involving the main stakeholders, to share results, network and improve the coordination.

Some synergies have been developed for the implementation of the vocational training on leather processing, with Ecoboma project, EU funded project implemented by Istituto Oikos, with Terra project (funded by AICS Italy), with World Vision Tanzania, Trias and PWC. Other synergies have been developed for the implementation of the dried meat activity with NTRI-EENT project, funded by USAID.

PM has identified, together with project Partners and District Focal Persons, some exit strategies to be implemented, with the aim to increase the sustainability of each action after the project phases out (see paragraph 4 of this report).

The project received a ROM mission in October 2017, with positive results. All the recommendations have been carefully reflected and various actions have been taken to improve the efficiency of the intervention.

An amendment of activities was communicated in October 2017 and approved.

Indicators:

Monitoring & Evaluation

M&E has been updated according to the amendment of activities of October 2017.

M&E has also been granted by a constant exercise at different levels to ensure best quality check and aggregation of information gathered. In this exercise, support from in-house M&E Expert has contributed to improve the quality of the M&E process toward the homogenization and standardization of internal procedures and tools. In this respect, both data collection and data management tools have been constantly upgraded and simplified to minimize potential mistakes and optimize the entire M&E process.

For all project activities, as recommended by the ROM, M&E has been organized, with dedicated and customized data collection tools and a summary data management tool (in Excel) to store and query the information gathered in accordance to the Log frame indicators and beyond.

Furthermore, GPS information is being collected to locate the main features facilitated by the project (e.g. honey points and Information Points) or existing ones (e.g. village offices). The scope is then to display this information in a map through GIS tools.

Finally, information has been always assessed and reported through monthly and annual reports, ROMs and technical reports.

Annexes:

See Annex 1 - Updated M&E Plan – March 2018

Overall project objective indicator:

This indicator will be calculated at the end of the project.

Description of the overall project objective indicators	Total expected (end of project)	Status on target end of project (%)
<u>OO - Indicator 1</u> Proportion of population living in target rural Maasai communities that improves its livelihoods	30,000	0

Specific project objective indicators:

The indicator SO.1 is calculated combining the women engaged in new economic activities as result of different project actions:

- Marketplace Literacy (Target 20% of total trainees = 1,000)
- Leather and honey production (Target 40% of total trainees = 130).

Description of the specific project objective indicators	Total expected (end of project)	Total realized (end of Y3)	Status on target end of project (%)
<u>SO - Indicator 1:</u> Nr. of women engaged in newly established economic activities	1,130	160 (see*)	11.5%
<u>SO - Indicator 2:</u> Nr. of women able to network with existing socio-economic service	Target 1: networking, 70 Vicoba groups, 2,000 members	1,183	118.3%
	Target 2: membership 10%: 200	0	0
<u>SO - Indicator 3:</u> Nr. of women who participate actively to local government meetings /decision making processes	Positive increase (from baseline)	0	0

* The target value 160 realized in year 3 refers only to the women trainees involved in the leather and honey production (Marketplace Literacy is not included).

2.2. Results and Activities

R1 – Developed skills to improve employability and income-generation activities among rural women

“The empowerment cycle”

The project is promoting a holistic concept of connection of its different components. This connection allows an empowerment cycle among the beneficiaries, which will bring a tangible significant benefit for the whole family/community.

Whenever a woman

- ...gets knowledge on the purchasing/selling process (through MPL trainings)
- ...gets technical skills (through leather processing and honey production trainings)
- ...is financially empowered (through Vicoba)
- ...gets specific business know how (through SPM/BDS cycle trainings)
- ...feels self-confident and aware of his/her rights, in a condition of gender equality and in respect of the basic human rights (through Human Rights trainings)

...the empowerment cycle is accomplished and the benefits are tangible.

Marketplace Literacy:

The main activities implemented under A1.3 on Marketplace Literacy Training sessions in Year 3 were related to:

- Follow up – monitoring: various sessions took place to strengthen the trainers' knowledge and confidence.
- A new system of incentives and motivation for Trainers and trainees: Project Team has improved the learning experience with some incentives for ToTs and motivation for the trainees. This new system reduced the drop out % dramatically.
- The connection with other components of the project (Vicoba groups and vocational groups): the Project Team combined mostly MPL with Vicoba and the vocational training groups. Around 3,000 beneficiaries have benefited of at least two components of the project.
- The arrangement of the final celebrations with beneficiaries who had finalized the training sessions: they were conducted with the Trainees who have attended at least 4 training sessions.
- Data entry: one project staff member (or external collaborator for data entry) has been in charge of constantly update the database throughout the year. The total number of Marketplace Literacy Training beneficiaries is now 4,686.

Leather:

In year 3 the project proceeded with the selection of beneficiaries, conducted the technical trainings on natural tanning in 2 villages and set two leather processing laboratories with a continuous follow up on the trained groups.

In Baraka village (Monduli), a total of 42 days of training (both leather tanning and manufacturing) took place, plus weekly follow ups, involving 20 women and 5 men. A laboratory has been set, to increase the sustainability of the action.

In Kitumbeine village (Longido), a MoU was signed with World Vision, PWC, TRIAS and local authorities, to put efforts and resources together towards the establishment of a fully-furnished laboratory. With this group, likewise, a total of 42 days of training (both leather tanning and manufacturing) took place, plus weekly follow ups, involving 18 women and 7 men.

A mission of international experts (funded by TERRA-AICS) has joined Oikos East Africa in June-July 2017, to discuss the potential of small scale business enterprises on leather processing and possible collaborations in the international context.

Honey:

In year 3, the assessment activities started during the previous year have been completed and a total of six villages have been selected to conduct the training.

With the support of an international and a local consultants, PM has prepared the training design, divided in 4 Modules (Bees biology and installation of the apiary, management, harvesting and packaging). Modules 1, 2, 3, 4 have been completed in the first three villages (with 60 women and 15 men), while Modules 1 and 2 have been completed in other three villages (involving 60 women and 14 men).

In the village of Alaililai, the beekeeping group was successful in harvesting a total of 8.5 kg of honey at the end of March 2018. This will partly be used for household consumption and partly will be sold to the local markets.

Dried meat:

After the amendment was presented and approved by EU in October 2017, the dried meat activity has been substantially modified, keeping the activity just as a pilot, involving 25 beneficiaries (all women).

The project has found synergies and optimizations with NTRI-EENT – USAID project, implemented by Istituto Oikos in partnership with The Nature Conservancy.

The training took place in March 2018 in Engutukoit village (Arusha District), involving 25 women from 6 boma, providing 6 meat driers.

The training was both theoretical and practical, on food processing, regulations and procedures for meat drying, meat handling and hygiene practice, meat cutting and meat hanging, the drying process.

English course:

In Year 3 the project concentrated in delivering the first level of Basic English course, targeting all the active vocational training groups.

The total number of beneficiaries reached is 122 (80% women).

Project Team has now started to plan the design of the 20-hours more intense course for 20 beneficiaries.

Exchange visit – India:

The exchange visit was held between the 28th December 2017 and the 4th January 2018 in urban and rural Chennai.

Four active Marketplace Literacy Trainers were involved, plus four facilitators from the Project Team (out of 8 participants, 7 were women).

During the exchange visit in India, the project team joint five field visits in the rural areas around Chennai, met local Marketplace Literacy trainers and beneficiaries and conducted interviews with them, exposing to a different culture and exchanging.

Some debriefing missions took place after the trip, to share the experience they got from India, their perceptions and the reaction of families and communities. The overall responses have been very positive and the impact very encouraging.

Indicators:**Indicator R1.1: Nr of women with increased entrepreneurial and consumer literacy knowledge.**

Concerning the MPL training, which represents the bulk of data collected, data collection is made through dedicated attendance sheets to be filled in and signed by the trainees during each session. Subsequently, data is entered and organized in a Masterfile per name of participant by the project's staff and an external collaborator. This Masterfile has been reviewed, screened and cleaned by Oikos M&E Expert in a simplified version to be quickly used for querying and rapid statistics. Further data cleaning is needed after the latest data entered to have a final version.

In this way, the information gathered has fallen under a threefold quality control: firstly by the trainer and field-based staff during the attendance sheet compilation; secondly by the data-entry officer appointed to transfer the information from hard to soft copy; finally by the PM and M&E Expert to ensure the correction of possible mistakes and homogenization and standardization of the data.

The learning and awareness process for the MPL will be evaluated through the analysis of entry and exit tests delivered to the trainees, after aggregation of information of MPL trainees in a unique database.

Indicator 1.1	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
Nr of women with increased entrepreneurial and consumer literacy knowledge	5,000	4,686	93.7%

According to MPL methodology, women who participated at least at 4 sessions out of 5 have increased their knowledge.

Grid with the level of accomplishment of milestones for Indicator 1.1:

Description of milestones for indicator 1.1	Target End of project	Total expected (end of Y3)	Total realized (end of Y3)	Status on expected end of Y3 (%)
Nr of beneficiaries who attended at least one training sessions	5,000	4,000	7,242	144%

Indicator R1.2: % of trained women/men endowed with the skills to communicate in a Basic English.

As communicated to EU in the amendment in October 2017, the training methodology in Basic English has been modified.

The course is developed at 2 levels:

- 1st level (basics): 350 women/men, getting a 2 daily sessions course;

- 2nd level (full course): 20 attending the full English course: 20 h tot and will get a diploma.

The indicator refers to the 2nd level (full course), that will be implemented in year 4.

Indicator 1.2	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
% of trained women/men endowed with the skills to communicate in a basic English	20	0	0

Milestones: All vocational training groups have been targeted (200); 78 people in the mentioned groups were absent during the English courses days. The course will be repeated in year 4 to target the 78 missing participants.				
Description of milestones for indicator 1.2	Target End of project	Total expected (end of Y3)	Total realized (end of Y3)	Status on expected end of Y3 (%)
Nr of beneficiaries who attended the basic English training sessions (among vocational training groups)	350	200	122	61%

~~Indicator R1.3: Kilograms of dried meat produced among the target women for auto-consumption and/or sale.~~

This indicator has been deleted in the amendment communicated and approved in October 2017.

Indicator 1.4: Kilograms of honey produced among the target women for auto-consumption and/or sale.

In year 3, the project set the whole methodology of the training and trained 3 villages (out of 6) on the harvesting process.

The harvesting depends on some seasonal and flowering natural processes, the production of honey is therefore subject to these natural elements.

Indicator 1.4	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
<u>R1 - Indicator 4</u> Kilograms of honey produced among the target women for auto- consumption and/or sale	900 kg	8.5	0.9%

Milestones				
Description of milestones for indicator 1.4	Target End of project	Total expected (end of Y3)	Total realized (end of Y3)	Status on expected end of Y3 (%)
Nr of beneficiaries who attended the technical training	200	150	150	100%

Indicator 1.5: Number of tanned skins produced

With regards to the daily leather tanning and manufacturing activities, dedicated monitoring tools (cash, credit, debt books, stock check, ledger book and attendance sheets) have been designed and adopted by the active leather groups.

Indicator 1.5	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
<u>R1 - Indicator 5</u> Number of tanned skins produced	700	271	38.7%

Milestones				
Description of milestones for indicator 1.5	Target End of project	Total expected (end of Y3)	Total realized (end of Y3)	Status on expected end of Y3 (%)
Nr of beneficiaries who attended the leather tanning technical training	50	50	50	100%

Nr of beneficiaries who attended the leather tanning technical training	50	50	50	100%
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Indicator 1.6: Number of leather handicrafts sold

See comment to indicator 1.5.

Indicator 1.6	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
<u>R1 - Indicator 6</u> Number of leather handicrafts sold	600	334	55.6%

Milestones				
Description of milestones for indicator 1.6	Target End of project	Total expected (end of Y3)	Total realized (end of Y3)	Status on expected end of Y3 (%)
Nr of beneficiaries who attended the leather manufacturing training	125	50	50	100%

Outputs R1:

Description of the outputs R1	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
R1 - Output 1.1 Marketplace Literacy Training delivered	5,000 manuals distributed	5,000	100%
R1 - Output 1.2 English course held	20 English course material distributed	0 (see *)	0
R1 - Output 1.3 Dry meat processing training delivered	10 meat solar drier	6	60%

	distributed		
R1 – Output 1.4 Honey production training delivered	450 bee hives honey production distributed	300	66.6%
R1 – Output 1.5_1 leather tanning course held	50 kits distributed	50	100%
R1 – Output 1.5_2 leather cutting-sewing course held	125 leather cutting-sewing kits distributed	50	40%
R1 – Output 1.6 6 women travelling between India and Tanzania for exchange visit	6 women in India	4	66.6%

**The output 1.2 is 0 as the related activity will be implemented in year 4 (refer to the description of the activity for further details).*

A1.1 - Selection of the 5,000 beneficiaries using economic and social criteria and alternative economies existing in the target area.

The activity is completed.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed: NA

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: NA

A1.2 - Development of educational programs and materials for “Consumer and Marketplace Literacy” tailored on beneficiaries’ background and expectations.

The activity is completed.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed: NA

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: NA

A1.3 - Training in “Consumer and Marketplace Literacy”

Topics/activities covered:

The main activities implemented under A1.3 on Marketplace Literacy Training sessions in Year 3 were related to:

- Follow up – monitoring
- A new system of incentives and motivation for Trainers and trainees
- The connection with other components of the project (Vicoba groups, vocational groups and basic English course)
- The arrangement of the final celebrations with beneficiaries who had finalized the training sessions
- Data entry

Follow up – monitoring

As recommended by the ROM and communicated in the amendment of activities in October 2017, a new CDO based in the field has been contracted to strengthen the activity of monitoring and follow up with the Marketplace Literacy sessions together with the Project Staff. A shift of budget was needed to respond to this specific need.

Various follow up - monitoring sessions took place throughout the year in all villages, with the aim of sharing any matters with the Trainers and strengthen their knowledge and confidence.

Project Staff provided suggestions and recommendation in order to improve the quality of the sessions and delivered extra materials - if needed - to proceed with the training: shopping exercise materials, attendance sheets, beneficiary booklets.

New attendance sheets have been prepared and delivered, with all 5 sessions and tests included in one sheet. Thanks to this new attendance sheet, every group has only one attendance sheets for all training sessions, so double-naming of beneficiaries and the circulation of an excessive amount of sheets were avoided. It also facilitated the data entry process.

A new system of incentives and motivation for Trainers and trainees

Studying data from year 2, Project Manager had realized that the drop out percentage was high (beneficiaries were attending just a few training sessions, not finalizing the training).

The attendance of women to less than 5 Training sessions depended on many factors, among which the wish to be paid, have the costs covered, loss of interest or lack of understanding of the Training contents.

As underlined by recommendations from the mid-term evaluation consultant and by the ROM, Project Team has studied in Year 3 a new system to deliver the MPL trainings in a more efficient way, improving the learning experience with some incentives for ToTs and motivation for the trainees.

The system of incentives has been improved very efficiently and successfully. Project Team is paying the Trainers for their job in 2 instalments, with an incentive system to motivate them to finalize the trainings:

- The first installment is 30,000Tsh – to be delivered before starting the training with a group;
- The second instalment is 40,000Tsh if they reach at least 80% of the trainees finalizing the training, while it is 10,000Tsh if less than 80%.

This system motivates them to mobilize a higher number of beneficiaries, reducing the drop out % significantly and finalizing the training sessions (getting at least 4 out of 5).

The system of incentives also includes, for each trainer and each trained group:

- payment of ToTs for transport, to reach the training site and return for 5 sessions (50,000Tsh);
- payment of ToTs for airtime, to mobilize the trainees and motivate them to attend the sessions (5,000Tsh);
- Service contracts to mamas or small shops, to provide snacks at every single training session for ToTs and all trainees.

Project Team also provides a t-shirt to each trainee during the final diploma celebration day.

The connection with other components of the project (MPL, Vicoba groups, vocational groups and Basic English course)

In Year 3, Project Team invested significant resources in combining the components of the project together, planning properly and delivering MPL to other activities' groups:

- Delivering MPL inside the Vicoba groups
- Delivering MPL inside the vocational training groups

The Team planned properly also to avoid overlaps of different training sessions.

The project intends to promote the "empowerment circle", where trainees can be enabled benefiting from the various components of the project and through different activities.

The main advantages of this connection are:

- reach the goal of the "empowerment cycle"
- decrease the drop out percentage
- increase the number of final beneficiaries

The external evaluation report received in June 2017 and the ROM mission received in October 2017 had also underlined the need of connecting the different activities of the project.

The arrangement of the final celebrations with beneficiaries who had finalized the training sessions

For every village, Project Staff selected, from the master data file, the names of the beneficiaries who have attended at least 4 sessions and have therefore finalized the Marketplace Literacy training sessions.

The celebrations of MPL final beneficiaries have started in March 2018. The first village has been Lemanda, in Oldonyosambu ward, where the final celebration took place on 28th March 2018, involving 1 Trainer and 94 trainees.

Main stakeholders were invited at the celebration: Marketplace Literacy ToT, all trainees who had finalized the training sessions, the local authorities at District, Ward and village level, the Project Staff involved in the trainings. Every trainee received a certificate and a project t-shirt. The general satisfaction and formal recognition of the success of women have been impressive.

