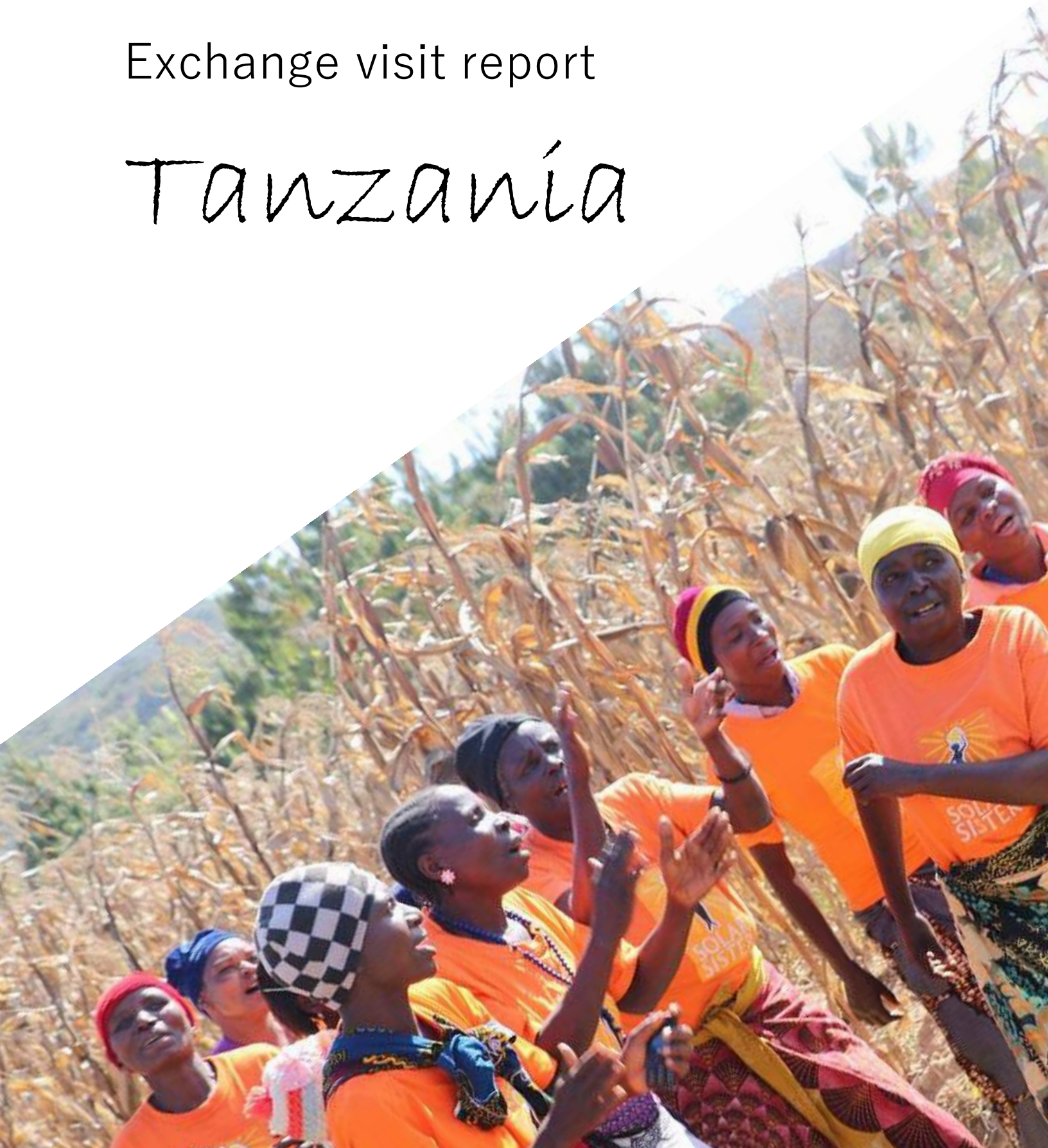


Exchange visit report

Tanzania



Background

“The world’s young population needs safe space - both physical and digital - where they can freely express their views and pursue their dreams” was the core message of United Nations Secretary General Antonio Gutierrez to mark the year’s (2018) International Youth Day. He added, *“the hope of the world rest on young people”*. Both developed and developing countries like Ethiopia own diverse challenges of the youth to be addressed.

