

THEATRE  
FOR A **CHANGE**



2022–2026

# MALAWI STRATEGY



THEATRE FOR A CHANGE MALAWI  
HER VOICE. HER FUTURE.



# INTRODUCTION

BY UMBA ZALIRA, MEMBER OF TFAC MALAWI LEADERSHIP TEAM

Theatre for a Change Malawi (TfaC Malawi) is a Malawian-registered NGO whose work is rooted in the respect of human rights and equality. We believe that change starts with one person then spreads to their group of friends or peers, then the society at large. We also believe that change is not linear and a destination but rather a journey of acquiring new knowledge, exploring one's attitudes/biases and practising new skills.

Our work uses a unique combination of drama and highly participatory learning approaches using songs, dance and interactive theatre to inspire women and girls who are highly marginalised, to build their skills and confidence to assert their rights as individuals and members of their community. We are also deliberate about working with community structures and stakeholders at district and national levels, to ensure ownership and sustainability of our work.

Over the next five years, TfaC Malawi will focus on three strategic objectives that will enable the women and girls we serve, and our organisation, to thrive.

- **TfaC Malawi will strengthen its capacity to be a safe, kind, well-managed and well-resourced organisation**  
*TfaC Malawi idzalimbikitsa kuthekera kwake kuti likhale bungwe lopanda chiopsezo, la chikondi komanso lokhala ndi zoyenereza kuti liyende bwino*
- **TfaC Malawi will identify and meet the sexual and reproductive health needs and rights of women and girls who have been acutely marginalised.**  
*TfaC Malawi idzapeza ndi kukwanilitsa zofunikira pa uchembere wabwino ndi ma ufulu a amayi ndi atsikana omwe ali pa chiopsyezo/kapondezedwa kwambili*
- **TfaC Malawi will identify and work with power holders to create safer and sustainable environments, so that the women and girls who have been marginalised can exercise their sexual and reproductive health and rights**  
*TfaC Malawi idzapeza ndi kugwira ntchito ndi a dindo kuti pakhale mwayi kwa amayi ndi atsikana omwe ali opondezedwa kuti athe kugwiritsa ntchito ma ufulu awo npa uchembere wabwino*

The three strategic objectives align with Malawi's 2063 Vision, including the 10 Year Implementation Plan, 2021 - 2030; Malawi's Growth and Development Strategy III; Malawi's National SRHR Policy; Malawi's National Strategic Plan for HIV and AIDS; Malawi's National Gender Policy; Malawi's National Plan of Action for Vulnerable Children; and Malawi's National Youth Friendly Health Services Strategy. The Strategy contributes to Sustainable Development Goal 3: Ensure health lives and promote well-being for all at all ages, and Sustainable Development Goal 5: Achieve gender equality and empower all women and girls.<sup>1</sup>

<sup>1</sup>Please see Our Context section of this strategy for detailed information about the contribution to specific national policy objectives





## WHO WE ARE

Our vision is of an equal world, where everyone has choice and control over their bodies and can use their voices freely and without fear.

*Masomphenya athu ndiwo kukhala ndi dziko lokomera onse, lomwe aliyense ali ndi mwayi osankha ndi kukhala ndi ulamuliro pa thupi lake komanso kuti akhoza kuyankhula momasuka ndi mopanda mantha.*

Our mission is to improve the sexual and reproductive health and rights of women and girls\* who have been marginalised, using participatory learning and drama.

*Cholinga chathu ndi kupititsa patsogolo ufulu wa uchembere wabwino wa amayi ndi atsikana omwe ali opondelizedwa pogwiritsa ntchito njira zomwe zimalora kutengapo mbali komanso masewero.*

Our values arise from our understanding of power structures that support inequality and what is needed to change them:

- **Social Justice** - creating a more equal society
- **Service** - serving the most marginalised people first
- **Participation** - equal participation in everything we do
- **Honesty and Openness** - telling the truth and being open about our strengths and weaknesses
- **Integrity** - remaining steadfast and true to our principles
- **Responsibility** - taking responsibility for our own behaviour
- **Commitment** - committing to living our values

\*TfaC includes in its definition, any person who identifies as a woman or a girl.

\*TfaC imaganiziranso ali yense yemwe amadzitcha kuti ndi mayi kapena mtsikana.





*Nsanamila zathu zikuchokera mukumvetsetsa kwathu kwa mphamvu za maudindo zomwe zimathandizira kusiyanana pakati pa anthu ndi zomwe zikufunika kuti izi zisinthe:*

- **Chilungamo** - kukonza mtundu wa anthu omwe uli ndi mwayi ofanana
- **Utumiki** - kuyambira kutumikira iwo omwe ali opondolezedwa kwambiri
- **Kutengapo mbali** - kutenga mbali mofanana pa china chili chonse chomwe timachita
- **Kukhulupirika ndi kumasuka** - kunenena chilungamo ndi kukhala omasuka pa kuthekera ndi kufooka kwathu
- **Ungwiro** - kukhala wa machawi ndi owona pasanamila zathu
- **Udindo** - kukhala ndi udindo pa machitidwe athu
- **Kudzipereka** - kudzipereka pakutsatira nsanamila zathu zones

TfaC Malawi's vision, mission and values promote gender equality and the respect of all human rights.





***“WE ARE UNITED AS A FAMILY AND THIS HELPS EVERYONE TO FEEL AT HOME.”*** Staff member, 2021

TfaC Malawi was established in Lilongwe in 2007. Initially, the focus of the organisation was on the prevention of HIV. As the organisation developed, so grew an understanding that it was impactful for participants to understand HIV within the context of their sexual and reproductive health and rights (SRHR). Underpinning all its work was the focus on using TfaC’s innovative drama and participatory learning approaches to enable participants to explore and rebalance harmful gender power dynamics.

TfaC Malawi is registered as a Malawi Non-Governmental Organisation; CONGOMA registration number: C429/2009; number of incorporation: 8557. It is governed by a Board comprising ten Directors and run by a committed staff and management team.

TfaC Malawi works closely with the Government of Malawi to ensure its programmes are aligned to national strategies and contribute to the long-term development goals of the country. TfaC Malawi holds Memoranda of Understanding with The Ministry of Education, Science and Technology, The Ministry of Health and The Malawi Police Service, and sits on a number of Government Technical Working Groups.

TfaC Malawi works hand in hand with its sister organisation, TfaC UK, which helps provide financial and technical capacity and resources. Through TfaC UK, TfaC Malawi has been a recipient of multi-year grants to deliver programmes across the country, from donors including FCDO, the Medicor Foundation and Comic Relief.

TfaC Malawi prides itself on being an inclusive and equitable organisation, where staff are encouraged to grow and develop their skills and use their unique experiences and expertise to positively transform the lives of others.

***“WE LET EVERYONE CONTRIBUTE TO DECISIONS.”*** Staff member, 2021





## WHAT WE HAVE ACHIEVED

*“TFAC GIVES VOICE TO VULNERABLE AND MARGINALISED GROUPS OF PEOPLE.”* Staff member, 2021

Over the last five years, TfaC Malawi has continued its work in seven Government Teacher Training Colleges, empowering young, pre-service teachers with the knowledge, attitudes and skills to protect their own sexual and reproductive health and rights (SRHR), before supporting them to use these new skills for participatory, child-centred approaches to teaching life skills and other related SRHR topics to children in primary schools across the country.