All other villages in Arusha will be targeted at the beginning of Year 4, in April 2018, followed by all villages in Monduli and Longido Districts, to meet and celebrate all MPL trainees by the end of the project.

Data entry

One project staff member has been in charge of the data entry throughout the Year 3 of the project, inserting the information related to every trained woman, per village and sub-village.

The constant update and analysis of the information allowed to understand how many beneficiaries had attended 1, 2, 3, 4 or 5 sessions and how many had attended the tests, filtering the data, to analyze different scenarios.

As per defined methodology, as shared in year 2, women have to attend at least 4 Marketplace literacy training sessions out to 5, to be counted as final beneficiaries of the program.

Number of Marketplace Literacy Training beneficiaries and sessions (since the beginning of the program):

	No. end Y2	No. end Y3 (cumulated)	Total % on target end of project (cumulated)
Women who have attended at least 1 training session	3,795	7,242	144%
Women who have attended at least 2 training session	2,607	6,025	120%
Women who have attended at least 3 training session	1,909	5,240	104.8%
Women who have attended at least 4 training session	1,352	4,686	93.7%
Women who have attended 5 training session	748	4,128	82.5%

The total number of Marketplace Literacy Training sessions delivered is 27,321 among 7,242 women.

Project Team has prepared an entry and exit test to verify their level of knowledge before and after the Marketplace Literacy training sessions.

Here below the numbers of women who have attended the tests (the study of data results on all tests is still ongoing):

	No. end Y2	No. end Y3 (cumulated)	Total % on target end of project (cumulated)
Women who have attended the entry test	1,557	5,651	113%
Women who have attended the post test	1,319	5,259	105%
Women who have attended at least 4 sessions + entry/exit test	532	4,090	81.8%
Women who have attended 5 sessions + entry/exit test	393	3,869	77%

Voices - MPL

Mr. Madhu Viswanathan, creator of Marketplace Literacy program, is arranging the writing of a book named "VOICES FROM EAST AFRICA" as a collection of experiences and inspirational stories.

Oikos have been involved in the process:

- The Director to conduct a series of interviews in Arusha and surrounding areas
- PM to revise the chapters and telling the story of Mr. Ramadhani Kupaza, the OEA Director himself.

After studying his interview results, here are some concepts that can be developed in the chapter:

- Fluid way of thinking
- Inspiration from difference
- Inspiration/motivation from people in general (i.e. interactions on the mini-bus)
- Learn how to control emotions in difficult times
- Failure is not an issue – this aspect is very interesting and it is a very different thinking compared to the "western" mindset
- Importance and value of self-evaluation
- Importance and value of following the "self-pace"
- Liberal way of thinking and educating children
- Ready to change mind after comparison – also with much younger people (his children)

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed: NA

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: NA

Annexes:

See Annex 2 - Database MPL Masterfile_connection project components

A1.4 - Technical training on processing and market of livestock related products (meat preservation drying and salting, honey production and quality handicraft production)

Topics/activities covered:

In year 3 the project implemented activities related to 3 vocational Trainings:

- Leather processing
- Honey production
- Dried meat production

LEATHER PROCESSING:

In year 3 the project proceeded with the selection of beneficiaries, if not yet done in year 2, conducted the technical trainings in the 2 villages, have set two leather processing laboratories with a continuous follow up on the trained groups (to increase the expertise of trainees, raise the quality of manufactured products and group management skills, consequently increasing the sustainability of the actions).

A more detailed explanation of the activities implemented in Baraka and Kitumbeine follows, per village.

Baraka village leather processing activity (Monduli District):

From 9th April 2017 to 3rd May 2017 the leather processing training took place at Mkuru Training Camp, involving 20 women and 5 men from Baraka village. The training has been held by Oikos EA leather external consultant Mr. Gabriel Mollel, with the support of his assistant Ms. Dayness Mosses Laizer.

The commitment of the entire group was very high and the processed leather had a very good quality compared to the average. The training has raised high interest about the leather sector among beneficiaries themselves and local authorities.

Given the excellent performance of the group, Project Manager and Team decided to invest more resources for further trainings, monitoring, supervision, follow-up and a laboratory set, in order to guarantee a sustainable future to the beneficiaries.

After discussions with village leaders, beneficiaries and district authorities, Project Manager has agreed to rent a laboratory in Baraka, so as to proceed with the activity of leather tanning and final production with the trained group. A lease agreement has been signed with local authorities at the beginning of August 2017.

The project has renovated the laboratory, defining the renewal works in collaboration with the Oikos engineer Mr. Saimon Kayala. The project has also purchased the missing leather processing materials and equipment to start with the activity.

The official opening of the Baraka laboratory took place on 6th December 2017.

The training activities for the group of beneficiaries have started the same day, first with a 5 full-days leather processing training (7-11th December 2017) coordinated by the consultant Gabriel Mollel, followed by 14 days, from the 12th to the 27th December 2017, of manufacturing training. At the end of the training the group managed to process 40 skins and to produce 199 handicrafts. 160 leather bookmarks out of 180 produced during the training were distributed in January 2018 together with the 2018 agenda of IMW for visibility purposes (refer to “visibility” chapter below for more information).

On 17th of January 2018 the Oikos SEDA (Sustainable Enterprise Development Advisor) with the support of the Gender Advisor and the CDO coordinated a workshop in Baraka to introduce the monitoring tools (cash book, sales book, credit book) and how they will be used by the group on the production of the leather and the leather products.

In February/March 2018 a few activities took place to enhance Baraka laboratory's efficiency:

- on 1st February 2018, a meeting at the Monduli District Council took place with the Development Department Official, for the official registration of the vocational training group of Baraka; the District Focal Person supported in the process;
- on 13th-14th February 2018, a meeting took place for the finalization and signing of the constitution of the group;
- the center was connected to the electricity system of the area, to let the group use power for their production activity;
- the install of the incinerator started, to burn leather processing activity's remains;
- a cover to dry the processed skins was produced;
- The group has also been trained on how to use the monitoring tools/books to keep record of the production, the debit and credit flow and the selling activity.

The CDO is now regularly making a follow up on the activities carried out by the group, also for M&E purposes.

PM and CDO are arranging weekly follow up missions with consultant Mr. Gabriel Mollel to increase their skills and the production quality level.

Kitumbeine village leather processing activity (Longido District):

The collaboration with World Vision, PWC, TRIAS and local authorities on this activity continued.

A Mou was signed, with detailed descriptions in terms of activities and responsibilities for each Partner.

From the 10th-12th May 2017 and from the 15th-17th of May 2017, a selection for leather beneficiaries was made in Kitumbeine village, in partnership with World Vision, for the incoming leather training (18 women and 7 men).

From 21st May 2017 up to 14th June 2017, a leather processing training has been conducted, in partner with World Vision, PWC and TRIAS, under the expertise of Oikos external consultant, Mr. Gabriel Mollel. The training took place at Mkuru Training Camp and has been conducted following the same methodology as the one implemented with beneficiaries from Baraka village.

The training has been held, as mentioned, by the leather external consultant Mr. Gabriel Mollel, in collaboration with the assistant Mr. Andrea Mungere, a beneficiary from Baraka group who had followed the previous leather training and who has been selected because of his commitment and skills. The project gives value to capacity building, widening professionally young trainees' chance of growing.

Project PM with CDO arranged two trainings that took place from 5th of March 2018, until the end of the month with the consultant Mr. Gabriel Mollel:

- 5 days to refresh the tanning process;
- 14th days for the production of final products.

The training took place in a rented structure with three rooms' space in the village (costs were covered by World Vision). Project Staff had the responsibility to purchase the missing equipment and materials to conduct the trainings.

Other activities - leather processing:

Seda:

Oikos gave to the project's leather component the possibility to collaborate with its Sustainable Enterprise Development Advisor, to give support in terms of planning, coordination, implementation, monitoring and supervision of the newly born small enterprises (in Baraka and Kitumbeine) after the leather processing training.

More specifically, he has worked in setting and managing the following areas:

- Economic analysis
- Strategic planning and strategies' implementation
- Management follow-up
- Registration of groups/bureaucracy
- Groups' administration control
- Organization of markets and fairs participation
- Budgeting
- Pricing
- Internal communication
- Production of marketing material
- Stock keeping
- Training preparation

International Consultants – Mission Leather:

A mission of international experts has joined Oikos East Africa from 28th June to 5th July 2017, to discuss the potential of small scale business enterprises on leather processing and possible collaborations in the international context.

This consultancy is under a wider collaboration process that “Investing in Maasai Women” project has started with other projects. It is funded by TERRA-AICS and its results, acquired expertise, knowledge were shared with the project Team to get an added value and synergies.

These results were also shared with the different stakeholders of the leather processing in Kitumbeine: Oikos, World Vision, Trias, PWC.

Mkurun:

Mkuru Training Camp (an Oikos East Africa Training camp based in Uwiro Ward, Arumeru District) has arranged in August 2017 the second edition of the Mkurun, a short marathon in the surrounding areas of Mkuru, to raise funds and support the local community.

For that occasion, Mkuru Training Camp has outsourced the production of 70 leather and beads bracelets, to be delivered to the marathon participants. Oikos East Africa has involved the Baraka group to produce the bracelets, with the support of the consultant Gabriel Mollel. This commission has been a good occasion for the group to produce and sell some products and increase the financial power of the group.

Sable square laboratory:

The project has also participated in the rent of a workshop in Arusha town mall “Sable Square”, a very strategic site where many tourists pass.

The idea was, together with the other Oikos projects activities linked to the leather component, to rent a workshop through TMWA (Tanzania Maasai Women Art), a local social enterprise which operates in Arusha, willing to commercialize the leather items produced by the group.

A MoU has been signed by all projects representatives and TMWA in September 2017.

Participation in Fairs:

A few events took place at the beginning of the December 2017, giving an important opportunity in terms of visibility and selling to the leather group of Baraka and the ones promoted by the Ecoboma/TERRA and NTRI-EENT:

- Swahili Fashion Week – Dar es Salaam – 1st-3rd December 2017
- Kennedy House Bazaar – Usariver – 1st-2nd December 2017
- Christmas Fair – Arusha – 9th-10th December 2017

These events have been an opportunity to brand Oikos initiatives in the leather sector, in collaboration with the consultant Mr. Gabriel Mollel.

Project Staff also participated with the objectives of advertising, promoting, networking, selling through leather groups’ members.

Project Team has also produced some visibility materials (refer to the visibility chapter for more detailed information).

HONEY PRODUCTION:

In the previous year, the project selected the consultant for the assessment of existing opportunities and had set the training methodology.

In year 3, the assessment activities started during the previous year have been completed and a total of six villages have been selected to conduct the training.

The villages are split in two groups:

- Phase 1: Lemanda, Esilalei and Alaililai (which have been the first ones to start the activity);
- Phase 2: Kiserian, Gelai Merugoi and Oldonyosambu.

During May 2017, a series of inception meetings and data collection missions have been completed by the international consultant Mr. Andrea Limiroli in the villages of Phase 1, involving the local authorities, followed by the interviews, conducted by the CDOs, to the candidates for the beekeeping training, to select 25 participants in each village. From the pool of potential participants (135 interviews), Project Team selected the final beneficiaries, in accordance with the village leaders.

In July 2017, the Team have delivered to the first 3 groups all the materials and tools purchased for the beekeeping activity and 150 beehives (100 top bars + 50 commercial). The hives are being marked with an increasing number (001-150) to easily keep track of them and a plaque with all the logos.

Two local consultants then started their collaboration on the project (Mr. Aremu Kimishua and Mrs. Leocadia Mshana), who had the main task of supporting in the definition of the training manuals and training the beneficiaries.

Together with Mr. Limiroli, PM has prepared the training design, with specific number of days of training, to be conducted by Mr. Kimishua and Mrs. Mshana. The structure planned has divided the training in 4 modules, each split in a theoretical and practical part and followed by a debriefing:

- Module 1: Bees biology and behavior, installation of the apiary;
- Module 2: Management and monitoring of the bees colonies (colony division, transfer, queen breeding, combs fixing by bees, checking on colony combs acceptance);
- Module 3: Harvesting and processing of the honey;
- Module 4: Packaging and marketing of the product.

The first beekeeping training started in Lemanda (Arusha District) in August 2017. In this village, synergies with other stakeholders (World Vision) implementing the same activity have been found, in order to involve some beneficiaries that have already received training in beekeeping, to create a stronger group dynamic.

The same module 1 has been replicated in Esilalei (Monduli District) and in Alaililai (Longido District), followed by the debriefing and checking of the apiary. The module 2 (part 1 and 2), have been completed in the same three villages during October/November 2017.

Meanwhile, in December 2017-January 2018 the selection of the beneficiaries in the Phase 2 villages was completed, from a pool of 150 candidates and 150 new commercial bee hives have been produced and delivered. The total number of bee hives delivered is 300 (200 commercial and 100 top bar).

Module 3 and 4 (harvesting and packaging) are strictly connected with the natural timing of flowering. In February-March 2018, the theoretic part of the harvesting and packaging modules have been delivered in the villages of phase 1 and currently the floral monitoring is going on. In the village of Alaililai the beekeeping group was successful in harvesting a total of 8.5 kg of honey at the end of March 2018.

DRIED MEAT:

The project could implement the activity of the dried meat production.

Some synergies and optimizations have been found with NTRI-EENT project (funded by USAID), an Oikos East Africa project which has implemented the same activity, in term of:

- Meat Driers production: NTRI-EENT project has worked on the production of different samples of meat driers and analyzed pros & cons of all samples, selecting

the best in terms of efficiency and ratio quality-price. The project had adopted the same type of meat drier, as resulting with positive results from previous trainings.

- Trainer selection: Mr. Stephano Yohanes from SIDO (a parastatal organization supporting small enterprises) has been the trainer.
- Manual for the Training: Mr. Stephano Yohanes had already worked on the meat drying production training manual (in Swahili) under NTRI-EENT project. The same manual has been adopted under the project, to be delivered to trainees during the training sessions.

The main objective of the training activity was to build capacity to use and maintain a solar meat drier, to increase the food security of pastoralist families and their resilience to climate change, by introducing a simple and culturally acceptable food processing method.

The activity had the following characteristics:

- Target group: 25 women (selected with specific criteria) from 6 boma in Engutukoit village (Arusha District) trained for 5 days
- Equipment/materials: 6 meat driers were provided, plus needed materials to conduct the training, one in each boma

The training at Engutukoit village, carried out by SIDO technical officer, took place on 26th-30th of March 2018 (5 days). Training manuals were delivered to the 25 participants.

The project team is planning a follow up to check on the production of the dried meat by the trained group.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

As communicated in the amendment of activities in October 2017, the dried meat activity has been substantially modified and consequently also the number of beneficiaries allocated to each vocational training activity.

The reaction of the communities to the plan of dried meat production during the inception meetings of the project had been quite tepid, while the enthusiasm was directed towards other vocational trainings (leather processing and honey production).

The project consequently considered, even after the ROM results, the external evaluation results and the EU Delegate suggestions, the redefinition of methodology and sample size of beneficiaries, rechanneling part of the expected sample and financial resources on other implemented vocational trainings.

After the amendment was presented and approved by EU in October 2017, the dried meat activity has been at that point revised, framing it as a pilot (to study the market and potential, for possible future activities if still considered meaningful and valuable) and channeling a big part of the expected sample on other implemented vocational trainings (leather processing and honey production).

The total number of beneficiaries for the dried meat production is 25.

125 beneficiaries originally allocated to the meat dried production were re-channeled to leather manufacturing (75) and honey production (50).

The total number of beneficiaries for vocational trainings (Leather processing + honey production + dried meat) is now 350 women.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

Leather:

The selection process of beneficiaries in Kitumbeine (Longido) in May 2017 hadn't been successful at first, because of gender biased influence by the village leaders, who didn't show their collaboration in an effective way. PM insisted on repeating the selection the week after and the second mission went indeed very well, respecting the gender ratio (18 women/7 men were selected to join the project training).

The building of the tanning laboratory in Kitumbeine (World Vision's responsibility in the MoU) has had vast delays, because of some incorrect drawings and further discussions needed between the contractor (in charge of the construction) and the engineer in charge. World Vision guaranteed to follow the works rigorously, but despite all persistence, the structure was not yet ready at the end of year 3.

World Vision had the responsibility to assure a place where to conduct the trainings in March 2018. As the structure was not yet ready, during the training held in March 2018, World Vision rented a space to proceed with the plans. After the training, Word Vision will have to assure the laboratory space to proceed with leather processing production activities (finishing the construction or renting a space if needed).

Honey:

The low level of literacy of beneficiaries requires an extra effort in using innovative training methods to transfer the knowledge in an effective and pragmatic way, putting an emphasis on the practical parts.

The timetable planned with participants was sometimes challenging to follow, due to their other commitments and logistics issues in the remote Maasai steppe, especially during the rainy season (particularly enduring and intense, this year); for this reason, an adjustment was made meeting the needs of the community members.