Youth employment and job opportunities is the dominant challenge across the world where various initiatives are being implemented by international and local development partners like Oxfam. Empower Youth for Work (EYW) started on 1 July 2016 and is a five-year programme, funded by the IKEA Foundation. The programme focuses on enabling young people (especially young women) in rural climate-affected areas of Pakistan, Bangladesh, Indonesia and Ethiopia to seek and obtain decent work. Working with a wide range of stakeholders (including young people, government and the private sector), the programme applies a holistic approach to tackle issues of gender-based discrimination, sexual reproductive health, and quality education; all of which impact young people in making choices about employment. The programme activities promote climate-friendly practices and support young people and their communities in adapting to the effects of climate change. Using human centered design techniques, the programme involves stakeholders in the development and implementation of activities.

This project links to the Government of Ethiopia’s efforts to address the problem of youth unemployment through different strategies;

- Organizing and strengthening local youth groups;
- Sharpening the skills and confidence of the target youth through a research and evidence-based approach;
- Engaging the private sector in facilitating sufficient economic opportunities for youth;
- Grounding and legitimizing change through youth-driven and community-based approaches;
- Building upon traditional and modern communication systems to expand and disseminate youth and women’s empowerment;
- Contributing to the gradual transformation of the traditional socio-cultural definitions of women’s/girls’ empowerment;
- Engaging religious and tribal leaders, as well as other influential personalities;
- Contributing to the creation and strengthening of an enabling environment for youth and women’s empowerment.

To facilitate better implementation through exposure to countries with countries of similar context, exchange visit has been conducted to different projects in Tanzania through August 21 – 28, 2018. This report summarizes the overall experience.

Objectives of the visit

- Familiarize the project team with each other for knowledge sharing and peer project implementation spirit;
- Learn from Tanzania project implementation experiences by different NGOs and social enterprises;
- Enhance the capacities of the team's action learning through exposure to success stories on the ground and knowledge sharing;
- Design approach for new and improved modes of project implementation by creating synergy between lessons learned and existing experience.

Learning methods

Having the objectives, the visit was designed to help EYW project- Ethiopia team practitioners link with peers to find solutions to their "front-burner" issues, share know-how, and develop procedures to improve specific technical skills to improve programs.

The visits generally lasted for eight days (July 21-28, 2018) and emphasized peer learning and sharing across institutional boundaries in Tanzania. Each exchange visit served as an intensive field practicum for the participating staff team.

Diverse exchange topics were selected composing; area of microfinance, women and girl's empowerment, entrepreneurship, sustainable energy, and partnership. Various organizations selected to showcase their projects addressing the exchange topics of the visit.

The Region selected for visit in Tanzania - is in the country's southwest. The regional capital is the city of Mbeya. Mbeya has been selected due to its proximity to Ethiopia business/economic activity. Mbeya is the agricultural hub of the country and it has conducive weather and fertile soil making the area a major source of maize, rice, bananas, beans, potatoes (Irish & sweet), soya nuts and wheat for the country. Mbeya is also producing high-value export and cash crops that includes coffee (arabica), tea, cocoa, pyrethrum and spices. Some of the areas are also producing



Figure 1: Locations visited in Mbeya region - Tanzania



Visit details

In Mbeya region, a visit was conducted in three districts – Mbeya, Imbozi and Kyela.

In July 20, 2018, the team from Ethiopia has started the day with a takeoff at mid night to Tanzania. A transit flight was taken in the morning to Mbeya region. Having a short nap at the convenient *Beaco Resort Hotel*, the first visit was conducted at Sengiella village. The team has met a group of young men and women group leaders and members engaged on promotion and marketing of solar lanterns with the support of Solar Sister Company.

Solar Sister is an organization working to eradicate energy poverty by empowering women with economic opportunity. The enterprise is creating a deliberately woman-centered direct sales network to bring the breakthrough potential of clean energy technology to the most remote communities in rural Africa.