We have also supported teachers to reach outside the classroom - training community members to recognise and appropriately respond to child sexual exploitation and abuse; working with parents and community leaders to encourage out of school children to return to the classroom; and facilitating clubs to support girls who have never attended, or who have dropped out of school, to access life-changing SRHR information, and to acquire the confidence and skills to use this information in their everyday lives.

Since 2017 we have trained 4,300 teachers and worked with 21,000 in school and 4,000 out of school children, as well as 49,000 community members.

We also continue to support women in sex work through our mobile health clinic in Lilongwe. Over the last five years our skilled staff team have provided over 22,000 HIV tests.

We have strengthened our advocacy to combat the harmful attitudes experienced by our target groups. In particular, we have worked to influence the attitudes of bar owners, community chiefs, police and Malawian Members of Parliament.

Our projects are reinforced by our weekly interactive radio drama, enabling over 500,000 listeners from across the country to ring in, share their voices and experiences, and practise different approaches to changing the behaviours of people who hold power.

Whilst our work prioritises women and girls, we also work closely with men and boys, in order to achieve our desired goal of gender equality and balanced power relationships.

Our learning, and the trust that we have developed with communities, lies at the centre of our decision making and the development of this organisational strategic plan.

Please see Annex 1 for further information about participants' journeys with TfaC.



## CASE STUDY – PRISCA

*“I WAS ONE OF THOSE PEOPLE WHO DID NOT KNOW MUCH. BUT NOW SINCE I JOINED THE GROUP, I HAVE LEARNT COMMUNICATION SKILLS WHICH HAVE HELPED ME TO SHARE MY BURDENS/ CHALLENGES WITH MY FELLOW GROUP MEMBERS. IN THIS JOURNEY, I HAVE LEARNT TO BELIEVE IN MYSELF WHILST IN THE PAST, PEOPLE USED TO SAY THAT I HAD NO VISION AND THAT I WAS JUST EXPECTING THE SUN TO RISE AND SET LIKE A CHICKEN SITTING ON ITS EGGS.*

*THROUGH MY JOURNEY, I HAVE LEARNT DIFFERENT WAYS WHICH A PERSON CAN CONTRACT AND PREVENT HIV. I WAS ONE OF THOSE PEOPLE WHO HAD NO CLUE ABOUT TRANSMISSION AND PREVENTION OF HIV AND I HAVE LEARNT THAT THE MOST LEADING FACTOR OF SPREADING HIV IS HAVING UNPROTECTED SEX.*

*IN MY JOURNEY, I HAD NO KNOWLEDGE OF THE IMPORTANCE OF USING CONDOMS. I WAS DESPERATE FOR MONEY AND LOVE. I DID NOT KNOW THAT IT’S NOT ONLY HIV I CONTRACTED BUT ALSO GONORRHOEA AND SYPHILIS, TFAC WORKSHOPS HELPED ME TO IDENTIFY THE SIGNS AND WHERE I COULD GET HELP.*

*IN MY JOURNEY I HAVE LEARNT ABOUT MALE AND FEMALE CONDOM. AND ALSO, I HAVE LEARNT CONDOM NEGOTIATION SKILLS. WHENEVER A CUSTOMER CAME WITH MK10,000 I USED TO ACCEPT TO SLEEP WITH THAT PERSON EVEN WITHOUT A CONDOM BECAUSE I BELIEVED THAT I WAS ALREADY DEAD AS LONG AS I HAD PLENTY CASH AND SATISFIED. I DID NOT REALIZE THAT I WAS PUTTING MY LIFE IN DANGER. I WAS CLUELESS ABOUT DIFFERENT METHODS OF FAMILY PLANNING AS I HAD A HABIT OF GIVING BIRTH EACH YEAR AS A RESULT MY BODY WAS LOOKING UNWELL.*

*THAT’S MY TFAC JOURNEY.”*





# OUR METHODOLOGY

BY SIMEON CHIRWA, MEMBER OF TFAC MALAWI LEADERSHIP TEAM

TfaC Malawi uses interactive, participatory activities which promote knowledge and skills, and attitudinal and behaviour change. The practice of new skills is part of every workshop that we run. TfaC believes in the ancient Chinese proverb which says 'I hear and I forget, I see and I remember and I do and I understand'. At TfaC, therefore, we use the participants' experience as the starting point of the process of change.

## CHANGING BEHAVIOUR

We explore with participants the way voice, body and space are used in relationships – and how this can put us at risk. If we can't make eye contact with our husbands or partners, for example, what does this mean for our sexual health? Then we practise using the body, voice and space differently, to achieve a different outcome and make the relationship safer and healthier. Our workshops are designed so that they are suitable and supportive for all people, including those with learning or physical disabilities.

## CHANGING SOCIAL ATTITUDES

We believe participants are the experts in their lives, and are best placed to tell their own story to the wider public, and particularly people in power. Interactive Theatre and Radio are some of the tools that TfaC is using in bringing about change in the wider community. The approach depicts actual and real-life experiences, told by participants in their own words to power holders. This shines a light on the expectations of society and also influences mind set change which then influences culture, clarifies values and can lead to policy reviews to sustain the change.

***"INCLUSIVE ACTIVITIES THAT MAKE US ALL FREE TO EXPRESS OURSELVES AND GAIN CONFIDENCE."***

Staff member, Nov 2021

***"RADIO BROADCAST CONTINUES TO BE A GREAT TOOL FOR MASS AWARENESS AND MOBILISATION AND WE HAVE A VERY VIBRANT AND WELL-KNOWN RADIO PROGRAMME THAT WE HAVE UTILIZED FOR VARIOUS PROGRAMMES TO HIGHLIGHT DIFFERENT ISSUES HAPPENING IN SOCIETY – USING A LIVE INTERACTIVE STUDIO, THE PROGRAMME IS VERY ENGAGING AND FUN!"***