In Esilalei (Monduli), unknown people have stolen honey and damaged bee hives. There was a need of investing more in security measures (e.g. guard or fence), to avoid additional stealing accidents. The project took the adequate measures to minimize the risks.

A deep sense of ownership of the activity in the beneficiaries and the community is sometimes missing. The assignments given to the participants are not always completed and the monitoring activity is not always implemented by the groups, as requested and needed; this creates some obstacle and issues in the correct execution of the activity and related results. Project Team is investing more resources to ensure a proper monitoring of the apiary to avoid their destruction by external factors and to ensure that the groups will continue the honey production at the end of the project.

Annexes:

See Annex 3 - Lease agreement leather laboratory Baraka

See Annex 4 - Leather training database

See Annex 5 - Leather tanning_manufacturing produced

See Annex 6 - Criteria and selection interview tool_Kitumbeine

See Annex 7 - Final_MoU Trias PWC Oikos Worldvision Longido

See Annex 8 - MoU budget_leather_Kitumbeine

See Annex 9 - a_Tannery center structure

See Annex 10 - b_ Tannery center structure

See Annex 11 - c_ Tannery center structure

See Annex 12 - d_ Tannery center structure

See Annex 13 - Monitoring tool leather_ example cash book

See Annex 14 - Honey trainings_database

See Annex 15 - International consultancy HONEY_final Report

See Annex 16 - Final Report_Honey consultant_Kimishua Aremu

See Annex 17 - Report inception_Honey_Kimishua Aremu

See Annex 18 - Report evaluation_Honey_Kimishua Aremu

See Annex 19 - Module 1_HONEY_training manual_swahili

See Annex 20 - Module 2_HONEY_training manual_swahili

See Annex 21 - Module 3_HONEY_training manual_swahili

See Annex 22 - Module 4_HONEY_training manual_swahili

See Annex 23 - Meat drying production training manual_swahili

See Annex 24 - Comparative analysis meat driers

See Annex 25 - Final report dried meat consultant_Stephano Yohanes

See Annex 26 - Dried meat_selection methodology

See Annex 27 - Final Certificate Dried Meat training

A1.5 - Training on Basic English

Topics/activities covered:

In Year 3, the project concentrated in delivering the first level of Basic English course. The target was all existing vocational training groups' members (200 beneficiaries, 80% women).

The methodology and manual of the Basic English course have been finalized in February 2018.

The 4-hours training has been delivered by the CDOs to all the vocational training groups, in March 2018:

- beekeeping groups of Esilalei Gelai Merugoi Kiserian Oldonyowas Lemanda and Alaililai;
- The leather groups of Baraka and Ketumbeine.

The total number of beneficiaries reached is 122 (approx. 80% women).

The members of the targeted vocational groups are 200 in total. 78 could not attend the course day. Project Staff will reach them in another session/during the refresher follow up day.

The 25 beneficiaries of the dried meat production training in Engutukoit village will also be targeted in the next months.

Follow up sessions will take place in the next months to review the modules attended by the participants in each village and refresh the contents.

Whenever new vocational training groups will be trained (3 groups in leather processing and 2 groups in honey production), these trainees will also get the Basic English course sessions.

The course design was based on both a participatory approach and a total physical response (TPR) approach: the goal was to involve the participants in an innovative way, bearing in mind the constraints based on time and the literacy level of the learners.

The course is partially based on *English My Way* (<http://www.englishmyway.co.uk/>), a course designed by the British Council, Tinder Foundation, BBC Learning English, the Department for Communities and Local Government “.

Due to the limited amount of time, the logistics and the specific needs of the target learners, only some sessions/parts of the course were taken into consideration to design this customized English basic course.

The teaching approaches used in the other components of the project, the Marketplace Literacy, the vocational trainings (leather, honey), and the Human Rights training have been taken into consideration to design the English course, in order to deliver the English basic course in an effective way.

More specifically, the needs of the Maasai communities, and in particular of the target women group, have been assessed: the awareness of the extremely low level of literacy of the beneficiaries, the importance to involve them in an active way during the lessons, the use of pictures and flashcards, role plays, group discussions, and to prefer oral exercises than written ones.

Project Team has now started to plan the design of the 20-hours course for 20 beneficiaries (to be selected).

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

As communicated in the amendment of activities in October 2017, the training methodology in Basic English has been modified.

The course is now developed at 2 levels:

- 1st level (basics): 350 women/men, attending the vocational trainings, will get the very basics in a short educational booklet (greetings, few relevant sentences), divided in two sessions (training + follow up after 1 month);
- 2nd level (more intense course): 20 committed, smart and skilled women/men, among the 350, will attend the full English course: 20 h tot and will get a diploma. The indicator is calculated on this 2nd level of English course.

The number reduction was due to:

- The reduction of beneficiaries sample for the vocational trainings;
- the results of the socio-economic analysis, that shows the high number of illiterate beneficiaries;
- The time constraints that adult women in the target areas have to face, originated by their challenging lifestyle.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: N/A

Annexes:

See Annex 28 - English Basic course_methodology

See Annex 29 - English Basic course training booklets

See Annex 30 - English Basic course_database

A1.6 - Exchange visits with Marketplace Literacy Communities in India.

Topics/activities covered:

The project could proceed with the implementation of the exchange visit in India with 4 active Trainers of Marketplace Literacy program.

In April 2017, PM started communicating and brainstorming with Mr. Madhu Viswanathan, the Marketplace Literacy professor, Partner in the project for this activity, on how to arrange the exchange visit with Maasai Women going to India in December 2017.

The Project Team has started in May 2017 with:

- selection of 4 MPL Trainers to be involved (1 in each District + extra 1 in Longido for the proportional number of beneficiaries allocated per District);
- Production of all the needed papers.

Four women were selected among the most active Marketplace Literacy Trainers in the project areas, following some specific criteria. Other 4 participants from Oikos were involved in the exchange visit.

All the needed papers and documents were submitted to the Immigration to get the passports. Five participants out of 8 were in need of new passports. At the end of October 2018, passports were still not ready and the project Gender advisor did regular follow up to get updates and speed the process up.

On 29th November 2017 the four Maasai participants got the yellow fever vaccine at Kilimanjaro International Airport, so as to be ready for the international travel.

On 19th December 2017 all the passports were ready. The Team then proceeded with e-Visa application online (tourist Visa); it took 24 hours to get the ETA (Electronic Travel Authorization).

Before starting to India, the Team had to support the Maasai women in the purchase of some needed items for the departure (luggage, clothes, shoes, toiletries, medicines, etc.).

On 20th December 2017, an orientation meeting for the India exchange visit was organized at the OEA office.

Among the other logistic aspects faced, a presentation prepared by Mr. Madhu Viswanathan was shared with the Maasai women on what to expect about the trip and on general information about the country, dos and don'ts. Project team also prepared a check list for the mamas with what to bring and pack.

The exchange visit was held between the 28th December 2017 and the 4th January 2018 in urban and rural Chennai. The team flew on the 28th December 2017 from Kilimanjaro International Airport to Chennai, India.

During the exchange visit in India, the project team joint five field visits in the rural areas around Chennai, met local Marketplace Literacy trainers and beneficiaries and conducted interactions with them. The team also met the members of self-help groups in the urban area and members of social businesses and charity activities in the area.

On 3rd January 2018 the four Maasai mamas and 2 Oikos staff flew back to Tanzania.

The Team also brought some leather handicrafts produced by the leather groups to be given to the main representatives and coordinators of Marketplace Literacy program in India.

The mission in India has also been a valuable opportunity for PM and Project Senior Coordinator to participate to an international Conference on Marketplace Literacy in New Delhi to share the Tanzanian experience acquired through the project. Between 4th and 11th of January 2018, PM and Ramadhani Kupaza thus joined a conference in New

Delhi with academics and practitioners, as a second part of the Immersion Conference on Marketplace Literacy in India. It has been a good occasion to increase visibility.

Some feedback sessions were arranged in January and February 2018, to brainstorm on the experience, what they have learnt, their perception when back, the reaction of families and communities and also the similarities and differences they perceive comparing Tanzania Maasai land and India.

The overall responses have been very positive and the impact very encouraging. The experience has built and reinforced the Maasai women's self-confidence and self-awareness, providing them with insights and skills which they will reinvest into their community.

Project Staff is organizing follow-up meetings in the 4 villages from which the 4 Maasai women come from, in order to share the main insights in a formal way with their communities.

The second part of the exchange visit will take place with the Indian women coming to Tanzania in May 2018, in Year 4 of the project.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

As communicated in the amendment of activities in October 2017, the number of beneficiaries under the activity has been modified.

Originally, from project document, 8 Maasai women (one in each Ward) and 2 Indian women were to be involved in the exchange visit activity, but due to the actual restrictions of travelling for the majority of the Maasai women, the number of women involved was reduced.

The consideration is a result of a discussion on different correlated elements on beneficiaries:

- their level of illiteracy
- the lack of basic identification papers
- the need of intense preparation before starting
- the need of intense cultural mediation
- the need of intense logistic support while travelling

The project consequently involved 4 Maasai women, who were selected among the most active Marketplace Literacy Trainers in the project areas, plus other 4 participants, Oikos Project Staff, who facilitated and mediated the process.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

The preparation of all the essential documents for the women to travel to India has been quite challenging.

The immigration office in Dar es Salaam took longer than expected for the production of the passports, requesting extra documents to support the application.

After urging for some weeks, the Gender Advisor went to Dar es Salaam from 12th to 19th December 2017, close to the planned day of departure, to follow up and facilitate the procedure to issue the passports. The mission was successful as she had the passports issued on the 19th of December 2017, only few days before leaving.

Project Staff also had to prepare some documents, requested by the Immigration in Dar, to get the 5 expected passports (presentation letter by Oikos, presentation letter by the District, invitation letter from India). Finally, Project Staff prepared a contract to be

signed by the husbands and VEOs, to authorize their trip to India. Oikos managed, in time, to create trust also among men and husbands in the communities, who are now generally more favorable to let their women participate actively in project activities and trainings.

The whole arrangement for the trip has finally been time consuming: passports took more than 3 months from the first request to be issued and the Team managed to get them in time only thanks to a very determined approach, which required a lot of dedication, time and efforts.

In such cultural exchange, the participants could experience a cultural shock, due to the very different context and mindset of people in the new country.

Mediators need to be very sensitive in understanding any possible psychological, emotional, physical challenge that may occur among participants. The Project support team has been fundamental in guaranteeing the cohesion of Maasai Women while travelling in India and to promote with them the transfer of the knowledge to all Marketplace Literacy Trainers, beneficiaries and project Staff, once back to Tanzania.

Annex

See Annex 31 - India exchange trip - Immersion Conference_report

R2 – Access to socio-economic services increased and living conditions improved for 2,000 members of Vicobas, and strengthening of 3 MBOs

This activity is coordinated by Trias, the project international Partner.

A lot of progress has been made during the third year of the project on all the activities.

The number of VICOBAs increased by 32 in comparison to the previous year. By the end of the third year, there are 121 active VICOBAs supported by the project (the total number of VICOBA members is 3,287, 93% women).

All the VICOBA members have access to the savings and credit services of the group. Additionally, all the VICOBAs have a social fund to which the members contribute weekly and which serves as an insurance.

The average outstanding loan per member of about 150,000 Tsh (60 euro).

The contributions of the social fund may vary from 200 Tsh up to 3,000 Tsh (8 eurocent – 1.2 euro) per group member.

Thanks to the intensive monitoring, the VICOBAs have reached a good group quality.

The exchange visits of VICOBA groups and regular data collection where feedback is given to the VICOBA group and trainer contributed to this.

Four experienced and outstanding VICOBA trainers were trained on data collection. They are now supporting Trias in the data collection of VICOBA groups. All these data are entered in a management information system (MIS) that allows Trias to monitor data on the performance of the VICOBAs. In combination with a geographic information system (GIS), the information systems allow to analyses real time data from VICOBAs, compare groups, follow trends, visualize and cluster VICOBAs geographically through the data collected via smartphones and tablet.

The business trainings provided by Trias consist out of the SPM trainings and BDS cycles. After the pilot sessions, the SPM trainings were optimized and ready to be implemented. So far, 13 groups have been trained in the SPM module.

The BDS cycle is a more advanced business training. Trias is implementing this advanced training program under another program funded by the Belgian cooperation, the Maisha Bora project; they are adjusting the current BDS cycle to the level of entrepreneurship of

this project beneficiaries and will implement this activity in the fourth year of the project.

During the past year, 36 VICOBAs were linked to MBOs. These MBOs are strengthened by Trias with the SPIDER tool. This tool, developed and used by TRIAS, allows to assess the capacities of member-based organizations and related needs to improve those capacities. Mainly 2 MBOs improved their capacities, according to the average SPIDER score (an indication of organizational development based on 7 core capacities): Mviwata: +4.8%, Mwedo: +15.9%.

Furthermore, 28 VICOBAs were registered at District level with support of the project. The VICOBAs which were registered at District level and the members who decided to join an MBO are consequently accessing several additional services.

Lastly, 6 savings groups received a business grant of 1,500,000 Tsh. These groups are the best performing groups of the project, Trias has signed a MoU with them (detailing a business plan) and they will use the grant to finance their group business activity/activities.

In Year 3 of the project the project started the activity of the information points.

Up to the end of Year 3, four different information points have started the activity:

- Kitumbeine center (Longido District)
- Gelai Lumbwa center (Longido District)
- Oldonyowas center (Arusha District)
- Olmolog (Longido District)

The main activities implemented were:

- the location choice and MoU signing - discussing with local authorities to choose a location where to set up the information point, signing MoUs with them;
- the renovation works – listing the needed renovation works, contracting workers, purchasing materials, renovate;
- needs assessment interviews - investigating which are the need of the community members in terms of services provided and consequently arrange the customized activities of each information point;
- Advisor selection - an advisor will be trained by Oikos and available, on a part-time basis, to provide basic advice on social, health, and legal issues; she/he will be able to assist the visitors in networking with other grassroots organizations, specialized to provide ad-hoc assistance or more specific advice, together with other tasks.

Indicators:

~~Indicator 2.1: N° of women associated to MBOs (Member Based Organizations)~~

The indicator was deleted in the amendment communicated and approved by EU in October 2017.

Indicator 2.2: N° of active VICOBAs

By the end of the third year, 121 VICOBAs are established and supported by the VICOBAs trainers who were trained during the first year of the project. All these groups are active and are having weekly meetings where they save money, access loans and contribute to their social fund. The majority of the VICOBAs are currently in their second loan cycle.

Out of the 121 VICOBAs, 111 VICOBAs are registered in a Management Information System (MIS) in which Trias regularly updates data on the quality and the financial status of the groups. Thanks to the MIS, Trias is able to monitor the VICOBAs very well from a distance and to offer additional support to VICOBAs trainers and groups when necessary. The

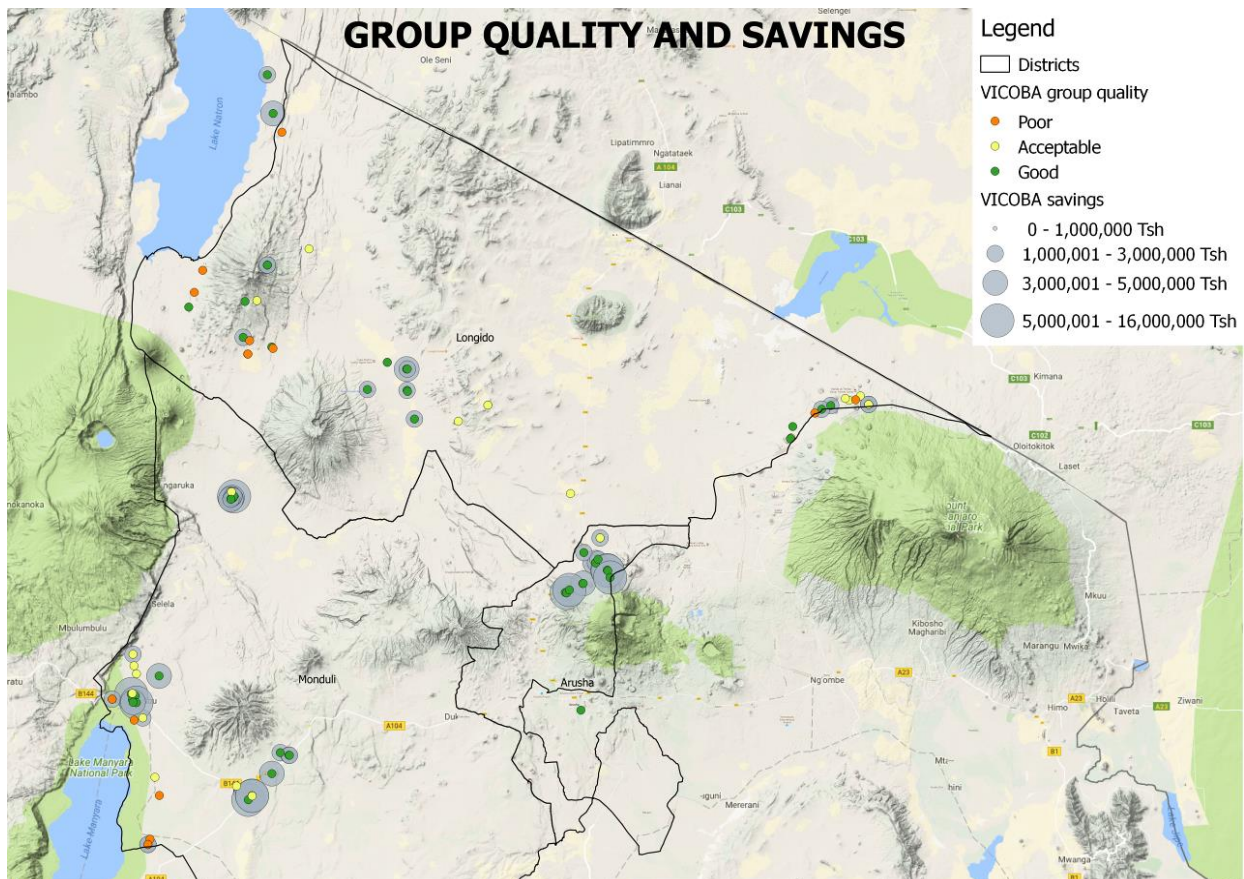
system allows to compare specific indicators of groups, observe trends and visualize data.

