



# Research Project Learning

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# Overview of EMIMA

- Largely voluntary organisation
- Leadership absent
- High turnover of key staff and lack of management capacity
- Weak governance has led to reduction in activities
- High level of commitment from Coordinators, Coaches, Peer Leaders and participants

# Programmes

- Sports – normal self-esteem and self-efficacy; competitive attitudes; good equipment & facilities important
- Kicking Aids Out – good knowledge of HIV and AIDS; a few areas which need focusing on
- Girls Empowerment – increase in self-esteem and self-efficacy for new participants; Mstari Kati effective way to introduce new participants; gender attitudes show high level of equalities *except* within the home; some religious differences; benefited from strong peer leaders that also coach

# Programme Design

- Clarity of mission and strategic objectives – EMIMA is about both sporting excellence *and* social development
- Clarity of outcomes e.g. What does empowerment mean and how do you measure this? Community engagement and ownership.
- KAO – review required on how best to utilise the programme
- Male and female coordinators, coaches and peer leaders with equal standing supported by equalities training for all staff
- Holistic approach engaging with specialist agencies – health, education and employment

# M&E and Research Participation

- Rigour and value of academic research
- Value of other M&E techniques e.g. Interviews, focus groups, stories, most significant change.
- Sharing information, experiences and results
- YES! Tanzania