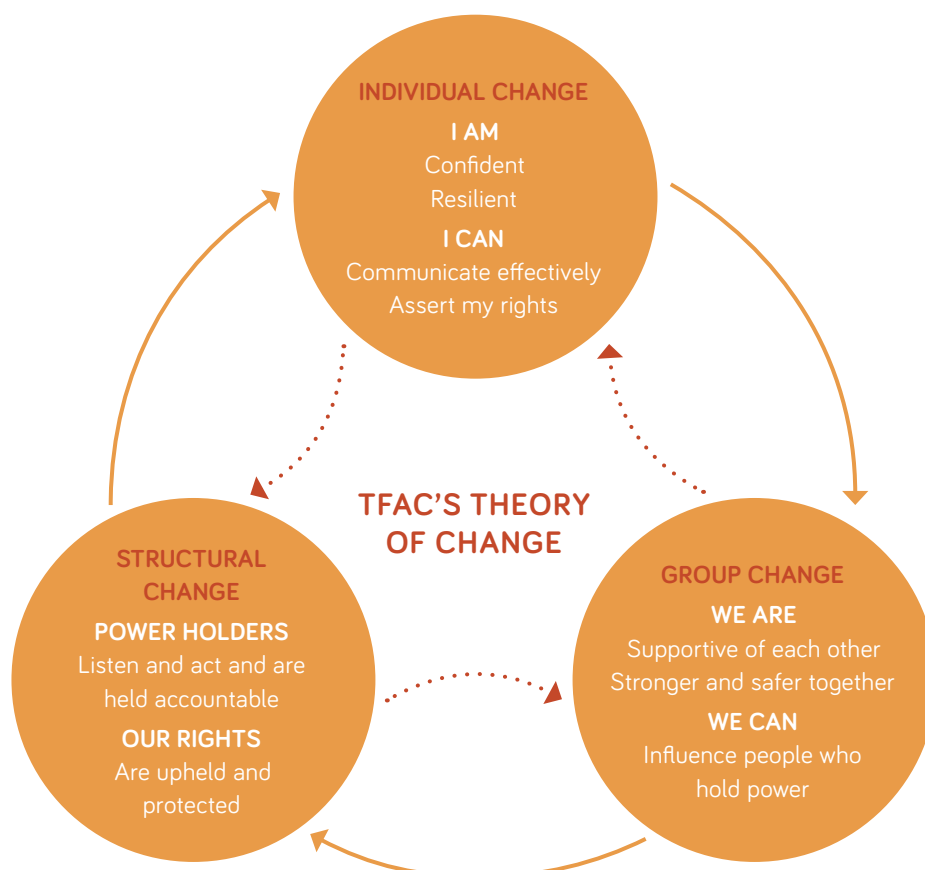
Staff member, Feb 2022





# OUR THEORY OF CHANGE

At TfaC we promote change happening at three levels, individual, group and structural. Each are important in themselves, but together, they manifest change that can be transformative and long lasting.



*"BECAUSE OF BEHAVIOUR CHANGE CLASSES I GOT SKILLS TO REACH OUT TO MY PEERS AND OFFER THEM ADVICE AND GUIDANCE."* Project participant, Jan 2022



# HOW WE DEFINE SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS (SRHR)

*“OTHER ORGANISATIONS ONLY COME AND GIVE US MEDICINE WHILE TFAC GOES BEYOND AND ALSO TACKLES ISSUES OF ABUSE.”* Project participant, Jan 2022

TfaC's mission is to improve the SRHR of women and girls who have been marginalised, using participatory learning and drama.

But what do we mean by SRHR?

At TfaC we believe every individual has the right to make her or his own choice about their sexual and reproductive health and to do this we work to understand and rebalance power dynamics that undermine this choice.

We recognise that there are many different kinds of power relationships. Gender, age, race and socio-economic status can be just some of the factors that affect choice and control, both at an individual and a structural level. Our unique, physical methodology creates a safe space where participants can explore, recognise and transform these power dynamics.

TfaC's work on SRHR, includes the following areas of focus<sup>2</sup>:

- Comprehensive sexuality education within the formal education system and within informal learning environments.
- Counselling services for sexual health and well-being.
- Prevention of, detection of, immediate services for, and referrals for cases of sexual and gender-based violence, including harmful practices.
- Prevention of, detection of, immediate services for and referrals for cases of child sexual exploitation and abuse.
- Balanced and open communication about SRHR within relationships, within families, and with sexual partners.
- Prevention and treatment of HIV and other STIs.
- Counselling and services for a range of modern contraceptives.
- Safe and effective abortion services and care.
- Safe access to appropriate SRH services.
- Prevention, detection and management of reproductive cancers, especially cervical cancer.

<sup>2</sup>The focus acknowledges the work of UNFPA: [Sexual and Reproductive Health and Rights: An Essential Element of Universal Health Coverage](#) | United Nations Population Fund ([unfpa.org](http://unfpa.org))





We actively seek to combat feelings of shame and stigma surrounding sex through the use of sex-positive, non-judgmental language and approaches.

TfaC Malawi's definition of SRHR aligns with the definition articulated in Malawi's National Sexual and Reproductive Health and Rights Policy 2017 - 2022: 'SRHR implies that people should have a satisfying and safe sexual life and that capacity should be built amongst the people.'<sup>3</sup>

We recognise that we cannot do everything alone. We work hard to build strong partnerships with other organisations, including the Government of Malawi. We provide confidential and accessible referral pathways so that participants can realise their comprehensive SRHR.

We also acknowledge that many of the power dynamics undermining SRHR are driven by multiple intersectional challenges, including poverty, violence, access to education and health services and the impact of climate change. We will continue to work hand in hand with other development partners who specialise in these areas to create environments in which practical and positive changes can be made and sustained.

<sup>3</sup>Malawi: National SRHR Policy 2017-2022 - Gender Links



# OUR STRATEGIC OBJECTIVES

This strategy was developed in close consultation with staff, board members, stakeholders, and TfaC's current and former participants.

Over the next five years, TfaC Malawi will focus on three strategic objectives:

*Mzaka zisanu zikudzazi, TfaC Malawi ikhazikika pa zolinga zitatu:*

## **1. TFAC MALAWI WILL STRENGTHEN ITS CAPACITY TO BE A SAFE, KIND, WELL-MANAGED AND WELL-RESOURCED ORGANISATION.**

To achieve this objective, we will:

- Build trust with, and be accountable to, participants, communities, partners and donors.
- Ensure safeguarding and the prevention of sexual harassment, exploitation and abuse is at the core of the organisation.
- Prioritise staff well-being and safety, constantly reflecting on, interrogating and improving internal behaviours and power dynamics. Diversity, equity and inclusion are at the core of our organisation and make us strong.
- Foster a passionate, skilled and effectively coordinated management team.
- Develop a motivated, skilled and resilient staff team.
- Cultivate an equal, open and trusted relationship with our sister organisation, TfaC UK.
- Recruit and retain an effective, representative and active Board of Directors.
- Comply with national NGO regulations.
- Increase our capacity to use technology to make our systems more efficient.
- Develop systems that enable us to respond quickly and responsively to the needs of our target groups in the event of emergencies.
- Secure multi-year funding from a diverse portfolio of national and international donors.
- Manage relationships with donors effectively and transparently

By 2027, TfaC Malawi will have secured and be successfully managing a diverse portfolio of quality funding that enables the organisation to achieve its programmatic objectives, as well as retain and build a skilled and motivated staff team.



## 1. TFAC MALAWI IDZALIMBIKITSA KUTHEKERA KWAKE KUTI LIKHALE BUNGWE LOPANDA CHIOPSEZO, LA CHIKONDI KOMANSO LOKHALA NDI ZOYENEREZA KUTI LIYENDE BWINO.