Additionally, VICOBA projects from other organizations spread over 44 countries can be compared with this project. Once all the data are entered in the MIS, Trias uses a geographical information system (GIS) to analyze the data in a more detailed way.

On the map below, the VICOBA groups, including their group quality and savings amount, are visualized. These two important performance indicators are often linked to each other. As one can observe on the map, a clear relation between the group quality and savings amount is visible. These higher savings will have a positive effect on the livelihood of group members as they can take more and higher loans to invest in their income activities.

The average quality of the VICOBA groups improved to 81% in the third year in comparison to 60% in first year and 78% in the second year.

As shown on the map, the VICOBA groups in Arusha district are performing very well, both in terms of savings and quality. Their average group quality is already 88%. Next year, Trias will focus more on the groups located in Longido and Monduli Districts, aiming to increasing the overall average group quality up to 85%.



Description of the indicator	Target End of project	Total realized (end of third year)	Status on target end of project (%)
<u>R2 - Indicator 2</u> N° of active VICOBA	70	121	173%

Indicator 2.3: % of women in VICOBA groups accessing micro loans

Within the 111 VICOBA that were already registered in the MIS, a total of 3,015 members are having access to microloans. Out of the 3,015 members, 93.2% (2,810 members) are women. As there are 121 VICOBA currently active and supported² by this programme, it is estimated that the total number of VICOBA members is 3,287 of which 3,064 members are women.

Through their membership and weekly savings, these 3,064 women have access to microloans. The loan size may vary from 50,000 Tsh up to 800,000 Tsh (18 – 300 euro), depending on the needs and savings amount³ of each member. These loans are mostly used to invest in business activities like buying products in bulk and selling it in smaller packages, investing in livestock etc. Furthermore, loans can also be used because of health and/or social reasons.

Out of our data, it is clear that the money which is being saved by VICOBA members is not dormant, but it is actively being used for loans. Almost 82% of the total assets of VICOBA⁴ is currently used for loans. With an average outstanding loan per member of about 150,000 Tsh (60 euro), the average outstanding loan amount increased with 60,000 tsh in comparison to last year. Looking more into detail, 1,464 outstanding loans were recorded at the end of year three. As 93.2% of the total beneficiaries are women, it is estimated that 1,364 of the outstanding loans are belonging to women.

Description of the indicator	Target End of project	Total realized (end of third year)	Status on target end of project (%)
<u>R2 - Indicator 3</u> % of women in VICOBA groups accessing micro loans	50% (1,000)	68% (1,364)	136%

Indicator 2.4: Nr. of people (gender disaggregated) who benefit of the information points

The activity of the information points has just started signing MoUs and selecting advisors, therefore people didn't start to visit them yet and the indicator 2.4 is now 0. It will be updated in year 4.

² 10 groups were not yet registered in the MIS.

³ The maximum loan size equals three times the savings amount of the member.

⁴ The total assets consist out of the loan fund (cash), bank balance, outstanding loans, property and social fund.

Description of the indicator	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
R2 - Indicator 4 Nr. of people (gender disaggregated) who benefit of the information points	2000/year	0	0%

Outputs R2:

Description of outputs R2	Target End of project	Total realized (end of Y3)	Status on target end of project (%)
R2 – Output 2.1 Existing MBOs strengthened	3 operational MBOs, strengthened	3	100%
R2 – Output 2.2 Training in management and basic finance issues delivered	80 women trained	15	18.7%
R2 – Output 2.3 VICOBA empowered with grants	Seed money received by 10 VICOBAS	6	60%
R2 – Output 2.4 Information points at ward level set up and running	Presence of 8 Active Info Points	4	50%
R2 – Output 2.5 Women trained on social and legal issues and capable to manage the IP	8 Women trained	0	0%

A2.1 - Awareness creation on potential for small and micro business opportunities: establishment/strengthening of Vicoba to facilitate access to micro-credit and manage social funds, and advanced business trainings

This covers two main topics which are VICOBA's activities and the advanced business trainings.

VICOBA

By the end of last year (Y2), already 89 VICOBA's were established.

Thanks to the success of the VICOBA methodology, there was a high demand of community members to be trained on the VICOBA methodology.

During the third year of the project, 32 new VICOBA's were added to the total number of VICOBA's, which means that the project is supporting 121 VICOBA groups in total. More

groups that received vocational training will be trained in the VICOBA methodology in the fourth year.

As stated, it is estimated that the total number of VICOBA members is 3,287 of which 3,064 members are women.

Within all these 121 VICOBAs, members are actively saving, having access to loans and contributing to the social fund of their savings group. As mentioned above, the quality of the group and the savings behavior are linked to each other. In order to improve the performance of the VICOBAs, Trias monitors the groups very closely. In year 3, Trias decided to train VICOBA trainers in data collection. Eventually, four trainers passed the selection test and are currently collecting data for the project.

Another important activity to guarantee the quality of the groups was the exchange visits that have taken place in Longido and Monduli during the third quarter of the year. As expected, the performance of the weak groups improved after these exchange visits. As the outcome of these visits was successful, Trias will continue organizing exchange visits between weak and strong groups in the next year.

As written above (indicator 2.2 and 2.3), the performance of VICOBAs has improved in terms of quality and the average outstanding loans since last year, meaning that more beneficiaries have access to more and higher business loans than before. This way, more micro businesses are emerging and are being empowered.

All the 121 VICOBAs have a social fund to which members contribute weekly. Contributions may vary from 200 Tsh up to 3,000 Tsh (8 eurocent – 1.2 euro) per group member, depending on the constitution of the group. When a group member is in need of money because of social reasons (for example health problems, fire damage, loss of a family member), this person will be granted a specific amount of money to cover his/her unexpected costs. This way the social fund functions as a type of insurance.

Business trainings – SPM / BDS

After the second pilot session of the SPM training, the completion of the SPM manual and the training of an SPM trainer, the SPM trainings started in the third year.

The SPM beneficiaries were selected from the following three different pools:

- VICOBA groups
- MPL beneficiaries
- Beneficiaries of the vocational training (beekeeping and leather tanning)

An SPM training consists out of three different sessions. The topics which are covered by the session are the following:

- Start session: business opportunities and selection of viable businesses
- Planning session: defining costs associated with businesses (starting and operating costs)
- Manage session: profit calculation, and business management.

So far, 13 groups were trained in Arusha, Longido and Monduli district.

Before the first training session starts, participants have to fill in a short pre-test. A few months after the training, a post test will be done. This way we can measure the impact of the SPM training.

Here follows a grid with the number of SPM / BDS beneficiaries reached (80% women):

SPM and BDS cycle beneficiaries	Target end of the project	Total realized (end of Y3)	Status on target end of project (%)
Nr of beneficiaries selected to enter the SPM training sessions	200	200	100%
Nr of beneficiaries who attended at least one SPM training sessions	200	313	156.5%
Nr of beneficiaries who attended three SPM training sessions	200	248	124%
Nr of groups who completed the BDS cycle	4	0	0

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

As communicated and approved by EU in the amendment in October 2017, beside the activity of Vicoba groups, Trias implemented, under this activity, a new methodology to deliver more advanced business trainings (SPM training and BDS cycle).

Out of previous experience, Trias learnt that some people who had received MPL trainings, were eager to start a business. However, these people indicated that they lack knowledge and skills to do this. As a result of this feedback, Trias included a more advanced business training in the activities under A2.1.

A budget shift was needed to be able to provide these trainings and a new budget line was created (and already communicated in November 2016) for this activity implementation.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

More and more beneficiaries of the project wish to be trained in the VICOBA methodology. Because of financial and logistical limitations, Trias can't support the establishment and monitoring of new VICOBA groups (except for the beekeeping and leather groups). The project target has been largely overtaken.

Therefore the microfinance and business department of Trias will organize a workshop, together with the VICOBA trainers, to address this issue. The idea is to develop a product whereby VICOBA trainers can sell their services to new VICOBA groups and which will be affordable for the VICOBA members.

The business trainings offered by Trias in the project consist out of the SPM training and BDS cycles. The BDS cycle is an individual and customized training of six months for entrepreneurs. Most of the beneficiaries of the project do not qualify for the current BDS cycle as the selection criteria indicate a high level of entrepreneurship (i.e. the business

turnover must be at least 70,000,000 Tsh and the business has to be operational since two years). Therefore, the BDS department will adjust the current BDS cycle and selection criteria according to the needs of the beneficiaries.

Annexes:

See Annex 32 - Screenshot monitoring tool MIS (VICOBA)

See Annex 33 - SPM_Trias business training manual

See Annex 34 - Pre and Post Evaluation questions SPM training

A2.2 - Linking VICOBA groups to well-established Member-Based Organizations (MBOs)

Topics/activities covered:

Under this activity, Trias mainly focused on linking VICOBA groups with member based organizations (MBOs) and facilitated the registration of VICOBA groups at district level, since there was a high demand of group members to be registered.

Linkages

As mentioned in the title, this activity is focusing on linking VICOBA groups with strong and well-functioning MBOs. This is an important activity as the MBOs can continue to provide services to the VICOBA groups when the project phases out.

Trias is facilitating this process by bringing VICOBA groups together with MBOs that are active in the area where the groups are located. Therefore, Trias is organizing meetings where the MBO staff members introduce their MBO and explain which type of services they provide to their members. Afterwards group members and government officials who are invited to the meeting are given the floor to ask questions about their potential registration.

So far, Trias has linked 36 savings groups to two MBOs that are supported on their organizational development by Trias (see A2.3).

18 groups were linked to Pastoralist Women's Council (PWC) and other 18 groups were linked to Mwedo. In total, at present, 412 beneficiaries in Longido district and 462 beneficiaries in Monduli district are linked to an MBO now. The linking activity in Longido took place in the first quarter of year three. The group members of the 18 groups that were linked to PWC already finished their membership registration. Several groups of Monduli expressed their interest to become a member of Mwedo, but they were not yet formally registered as this linking activity took place in the last quarter of this year.

Once the VICOBA members decide to join an MBO, they can access the services which are provided by the organization. These services may vary from access to specific credit funds, leadership trainings up to health trainings.

Registration

As mentioned, Trias also facilitated the registration of VICOBA groups at District level since there is a high demand of group members to be registered.

Trias supported the registration of VICOBA groups in two ways. Firstly, Trias lobbied at District level in Longido to lower the registration fees. The lobbying was successful as the registration fee decreased from 100,000 to 30,000 Tsh (40 to 12 euro) per group. This was a significant achievement, because most of the VICOBA groups were not able to pay the former registration fee. The registration fee is now similar to the fee in Arusha district (40,000 Tsh). In Monduli District, VICOBA groups do not have to pay any fee to get registered (the law is changing so they may have to pay 10,000 Tsh in the future).

Secondly, Trias facilitated the registration process of VICOBA groups at District level in Longido and Monduli. The responsible District staff was brought to each VICOBA group and afterwards Trias' staff members supported the groups in providing qualitative constitutions, which are necessary to get registered.

In year 3, 20 groups of Monduli and 8 groups of Longido were supported by Trias in this process. Not all of the VICOBA groups needed support of the project for this activity. About ten groups were able to get registered independently.

Thanks to their registration, VICOBA have several advantages:

- they are legally recognized by the government
- they get support by the government
- they access to different services given by the government such as:
 - Loans e.g 5% youth and women fund
 - Linked to development stakeholders
 - Follow-up/monitoring of their performance
- Conflict resolutions by the government
- Sustainability

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed

As communicated and approved by EU in the amendment in October 2017, this activity's objectives have changed compared to the original project document.

According to the gained experience, the project has been more effective strengthening existing MBOs (PWC, MVIWATA Arusha and MWEDO) which are already working on a higher level and facilitates the linkages between these bigger MBOs and VICOBA, instead of creating new ones.

As a consequence, the title of R2 and subtitle A2.2 has been revised accordingly in the logical framework, communicated in the amendment in October 2017.

TRIAS therefore targeted 3 existing MBOs (PWC, MVIWATA Arusha and MWEDO, with total membership of around 20,000 members), instead of creating 8 new ones as originally planned.

Next to this, Trias facilitated the registration of VICOBA at District level. Although this activity was not originally planned for, there is a high demand of VICOBA, especially the ones who are located in remote area, to support their registration. VICOBA benefited from the registration as the government offered different services to registered groups.

The Spider Tool originally planned under activity A2.2 was shifted to activity A2.3, as capacity building tool to give technical assistance for MBOs management.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

As highlighted last year, the existing MBOs might not be ready to recruit new members who are living in areas which are not nearby their current working/target areas.

When people join an MBO, they expect to get certain services. However, many MBOs still depend on project funds and have difficulty delivering services outside project areas. To reach people in remote areas is very costly, therefore some MBOs are reluctant to recruit members far from their current project areas, unless more funds become available.

Annexes:

See Annex 35 - List of Vicoba linked to a MBOs

See Annex 36 - List of registered Vicoba

A2.3 - Training and technical assistance for the MBOs management addressed to the MBO boards

Topics/activities covered:

The three MBOs to which the VICOBAs are being linked to are PWC, MWEDO and MVIWATA Arusha.

These MBOs are partners of Trias in the Maisha Bora programme, funded by the Belgian government.

MBO	Number of members	Number of women
MWEDO	5,830	4,974
PWC	6,000	6,000
MVIWATA Arusha	7,889	4,733

During the past year, Trias continued to strengthen the capacities of the MBOs in micro-finance, business development services, marketing, lobby & advocacy and financial management, amongst others, through the SPIDER tool methodology.

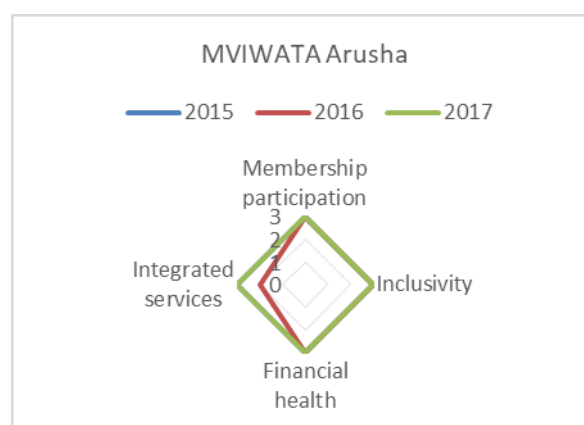
All MBOs re-assessed their own organisations (facilitated by Trias) by making use of the SPIDER tool. However, it should be noted that Trias has adjusted the tool, considered the start of a new Trias programme (2017-2021) as an opportunity to make some improvements⁵. In 2017, the average SPIDER score (an indication of organizational development based on 7 core capacities) has gone up slightly from 2.43 to 2.44.

MBO	2015	2016	2017	progress 2016 - 2017
MVIWATA Arusha	2.94	2.72	2.85	+4.8%
MWEDO	2.52	2.83	3.28	+15.9%
PWC	1.91	2.48	2.44	-1.4%
Average score	2.46	2.68	2.86	+6.7%

MVIWATA-Arusha

After a small dip in 2016, MVIWATA Arusha is back at the same level as 2015: for all 4 selected core capacities they have an overall score of 3. Compared to last year, MVIWATA Arusha has dropped 2 core capacities (resources management and networking) and remains with 4 core capacities (see the graph on the right). The only core capacity that increased was integrated services, for which all indicators got a score of 3. These indicators relate to MVIWATA's capacity to analyse its environment, to facilitate access to resources and markets for its members, to analyse and develop value chains and to promote environmentally sustainable practices.

The scores reflect that MVIWATA Arusha is a stable and strong organisation with a relative high level of service delivery.



⁵ That is way the average SPIDER scores from 2015 and 2016 slightly differ from the previous report.