According to Fatma Muzot, Tanzania Country Manager; the model used by the organization is: Solar lanterns create a positive cycle of economic growth that can revolutionize a family's financial well-being. At the same time, solar-powered lighting protects the health of each person in the household and spurs intrinsic changes in women's self-image and perceived agency.

Solar sister believes energy access programs that are coupled with meaningful income-generating activities can play a critical role on both fronts.

Key objectives of the project are:

- Overcome energy poverty in rural areas
- Fighting the use of kerosene which is expensive and environmentally toxic friendly
- Empower women through making them part of the enterprise

Figure 2: Warm reception by Sengiella village community

Solar Sisters focuses on women for product promotion and project implementation due to ease of speeding information, and families can access the technology at near distances through village entrepreneurs. Using door to door, market and meetings, they promote products warranted for two years with 5-year battery life. The organization also promotes the materials through videos and don't make profit from the solar lanterns, but collects loans to replicate the experience through creating more access to this environmentally friendly materials.

Part of this achievement is supported by the trainings provided by Solar Sisters for Business Development Associates in the areas of: Group organization, Entrepreneurship, Business Development Service, and Financial literacy. The hosting communities gathered at Discon's house have listed plenty of benefits obtained like: buying shares, covering expenses, constructing houses, buying agricultural inputs. However, they had some challenges like transport, shortage of working capital and storage facilities.

Key lessons/strength learned

- Solar Sisters have managed to address differences in social settings by recruiting diversified representatives.
- The organization provides awards for members achieving their aims and have good quality business plan.
- The work has good visibility on the products and as well as t-shirts and banners.
- Target members are well informed about the program and can tell information related to the programme. They also have customer awareness raising programmers.
- Members selection is made based on prior experience on small business activities to make the project more successful.
- Intervention areas are remote and hard to reach areas addressing energy needs and making groups business more diversified.
- Cluster approach used for marketing and terminal market is well scanned.



Figure 3: Pictures of visiting team and Solar Sisters country manager visit and discussion session at Maduma village

The second visit of solar sisters has been conducted on the way to Iringa town. As it can be seen on the road side, Communities in Tanzania are able to preserve and consume forest resources both through timber production and woodland conservation.

The neatness of rivers by the road side are signposts for how well the soil resource is protected from erosion. A good side lesson for Ethiopia.

Having conducted two successful visits in two sites of Solar Sisters operations visiting team has travelled to Iringa town on July 22, 2018 to see another experience by a different organization.





Figure 5: Group picture with youth groups at Izazi village

The next experience was project activities by a youth led development agency called RESTLESS DEVELOPEMNT. The facilitating organization was East Africa Youth Inclusion Program (EAYIP) has four thematic areas of work; Inclusive livelihoods, Sexual Reproductive Health, Advocacy and leadership. The main approaches used are peer to peer education through participating girls in the age of 15 - 30. The common strategic aim is to empower youth through training and advocacy.

The program relied on modules developed so that the youth members are well equipped and convinced for actions. To make it practical a series of modules prepared and trainings conducted. The project training contents are based on the following topics each given for a month.

- Group formation (changing the mind set of youths)
- Village Level Saving and Lending
- Financial literacy
- Soft skills (life skills and activities)
- Entrepreneurship skills
- Bossiness Plan Development

Completion of all modules are expected to be within 7 months. At the same: group constitution, registration, bank accounts, and processing identifies viable IGAs conducted by the organized youth group. Along with this procedure the support from government and linkages are created. Loan access was being facilitated using two mechanisms:

1) Through government with interest rate of 2 - 5% and sometimes free of interest and there are probabilities of canceling the debts if the government is convinced of the crisis (like drought incidences). The government conducts strong support as a means of after care.

2) From Financial Institutions with interest rate in the ranges of 18 - 20%, and based on the profit made. They require collaterals like immovable assets (land and houses).