*Kuti izi zitheke, bungweli lichita izi:*

- *Kulimbikitsa chikhulupiliro ndi kuchita zinthu poyera mwa iwo omwe amagwira nawo ntchito, anthu okhala nawo, iwo omwe amathandizana nalo bungweli pa ntchito zake komanso mabugwe omwe amalithandiza.*
  - *Kuonetsetsa kuti nkhanu za kupewa nkhanza, zokhudza kugonana, kugwiritsidwa ntchito mopanda phindu ndi kuzunzidwa zikhala sanamira za bungweli*
  - *Kuika patsogolo chitetezo ndi moyo wa ogwira ntchito, polingalira kawiri-kawiri ndi kupititsa patsogolo chikhalidwe ndi kuwunguza mene mphamvu zikuyendera. Zinthu zomwe zimatiipanga kukhala wa mphamvu ndiko kulolera aliynse, kuonetsetsa kuti pali kufanana ndinso kutengapo mbali posatengera momwe munthu alili. Izi ndizo sanamira za bungweli.*
  - *Kulimbikitsa kagulu koyendetsa bungweli komwe ndi kokonda nchito yake, kosulidwa bwino ndi kogwirizana pakagwiridwe kake kantchito.*
  - *Kukhazikitsa gulu logwira ntchito lomwe ndi lokonda nchito yake, laluso ndi kupilira koyendetsa ntchito zake*
  - *Kuonetsetsa kuti pali ubale odalilika, osakondera ndi osakaikitsa ndi bungwe la TfaC UK*
  - *Kulemba ndi kusunga nthumwi zodalilika za bungwe la likulu koyendetsa ntchito za bungweli.*
  - *Kutsatira ndondomeko ndi malamulo omwe amakhazikitsidwa ndi mabungwe omwe si a boma.*
  - *Kulimbikitsa kugwiritsa ukadaulo wa tsopano pa ntchito kuti kayendetsedwe ka bungwe kakhale kopambana.*
  - *Kuika ndondomeko zoyenera zakayendetsedwe ka bungwe zomwe zikhoza kuthandiza msanga kupeza mayankho pa zofunika za ogwira nao ntchito pa nthawi yomwe pagwa zadzidzidzi.*
  - *Kupeza thandizo lachuma la nthawi yayitali kuchokera ku mabungwe othandiza a mdziko momwe muno komanso a kunja.*
  - *Kulimbikitsa ubale omwe ulipo ndi mabungwe othandiza kuti ukhale odalilika ndi ochitika mosakaikitsa.*
- Pofika mchaka cha 2027, TfaC Malawi idzakhala itapeza ndi kukhala ndi kuthekera kosamalira bwino chithandizo chomwe chimathandiza bugweli kukwanilitsa zolinga zake komanso kusunga ndi kumanga gulu la ogwira ntchito ake lomwe ndi la ukatswiri ndi lodzipereka.*

**“I LIKE HOW WE HAVE SHARING OF POWER AT ALL LEVELS, DEMONSTRATED THROUGH A LINEAR TYPE OF LEADERSHIP. FEW INSTITUTIONS ARE USING SUCH TYPES OF LEADERSHIP THAT SHOWS EQUALITY AND EQUITY.”** Staff member, Nov 2021



## **2. TFAC MALAWI WILL IDENTIFY AND MEET THE SEXUAL AND REPRODUCTIVE HEALTH NEEDS AND RIGHTS OF WOMEN AND GIRLS WHO HAVE BEEN ACUTELY MARGINALISED.**

To achieve this objective, we will:

- Continually analyse the sexual and reproductive needs and rights of women and girls who are invisibilised and without power. Prioritise groups who have intersectional and complex needs. Ensure target groups have the opportunity and confidence to voice their needs and be at the centre of programme design and implementation.
- Develop confidence in talking openly and without judgement about sex, sexual desire and sexual rights.
- Implement impactful, inclusive, participatory behaviour change and advocacy programmes, using TfaC's methodological approach.
- Continue to strengthen our skills at meeting the needs of participants who have learning and / or physical disabilities.
- Provide mobile sexual and reproductive health services for those groups who, due to their marginalisation, are unable to access other static clinics.
- Provide appropriate health and protection referral pathway to trusted, reliable partner organisations, including Family Planning Association Malawi, Banja La Mtsogolo, Ministry of Health, District Social Welfare Offices, Fountain of Life.
- Form strategic partnerships with Government and civil society to support the effective delivery of comprehensive services that meet the holistic needs of our participants.
- Monitor, evidence and learn about the change we make. Take responsibility for our mistakes and use this reflection to improve.

By 2027, TfaC Malawi will be implementing a range of multi-year projects which have been designed with and prioritise the sexual and reproductive needs and rights of the most marginalised women and girls.



## 2. TFAC MALAWI IDZAPEZA NDI KUKWANILITSA ZOFUNIKIRA PA UCHEMBERE WABWINO NDI MA UFULU A AMAYI NDI ATSIKANA OMWE ALI PA CHIOPSYEZO/ KAPONDELEZEDWA KWAMBILI

Kuti izi zitheke, bungweli lichita izi:

- Kuzukuta kawiri-kawiri zosowa zokhudza uchembere wabwino ndi ma ufulu a amayi ndi atsikana omwe alibe mphamvu ndi kuthekera kofikira poyera. Kuika patsogolo zosowa za amayi ndi atsikanawa zomwe zimakhudza madera ambiri komanso zovutirapo. Kuonetsetsa kuti magulu ofikiridwa ali ndi mwayi ndi kudzikhulupilira kuti akhoza kuyankhulapo pa zosowa zawo komanso kukhala patsogolo pokonza ndi kukwaniritsa ndondomeko zomwe zakhazikitsidwa.
- Kukhazikitsa chikhulupiliro polankhula momasuka ndi mopanda chiweruzo pa nkhani zokhudza kugonana, chilakolako chakugonana ndi maufulu okhudza kugonana.
- Kukwanilita dongosolo la kusintha chikhalidwe pogwiritsa ntchito njira zomwe bugwe la TfaC limatsata zolola aliyense kutengapo mbali.
- Kupitiriza kulimbikitsa ukatswiri wathu pokwaniritsa zofuna za iwo omwe ali ndi ulumali uli onse omwe akugwira nafe ntchito.
- Kupereka chithandizo choyenda-yenda cha uchembere wabwino ku magulu omwe sangathe kulandira chithandizo muzipatala zina zomwe zilipo chifukwa cha kupondeledzedwa.
- Kutumiza omwe ali ndi mavuto a umoyo ku zipatala zodalirika ndi mabungwe omwe tili nawo paubale monga FPAM, BLM, Unduna wa za Umoyo, ma Ofesi owona zosamalira anthu m'maboma ndi Fountain of Life kuti akalandile chithandizo choyenera.
- Kupanga ubale ndi boma komanso mabungwe oyimilira anthu pothandiza kupereka chithandizo choyenera ndi chokwanira chomwe chikufikira zosowa za othandizidwa.
- Kupanga kawuniwuni, kuchitila umboni ndi kuphunzira momwe kusintha kwathu kukuchitikira. Kutenga udindo pa zomwe talakwitsa ndikutengerapo mwayi okonza zolakwikkwazo.

Pofika m'chaka cha 2027, TfaC Malawi idzakhala ikugwira ntchito zomwe zidzakonzedwa poika patsogolo uchembere wa bwino ndi ma ufulu a amayi ndi atsikana omwe amapondelezedwa

**"I LIKE HOW WE ARE WORKING WITH GROUPS WHO ARE MOSTLY SIDELINED LIKE WOMEN IN SEX WORK WHO ALWAYS ARE EXPOSED TO DIFFERENT RISKS THAT RISK THEIR LIVES."**

Staff member, Nov 2021



### **3. TFAC MALAWI WILL IDENTIFY AND WORK WITH POWER HOLDERS TO CREATE SAFER AND SUSTAINABLE ENVIRONMENTS, SO THAT WOMEN AND GIRLS WHO HAVE BEEN MARGINALISED CAN EXERCISE THEIR SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS.**

To achieve this objective, we will:

- Continually analyse which groups of people hold power over our target group, and how they use it. Use this knowledge to identify and develop partnerships with the power holders whom we seek to influence.
- Understand and positively influence knowledge, attitudes and behaviours within informal structures such as homes and communities.
- Understand and positively influence knowledge, attitudes and behaviours within formal structures such as the Education and Health systems, at local, district and national level.
- Create spaces and support for women and girls who have been marginalised to speak directly to, and share their stories with, those who have power.
- Confront unspoken and / or challenging sexual and reproductive health and rights issues, including child protection and safeguarding, at regional and national levels and advocate, where appropriate, for policy, practice and legislative change.
- Monitor and hold policy makers accountable to the changes they commit to make.
- Monitor, evidence and learn about the change we make. Take responsibility for our mistakes and use this reflection to improve.