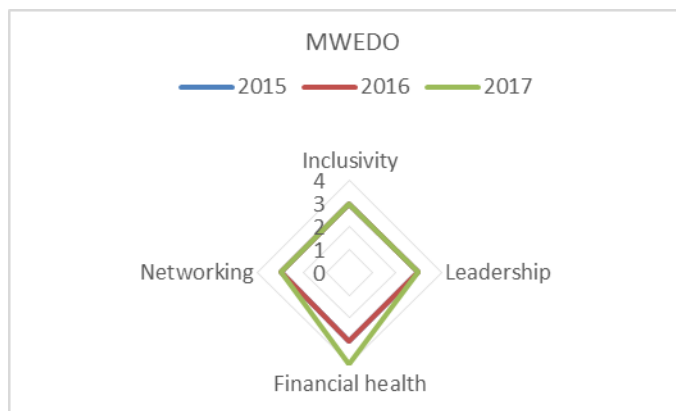
MWEDO

MWEDO's score improved with more than 15% to become the best scoring MBO of the three MBOs in the last year.

In the SPIDER graph on the right, it can be seen that only financial health improved to get the highest score (4).

The selected indicators relate to MWEDO's financial ability to

reach its objectives and its capacity to establish and maintain successful relations with donors.



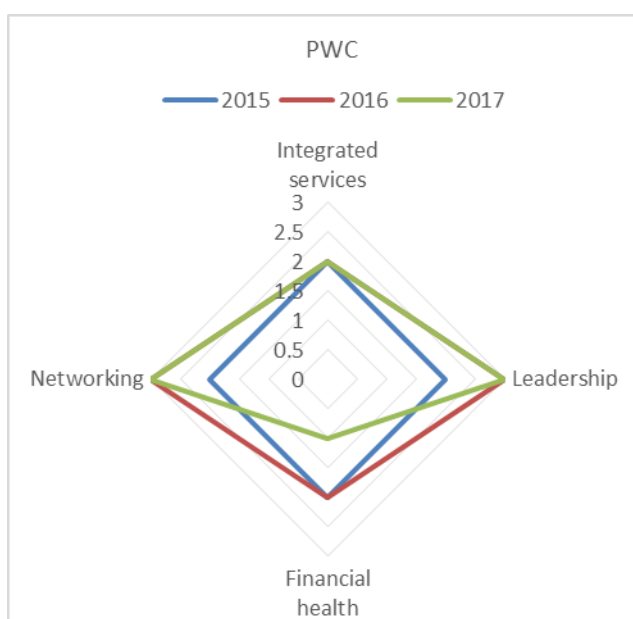
PWC

PWC went down slightly with 1.4% compared to last year. This was mainly due to the long-term

financial situation of the NGO as there is uncertainty on whether the organisation can reach its long-term objective. This has caused a drop in the score for financial health from 2 to 1. For the other 3 core capacities, PWC stayed stable or increased its scores.

Compared to last year, PWC dropped membership participation and resources management in an effort to focus more.

Despite its small drop, PWC is one of the programme's strongest partners, and it is performing very well.



Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

As mentioned above under A2.2, in the original proposal the implementation of the SPIDER tool was mentioned under activity A2.2. Because it is a capacity building tool, Trias has decided to shift this activity to A2.3.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: N/A

Annexes:

See Annex 37 - User manual SPIDER tools_Trias

~~A2.4 - Creation of Community Social Funds managed by trained VICOBA groups~~

As communicated and approved by EU in the amendment of activities in October 2017, this activity remains the same, but it is totally incorporated under activity A2.1. There are no further explanation under activity A2.4, as all actions related to Social Funds are described under activity A2.1.

A2.5 - Facilitate access to micro-credit for up scaling of small businesses

Topics/activities covered:

As communicated in the amendment of activities in October 2017, the business grants will be distributed to the best performing VICOBAs of the project; the targeted VICOBAs are 18, meaning that each group will receive about 1,500,000 Tsh.

The objective of the business grant fund is to invest the grant in one or more group business activity/activities of the VICOBA.

The idea is that the business grant fund will boost and stimulate the group business activities that will generate income for the members of the VICOBA group.

The selected groups keep the money in a separate box (business grant) in their credit kit, together with the MoU signed with Trias and record keeping booklet, in which all the transactions (expenditures and income) are recorded. This way, Trias can track down the usage of the grant.

The selection and distribution of the business grants are taking place in several rounds. This method is used in order to stimulate/motivate the groups to improve their group quality and savings behavior.

Next to the geographical area that was selected for these small grants (due to the budget decrease and possibility of accessing credit in the wards which were not selected), the following core/essential selection criteria were formulated:

- Minimum group health of at least 85%
- Minimum percentage of female members is 90%
- Minimum group age is one year
- The grant (1,500,000 Tsh) can't exceed the maximum savings rate of the groups (in the current or previous loan cycle).

These criteria were set up to guarantee the success/use of the business grant.

The groups must have proven that they are functioning to the maximum and that they can manage an extra budget of 1,500,000 Tsh.

Another requirement is the completion of a business plan. This business plan was developed in collaboration with the microfinance and business department of Trias.

In the past year, the 6 best performing were selected and granted the business fund after they signed the MoU and completed the business plan:

District	Village	Group name
Arusha	Oldonyosambyu	Esuphat
	Losinoni juu	Nasieku
Longido	Lerangwa	Ekenywa
	Engikaret	Namayana
Monduli	Naiti	Nanyori
	Baraka	Tupendani

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

The small grants for well performing VICOBAs will be implemented, although with a smaller budget than originally foreseen (10.000 EUR instead of 30.000 EUR).

Due to the budget decrease, the conditions of the grant are partially different than described in the original planning.

First of all Trias have narrowed the target group of the small grants to the following wards, targeting the following wards:

- Longido: Engikaret & Olmolog
- Monduli: Esilalei & Makuyuni
- Arusha: Oldonyosambu & Oldonyowas

The VICOBAs that are located in Kitumbeine, Gelai Merugoi and Gelai Lumbwa will be linked (some are already linked) to PWC. These groups already have access to the credit funds of PWC. Therefore, and because of the limited budget of the small grants in the EU project, Trias has decided not to allocate small grants of this project to these groups.

Secondly, Trias allocate a smaller amount (than originally foreseen) to the three best performing VICOBA groups in each of the six selected wards (18 VICOBAs in total).

Lastly, Trias allocate the small grants in different rounds. Trias expects that this will increase the quality of the VICOBAs as it will motivate the group members to improve themselves.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: N/A

Annexes:

See Annex 38 - MoU small grants VICOBAs_english

See Annex 39 - MoU small grants VICOBAs_swahili

See Annex 40 - Business plan VICOBA GRANTS_assessment tool

A2.6 - Creation of 8 information points (one for each Ward) within the local authorities' facilities, to provide information and consulting services to the population.

Topics/activities covered:

In Year 3 the project started the activity of the information points in four Wards: Kitumbeine, Gelai Lumbwa, Oldonyowas, Olmolog.

Here below a brief description of the activities implemented and related dates follows, for each information point.

Location choice and MoU signing:

Project Staff has been in contact with different village chairmen to discuss the availability of a room for the information points' activity, starting from September 2017.

By the end of November 2017, an informal agreement with the local authorities of the four villages involved was established, to use a location near the village offices or ward offices, to initiate the information points. Meetings in the wards of Kitumbeine, Gelai Merugoi, Gelai Lumbwa and Olmolog took place at the beginning of December 2017, to check the actual availability of suitable locations where set up the info points.

In Kitumbeine and Gelai Lumbwa, on 17th-18th-19th December 2017 a mission for the signing of the MoU was successfully organized between the wards leaders and OEA, to guarantee the availability of the rooms available to set up the info points.

The MoU between the Oldonyowas ward leaders and IMW, in partnership also with TERRA Project (implemented by Oikos and funded by AICS), has been finalized and signed the 22nd of December. The space will be used both for the Information Point activity and the leather manufacturing activity (both under this project and Terra project).

A meeting took place on 23rd February 2018 with the ward leaders at Olmolog (Longido District) for the signature of the MoU. This was the last MoU signed in year 3.

At the same time, the MoU discussion with the other 4 villages (Gelai Merugoi, Engikaret, Esilalei, Makuyuni) took place, to reach the goal of setting up extra 4 info points in year 4.

Renovation works

After the signing of the MoU, a meeting was arranged in Oldonyowas on 26th January 2018 for an in-depth inspection of the rented space, to check which renovations had to be arranged and which furniture to buy. This activity is implemented in collaboration with TERRA project, which shared the costs with IMW and co-financed some expenses.

Other similar meetings were arranged by Project CDO on 19th-20th-21st February 2018 with the ward leaders at Kitumbeine and Gelai Lumbwa, for checking the materials needed for the renovation work.

In February and March 2018, after defining the needed materials for renovation and contracting workers in each village, the project CDO followed the renovation works in all Information Points.

The renovation in Oldonyowas information point is finished and it is ready to start its activity, while it is almost completed in the other villages.

Needs assessment interviews

The objectives of the activity of each information point is defined more specifically by the study of the results of the needs assessment form, interviews conducted in each Ward where the information point is opened.

The Project Staff is tailoring the mentioned services provided by the Information Point according to the outcomes of the needs assessment addressed to local authorities, the Trainers involved in the project and other main stakeholders.

In March 2018, Project Team conducted the needs' assessment questionnaire with the village leaders, Trainers of the area and a sample of beneficiaries. 10 interviews on average were conducted in each village where the Info Point MoU was already signed, reaching 40 needs assessment questionnaires in total. After the study of the first results, some interesting stimuli came out, mostly on the financial sustainability of the information points.

Advisor selection

An advisor was selected for each active Information Point in March 2018.

The criteria of selection of each information point advisor have been set by PM and Project Staff and the selection process were conducted in collaboration with local authorities. The selection of the advisor was defined according to the results of the evaluation forms to be filled at every interview by the project CDO, in collaboration with local authorities.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed: N/A

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: N/A

Annexes:

See Annex 41 - Info point MoU OEA vs OLDONYOWAS

See Annex 42 - Format Info points_MoU_all wards

See Annex 43 - Info point needs assessment_interview tool

See Annex 44 - Methodology of selection_advisors info points

See Annex 45 - Evaluation_Info point advisor_interview

R3 - Empowerment and institutional strengthening of 25 existing Traditional Women Groups (TWG)

This activity is coordinated by MPF (Maasai Pastoralist Foundation), the project local Partner.

This activity is implemented by the local Partner MPF.

Following recommendations of the EU delegate, the mid-term external evaluation and the results of the ROM mission, some main measures have been taken to improve the effectiveness of this sensitive activity:

- More monitoring and follow up of ToTs activity
- Signed agreement with TPCF (Tanzania Pastoralist Community Forum), experts in Human Rights Trainings, based in Arusha and Partners of LSF (Legal Service Facility), funded by EU.
- Improvement of the training manuals – MPF and Project PM worked on the production of a pictorial manual, access to standard training manuals prepared by Tanganyika Law Society (TLS) with topics on human rights, land rights, gender issues, labor rights and leadership).
- Refresher courses with ToTs – The refresher courses involved all Human Right Trainers and the main local authorities and paralegals of the area. The total number of participants was 130.
- After these courses, the ToTs will then go on with their trainings on Human Rights contents, to be delivered inside the TWGs, with constant monitoring and follow up from MPF.

In Year 3, Project Team and MPF had also arrange a series of meetings with the involved TWGs and local authorities at different levels (District, Ward and village), to facilitate their link and communication. Three stakeholders meetings took place in the 3 Districts and the main objective was to network to advocate on the main concepts of the Human Rights training and strengthen the link between the ToTs in the villages and influential people, paralegals, police officer, local authorities. The total number of participants was approximately 170. Media was involved to cover the Longido stakeholders meeting.

Indicators R3:

~~Indicator R3.1: Nr. of women who have reported cases of violence to the local authorities~~

The indicator was deleted in the amendment communicated and approved by EU in October 2017.

Indicator R3.2: Nr. of women aware of the meaning of gender equality, gender issues, human rights

This indicator was modified in the amendment communicated and approved by EU in October 2017.

Description of the indicator	Total expected (end of project)	Total realized (end of Y3)	Status on target end of project (%)
<u>R3 - Indicator 2</u> Nr. of women aware of the meaning of gender equality, gender issues, human rights	350	29	8.2%

Milestones				
Description of milestones for indicator 3.2	Target End of project	Total expected (end of Y3)	Total realized (end of Y3)	Status on expected end of Y3 (%)
Number of women trained on human and land rights	500	200	29	14.5%
Number of women who have attended at least 1 training session on gender equality, gender issues, human rights	500	400	159	39.7%

Indicator R3.3: Nr. of women aware of the meaning of land ownership and labor rights.

This indicator was modified in the amendment communicated and approved by EU in October 2017.

Description of the indicator	Total expected (end of project)	Total realized (end of Y3)	Status on target end of project (%)
<u>R3 - Indicator 3</u> Nr. of women aware of the meaning of land ownership and labour rights	350	29	20.7%

Milestones				
Description of milestones for indicator 3.3	Target End of project	Total expected (end of Y3)	Total realized (end of Y3)	Status on expected end of Y3 (%)
Number of women trained on land ownership and labour rights	500	200	29	14.5%
Number of women who have attended at least 1 training session on land ownership and labour rights	500	400	159	39.7%

Indicator R3.4: Nr. of women in charge of key positions within local institution authorities (village and Ward level)

This indicator was deleted in the amendment communicated and approved by EU in October 2017.

Outputs R3:

Description of the outputs of R3	Total expected (end of project)	Total realized (end of Y3)	Status on target end of project (%)
R3- Output 3.1 500 women trained to recognize physical, emotional and economical abuse	500	29	5.8%
R3 – Output 3.2 500 women trained to recognize the structure of formal and informal institutions and to relate to them to resolve issues or to receive advice	500	29	5.8%
R3 – Output 3.3 Women trained to refer to Institutions to get assistance for gender related and labour issues Output deleted in amendment October 2017	-	-	-
R3 – Output 3.4 Existing formal or informal TWGs strengthened	25	31	124%

A3.1 - Training on leadership, human rights, land rights and labor legislation to Traditional Women Groups' representatives

Topics/activities covered:

This activity is implemented by the local Partner MPF.

In Year 2 MPF had focused on the selection of TWGs, the selection and training of the Trainers (ToTs) and a series of missions for the introduction of the ToTs to most of the village leaders, authorities and the whole village. As highlighted last year, this activity is challenging, as the topics raised are very sensitive and the environment in the families and communities not always is enabling to change points of views on women rights. The ToTs are sometimes worried to train, as the reaction of the village leaders (even after our introduction and explanations) is sometimes unsympathetic and not supportive.

As recommended by the EU delegate, the mid-term external evaluation and the results of the ROM mission, PM and MPF re-defined together a strategy to improve the effectiveness of the action.

In Year 3, some main measures have been taken:

- Monitoring and follow up of ToTs activity
- Agreement with TPCF (Tanzania Pastoralist Community Forum), experts in Human Rights Trainings, based in Arusha and Partners of LSF (Legal Service Facility), funded by EU

- Improvement of the training manuals
- Refresher courses

Monitoring and follow up

MPF conducted constant monitoring missions, to provide some guidelines to ToTs, mentor them and give support if and when needed.

These monitoring missions underlined the need of a strategy to cope with their challenge while delivering sensitive topics in the communities. MPF and PM took adequate measures.

Agreement with TPCF

The EU delegate Ms. Alexa Haden, during her mission to visit/evaluate the project at the beginning of July 2017, has advised PM to contact LSF to improve the activity of Human Rights Trainings implemented by MPF. LSF has a strong network of paralegals/organizations working in that field and also financed by EU. LSF addressed PM to contact TPCF (Tanzania Pastoralist Community Forum), based in Arusha, to start a possible collaboration.

PM has contacted Joseph Parsambei, the director of Tanzania Pastoralist Community Forum (TPCF) on 10th of August 2017 to schedule a first meeting for the possible collaboration on Human Rights Training.

At the end of October 2017, Joseph Parsambei from TPCF and Oikos have signed the MOU for the collaboration on human rights training.

Here below described TPCF main responsibility and results achieved:

- Provision of training manuals on the Human Rights Training contents to complement the manual produced by MPF and used during the ToT trainings (LSF official manuals, with right to produce copies)
- Training design defined (who to involve, how to deliver such sensitive topics, how to teach the contents to Trainers and final beneficiaries, how to monitor the activity, etc.)
- Linkage with existing active paralegals/organizations in all the project target areas
- Participation of TPCF Focal Person in strategic meetings with main stakeholders to refresh objectives and methodology of the activities

Improvement of the training manuals

The improvement of the training manuals has been done through 2 different actions:

- Production of a new pictorial manual, with the main concepts explained a more simple way and including images and pictures, more comprehensible by illiterate trainees; the approach is now more visual and pictorial, together with some exercises and role-plays.
- Access to standard training manuals prepared by Tanganyika Law Society (TLS) with topics on human rights, land rights, gender issues, labor rights and leadership; they were copied and delivered to the Human Rights Trainers; the right to use TLS manuals came through the MoU with TPCF, as Partners of LSF (Legal Service Facility).

Refresher courses:

After 3 important stakeholders meetings arranged in March 2018 (Refer to “A3.2 - Advocacy activities promotion for TWGs at different institutional levels” for more explanation), two refresher courses were arranged to refresh all the contents with ToTs, the main local authorities and paralegals of the area.

