

# CONCERN worldwide

Engaging Men in Concern Tanzania's  
Women's Empowerment Programme

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# Locations WSER Programme

Kigoma 20  
Communities

Kasulu 10  
Communities



Masasi 10  
communities

**CONCERN**  
worldwide

## Learning from Previous Programme

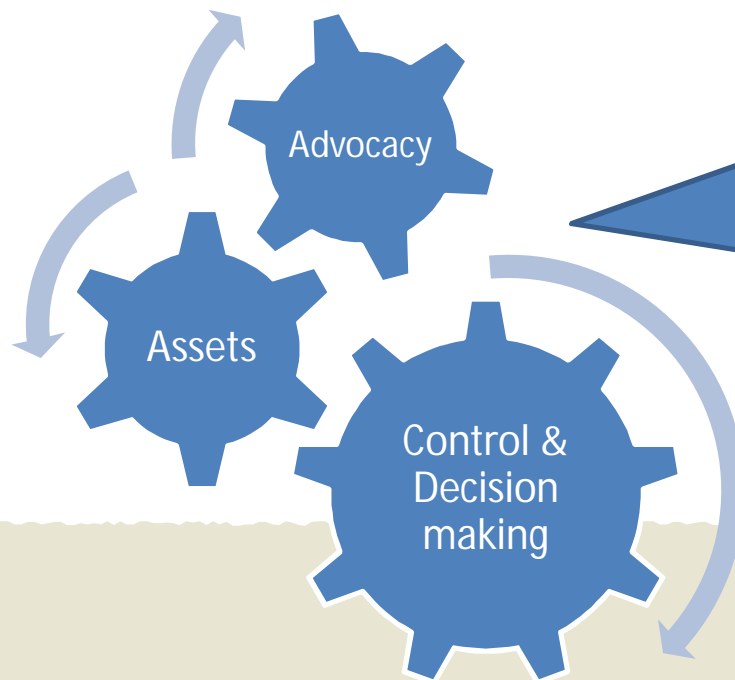
*'The Greatest barriers we have to improving our lives are our husbands'*

*'I know about my rights, but they don't apply in my home. When I come home at night, I leave my rights at the door'*

*(quotes from women in Livelihoods Programme Evaluation)*

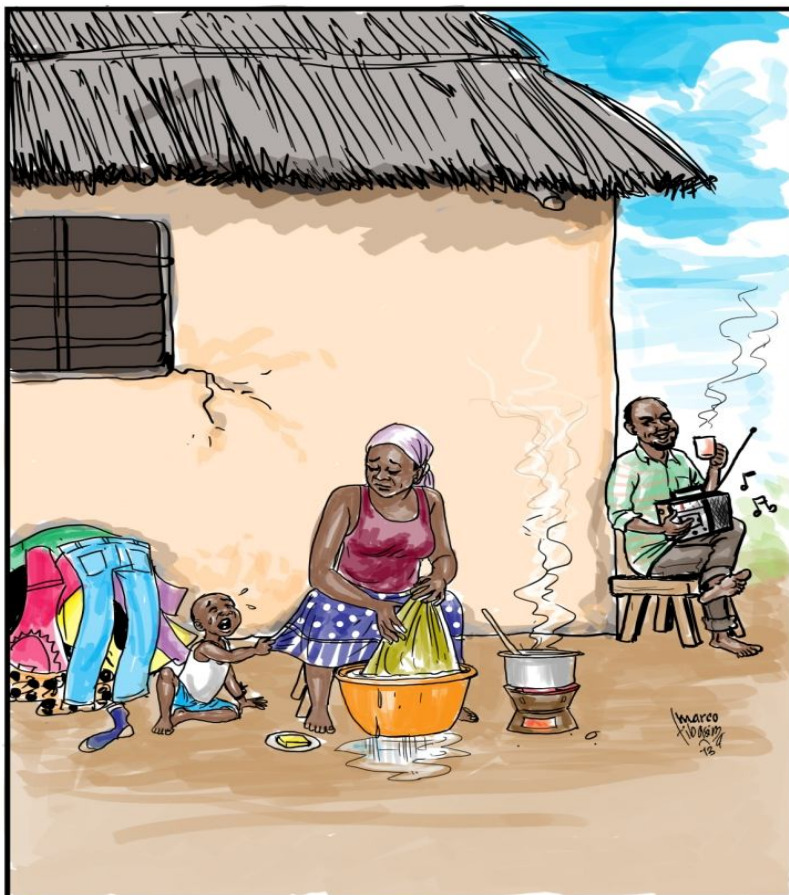
## community dialogues - Key factor to change

*'Community dialogues' have been the catalyst for change and reconstruction of gender relations esp. at household level. By influencing a change in inequitable gender norms and power imbalances that limit women's agency*



A Community dialogue group is formed by 30 members (men & women) priority is given to couples –sessions run over 3mths – as was decided by the group

# Community Dialogues



# Findings from the Mid Term Review

- ❑ Quantitative survey (440 households) + Qualitative process (FGDs 14, interviews)
- ❑ Community dialogues a new space for women and men to unpack issues of gender inequities, perceptions and attitudes
  - Significant increases in sharing of workloads in household
  - Increases in decision making by women and men together
  - Some increase in women's representation at community level

# Shifts in Sharing of Household Chores & Productive Tasks

	Baseline n=119	MTR n=128	Difference
Fetching water	5.0	34.4	29.4
Fetching firewood	6.7	35.2	28.5
Washing clothes	5.9	29.7	23.8
Cooking	5.0	28.1	23.1
Cleaning house	4.2	23.4	19.2
Washing children	2.5	20.3	17.8
Caring for elderly/sick relatives	16.0	54.7	38.7
Ploughing	64.7	71.8	7.1
Sowing	66.4	75.0	8.6
Weeding	65.5	77.3	11.8
Harvesting	64.7	78.9	14.2



## Findings from Focus Group Discussions

*' We started to realise that a lot of roles in the home can be done by anybody, by sharing these we can see the changes on the welfare of the family, how women have been treated and start looking at them as human beings'*

*(Juma male respondent - Kigoma)*





## Caring Roles

Some men talked of taking on entirely new caregiving roles: bringing child to health centre, bathing children. Not without challenges!

***'It was a big problem for me to bring my child to the hospital – the staff asked me why am I doing this, other men saying I am putting them to shame. But I talked with them, it was difficult the first and second time but the appreciation my wife has inspires me to continue'***  
***(Emmanuel male mentor Kasulu)***



# Couple Communication

**Increase in couple communication – leading to increased household and financial decision making & reduction in conflict**

***‘Before I used to grow the beans and store in the house, and he would just take them and sell them, but now he is consulting with me’  
(Edit female member – Kigoma)***

***‘Before I thought that men had to do all of that’  
‘We were taught to be the boss growing up’  
(Tayo –Kigoma)***



**Everyone talked about increased peace and harmony – the relief !**

# Mentors Role & Status





# Men Influencing other Men



## Lessons Learnt

- Men and women ready to discover alternative ways to manage households and partner relations - Men can and are **changing their attitudes and behaviors**
- Not everyone will engage immediately - support those who have – *Men listen to Men*
- Change is possible even in a **short period of time**
- Taking Time to unpacking the programme linkages with the team

## Thank You

*“I feel very proud as I carry my daughter to church, every time church members tell me to give the baby to my wife but I say no since she is also my daughter”.*  
(Spirani, & Osilida Kigoma District)





Concern Equality Scale