By 2027, TfaC Malawi will have influenced at least three targeted groups of systemic power holders to better protect and uphold the sexual and reproductive health and rights of women and girls.



### 3. TFAC MALAWI IDZAPEZA NDI KUGWIRA NTCHITO NDI A DINDO KUTI PAKHALE MWAYI KWA AMAYI NDI ATSIKANA OMWE ALI OPONDELEZEDWA KUTI ATHE KUGWIRITSA NTCHITO MA UFULU AWO NPA UCHEMBERE WABWINO.

*Kuti izi zitheke, bungweli lichita izi:*

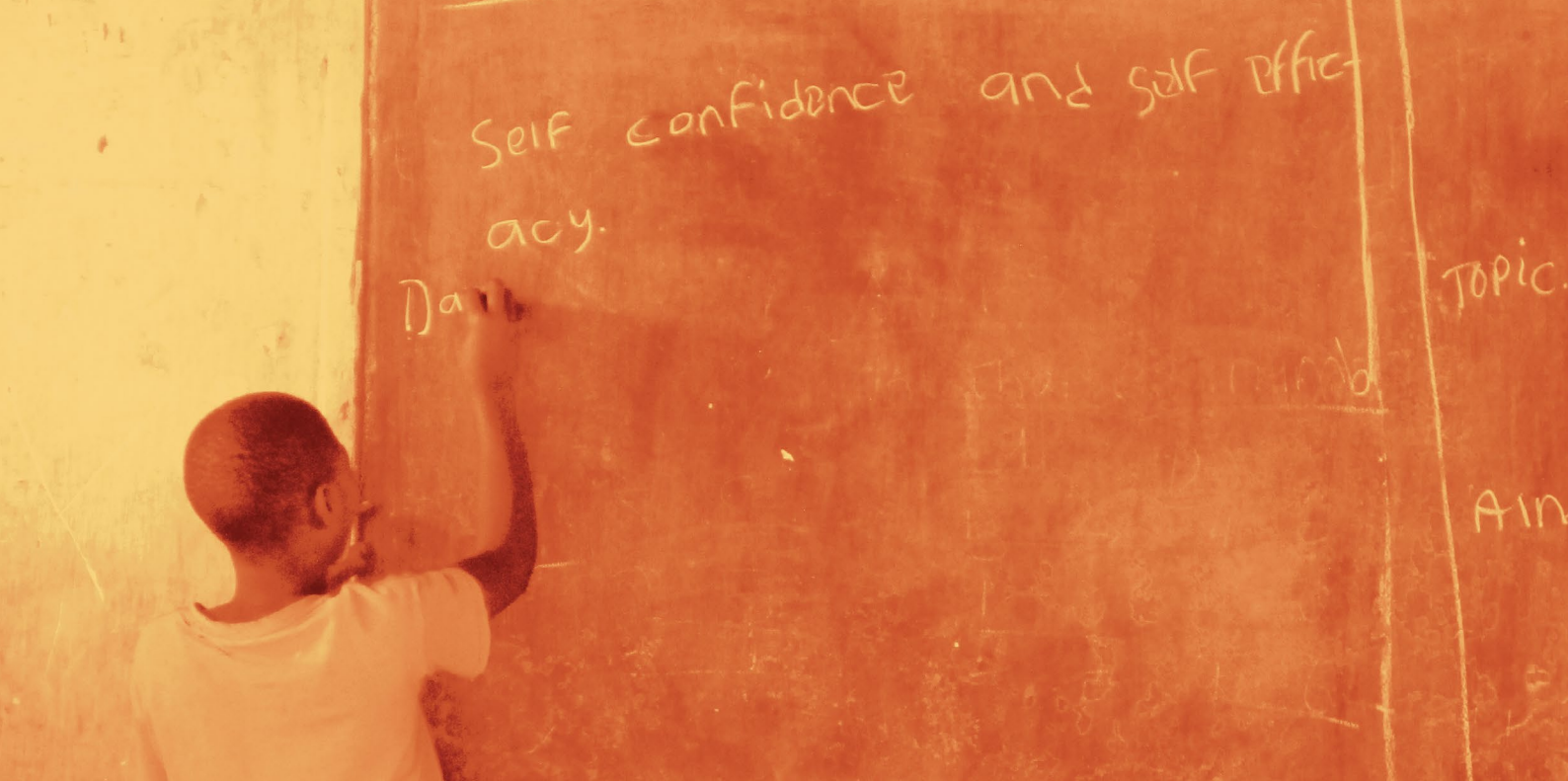
- Kuzukuta kawiri-kawiri magulu onse a wanthu omwe ali ndi udindo opereka chithandizo ndi momwe mphamvu zawo akuzigwiritsira ntchito. Pogwiritsa ntchito izi, tidzapeza ndi kulimbikitsa ubale ndi a udindo omwe timawafikira.
- Kumvetsetsa ndi kupititsa patsogolo chidziwitso, malingaliro ndi chikhalidwe cha m'makomo ndi komwe anthu amakhala.
- Kumvetsetsa ndi kupititsa patsogolo chidziwitso, malingaliro ndi chikhalidwe pakati pa zamamaphunziro ndi za Umoyo m'madera, m'maboma komanso dziko.
- Kupereka mpata ndi chithandizo kwa amayi ndi atsikana amene akupondelezedwa kuti athe kuyankhulapo mwatchutchutchu komanso kugawana nawo nkhani zawo ndi anthu omwe ali m'maudindo.
- Kudzudzula poyera mchitidwe okhala chete pa nkhani za uchembere wa bwino ndi ma ufulu a anthu kuphatikizirapo kuteteza ana ndi kuwasamalira m'magulu osiyana-siyana aboma. Pomwe pangafunike kutero, kumenyera ufulu kuti pakhale malamulo ndi kachitidwe kabwino ka zinthu pa nkhani zimenezi.
- Kutsatira ndi kuonetsetsa kuti opanga malamulo ndi ndondomeko zoyendetsera ntchito akulondoloza malonjezo omwe anapanga.
- Kupanga kawuniwuni, kuchitila umboni ndi kuphunzira momwe kusintha kwathu kukuchitikira. Kutenga udindo pa zomwe talakwitsa ndikutengerapo mwayi okonza zolakwikkwazo.

*Pofika mchaka cha 2027, TfaC Malawi idzafikira magulu osachepera atatu omwe ali ndi udindo woteteza ndi kupititsa patsogolo uchembere wabwino komanso ma ufulu a amayi ndi atsikana.*

**“THE COMMUNITY MEMBERS AND THE MARGINALISED WOMEN AND GIRLS WILL BE AWARE OF THEIR SRHR. THEY WILL BE EMPOWERED TO MAKE RATIONAL DECISIONS. THEY WILL BE ABLE TO REPORT THEIR CASES TO THE APPROPRIATE INSTITUTIONS AND AUTHORITIES.”**

Life Skills Lecturer, Chiradzulo Teacher Training College

While TfaC Malawi prioritises the needs of women and girls who have been marginalised, we work hand in hand with men and boys, encouraging them to be allies with and supporters of their wives, partners, sisters, daughters and community members, so that everyone can achieve their potential.



## OUR CONTEXT

Malawi is one of the world's poorest countries and is currently ranked as 19th of the least developed countries worldwide.<sup>4</sup> Its population of c. 20 million people is growing quickly, with a fertility rate of 4.4 per woman.<sup>5</sup> 51% of the population are under the age of 18.<sup>6</sup> The young population presents great opportunity for the country, but also comes with challenges.