The main objective of the courses was to review the notions already delivered during the first Training last year and to provide them with new tools, such as the 4 LSF booklets on topics concerning the notions of gender, women's rights, land rights, civil rights. New pictorial manuals to be used with trainees were also delivered to ToTs.

The refresher course combining Arusha and Monduli District ToTs was held in Mto Wa Mbu on 19th-20th March 2018. The one in Longido District was held on 22nd -24th March 2018. The total number of participants was 130.

After these courses, the ToTs are going on with their trainings on Human Rights contents, to be delivered inside the TWGs, with constant monitoring and follow up from MPF.

Advocacy through street-theatre and dance

Together with the training sessions, the activity of advocacy on human rights, gender equality issues and the recognition of the role of women was also implemented through live performances in the villages, with two companies: Esarunoto (street-theatre) and Ibuka Dance Foundation (dance).

In remote and illiterate communities, the project realized that live performances are very effective to advocate on sensitive topics.

The format has been the Forum Theatre, with active interaction of the audience during the performance, where the solution to dramatic events acted and simulated comes from the community members themselves.

Educational Posters

Some educational posters have also been produced to advocate on gender equality and women's rights and to raise awareness.

Both for street-theatre/dance and educational posters, for more details refer to the description of the activity "R4 – Awareness and knowledge increased among pastoralist target villages on civil and social rights".

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

As communicated in the amendment of activities in October 2017, the project counted upon one local consultant (TPCF) who has a high expertise in the field and could give the need support to MPF and the selected ToT. A new budget line was created for the consultancies, monitoring and follow up of Human Rights Trainings.

As mentioned in year 2, the project Team decided to increase the number of target TWGs to 31 (instead of 25), so as to target all the villages. The total number of final beneficiaries of this component may consequently increase.

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

The topics raised are very sensitive and the environment in the families and communities not always is enabling to change points of views on these rights.

The ToTs sometimes are worried to train, as the reaction of the village leaders (even after our introduction and explanations) is sometimes unsympathetic and not supportive.

Despite MPF and Partners/support entities support efforts, some Trainers still seem to feel only partially confident in deliver such contents in their communities.

Annexes:

See Annex 46 - Final MoU TPCF and OIKOS_Human Rights

See Annex 47 - MoU TPCF_OEA_Human Rights activities

See Annex 48 - MoU TPCF_OEA Human Rights budget

See Annex 49 - TPCF Human Rights training design

See Annex 50 - Final Report TPCF Human Rights

See Annex 51 - Final_pictorial booklet Human Rights

See Annex 52 - Human rights trainings_database March18

A3.2 - Advocacy activities promotion for TWGs at different institutional levels

In Year 3, Project Team and MPF had arranged a series of meetings with the involved TWGs and local authorities at different levels (District, Ward and village), to facilitate their link and communication.

In March 2018, three stakeholders meetings took place in Arusha, Monduli and Longido Districts, connecting all the main stakeholders involved in the activities of Traditional Women Groups and the Human Rights Trainings. The objective was to network among all main stakeholders to advocate on the main concepts of the Human Rights training and strengthen the link between the ToTs in the villages and influential people, paralegals, police officer, local authorities.

The first stakeholders' meeting was held in Arusha District the 2nd of March 2018, followed by the same meeting for the Monduli District on the 9th of the month. The stakeholders' meeting in Longido District was held in Longido on 21st March 2018.

The total number of participants was 170.

Media was involved to cover the Longido stakeholders meeting, in which about 70 participants were presents, where Longido DAS (District Administrative Secretary) did an official opening of the meeting, insisting on the potential of empowering women.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed: N/A

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

In some cases village leaders don't fully support the activity as the women's rights are a sensitive topic which touch some traditional behaviors to change them, in respect of basic human rights and advocating on gender equality.

In these specific cases, MPF and Oikos have put more efforts, with total availability to further discussion, in order to find a common path. In most cases, the strategy has been successful.

R4 - Awareness and knowledge increased among pastoralist target villages on civil and social rights

The communication plan involving the radio broadcasting has been arranged at community level with Orkonerei Radio and at national level, with TBC radio.

The contents and scripts of all radio programs have been defined in collaboration with Francesca Santapaola (Communication office Milan).

All radio programs have been produced and broadcasted.

Some experts and successful stories' witnesses have been interviewed and recorded for the radio programs production.

The topics covered with Orkonerei were:

1. Women inheritance's rights
2. Economic Empowerment for Women
3. Right to education

Two education pills were also produced on:

- Children and Nutrition
- Wash

From 27th July 2017 to 30th December 2017 Orkonerei broadcasted the project programs.

These programs were broadcasted by Orkonerei 72 times through their network.

The topics covered and recorded with TBC were:

1. Equal access to education in Tanzania, with the involvement of an external expert, Vinold John;
2. Women in nowadays' perspective in Tanzania, with the involvement of an external expert, Carolyn Kandusi;
3. Sustainable utilization of natural resources in promoting entrepreneurship for women, with an interview of Mary Birdi from OEA;
4. Overview on the Investing in Maasai Women project, given by the Gender Advisor Esther Laly.

TBC Radio has started to broadcast the programs recorded for the project on 19th February 2018.

These programs were broadcasted by TBC 24 times through their network.

The Team contacted all local authorities and main stakeholders to advertise and inform about the starting of the broadcasting.

After the broadcasting, the project team visited sample villages to assess/evaluate the appreciation/ comprehension of the radio programs. The targeted sample villages, one for each District, were, by the end of Year 3:

- Esilalei for Monduli District (16th March 2018)
- Lemanda for Arusha District (21st March 2018)

A total of 16 street-theatre performances took place in April-May 2017 in 8 Wards, advocating on women's rights and gender equality issues. A total of 7,376 community members including women, men and children attended all the performances. Women were approximately 60% of the total audience.

The project has also contracted a dance company (Ibuka Dance Foundation) to go on with the activity of advocating on gender equality issues and women's rights.

The tour took place starting in February-March 2018, with 8 dance performances in the 3 Districts. A total of 8 performances took place in the 3 Districts, with a total of 2,888 community members including women, men and children attended all the performances. Women were approximately 55% of the total audience.

Educational posters have been produced, in collaboration with the communication office in Milan, to advocate on 5 different important topics, have been covered:

- girls' education
- land rights with a focus on women
- VICOBA groups
- sustainable practices of livelihood
- violence against women – to be finalized

The educational posters have been produced in March 2018. They are mainly pictorials, with short and clear messages in Swahili, to raise awareness on the topics mentioned.

They will be mainly placed in the information points, delivered to the main local authorities' offices, to ToTs and to project components' beneficiaries.

Project Team also arranged 3 important workshops, involving the main project stakeholders (all Partners, all ToTs from MPL, Vicoba, Human Rights Trainings, all local authorities), to share results, network and improve the coordination. A total of 257 participants were involved in the 3 Districts.

Indicator R4.1: n° of people reached by the awareness campaign on gender empowerment (printed material distributed, radio show assessment, street theatre performances)

This indicator was modified in the amendment communicated and approved in October 2017.

This indicator includes the targets reached by the radio broadcasting, the brochures and posters and the street-theatre-dance live performances.

The TBC radio broadcasting is the tool that have reached the highest number of listeners (approximation of listeners of TBC in total, considering that the time ranges when the programs were broadcasted are the most listened); this target is the benchmark to refer to, all other targets are below this amount, so included in it.

Description of the indicator	Total expected (end of project)	Total realized (end of Y3)	Status on target end of project (%)
<u>R4 - Indicator 1</u> n° of people reached by the awareness campaign on gender empowerment (printed material distributed, radio show assessment, street theatre performances)	At least 250,000	550.000	220%

Indicator R4.2: n° of references to Maasai women rights in media and official documents

This indicator was modified in the amendment communicated and approved in October 2017.

Three articles were produced and published by journalists of national newspapers and on the websites on:

- mid-term coordination workshop with main stakeholders of the project;
- Stakeholders meetings on Human Rights training activity.

Project Staff arranged with HQ Istituto Oikos a series of posts on the social media platforms for the women's day on the 8th of March, with photos and brief statements of some of the trainers of human rights and MPL component.

During the year some other posts on Maasai women (on Facebook and the Newsletter) have been published through Istituto Oikos.

An article for the news section of Istituto Oikos website has been produced by the civil service collaborator on the MPL immersion conference in India.

For more details, check on the following links:

<http://www.istituto-oikos.org>

<https://www.facebook.com/IstitutoOikos/>

<https://twitter.com/istitutooikos>

https://www.instagram.com/istituto_oikos_onlus/

<https://www.linkedin.com/company/istituto-oikos-onlus/>

<https://www.youtube.com/user/istitutoOikos>

Description of the indicator	Total expected (end of project)	Total realized (end of Y3)	Status on target end of project (%)
R4 - Indicator 2 n° of references to Maasai women rights in media and official documents	10 articles	10	100%

Outputs R4:

Description of outputs R4	Total expected (end of project)	Total realized (end of Y3)	Status on target end of project (%)
R4 - Output 4.1 Street theatre performances in Maasai language held	16 street theatre performances	24	150%
R4 - Output 4.2 Spot radio released	150 radio spots	96	64%
R4 - Output 4.3 One monthly show in Maasai language held Output deleted in amendment October 2017	-	-	-
R4 - Output 4.4 Posters in Maasai and Swahili language produced and distributed	2500	100	4%
R4 - Output 4.5 Brochures in Maasai and Swahili language produced and distributed	2500	500	20%

A4.1 - Development of communication and awareness raising program and materials in Maasai language.

RADIO:

As explained in Year 2, the communication plan involving the radio broadcasting has been arranged at 2 different levels:

- at community level, through Orkonerei Radio;
- At national level, through TBC radio.

The contents and scripts of all radio programs have been defined in collaboration with Francesca Santapaola (Communication office Milan).

All radio programs have been produced. Some experts and successful stories' witnesses have been interviewed and recorded for the radio programs production.

Orkonerei radio:

All scripts have been finalized and all radio programs to be broadcasted through Orkonerei have been produced.

The topics covered were:

4. Women inheritance's rights
5. Economic Empowerment for Women
6. Right to education

Two education pills were also produced on:

- Children and Nutrition
- Wash

For the recording of the first two topics, the Team has contacted Mr. Baraka Joel, from the organization "Inherit your Rights" Arusha (baraka@inherityourrights.org) to be interviewed.

The recording session took place on 6th July 2017, together with a successful story, Fariji Francis (Communication officer for Inherit your Rights).

The last topic was recorded with Orkonerei Radio in Simanjiro (where Orkonerei is based) on 8th August 2017, with a live session and participation of listeners. The journalist interviewed the expert Baraka Joel on the topic "Women Economic Empowerment". The listeners were able to ask questions through text messages and phone calls.

On 23rd November 2017, two topics for the education pills were recorded by the Orkonerei journalist with the support of the two experts (one on WASH, one on nutrition) and the gender advisor.

TBC:

All scripts have been finalized and all radio programs to be broadcasted through TBC have been produced.

The topics covered and recorded with TBC were:

5. Equal access to education in Tanzania, with the involvement of an external expert, Vinold John
6. Women in nowadays' perspective in Tanzania, with the involvement of an external expert, Carolyn Kandusi
7. Sustainable utilization of natural resources in promoting entrepreneurship for women, with an interview of Mary Birdi from OEA
8. Overview on the Investing in Maasai Women project, given by the Gender Advisor Esther Laly

All recording sessions were held at OEA Office between the 31st January and the 1st February 2018.

A journalist from their HQ in Dar es Salaam joined to follow up on the recording and production of the programs.

A short interview of one of the beneficiary of the project, Ms. Neema Godbless Laizer, was also recorded, to be broadcasted at the end of each program. She answered to some few questions on the project activities she has joined (Marketplace Literacy, leather processing, exchange visit in India) and which lessons and good practices she believes her and her family have learned more, giving an extra value to the radio program, thanks to the perspective offered by a female member of the Maasai community directly involved.

Advertisement

The Team contacted all the village leaders, traditional women groups' representatives, all Trainers (ML, VICOBA and Human Rights), village executive officers, ward executive officers and Focal Persons to inform about the starting of the broadcasting and advertise it, motivating the programs' listening.

Orkonorei and TBC promoted the productions via radio during their programs.

Appreciation-Comprehension forms:

The project team visited sample villages to assess/evaluate the appreciation/comprehension of the radio programs.

The main objective was to understand the effectiveness of the radio tool to advocate on sensitive topics, such as gender equality issues.

PM has set a methodology to conduct the interviews (divided in listening sampling groups, according to the duration of the various programs to be listened).

The interview form included:

- questions on radio listening;
- questions on the project programs "spontaneous" listening;
- TBC/Orkonorei project programs "forced" listening (with arranged listening groups).

The targeted sample villages, one for each District, were:

- Esilalei for Monduli District (16th March 2018);
- Lemanda for Arusha District (21st March 2018);
- Kitumbeine for Longido District – to be conducted at the beginning of Year 4.

Two focus groups of total 41 people (24 in Esilalei and 17 in Lemanda) were conducted in the two villages, formed by village leaders, the District focal person and some trainers of the project.

Ibuka Dance Foundation

PM contacted Ibuka Dance Foundation, a non-profit organization based in Arusha that has experience in setting up performances advocating on human rights, gender equality issues and the recognition of the role of women.

Ibuka Dance Foundation team of gender equal dancers have trained, worked and toured together for 2 years and are delivering consistent quality performances through mutual artistic and personal growth through a model for the performative art sector for positive social change.

Ibuka created a customized performance for Maasai culture, under the project, called "Our Voice".

The preparation of the performance started on 6th February 2018. On 12th February 2018, project Staff with Ibuka manager and the dance company arranged a field visit to Oldonyowas (Arusha District), as a briefing day on the Maasai culture, in preparation of the performance "Our Voice".

The main points that were addressed through the dance piece were:

- Giving a chance for women to stand and speak up, to use their valuable voice in decision making for the community improvement
- Exposing common domestic physical abuse
- Educating and skills training for Maasai women and girls leads to wealth re-invested back into their communities
- Men are integral to initiating and backing positive social change for gender equality in society

The CDO Mariam Tikoine has followed the Ibuka Company during the tour to act as mediator with the Maasai community, monitoring the discussion after the end of the performance between the participants.

Project Team is arranging the production of a video, editing significant scenes of the Ibuka dance performance “Our Voice”, which will be finalized at the beginning of year 4.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed: N/A

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

Considering the fact that some geographical areas are not well covered by the radio network, PM decided to take the opportunity to advocate on women’s rights and gender equality also through other methodologies/tools: theatre-dance.

The theatre-dance live performances are an excellent alternative to address such issues in the villages that are not reachable by the radio programs. They are a more powerful tool, compared to the radio, among very remote rural communities and among illiterate beneficiaries, although the resources that have to be invested to reach the same amount of audience are higher.

Annexes:

All radio programs produced with TBC and Orkonerei radio are filed at Oikos East Africa office.

See Annex 53 - Radio programs_listening interviews_methodology

See Annex 54 - Radio programs_interview form_english

See Annex 55 - Radio programs_interview form_swahili

See Annex 56 - Final Report_Ibuka dance foundation

A4.2 - Awareness campaign through radio, posters and brochures.

Radio:

Orkonerei:

From 27th July 2017 to 30th December 2017 Orkonerei broadcasted the project programs. Refer to the annex for further details.

These programs were broadcasted by Orkonerei 72 times through their network.

TBC:

TBC Radio has started to broadcast the programs recorded for the project (“Women’s in today perspective” and the program about the project itself) on 19th February 2018.

In the month of March, other 2 recorded program were on air for the first time:

- On 5th of March was broadcasted the program on the sustainable utilization of natural resources in promoting entrepreneurship for women, for which the Oikos community development expert Mary Birdi was interviewed.
- On 12th March the 4th program, on the access to education for the girls, with an interview to the expert John Vinold, has been broadcasted.

These programs were broadcasted by TBC 24 times through their network.

At the beginning and at the end of every program the radio speaker has presented the IMW project, giving information on the activities and their outcomes and also giving information on Oikos East Africa.

Street theatre company - Esarunoto:

From the 29th March to the 9th April 2017, Esarunoto Theatre Company made a live tour in Longido district, touching 11 villages in 5 different wards.

During the months of April-May 2017, Esarunoto Company completed their tour in Arusha and Monduli districts.