Figure 6: Adolescent girls attending training at Izazi village

EAYIP applies mixes of activities like capacity building/skills, enabling environment and accessing loan. They promote youth friendly products. Their working structure includes volunteer and group leadership. Among capacity building activities the following are core activities of project which helps adolescent girls to stay together while working in groups:

- Young leaders' refresher training.
- International day of the child celebration
- Parents and daughter's seminar
- Conduct Health days
- Girls days' right campaign capacity building
- Role model knowledge sharing
- Mentors recruitment and training
- Visibility: T-Shirts, sports
- TOT trainings

As shared by EYAIP there are Emerging best practices:

- Groups have completed process of registration
- Most of the girls' groups have established their smaller IGA as a results of livelihood trainings
- All groups have established Village level Saving and Loan Association (VSLA), access loan and used as start up for their business
- Girls have accessed youth friendly services such as family planning, VCTs
- Reported that there is reduction of early pregnancy, GBV and change of behavior among girls because of awareness on girls' rights improved.

Figure 7: Packed yogurt from one of the youth enterprise

However, they have faced problems like drop outs of young leaders, religious based health institutions are not providing services like family planning, girls do not find convenient spaces for activity sessions, lack of family awareness in allowing girls to join projects. The organization is using ways of mitigation like: increasing motivations, use of government health services, using village level meetings for awareness raising.

EAIP targets both educated and non-educated girls, one volunteer manages 5 - 9 groups where one group holds 20 - 30 members. Allowances are for only volunteers which amount to 150USD/month. But, group leaders serve their members for free. Most of the group members are living in a village where they could meet easily and in closer distances like 1 - 2 kms.



Figure 8: Group picture with youth groups and RESTLESS DEVELOPMENT staff

A visit to a dairy processing and marketing plant was conducted in the area. Youth groups managing the dairy processing and distribution center gets marketing training supports from the project.

Having finalized the visit in Iringa, the team has returned to Mbeya on 24th of July 2018. On the way back, a multinational company *Silverlands* was visited. Silverlands Tanzania was commenced with day-old-chick and poultry feed production in 2014 for commercial and small-scale chicken farmers in Tanzania. It is the only company in Tanzania that produces three different day-old-chick varieties for the commercial market in Tanzania. The Silverlands Broiler and Layer breeder stocks are imported from internationally recognized breeder supply companies to ensure that farmers receive day-old chicks with the latest genetics that will produce maximum results. The company has huge support for several small enterprises at national level through retailing produces and outgrowing. Silverlands have established a training facility as its corporate social responsibility. It was a good experience to lobby large companies in Ethiopia to invest on social responsibilities.



Figure 10: Silverlands chicken feed producing plant



Figure 9: Visit at Silverlands poultry training center

Back to Mbeya, experience sharing visit continued to various activities being implemented by TechnoServe Tanzania. TechnoServe and The MasterCard Foundation partnered to deliver the STRYDE programme to help develop commercial agriculture and other rural business models that enable youth in Sub-Saharan Africa to think about farming and off-farm activities as a business proposition. The programme delivers a comprehensive package of services: skills training, job placement, business development, mentoring and access to capital. The programme rests on four main pillars:

- Training and Aftercare Programme (12 months): A three-month training programme designed to develop life, entrepreneurship and career skills, followed by a nine-month follow-up programme that includes business mentorship and counselling from a youth trainer, employment linkages and linkage to financial institutions. Participants are trained in groups often building on existing youth structures.
- Business Plan Competitions: Experiential business exercises and 14 programme - sponsored business plan competitions for youth as part of the aftercare programme who want to start or grow their own business. Winners receive awards that help fund their ventures.
- Job Fairs with local businesses: Designed to connect youth to apprenticeships, internships and create demand for programme graduates. Knowledge and networks in a range of agricultural and other sectors including dairy, coffee, cotton, horticulture, livestock and retail distribution are leveraged to identify jobs and promote hiring.
- Disseminate Knowledge Across the Region: At biannual meetings across East Africa, stakeholder share learnings and best practices, and promote adoption of similar approaches with government ministries, agricultural producers, NGOs and other private businesses.

The programme is administered by TechnoServe and has country-level steering committees comprised of representatives from the private sector, government and donor communities that meet quarterly to review programme activities and attract new partners.