Malawi is committed to alignment and adoption of international and regional protocols, including the Sustainable Development Goals (SDG) 2030, the African Union Agenda 2063, the Istanbul Programme of Action, Addis Ababa Action Agenda and other regional frameworks such as the Regional Indicative Strategic Development Plan and the Common Market for Eastern and Southern Africa Treaty.

### ALIGNMENT TO MALAWI'S 2063 VISION

We share Malawi's 2063 vision for the elimination of all gender-based discrimination and harmful practices, including gender-based violence and child marriages; for strengthened reproductive, maternal, neonatal, child and adolescent health; and for education that empower the girl child to make sound decisions about her future, including on the quality and size of her future family.<sup>7</sup>

TfA Malawi's organisational strategy contributes to the Malawi 2063 First 10 Year Implementation Plan, 2021-2030<sup>8</sup>. In particular the strategy aligns to Enabler 5 – Human Capital Development through intensifying education of the girl child and intensifying universal access to SRH services. The strategy also contributes to Enabler 1 – Mindset Change and Enabler 2 – Effective Governance Systems and Institutions.

<sup>4</sup> [Least Developed Countries 2022](#)

<sup>5</sup> [Malawi DHS Key Findings](#)

<sup>6</sup> Ibid 4

<sup>7</sup> [Malawi Vision 2063: An Inclusively Wealthy and Self-reliant Nation | United Nations in Malawi](#)

<sup>8</sup> [The Malawi 2063 First 10-Year Implementation Plan](#)





## ALIGNMENT TO SDG FRAMEWORK

Of particular interest to this strategy is national progress against SDG 3: Ensure healthy lives and promote well-being for all at all ages and SDG 5: Achieve gender equality and empower all women and girls.<sup>9</sup>

In the 2020 Malawi SDG review<sup>10</sup> it was noted that:

The proportion of partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months was 32.8% in 2016. This has risen from a recorded incident rate of 15% in 2004.

Malawi's position was higher than the sub-Saharan Africa average of 22% in 2016.

The country's proportion of women and girls aged 15 and older subjected to sexual violence by persons other than intimate partners in the previous 12 months was 13.9% in 2016.

Only 40% of women who have experienced any physical or sexual violence have sought help to stop the violence and half have never asked for help or told anyone about the violence.

Malawi is off track on this target, which aims to eliminate all sorts of violence by 2030.

Women's and girls' autonomy in decision making over consensual sexual relations, contraceptive use and access to sexual and reproductive health services is key to their empowerment and the full exercise of their reproductive rights.

According to the 2015/16 Malawi Demographic and Health Survey,<sup>11</sup> 34% of women aged 15-49 years can make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care. The report also reveals that 46% of women can say no to their husband if they do not want to have sexual intercourse and 49% can ask their husband to use a condom.

TfaC clearly has a role to play here, contributing to making sure greater numbers of women have the knowledge, attitudes and skills to make informed choices over their sexual and reproductive health and have the confidence, skills and pathways to report violations of their rights. TfaC also aims to change harmful social and behavioural norms around the prevalence of violence and child exploitation and abuse through its work with power holders within communities and national structures.

TfaC Malawi strategy closely aligns with a number of national key strategic documents. We note that whilst some of these strategies are shortly to come to an end, or have ended, the key policy objectives remain current. TfaC Malawi will endeavour to actively contribute to the development of new strategies and policies, with a particular focus around supporting women and girls who have been marginalised, to be heard and considered by policy makers.

<sup>9</sup> [THE 17 GOALS | Sustainable Development \(un.org\)](#)

<sup>10</sup> [Malawi 2020 Voluntary National Review Report for Sustainable Development Goals | United Nations in Malawi](#)

<sup>11</sup> Ibid 5

## ALIGNMENT TO MALAWI GROWTH AND DEVELOPMENT STRATEGY III, 2017-2022

Through its work TfaC will make a direct contribution to the following areas of Malawi's Growth and Development Strategy III, 2017 – 2022 and looks forwards to making an equally strong contribution towards future strategies.<sup>12</sup>

PRIORITY AREA	OUTCOME	STRATEGY	TFAC'S CONTRIBUTION
Education and Skills Development	Improved quality and relevance of primary education	Improving teacher inputs to facilitate more effective learning. Enhancing the relevance of the primary school curriculum. Improving access to basic health services that meet girls' and boys' needs in all primary schools.	Ensuring life skills teachers across the primary education sector have the knowledge, attitude and skills to provide age-appropriate, participatory, inclusive and fact-based learning. Organisational Strategic Objective (OSO) 3. The provision of appropriate SRH services within the education sector. OSO 2.
Health and Population	Improved access and equitable health services and delivery	Expanding comprehensive reproductive health care programmes. Promoting community participation in planning, implementing and monitoring and evaluation of health issues.	Provision of inclusive sexual and reproductive health (SRH) services, focusing on those with unmet need. OSO 2. Participatory programme development and implementation, prioritising marginalised target groups. OSO 2.
	Reduced incidence and prevalence of diseases	Strengthening prevention and management of infectious diseases including HIV/AIDS and STIs.	Counselling and support for target groups with highest risk and incidences of HIV and STIs. OSO 2.
	Slowed population growth	Promoting family planning and sexual and reproductive health and rights. Improving access, delivery and utilization of sexual and reproductive health to all. Provide age-appropriate, comprehensive sexuality and reproductive health education for both in and out of school youth.	Participant-led behavioural change and advocacy programmes, alongside provision of family planning and SRH services within informal settings (bars, brothels, communities) and formal structures (education / health settings). Prioritising marginalised target groups. OSO 2.
	Increased policy and legislative measures focusing on population	Enforcing legislation against harmful practises that impact adversely on population and development including child marriage.	Participant-led behavioural change and advocacy programmes, focusing on changing the knowledge, attitudes and skills of power holders to prevent harmful practises including child marriage. OSO 3.
Gender, Youth Development, Persons with Disability and Social Welfare	Increased women and youth representation in decision making structures and politics	Ensuring the effective participation of children, youth and women in decision making processes.	Participant-led advocacy, using innovative approaches, including interactive and legislative theatre. OSO 3.
	Equitable access to essential early childhood development services for survival, protection and development	Promoting access and school retention in education.	Creating safe, equitable school environments with a focus on access and retention for the most marginalised children. OSO 2 / 3.
	Strengthening national child protection systems to reduce vulnerability, violence, abuse and exploitation	Promoting advocacy and awareness on children's issues. Strengthening inter-sectoral coordination and capacity of all stakeholders. Enforcing legislation against harmful practices against children.	Participant-led advocacy using innovative approaches, including interactive and legislative theatre to positively influence attitudes of power holders towards child's rights. OSO 3. Provision of child protection training at local and regional levels. OSO 3. Close collaboration with justice sector to ensure accountability. OSO 3.
	Enhanced mainstreaming of disability issues across sectors	Promoting inclusion of needs of persons with disabilities in sectoral policies, laws and programs.	Participant-led inclusive, accessible behaviour change and advocacy programmes, implemented by and for marginalised groups. OSO 2.
	Strengthening national protection systems for older persons and persons with albinism	Protection of children, older persons and persons with albinism against violence, abuse and exploitation.	Participant-led advocacy using innovative approaches, including interactive and legislative theatre to positively influence attitudes of power holders towards older people and people with albinism. OSO 3. Provision of vulnerable persons training at local and regional levels. OSO 3.
HIV and AIDS Management	Reduce new HIV infections, HIV/AIDS related morbidity and mortality	Scaling up HIV and AIDS prevention and management services. Increasing universal and targeted HIV testing and counselling. Improving knowledge and skills in nutrition management of HIV related conditions, diseases and drug side effects.	Provision of participant-led behaviour change programmes and SRH services within informal settings (bars, brothels, communities) and formal structures (education / health settings). Prioritising most at risk. OSO 2.
	Improved legal and regulatory environment for people living with HIV (PLHIV)	Strengthening the social and legal environment for protection of PLHIV.	Participant-led advocacy using innovative approaches, including interactive and legislative theatre to positively influence attitudes of power holders to protect PLHIV. OSO 3.