Here follows a list of villages and performances, with a quantification of the total audience:

DATE	PLACE OF PERFORMANCE	Audience number
29/03/2017	LONGIDO DISTRICT ward (Kitumbeine) Engikareti	470
30/03/2017	LONGIDO DISTRICT ward (Kitumbeini) at Elerai	720
31/03/2017	LONGIDO DISTRICT ward (olmologi) at Lerangwa	350
01/04/2017	LONGIDO DISTRICT ward (Gelai Merugoi) at Merugoi	1310
02/04/2017	LONGIDO DISTRICT ward ((Gelai Merugoi) at Magadini	100
03/04/2017	LONGIDO DISTRICT ward (Kitumbeine) at Kitumbeine	990
04/04/2017	LONGIDO DISTRICT ward (Kitumbeine) at Engushai	560
05/04/2017	LONGIDO DISTRICT ward (Egikareti) at Kiserian	70
06/04/2017	LONGIDO DISTRICT ward (Gelai lumbwa) at Wosi Wosi	126
07/04/2017	LONGIDO DISTRICT ward (Gelai lumbwa) at Lumbwa	780
19/04/2017	MONDULI DISTRICT ward at Elutukai	360
20/04/2017	MONDULI DISTRICT at Baraka	130
21/04/2017	LONGIDO DISTRICT at Makuyuni	270
22/04/2017	LONGIDO DISTRICT at Mbuyuni	240
27/04/2017	Arusha district at Oldonyosambu	120
06/05/2017	Arusha District at Oldonyosambu	780
Total:		7,376

A total of 16 performances took place in Longido (10) and Monduli (4) and Arusha (2) with a total of 7,376 community members including women, men and children attended all the performances. Women were approximately 60% of the total audience.

Ibuka:

The tour took place starting at the end of February 2018 and going on until 9th March 2018, with 8 dance performances in the 3 Districts.

Here follows a list of villages and performances, with a quantification of the total audience:

DATE	PLACE OF PERFORMANCE	Audience number
28/02/2018	LONGIDO DISTRICT ward Olmolog	198
01/03/2018	MONDULI DISTRICT at Esilalei	350
02/03/2018	LONGIDO DISTRICT at Makuyuni	68
03/03/2018	Arusha district at Oldonyosambu	700
05/03/2018	LONGIDO DISTRICT ward at Kitumbeine	700
06/03/2017	LONGIDO DISTRICT ward at Gelai Merugoi	100
07/03/2018	LONGIDO DISTRICT ward at Engikaret	72
09/03/2018	LONGIDO DISTRICT ward Gelai Lumbwa	700
Total:		2,888

A total of 8 performances took place in Longido (5) and Monduli (2) and Arusha (1) with a total of 2,888 community members including women, men and children attended all the performances. Women were approximately 55% of the total audience.

Educational posters:

A process of brainstorming with the communication office in Milan regarding the educational posters' contents took place starting from November 2017.

The topics selected have put a special emphasis on themes that are critically relevant for the activities of the project, such as gender-based violence and female land ownership issues.

The messages to be delivered are simple and clear and the communication tools used are mainly visual and pictorial, to facilitate the full comprehension of the messages by the communities targeted.

Five topics have been covered:

- girls' education;
- land rights with a focus on women;
- VICOBA groups;
- sustainable practices of livelihood;
- violence against women;

The educational posters have been produced and finalized in March 2018. The poster on violence against women is almost completed. They are mainly pictorial, with short and clear messages in Swahili, to raise awareness on the topics mentioned.

They will be mainly placed in the information points, in the local authorities, in the police stations and delivered to Trainers and beneficiaries.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed: N/A

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled:

The street-theatre and dance performances have sometimes been challenging because of weather conditions (rainy season or very hot) and the remote rough roads condition. These factors influenced the amount of people joining to watch the performances and the length of their stay (sometimes too hot, sometimes heavy rains).

Annexes:

See Annex 57 - Orkonerei radio broadcasting schedule

See Annex 58 - TBC radio - broadcasting

See Annex 59 - Educational posters

All audio-video materials related to Esarunoto street-theatre performances and Ibuka dance foundation performances are filed at Oikos East Africa office.

A4.3 - Organization of roundtables for discussion on informal economy and sharing of pilot experience results, involving local authorities and key stakeholders.

Mid-term Coordination Workshop in three districts:

PM has decided, with Project Team, to arrange 3 important workshops, involving the main stakeholders (all Partners, all ToTs from MPL, Vicoba, Human Rights Trainings, all local authorities), to share results, network and improve the coordination.

These meetings were also arranged considering the results of the mid-term evaluation mission and the EU delegate mission, which had highlighted some challenges and elements to be improved.

After two years and the foundation of the project was laid, it was essential to share achievements, give and get feedbacks, merge the activities and stakeholders in order to coordinate each other and to increase the effectiveness and sustainability of the project.

The 3 workshops were planned as follow:

- Arusha District: 5th September 2017 in Arusha Ngaramtoni
- Monduli District: 11th September 2017 in Makuyuni
- Longido District: 19th September 2017 in Namanga

A total of 257 participants were involved in the 3 Districts.

Some general and specific objectives were defined by PM, in collaboration with the Project Team.

General sub-objectives:

- Linking all the stakeholders, creating connections between authorities, trainers and partners
- Give and get feedback
- Share results (trainings, number of beneficiaries)
- Identify the positive impact and threats/areas of improvement, to tackle different challenges.
- Share with all stakeholders the project future work plan

A booklet has been produced and translated in Kiswahili, including the main achievements/plans. The booklet has been delivered, together with a project t-shirt, to all participants in the 3 District workshops.

Project PM and Project Staff also arranged, throughout the year 3, many meetings with Partners and local authorities in the communities, whenever we have to introduce new activities or monitor them.

Reason for any change in the planned activity <please explain any problems (e.g. delay, cancellation, postponement of activities) which have arisen and how they have been addressed:

N/A

Please list any risks that might have jeopardized the realization of some activities and explain how they have been tackled: N/A

Annexes:

See Annex 60 - List of meetings and missions

2.3. If relevant, submit a revised log frame, highlighting the changes.

After a recommendation from the ROM, an amendment of activities has been communicated in October 2017 and approved.

Here follows the revised logical framework, with changes in red.

	PROJECT SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS / ASSUMPTIONS
Goal	01. Contribute to reduce poverty and improve livelihoods in vulnerable Maasai communities in Arusha Region SO Promote the social and economic inclusion of Maasai women groups in pastoralist communities of Arusha, Monduli and Longido Districts	SO.1 Nr. of women engaged in newly established economical activities SO.2 Nr. of women able to network with existing socioeconomic services SO.3 Increase of % of women who participate to local government meetings and decision making processes	SO.1 Baseline data analysis, District and Wards Market data SO.2 Information Points records, MBOs meeting minutes, VICOBA records SO.3 Local authorities official meeting minutes and official lists of Wards and Districts councillors	Political stability in Tanzania after the 2015 Presidential elections Project consensus of stakeholders and local communities does not change, No severe stochastic natural events (droughts, floods, epidemics).
Outcomes	R1. Developed skills to improve employability and income-generating activities among rural	R1.1 Nr of women with increased entrepreneurial and consumer literacy knowledge	R1.1 Project internal reports, records of trainings, training material produced and distributed R1.2 project internal reports,	Stochastic events do not affect the beneficiaries' capacity to participate to

	women	R1.2 % of trained women/men endowed with the skills to communicate in a basic English R1.3 Kilograms of dried meat produced among the target women for auto-consumption and/or sale DELETED R1.4 Kilograms of honey produced among the target women for auto-consumption and/or sale R 1.5 – Number of tanned skins produced R1.6 - Number of leather handicrafts sold R 2.1 – Number of women associated to MBOs DELETED R 2.2 Number of active VICOBAs R 2.3 - % of women in VICOBAs groups accessing micro-loans R2.4 Nr. of people (gender disaggregated) who benefit of the information points R3.1 Nr. of women who have reported cases of violence to the local authorities DELETED R3.2 Nr. of women	records of trainings, training certificates, training material produced and distributed R1.3 Meat driers' financial book records R1.4 Bee keepers' financial book records R1.5 Project internal reports, books records R2.1 Project internal reports, MBOs meeting minutes R2.2. VICOBAs records, project internal reports R2.3. VICOBAs records, project internal reports R2.4. Information Points records, Ward official data, project internal reports R3.1 project internal reports, Ward and District official data R3.2 Training and seminars entry line and exit line test results R3.3. Training and seminars entry line and exit line test results TWG records, local authorities official meetings minutes, project internal reports R3.4. Ward, District and Regional official documents R4.1 project internal reports, roundtable official minutes, radio networks reports-KAP surveys on sample population	the activities. No massive migration fluxes from the area. Intra-household relationships allow for women commitment in the training programs Marked demand for livestock and handcraft products remains stable. Market demand for honey will not be compensated by external producers. Priorities of local governance (Ward and District) remain the same. The turnover of the District Authorities staff composition allows to accomplish the capacity building activities
	R2. Access to socio-economic services increased and living conditions improved for 2.000 members of the 8 MBOs newly established of Vicobas, and the strengthening of 3 MBOs: R3. Empowerment and institutional strengthening of 25 existing Traditional Women Groups			

		aware of the meaning of gender equality, gender issues, human rights. (able to mention a higher number of concepts on human and land rights) R3.3 Nr. of women who have linked with service providers such as social services aware of the meaning of land ownership and labour rights. R3.4 Nr. of women in charge of key positions within local institution authorities (village and Ward level) DELETED	R4.2 project internal reports, roundtable official minutes and participation records, newspapers articles	
	R4. Awareness and knowledge increased among pastoralist target villages on civil and social rights	R4.1 n° of people (disaggregated by gender) with increased access to civil and social rights information reached by the awareness campaign on gender empowerment (printed material distributed, radio show assessment, street theatre performances) R4.2 n° of references to TWGs and Maasai women rights in media and official documents		
Outputs	01.1 Marketplace Literacy Training delivered 01.2 English course held	5000 Marketplace Literacy Manuals distributed		

01.3 Dry meat processing training delivered	50 10 Meat solar dryers distributed		
01.4 Honey production training delivered	500 450 bee hives		
01.5 Leather tanning and manufacturing training delivered	honey production kits distributed		
01.6 10 6 women travelling between India and Tanzania for exchange visits	50 leather tanning kits distributed		
	125 leather cutting-sewing kits distributed		
02.1 8 3 operational MBOs (existing MBOs strengthened and/or new MBOs established)	50 20 English course materials distributed		
02.2 80 women trained in management and basic finance issues delivered	Evidence of travels		
	Manual of training in management and basic finance issues distributed		
02.3 30 10 VICOBAs empowered	Seed money received by thirty ten VICOBAs		
02.4 8 information points at ward level set up and running	8 information points existence		
02.5 8 women trained on social and health , legal issues and capable to manage the IP	Training material on social, health, legal issues delivered		
03.1 500 women trained to recognize physical, emotional and economical abuse	Training material on physical, emotional and economical abuse delivered		
03.2 500 women trained to recognize the structure of formal and informal institutions and to relate to them to resolve issues	Training material on the structure of formal and informal institutions and to relate to them to		

	or to receive advice 03.3—500 women trained to refer to institutions to get assistance for gender related and labour issues 03.4 25 existing formal or informal TGWs strengthened 04.1 16 street theatre performances in Maasai language held 04.2 150 radio spots released 04.3 One monthly show in Maasai language held 04.4 5000 2500 posters in Maasai and Swahili language produced and distributed 04.5 5000 2500 brochures in Maasai and Swahili language produced and distributed	resolve issues or to receive advice delivered Training material on institutions to get assistance for gender related and labour issues delivered Training materials delivered on human rights, gender related abuse, importance of conflict resolution habitat, conservation, hygiene and sanitation, nutrition, basic health and HIV prevention. Audio and video materials recording the 16 street theatre performances Audio materials recording 800 150 radio spots Audio and video materials recording the show in Maasai language Posters produced Brochures produced		
Activities	A1.1 Selection of the 5.000 beneficiaries using economic and social criteria and alternative economies existing in the		Monthly Financial Reports, Quarterly, Technical Reports, Consultants reports, Communication and Visibility Plan, Participatory	<i>Preconditions to meet before the action starts</i>

	target area. A1.2 Development of educational programs and materials for “Consumer and Marketplace Literacy” tailored on beneficiaries’ background and expectations. A1.3 Training in “Consumer and Marketplace Literacy”. A1.4 Technical training on process and market livestock related products (meat preservation drying and salting, honey production and quality handicraft production). A1.5 Training on basic English. A1.6 Exchange Visits (10 women) with Marketplace Literacy Communities in India A2.1 Awareness creation on potential for small and micro business opportunities: and selection of interested beneficiaries. establishment/strengthening of Vicoba to facilitate access to micro-credit and manage social funds and advanced business trainings. A2.2 Establishment of 8 (MBOs) producing and selling livestock related products composed by 250 members each Linking VICOBA groups to well-established Member-Based Organizations (MBOs) A2.3 Training and technical assistance for the MBOs management addressed to the MBO boards. A2.4 Creation of Community Social Funds		climate change vulnerability, assessment report, List of participants at meetings and trainings, other outputs (publications, manuals, pictures...).	1. Tanzania will keep political stability even during the 2015 elections. 2. The Land tenure policies will not be reviewed disfavoring pastoralists. 3. The project consensus of the stakeholders and local communities will not change. 4. Market demand for dried meat, bee products and handicrafts will remain stable 5. Population pressure and land grabbing will not increase; no massive migration fluxes from the area. <i>Conditions outside the Beneficiary’s direct control to meet for the implementation of the planned activities</i> 1. The District Councils will maintain a transparent and fair position about informal economy issues 2. Inflation and THS exchange
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	managed by trained VICOBA groups. A2.5 Facilitate access to micro-credit for up scaling of small businesses. A2.6 Creation of 8 information points (one for each Ward) within the local authorities' facilities, to provide information and consulting services to the population. A3.1 Training on leadership, human rights, land rights and labour legislation to Traditional Women Groups' representatives. A 3.2 Advocacy activities promotion for TWGs at different institutional levels. A4.1 Development of communication and awareness raising program and materials in Maasai language A4.2 Awareness campaign through radio, posters and brochures A4.3 Organization of roundtables for discussion on informal economy and sharing of pilot experience results, involving local authorities and key stakeholders			rate do not make the action budget inadequate 3. Stochastic events do not affect women's capacity to participate to the activities
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Please list all contracts (works, supplies, services) above € 60.000 awarded for the implementation of the action during the reporting period, giving for each contract the amount, the award procedure followed and the name of the contractor - N/A

Please provide an updated action plan ⁶

INVESTING IN MAASAI WOMEN FOR IMPROVING RURAL COMMUNITY WELL-BEING Internal Project Code: 72T Donor Code: EuropeAid/135181/C/ACT/Multi												
YEAR 4 IMW												
2018										2019		
Activity	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
1. Developed skills to improve employability and income-generation activities among rural women	Activity ended											
A1.1 Selection of the 5,000 beneficiaries using economic and social criteria and alternative economies existing in the target area	Activity ended											
A1.2 Development of educational programs and materials for "Consumer and Marketplace Literacy" tailored on beneficiaries' background and expectations	Activity ended											
A1.3 Training in "Consumer and Marketplace Literacy"												
A1.4 Technical training on process and market livestock related products (meat preservation drying and salting, honey production and quality handicraft production).												
A1.5 Training on basic English												
A1.6 Exchange Visits with Marketplace Literacy Communities in India.												
2. Access to socio-economic services increased and living conditions improved for 2,000 members of Vicobas, and the strengthening of 3 MBOs												
A2.1 Awareness creation on potential for small and micro business opportunities: establishment/strengthening of Vicoba to facilitate access to micro-credit and manage social funds and advanced business trainings												
A2.2 Linking VICOPA groups to well-established Member-Based Organizations (MBOs)												
A2.3 Training and technical assistance for the Member-Based Organizations (MBOs) management												
A2.5 Facilitate access to micro-credit for upscaling of small businesses												
A2.6 Creation of 8 information points (one for each Ward) within the local authorities facilities, to provide information and consulting services to the population.												
3. Empowerment and institutional strengthening of 25 existing Traditional Women Groups												
A3.1 Training on leadership, human rights, land rights and labour legislation to Traditional Women Groups' representatives.												
A3.2 Advocacy activities promotion for TWGs at different institutional levels.												
4. Awareness and knowledge increased among pastoralist target villages on civil and social rights												
A4.1 Development of communication and awareness raising program and materials in Maasai language.												
A4.2 Awareness campaign through radio, posters and brochures.												
A4.3 Organisation of roundtables for discussion on informal economy and sharing of pilot experience results, involving local authorities and key stakeholders.												

⁶ This plan will cover the financial period between the interim report and the next report.

3. Beneficiaries/affiliated entities and other Cooperation

- 3.1. How do you assess the relationship between the Beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the Coordinator)? Please provide specific information for each Beneficiary/affiliated entity.

The coordination among the affiliated entities keeps going very well, ensuring a fruitful common work, based on respect and a successful team-work.

The monthly partners' committee meetings help in keeping every partner on the same track about the project and activities, as well as sharing ideas, challenges, solutions or advices about common missions on the field. District Focal Persons are also involved quarterly in the Project Committee Meetings.

The level of coordination of activities among Partners has improved consistently, connecting more intensely the Trainers and beneficiaries of the different components of the project (Marketplace Literacy, Vicoba, leather component, honey component, English courses and information points).

As advised by the mid-term external evaluation, partners have also improved the coordination of missions in the field, sharing a Google Calendar with plans and activities.

TRIAS:

The main role of TRIAS in the project is supervision and advice in the development of microcredit, implementation of community social funds and awareness on basic financial management.