TechnoServe follows the following approaches to implement its programme:

- Working closely with the local community leaders and government structures,
- Select villages together with government.
- Community meetings and orientation about programmes of STRYGE
- Registration of targeted youth using specific forms
- Age and residence of the area are used as a requirement to be targeted by the project
- Training venues, time of training decided with the involvement of parents

The overall intention of the programme is to deliver skills that help youth economic development and empowerment, to start or grow their business, be employed by others and applying skills for family business

On July 26 and 27, the team was separated to visit different project locations. The experiences were town based and rural based. The team in Mbeya has visited several youth enterprises engaged on agent marketing. AZURE, M-Pesa and Mobisol are the three major multinational companies where the youth are connected to do business as seller agents. STRIDE program support the youth through entrepreneurship and business training and motivation. Multinational companies also prefer trained agents. Some of the challenges are the lack of honesty among some agents and taxation of the products. Some of the youth entrepreneurs are engaged on small business activities like bag making and poultry in town.

TechnoServe has partnered with Green Hills institute for trainings where they use recruited youth by government by covering three months cost of vocational training. Thus, trained youth can start their own business, get employed or continue further education, the institute uses the opportunity as a promotion for six months continued training.



Figure 12: Visit at AZURE agent shop



Figure 11: One of Solar lanterns from Mobisol



Supports by the intervention has made at least 10% of target youth engage on various business activities such as: own shops, serving snacks, Catering services, Cereal crops, Cultural products, Soap making, Bakery, Decorations, Carpentry.

Figure 13: Products from Soap and T shirt making as well as poultry management enterprises at Rungwe

STRIDE programme has an element of researches where there are groups for intervention and controlled ones.

Partnership experience was another experience shared at Rungwe District. Meeting was conducted with government Job Creation office coordinator. Technoserve partner with government through providing trainings and government facilitates loan for the trained and organized youth groups to establish enterprise. Community Development Officer and the District discusses with Technoserve on what and how to do before selecting the youth.

The other team has visited rural business enterprises. Grace bakery is among youth business visited by the team. The owner is serving the community through homemade local bread. The community members are very much happy with the price, quality and the size of the breads. It was observed that the demand is very high. Ricaldo (living in Mlowo village, Mibozzi district) has rented the house, but, challenged with the small room.

VLSLA is other wing of the program supported by Technoserve being inspired to look for more alternatives. The groups have gone through developing constitution, registration and have got the skill of soap making. There are also cases where young and motivated ones are engaged on lotion, oil and soap making using palm tree fruits. The members are also supporting each other on economic activities start-ups. They believe their objectives are realized and are sure to continue their business in the absence of STRYDE programme.

Key lessons/strength from STRYDE programme are:

- Consistent training for youth members in the areas of SRH
- Collaborated with other NGOs for achievements
- Made frequent visits to make sure their potentials are strong and used
- Youth products are exhibited in the presence of participants from different regions by events facilitated by the programme
- Regular village, wards, district level meetings arranged to discuss challenges

Reflection meeting facilitated at Technoserve office by the end of the visit on July 28, 2018.

The overall reflection from all visiting team members from EYW programme has been made.

- The visiting team is convinced that knowledge/capacity provisions can strengthen youth business engagement and empowerment.
- Youth employed by youth enterprises were a good lesson so as to improve job opportunities.
- Collaborations at all level with entrepreneurial project staff and beneficiary data tracking mechanisms was a key factor for project success
- Voluntary and interest based selection criteria with accountability mechanisms can make youth group more successful
- More girls have started business than boys and there is huge need for youth economic freedom
- Use of religious, community institutions, and youth models can help for more reach
- The project has a broad staff capacity at grassroot level which has helped the programme work well on tracking enterprises and supporting the gaps.
- Many of the business activities are environmentally friendly and discourage environmental harms

Discussion has been completed at Technoserve office and one to one experiences sharing with the staff regarding additional resources the project has and further approaches.

Participants on the visit (alphabetical order)

1. Abdrehman Eid (HAVOYOCO)
2. Abdulnasir Ahmed (HAVOYOCO)
3. Asefash Kabeto (Government Youth and Sport Office)
4. Biruhalem Kassa (Oxfam in Ethiopia)
5. Careen Borensma (Oxfam Novib)
6. Geleta Kedir (Oxfam in Ethiopia)
7. Hussein Dullacha (RCWDO)
8. Kidane Siyoum (Oxfam in Ethiopia)
9. Miski Yousuf (Government Youth and Sport Office)