<sup>12</sup> Malawi Growth and Development Strategy (MGDS) III 2017-2022 | United Nations in Malawi



## **ALIGNMENT TO MALAWI'S NATIONAL SRHR POLICY 2017-2022<sup>13</sup>**

Our strategic objectives align specifically with priorities areas 3.1 Family Planning; 3.3 Sexual Transmitted Infections and HIV/AIDS; 3.6 Young People in Reproductive Health; 3.8 Harmful Practises / Domestic Violence. We seek to contribute to these areas through the four recommended implementation platforms designated to civil society: a) Provision of sexual and reproductive health and rights services; b) Support community initiatives related to sexual and reproductive health and rights; c) Create awareness of sexual and reproductive health and rights issues in the community; d) Advocate for the strengthening of sexual and reproductive health and rights services. Through this we aim to be part of the national effort to improve SRHR within the country.

## **ALIGNMENT TO MALAWI'S NATIONAL STRATEGIC PLAN FOR HIV AND AIDS 2020 - 2025<sup>14</sup>**

Malawi National Strategic Plan for HIV and AIDS 2020 – 2025 reports the national HIV prevalence rate in 2019 to be 5.7%. HIV/AIDS disproportionately affects women and girls. The prevalence rate for females aged 15+ is 10.8% and for males 7.7%.

Adolescent girls and young women (AGYW) aged 15 – 24, account for 74% of new HIV infections among adolescents in sub-Saharan Africa<sup>15</sup>. In Malawi, 10% of the population are AGYW and yet they accounted for an estimated 25% of all new HIV infections in 2019. Another high-risk group are key populations (KP), namely women in sex work, men in sex work, men who have sex with men, transgender people, and intravenous drug users.

TfaC Malawi's mission is to work with women and girls who are marginalised and our participatory, holistic behaviour change and advocacy approach has proved particularly effective at creating long term engagement with people who are invisibilised and hard to reach.

Our strategic objectives align specifically to objective 1.4.1 To increase access to and coverage of combination HIV prevention, testing, and treatment for AGYW, adolescent boys and young men (ABYM), and their sexual partners; Objective 1.4.2: To empower vulnerable AGYW through social, economic, and legal interventions; Objective 1.5.1: To increase access to and coverage of combination HIV prevention, treatment, care, and support among KPs; Objective 5.1.1: To scale up HIV sensitive child protection case management in high HIV burden districts; Objective 6.1.1: To reduce stigma and discrimination against people living with HIV (PLHIV) and other KPs; Objective 6.1.2: To reduce harmful gender norms, stereotypes and gender-based violence; Objective 7.1.1: To facilitate positive behaviour change at individual and community levels; Objective 8.9.1: To strengthen community systems for HIV epidemic control, child protection and gender-based violence (GBV) prevention.

## **ALIGNMENT TO MALAWI'S NATIONAL GENDER POLICY 2015<sup>16</sup>**

TfaC's vision is for an equal world and our methodology dismantles and rebalances harmful gender inequalities.

Our strategic objectives align specifically to Policy Priority Area 1: Gender in Education and Training; Objective 1, Strategies 4, 8; Objective 2, Strategies 1, 2. Policy Priority Area 2: Gender in Health: Objective 1, Strategies 1, 2, 3, 4; Objective 2, Strategies 1, 2, 5, 6, 7, 8. Policy Priority Area 7: Gender-Based Violence: Objective 1, Strategies 1, 2, 3; Objective 2, Strategies 1, 2, Objective 3, Strategies 1, 2.

## **ADDITIONAL ALIGNMENT**

Our strategy is considerate of and aligned to the objectives of the National Plan of Action for Vulnerable Children in Malawi, 2015 – 2018<sup>13</sup> and the National Youth Friendly Health Services Strategy 2015 - 2020.<sup>14</sup>

## **GLOBAL CONTEXT**

This strategy has been developed against the backdrop of a continued global health pandemic which has illuminated deep, ingrained inequalities; inequalities formed by the uneven and unjust distribution of power, opportunities and resources which benefits few and damages many.

So far, just over 2,500 people in Malawi have died as a result of the pandemic and fewer than 5% of its total

population have been fully vaccinated . The pandemic has caused continuous disruption to the education, health and business sectors and is straining an already fragile economy.

The pandemic, combined with global political, economic retrenchment and a growing anti-gender movement, challenges the ability of TfaC Malawi to remain financially sustainable. This endangers the ability of the organisation to deliver long-term, properly resourced programmes to its participants.

However, the pandemic has also demonstrated our ability to be flexible and innovative, from delivering online, to utilising our interactive radio drama approach to ensure key messages can be shared and behaviour changes can be practised. TfaC Malawi will continue to draw on this strength, seeking new funding and partnerships to ensure its work can continue to thrive.

We also recognise the increasing impact of climate change. Unpredicted and extreme weather threaten food security and, as we have recently seen with Cyclone Ana, can have a devastating impact on people's lives. Women and girls who are already marginalised will be most affected by this and future crises. At TfaC Malawi we will consider the risks and impact of the climate emergency into all our future planning and programmatic objectives.

<sup>13</sup> Ibid 3

<sup>14</sup> [NSP COVER FINAL.CDR \(aidsmalawi.org.mw\)](#)

<sup>15</sup> USAID. DREAMS: Partnership to Reduce HIV/AIDS in Adolescent Girls and Young Women. 2019.

<sup>16</sup> [National Gender Policy 2015.pdf \(rmportal.net\)](#)





# CONCLUSION

We would like to end this strategy with refocusing on those we serve; for it is people like Alefa who are our motivation and inspiration.

