



**TAWLAE CHAIRPERSON**  
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### **TAWLAE Strategic Plan**

TAWLAE was initiated in 1995 as a non-government (NGO), non political and non profit sharing professional association that draws her members from the following sectors: Agriculture, livestock, natural resources, environmental conservation and tourism.

The association vision is to see women empowered politically, socially, and economically and involved in decision –making at all levels, so as to ensure food security and better standard of living by year 2025.

Its mission is to promote Agriculture, Natural Resources and Environmental Management and build the capacity of women professionals, rural women and schoolgirls in the country and participate in development cross cutting issues.

Association first strategic plan of activities (SPA) was developed from 1996 to 2000, while the second one was developed to cover the period from 2001 to 2005.

Development of the first plan (SPA) was based on four main stages.

1. Practical vision,
2. Underlying contradictions,
3. Strategic directions
4. Implementation plan.

The first SPA had the following strategies Establishment of TAWLAE office, Conduct workshops, seminars and training to raise awareness on gender issue; sponsor women for training in order to empower women at all levels; Fund raising and establish income generating activities for the association sustainability.

The second strategic plan of activities (SPA<sup>2</sup>) meeting was held in 2001 to cover the period of 2001 to 2005. The (SPA<sup>2</sup>) focused on the following thematic areas:

- Preparation of women professional's leaders to higher capacity in order to play a significant role in planning, implementation and monitoring of development activities.
- To facilitate the creation of enabling environment for the appropriate technologies to be scaled up.
- To strengthen the linkage between women leaders and farmers.

However, during the workshop some underlying contradicting issues to reach TAWLAE goals were outlined including:

- Weak zone offices system
- Traditions and customs unfavorable to women development.
- Inadequate commitment of TAWLAE members.
- Limited funds and resources
- Few training opportunities
- Weak coordination among members.
- Inefficient communication and net working conditions.

The third TAWLAE strategic plan of activities (SPA<sup>3</sup>) designed to cover 2006 to 2010, differed from the first STA (1996-2000) and the second SPA<sup>2</sup> (2001-2005) in the sense that Strategy, inputs, expected output, impact and time frame were included to make it more specific, measurable, achievable, realistic and time bound. The SPA<sup>3</sup> has ten strategies as follows:

1. Mobilization and recruitment of more members
2. Resource mobilization.
3. Capacity building to women
4. Institutional development
5. Coordination and communication of TAWLAE programs
6. Gender mainstreaming
7. Income generating activities
8. Lobbying and advocacy
9. Documentation and dissemination
10. Crosscutting issues, HIV/AIDS education and child labor issues.

In the coming five years period the association is aiming to strengthen membership and recruit new members. Members will focus on establishment of stronger and meaningful link with farmers. The link will facilitate agriculture and environment technological package up take and upscale to stakeholders. TAWLAE in collaboration and networking with other development partners shall source and use efficiently available resources. TAWLAE members need capacity building in various issues so that they can effectively participate in development work.

TAWLAE as other institute need to grow and make appropriate changes. Global changes in the issues of agriculture and environment impose the necessity for reviewing the organizational structure to facilitate effectiveness of targeted activities and therefore need for constitution amendment. Organizational capacity building will focus on human resources development, financial, monitoring and evaluation system.

In the period of five years members-volunteers will continue to be a treasure to the association. They will inject their potential skills in various professional activities. Voluntarism will improve coordination and linkage of TAWLAE programs. Initiatives to fundraising and establishment of income generating activities will facilitate ownership of office space and support targeted activities.

Ten years of TAWLAE activities (1995-2005) had many success stories from women professionals and farmers at large. Emphasis will be made to document 10 years of TAWLAE initiatives. Publicity of events will be channeled through mass media, TV and radio stations. TAWLAE will continue to link and network with other African Leaders in Agriculture and Environment (AWLAE-net) associations and has managed to forward association info in the Government Website under the Ministry of Livestock Development.

The association is prepared for consultant work, contracted and participate in team initiation of development activities such implementation of millennium development goals. Members have been trained on crosscutting issues and the exercise will continue, majority will become trainers to other stakeholders on crosscutting issues such as leadership for change and HIV/AIDS awareness, mitigation and coping mechanisms