TRIAS has always shown a very efficient collaboration and high level of expertise in their field.

The partnership is very functional overall.

MARKETPLACE LITERACY COMMUNITY TRUST:

The main role of MLCT in Year 3 of the project has been advisory together with monitoring on the Marketplace training activities.

The Senior Expert in ML Prof. Madhu Viswanathan is based in the USA, nevertheless his distance collaboration is very valuable, steady, dedicated and responsive.

During this third year of the project, Prof. Madhu Viswanathan arranged successfully the exchange visit in India with the Maasai women from 28th December 2017 to 4th January 2018.

Maasai Pastoralist Foundation (MPF):

The main role of MPF in the project is facilitation and promotion of community based activities.

MPF is the project partner for implementing the activity of advocacy of human rights, land rights and Labor legislation to Traditional Women Group's representatives (R3).

The activity implementation has been challenging in year 2 and during the first months of Year 3. Trainers didn't feel comfortable in delivering such sensitive topics in the communities and MPF had shown at first some weaknesses in facing those challenges in an effective way.

The EU delegate Ms. Alexa Haden, during her mission to visit/evaluate the project at the beginning of July 2017, has noticed some challenges and advised PM to contact LSF (Legal Service Facility) to improve the activity of Human Rights Trainings implemented by MPF. LSF has a strong network of paralegals/organizations working in that field and also financed by EU. LSF addressed Oikos to TPCF (Tanzania Pastoralist Community Forum), based in Arusha.

The project signed a MoU with TPCF, as support entity collaborating with MPF, to improve the effectiveness of the activity implementation. The commitment of MPF in this Phase 2 of the activities' implementation, with the support of TPCF, has been satisfying. The activity has improved.

The ToR of Mr. Amani Lukumay, originally PM assistant, will be modified for Year 4, according to his new role of "Human Rights Training senior coordinator". The change is due to the need of more resources dedicated to this challenging activity and was approved by EU with the Amendment presented in October 2017.

PM is regularly monitoring and supporting MPF's performance, doing capacity building on the job, transferring all Oikos implementation tools/methodologies and ensuring a smooth and regular delivery of the needed reports, with an efficient implementation of the activities.

ISTITUTO OIKOS:

The main role of Istituto Oikos in the project is supervision of beneficiaries' selection, design of work strategy, planning of awareness campaign, visibility, administration and internal monitoring activities

The partnership is very functional overall.

- 3.2. How would you assess the relationship between your organization and State authorities in the Action countries? How has this relationship affected the Action?

Local authorities (District, Ward and Village levels) are supporting the project and are constantly facilitating its implementation.

District officers are very often present at project's inception meetings for new activities, the first days of the activity and also during the different monitoring missions the Project staff had during the whole year.

A recommendation from the ROM results was to involve more the local authorities in the decision-making process - they sometimes expressed their aspiration to be more actively engaged; the first Project Committee Meeting where the District Focal Persons were involved took place in March 2018. The plan is to involve the Focal Persons in the Project Committee Meetings every quarter.

A recommendation from the ROM was also related to the improvement of the communication flow with local authorities.

Regarding the communication flow during the implementation of the activities, some action points have been defined:

- A letter is addressed to DED for the start of a project/program or special events;
- According to the schedule the Team pass at the District to sign and greet DED;

- The Focal Person is always informed when an activity starts or an event/workshop takes place;
- WEO-VEO and village leaders is always informed when an activity starts or an event/workshop takes place.

Regarding the flow of project results sharing, some action points have been defined:

- Annual report will be printed and delivered to DED
- Annual presentations will be arranged at Districts level
- VEO and leaders will be involved in the first/last days of the trainings
- ToTs will inform the VEO and leaders on how the training is going
- The District Focal Person are involved in quarterly Steering Committee Meetings and make sure they share minutes internally in the District.
- VEO/WEO/village leaders will inform the final beneficiaries about our plans and give feedbacks on selection processes

A MoU with Monduli District Council has been signed in February 2018.

The MoU with Arusha is about to be finalized, while the MoU with Longido District had already been signed in Year 1.

See Annex 61 - MoU Monduli District Council

3.3. Where applicable, describe your relationship with any other organizations involved in implementing the Action:

- Associate(s) (if any)
- Sub-contractor(s) (if any)
- Final Beneficiaries and Target groups
- Other third parties involved (including other donors, other government agencies or local government units, NGOs, etc.):

In the framework of the “Investing in people” EU program, the project is one of the seventeen initiatives selected worldwide under the call “Investing in people” to be part of the “Informal Economy Support Facility (IESF) EU Platform” as a knowledge sharing tool to enhance livelihood of people dependent by informal economy.

A workshop of RNSF network took place in Nairobi-Naivasha at the end of year 2, in February 2017. PM and the Training and Community Development Senior Coordinator joined the workshop, representing the project and Oikos.

During the workshop, the participants had a chance to write chapters of a book on enhancement of Social Protection mechanisms through the project activities implementation.

The book “Extending coverage: the informal economy and social protection” has been finalized and shared visibly in June 2017.

The RNSF network also shared some video on YouTube with interviews of participants explaining the objectives of the workshop.

Here is a link to a video with an interview to Francesca Lucchi, PM of the project:
<https://www.youtube.com/watch?v=5fm46yblyQ4>.

See Annex 62 - RNSF_book_social_protection

- 3.4. Where applicable, outline any links and synergies you have developed with other actions.

ECOBOMA (EU):

Project team is successfully managing synergies with the project “Ecoboma: a climate resilient model for Maasai steppe pastoralists ” funded by EU and implemented by Istituto Oikos in Arusha Region, particularly on the leather tanning module, thought and planned in a similar way.

Following the Ecoboma leather trainings, the project has contracted the same leather expert, MR. Gabriel Mollel, for project activity A1.4 - Technical training on processing and marketing of livestock related products.

With the support of Mr. Mollel and from the feedbacks and the knowledge gathered from the previous experiences in the leather processing training held by Ecoboma, Project team has implemented its activity very efficiently.

With Ecoboma team, we also found synergies on the communication plan implementation. When contacting the radio networks (TBC and Orkonorei) and the street theatre company Esarunoto, we found some optimizations as contracting them for a more long-term collaboration, involving the 2 important projects.

Terra (AICS):

Project Team has managed synergies with the AICS funded project called “Terra”, that started the 1st of March 2017 and it’s implemented by Istituto Oikos.

This project strengthens and co-funds Ecoboma, and some activities related to the leather processing are remarkable also for “Investing in Maasai Women” activity.

More specifically, they have implemented some activities with consultancies under “Terra” which have brought expertise and know-how for the leather processing activity and sustainability:

Consultancy on leather market in the area - "ARCOLAB"	Business model/production process
Consultancy NABA (New Academy of Art)	Design on leather products
Consultancy NEWPORT (Italian tanning company) for a center in Arusha	Business plan on how to build the laboratory and where; Technical consultancy of vegetable tanneries
International experts in sustainable enterprise development	Promotion, commercial contacts, at international level
Maasai Women Art	Quality control, definition of products, commercial contacts at local level, East Africa (Lodges, etc.)

In Oldonyowas (Arusha District), the project has started an activity in synergy with Terra Project, where the same rooms are used both for the Information Point activity and the leather manufacturing activity (both under this project and Terra project).

A MoU between Oldonyowas ward leaders, this project and Terra project has been signed on 22nd December 2017 to get a space to use as information points and the leather manufacturing activity.

In year 4, more synergies are already planned with Terra, putting resources together to train 75 new beneficiaries in leather manufacturing.

NTRI-EENT (USAID):

The project called “Northern Tanzania Rangelands Initiative - Endangered Ecosystems of Northern Tanzania” (NTRI-EENT), is funded by USAID and developed by The Natural Conservancy, in partnership with Istituto Oikos and other organizations. One important activity is training women and youth in business skills and entrepreneurship through the marketplace literacy methodology, the same methodology we have adopted for the project. USAID has targeted more than 3.000 women (and 40 Trainers) in 11 villages in Randilen and Simanjiro areas.

During the year 3, Project Team has linked the activity of MPL training, sharing with NTRI-EENT Team the whole methodology, the feedbacks and the way of collecting and studying data from the beneficiaries.

NTRI-EENT is also implementing the leather processing training in Monduli area, so some synergies have been found in the year.

NTRI-EENT Team has likewise started the activity of dried meat production, so the project took advantage of the expertise and know how acquired by them, in terms of meat driers’ production, selection of the Trainer and production of the training manual.

WORLD VISION / MAISHA BORA:

Project Team has started a formal cooperation with WORLDVISION, TRIAS and PWC (these last 2 are also Partners of Maisha Bora program, funded by the Belgian cooperation) for the leather processing activity (A1.4).

The activity implemented in synergy with World Vision-Trias-PWC is mainly involving a village in Longido, Kitumbeine: the Team has planned a leather processing training and the building of a leather laboratory in Kitumbeine.

A Mou has been signed by all Partners of the action and it include a detailed explanation in terms of activities and responsibilities.

The building of the structure is World Vision’s responsibility. It has had vast delays and even though World Vision guaranteed to follow the works rigorously, the construction was not finalized by the end of February 2018. In year 4, Word Vision will have to assure the laboratory space to proceed with leather processing production activities (finishing the construction or renting a space if needed).

PWC – POSSIBLE PARTNERSHIP FOR THE FUTURE

A meeting among OEA and PWC took place at PWC offices on 14th March 2018, to set a possible partnership collaboration for the future.

The objective of the meeting was to share each organizations’ expertise and know-how and understand how to find a common path to present a concept note for further interventions.

PWC is indigenous at its roots, has great community leverage, is deeply engaged with education interventions for women and youth, and is successful in local and regional land rights dispute challenges and resolution. Both Oikos and PWC have 20 years’ experience, have Tanzanian field teams and are strong at implementing projects in Northern TZ; both also aspire towards a holistic approach to interventions, therefore a partnership collaboration for the future could be very successful.

- 3.5. If your organization has received previous EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants). N/A

4. Visibility

In year 3 various visibility materials have been produced, to promote the project in the targeted communities.

Extra 2.350 project T-shirts have been produced in June 2017, to be delivered to the main stakeholders and to Marketplace Literacy final beneficiaries.

The video of the shooting of Esarunoto Street-theatre performance has been finalized by the contracted company.

As already mentioned, the leather group of Baraka had the chance to participate, in synergy with the leather groups of other projects implemented by Oikos, to the Swahili Fashion Week, selling products produced by them during the month of November 2017.

Some visibility materials have been produced, to promote the project activity at the Swahili Fashion Week and for other events in the month on December 2017.

More specifically, the following visibility materials have been produced:

- Brochures to explain the leather activity and the coordination among projects (1,000 printed)
- 1 Banner
- 1 Roll up
- Labels for the products – price tags (500 printed)

Between December 2017 and March 2018 a series of project visibility materials have been finalized and produced, with the support of the Communication Office of HQ:

- The Swahili version of the leaflet
- The roll-up of Investing in Maasai Women in English
- 500 IMW leaflets in Swahili
- 2 roll-up, one in Swahili and one in English
- 2 banners, one in English and one in Swahili
- Project diary for 2018
- Leather bookmarks with the project logo
- Project calendars 2018

Project Staff also worked on the design of the label for the honey that is going to be produced under IMW by the beekeeping groups.

A short video interview to each of the 4 Maasai women who had participated to the conference has been recorded: they have been questioned about the experience in India, what they have learned, what they have like/dislike, why they thought this experience has been important for them and their community. The material produced will be used to create a short video to sum up the experience, possibly to be published in the social media channels and to be shared with the communities from which the mamas come from.

In March 2018, the design of billboards to be placed as indication on the road going to the different vocational training centers and information points have been finalized.

The design of the plaques to be on the doors of the eight info points, with the logo of the donor, of OEA and of IMW, has been completed.

Annexes:

See Annex 63 - Leather activity banner
See Annex 64 - Leather activity brochure
See Annex 65 - Leather label
See Annex 66 - Project office plaque
See Annex 67 - Leather activity roll up
See Annex 68 – Project brochure_swahili
See Annex 69 – Project roll up_english
See Annex 70 – Project roll up_swahili
See Annex 71 – Project banner_english
See Annex 72 – Project banner_swahili
See Annex 73 - Plaques_infopoints
See Annex 74 - Billboard_training centres
See Annex 75 - Honey labels

ROM mission:

A ROM (Results Oriented Mission) took place from 2nd to 10th October 2017, implemented by the EU consultant Mrs. Aline Afonso.

During the ROM mission, PM and all project Staff and Partners had intense meetings with the ROM consultant to explain all the project activities' implementation and arranged a series of field missions to let her meet the main stakeholders (local authorities, Trainers, beneficiaries, consultants).

The ROM had a very positive result, showing 25 green traffic lights, 7 yellow, and 0 red.

The ROM consultant also declared that *“The Mid Term Review identified some important issues that could affect the efficiency and the efficacy of the action, although the scenario is more positive than the one painted in the report”*.

The recommendations and conclusions given comprehend very useful insights that PM and whole Project Team took immediately into consideration to action to improve the effectiveness of implementation of activities.

Annexes:

See Annex 76 - C-341127 Monitoring questions Tanzania Afonso final
See Annex 77 - C-341127_Consolidated_ROM Report_20171124

Budget revision:

A budget revision and amendment of activities was communicated to EU in October 2017.

We have sent, at the same time:

- a budget revision (under 25% modifications) –communicated, no need of approval
- activities amendment – communicated and approved

Exit strategy:

PM, with project Partners (especially with Istituto Oikos) and District Focal Persons discussed on a series of exit strategies to be implemented since the first months of year 4, to ensure the sustainability of each action after the project phases out.

The definition of exit strategies was also recommended by the ROM consultant.

Activity no.	Description	Exit strategy
A1.3	Trainers of Marketplace Literacy	· Definition of a system for the MPL Trainers to sell their expertise and know-how to new interested community members (consider the possibility to get an annual small fee from the new members to provide the service);
A1.4	Leather/honey production groups	· Financial sustainability: creation of a Vicoba group (ad hoc article in the Statute, regulating the usage of the funds to be shared/reinvested, savings for the business activity, for maintenance and capital, regulating time labor); · Focus groups with main stakeholders to identify strategies on existing market opportunities; · Strengthen the application of monitoring tools and financial management of the group; · Access to Oikos value chain studies and other international consultancies' outputs; · Connection with other enterprises supported by Oikos for commercial relations; · Possible links with existing MBOs;
A2.1	Vicoba	· Definition of a way for the Vicoba Trainers to sell their expertise and know-how to new interested community members (consider the possibility to get an annual small fee from the new members to provide the service); · Link of ToTs with the District project Focal Persons; · Link with existing MBOs, to access to their services and benefits; · Registration of the groups at District level; ·
A2.5	Access to micro-credit	· Grants awarded to best performing Vicobas to increase their financial power and likely members' cohesion;
A2.6	Information Points	· Connection of the Information Points advisors with the Human Rights ToTs, if not coinciding; · Strengthen the connection between the Information Point advisor and traditional leaders; · Connection with all project components (leather/honey centers, all other ToTs); · Increase the credibility of the Information Points advisors; · Connection of the Information point to the MBOs—to be confirmed; · Public Contacts list (share names and contacts of paralegals' organizations, Police offices, hospitals,

		dispensaries, other social services provided in the area); · Outreach system (alert in case of emergency / early warning) – 1. Connection starting from Human Rights ToT through the TWGs -> reach the Paralegal; 2. Connection starting from the Information Point advisor -> reach the Paralegal; 3. Escort women in case of emergency, guaranteeing the respect of her basic Human Rights; · Involvement of local authorities (at District, ward and village level) in the validation of exit strategies; · Financial sustainability (small commercial activity, education/trainings/capacity building, service provider activity/consultancies, items rent, money transfers);
A3.1	Human Rights training	· Strengthen the link between Human Rights Trainers and their TWGs, if not yet existing; · Strengthen the connection between the ToT and traditional leaders; · Increase the credibility of the Human Rights ToTs; · Connection of ToTs with the Information Points/IP advisors; · Connection of ToTs with the paralegals' organizations in the area;
Cross-cutting		· Connection of all components of the project, in a holistic vision, to enhance the “empowerment cycle”.
District		· Facilitation of CDOs to existing project groups (Vicoba and leather/honey production) in the definition of their constitution and their registration at District level, to let them access to development local governmental policies (i.e. access to loans); · Monitoring of existing groups (consider the possibility to get an annual small fee from the groups to provide the service); · Mobilize the Vicoba groups to start and manage a business activity (not only savings); · Support existing ToTs to create new Vicoba groups; · Linkage of the District project Focal Persons with the existing ToTs; · Possible facilitation in the connection of the groups with SIDO (Small Industries Development Organization) - consider the possibility to get an annual small fee from the groups to provide the service;

The European Commission may wish to publicize the results of Actions. Do you have any objection to this report being published on the EuropeAid website? If so, please state your objections here.

No objections.

Name of the contact person for the Action:
Kupaza Ramadhani

Signature:

Location: Arusha, Tanzania

Description of activities implemented until 31/03/2018

Date report due: 31/05/2018

Date report sent: 25/05/2018