## CASE STUDY - ALEFA

*“AS YOUNG AS I AM, YOU CAN’T IMAGINE WHAT I HAVE GONE THROUGH IN LIFE. I AM ONLY 15 YEARS OLD, YET I HAVE EXPERIENCED DIFFICULTIES THAT ARE MEANT TO BE EXPERIENCED BY 40-YEAR-OLD. MY PARENTS DIED WHEN I WAS 7 YEARS OLD. I USED TO STAY IN THE VERY REMOTE AREA OF DEDZA DISTRICT AT ZIKABUMA VILLAGE WHERE LIFE WAS ABOUT WAKING UP IN THE MORNING, PLAYING ON AN EMPTY STOMACH, BEGGING FOR ALMS, SLEEPING ON A BARE GROUND. MY ELDER SISTER DECIDED TO GO TO LILONGWE IN THE HOPE OF GETTING SOMETHING A LITTLE BETTER TO KEEP US MOVING UNTIL THE DAY WE ALL DIE. WE NEVER HEARD FROM HER. AFTER TWO MONTHS OF WAITING AND HOPING, MY SISTER SENT SOMEONE TO GIVE ME MONEY FOR MY TRANSPORT TO LILONGWE. IT WAS UNBELIEVABLE!*

*ON THAT BUS, ON THAT DAY, I WAS LAUGHING TO MYSELF. I TOTALLY BEAMED WITH HOPE. I WAS GOING TO GO TO SCHOOL. I WAS GOING TO MEET NEW FRIENDS. I WAS GOING TO REALISE MY DREAM OF BECOMING A NURSE. I FOUND MY SISTER WAITING FOR ME; MY EXCITEMENT WAS BUILT INTO JOY!*

*ON THE NIGHT OF THIS DAY, MY SISTER NEVER SLEPT HOME. SHE GOT SO DRESSED UP AND WENT OUT. I COULDN’T FIGURE OUT WHERE SHE WENT. WITH THIS KIND OF BEHAVIOUR, I LATER REALIZED THAT SHE WAS SELLING SEX FOR MONEY. SHE FOUND A MAN FOR ME AND SHE THREATENED ME THAT I SHOULD NOT DO ANYTHING SILLY. THAT MAN FORCED HIMSELF ON ME AND HE GAVE ME MWK 2,000. IT WAS A LOT FOR ME. THOUGH I FELT PAINFUL, I WAS GLAD I MADE SOME MONEY. THIS LATER BECAME THE USUAL THING FOR ME.*

*DURING ONE NIGHT, I MET AUNT ZIONE FROM THEATRE FOR A CHANGE. SHE TOLD ME WHAT THEY DO AND I GOT SO INTERESTED RIGHT FROM THERE THOUGH I WAS NOT SURE IF WHAT SHE TOLD ME WAS TRUE BECAUSE I HAVE NOT HEARD OF ANY ORGANISATION THAT SUPPORTS PEOPLE LIKE US.*

*ON THE FOLLOWING DAY, I DID NOT HESITATE BUT DECIDED TO GO TO THEIR OFFICES. THERE I JOINED A GROUP WHERE I HAVE LEARNT A LOT ABOUT MYSELF AND OTHERS. I GOT MOTIVATED TO GO FOR HIV TESTING. THE MOST IMPORTANT THING IS THAT I AM GOING BACK TO SCHOOL. I AM GOING TO START FORM ONE AND SOON I WILL FINISH. I AM SEEING MYSELF AS A NURSE ALREADY BECAUSE NOTHING WILL EVER STOP ME FROM GOING TO SCHOOL AGAIN.*

*MY SISTER LEARNT FROM ME THAT CHANGE IS POSSIBLE. OUT OF THE LITTLE MONEY WE KEPT, SHE IS NOW RUNNING A SMALL-SCALE BUSINESS. WHO KNOWS? SOMETHING MIGHT ALSO TURN AROUND FOR HER AS IT HAS BEEN FOR ME. TFAC IS MY HOPE, MY HERO!”*

Our work at Theatre for a Change Malawi is urgent and vital. It is here to support girls and women to have the protection and the care they deserve. We, like Alefa, believe change is possible and we look forwards to the positive changes we will be able to make over the next five years.



# THANK YOU

We are grateful to the time given by many who helped us form this strategy.

They include:

- TfaC Malawi staff team
- TfaC Malawi Board members
- TfaC UK staff team
- Mr Phillip Nachonie
- Lecturers at Kasungu, St Joseph, Lilongwe, Phalombe, Machinga, Chiradzulu and Blantyre Teacher Training Colleges
- IPTE 17 students from Kasungu, St Joseph, Lilongwe, Phalombe, Machinga, Chiradzulu and Blantyre Teacher Training Colleges
- IPTE 16 students working with TfaC at teaching practice schools
- Serving teachers and head teachers around the teaching practice schools in the Southern Region
- LNGB student participants and Agents of Change in Dedza Region
- Women in sex work in Lilongwe District cluster
- Representatives from The Ministry of Education, Science and Technology; The Ministry of Gender, Children, Disability and Social Welfare; The Ministry of Health
- Staff from GIZ, Medicor Foundation and Link Malawi

## PHOTO CREDITS

Ryan Borcharding - p24 | Adam Dickens - p4, p11, p12 | Henry Kambuzuma - front cover, p3, p5, p8, p9, p14, p19, p23  
Malumbo Simwaka - p2 | Grace Mathanga - p6 | TfaC Archive - p7, p10, p16, p18, back cover



# ANNEX 1

## THE PARTICIPANTS' JOURNEY BY SIMEON CHIRWA, MEMBER OF THE TFAC MALAWI LEADERSHIP TEAM

During the course of a project cycle, TfaC takes participants on different journeys. These can include the following:

**Core group:** Students at Teacher Training Colleges who are interested in our work take part in a practical recruitment process. If successful, participants are taken through a thorough training package which covers elements of leadership, behaviour change, facilitation, advocacy and SRHR. The training equips these trainee teachers/ core group members with skills that introduces them to our methodology, including facilitation, sculpting, improvisation and TfaC's Touch Tag approach, questioning as a learning methodology and the structure of learning with a focus on planning and workshop development which includes assessment, monitoring and reporting results.

**Peer groups:** Upon completion of the first package of the training, the core group members are then encouraged to form groups in their classes which are called peer group members. In these groups the core group members practise their skills through training the peer group members in a training package developed especially for them and designed to promote their participatory teaching and self-confidence. The training supports them to withstand their life challenges and also contributes to their professional development and their ability as teachers.

**Facilitators:** After the completion of core and peer training at the Teacher Training College, these trainee teachers are then expected to form clubs at the teaching practice schools, in their teaching practical year. Core group members run Tidziwitsane Clubs with primary school learners as well as Listening Clubs for the wider school and community. They also work with the school on child protection issues; ensuring child protection policies and procedures are in place and are followed, as well as training in-service teachers. In Tidziwitsane Clubs, they facilitate learner-centred workshops on SRHR and life skills, so that learners are empowered and more able to stand up for their own rights.

**Agents of Change (AoC):** Once TfaC trained teachers have graduated, TfaC supports them to continue to run workshops with girls who are extremely vulnerable. Often this means girls who have never attended, or who have dropped out of school; girls who are pregnant or young mothers; girls from extremely poor households; girls who head up their household; and girls who are disabled. Activities include weekly clubs with a focus on SRHR and wellbeing and children are also supported to return to some form of formal education and / or enrol in a vocational training scheme.

**Behaviour Change Facilitators:** Through our interventions we also reach out to women in sex work. We provide SRH services alongside participatory behaviour change workshops focused on SRHR, well-being and self-confidence. Some participants choose to establish village saving and loan groups, which helps them increase their income. Others are supported to become facilitators to lead behaviour change workshops with their peers. Women are also trained as interactive performers so that they are able to advocate for their rights to their communities and power holders.

**Organisational Capacity Building:** Having explained the above different journeys that our participants undergo, TfaC staff also goes through a journey of learning and training. TfaC believes in capacity building for its staff to improve their skills and competency in the delivery of the work. At TfaC Malawi, trainers are taken through three levels:

- Level One: Trainers are taken through the full behaviour change package of training.
- Level Two: Participants are taken through the facilitation training package.
- Level Three: Trainers are taken through the Trainer of Trainers / facilitators training package.

TfaC believes that change starts with the individual before migrating to the team or others, hence we first expect to see change in the individual before the change is transferred to the wider community.





TIMAGULITSA:  
MESH

GAME  
ZONE

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