



The World Federation of KSIMC

FIFTH EXECUTIVE COUNCIL MEETING FOR THE TERM 2009 – 2012

5 DECEMBER 2010

Registered Charity in UK No. 282303

**FAMILY AFFAIRS
REPORT FOR FIFTH EXCO MEETING OF THE TERM 2009 - 2012 – Birmingham**

WOMEN'S NEEDS ASSESSMENT INITIATIVE

Working Report – November 2010

Prepared by:

Project Co-ordinator: Saeeda Jiwa

**Councillor
World Federation**

Assessment Coordinator	-	Saeeda Jiwa (WF EC)
Representative AFED	-	Sis Shaida Abdulrasul
Representative COEJ	-	Sis Sukaina Manj
Representative NASIMCO	-	Sis Shyrose Jaffer Dhalla
Secretariat support	-	Sis Sukaina Jagani Pasha



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Purpose:

To carry out a worldwide evaluation within the KSIMC of The World Federation on the various needs of women in communities and centres across the world in order to better meet their needs.

In April 2010 The World Federation of KSIMC launched an eight month initiative to assess the Needs of Women within each of their regions in order to identify opportunities and strategies to advance the concept of women and girls' beyond 2010. The desired outcome was to lay the groundwork for a comprehensive, compelling and forward-looking Action Agenda to improve woman's sense of self, autonomy, participation and esteem.

Concept Mapping

Some of the areas being explored within the demographic of women targetted for this project (between the ages of 18yrs – 60 yrs) are:

- Education
- Employment & training opportunities
- Spirituality
- Family life
- Health
- Politics
- Jamaat participation
- Marriage
- Parenting
- Divorce
- Social interaction

Contact with regions:

Initial contact was established in April 2010 with COEJ, NASIMCO, AFED, PAKISTAN, INDIA and DUBAI for this Initiative, requesting each region to appoint a representative as a liaison with WF to carry out the needs assessment for women within their respective region.

Initial face to face meetings with the NASIMCO and COEJ representatives were established in May 2010. Representatives from Dubai and AFED were appointed around end of June 2010. Unfortunately the representative from Dubai was unable to commit to this project due to other pressures and no further appointment was made from Dubai Jamaat. There had been no response from Pakistan and India region.

This report therefore reflects women's needs identified within AFED, COEJ & NASIMCO.



Process & Data Collection:

The Needs Assessment process involved a multi-component data collection effort.

Data was gathered by the following methods by representatives from their respective regions:

- Interviews with individuals within the community i.e. lecturers, chairladies, committee members and informal chats with individuals from grassroots
- Debriefing with interviewers regarding their impressions
- Workshops held with women of various ages within the target group
- On-line questionnaire survey

Interviews were conducted using women-oriented needs assessment questions addressing the needs of women respondents, their current utilisation of community resources, and the services and information approaches they find helpful in meeting their existing needs.

Workshops were held at various jamaats targeting different age groups i.e. 18yrs – 35yrs and mix age group.

The online questionnaire is currently live on WF website, has been linked with individual regions and in some cases with jamaat websites/youth and madrasah websites to maximise access for women.

Monthly tele-conferences have been set up with regional representatives in order to support, share ideas/information, monitor and gather information for forward planning for this initiative.

Executive Summary

This project took a while to take off; due to the time of the year it was initiated. The summer period followed by the month of Ramadhan delayed the uptake of women's interest; however it did give opportunity to representatives to promote this initiative and interview some key individuals and grassroots members during the month of Ramadhan.

Slowly but gradually this initiative brought about a lot of interest in our women, however initial response from women had been that 'this is just another exercise which will be shelved'. Women were reassured by their respective regional representatives that this initiative was going to be taken ahead and although it may take a while but it is a start. Through their engagement in workshops and through discussions, considerable issues that had been identified appeared to have solutions within their own jamaat or through their own support group. In this respect this initiative proved to have provided some form of communication to open dialogues within their own demographic and support groups who have then agreed to take it to the jamaat committee. However this may not be the case with all the jamaats due to the identified barriers in women not being heard.



The feedback from women during this process of needs assessment has highlighted significant areas of issues raised within the community that directly affects women. The common theme emerging from this assessment is women describing barriers to accessing resources from within the community - lack of sensitivity and insight from community leaders where women are being overly marginalised by the community leaders leaving them feeling powerless. Women during this process have been open in expressing need for:

- Opportunities to develop, raise their self-esteem, participate in community affairs and take part in decision making.
 - They have highlighted the need for financial support from the community for widows, divorcees and other vulnerable groups.
 - Support in areas with abusive relationship.
 - Support in marital issues and pre marriage counselling.
 - Helpline services to maintain confidentiality as well as gain access to help, support and advice in areas i.e. marital breakdown, relationship issues, abusive relationship, mental health issues (suicidal attempts), advice in dealing with youth and teen related issues, financial support, health support i.e. HIV, post natal, support for elderly around social constraints and abusive relationship etc.
 - Awareness programmes in health to improve their lifestyle and education to maintain a healthy lifestyle to improve the quality of their and their family's health.
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- Support with education attainment both secular and spiritual to raise their standard to maintain the status quo to be able to fit into today's society, support their children's education, be able to assist them with spiritual input, maintain their islamic, moral values and to be able to withstand today's lifestyle and influences.
 - Parenting classes to assist them with current issues children are facing and how best to open channel of communication with teenagers.
 - Family issues were brought up where support in social care for vulnerable groups and elderly was clearly highlighted. Some of the family issues varied from region to region due to the economic and welfare resources within the regions and these are highlighted in the regional report.

"Women are more than fifty per cent of the world's population, perform two-thirds of the world's work, receive one-tenth of the world's income and own one-hundredth of the world's property"- United Nations

Freire (1998) stated that "Self efficacy and self esteem is the critical consciousness which recognises the link between personal problems and social structural problems". In the main, women expressed feeling devalued by the community leaders. Two components of this sense of "powerlessness" are the level of economic independence and inherent gender inequities. Both factors increase a woman's vulnerability in our society. Other social factors add layers that marginalise women further. Building individual power means empowering women by providing access to practical resources, information, time, money, services, supports as well as psychological and personal resources. Empowerment-supporting initiatives need to be redirected to address the sense of powerlessness many women feel, to build a renewed sense of self-esteem and independence.



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I was amazed to learn from the outcome of this study that with living in the 21st century our community members are facing such lifestyle challenges which is clearly not commendable within the Islamic teachings.

I would like to acknowledge some positives within the study which has highlighted some positive relationship and attitudes to promote and empower women in some areas by some jamaats, however this area may be initially challenging but in order to change the status quo, the men in our committees will need to support and encourage our women and persevere to bridge this sense of being marginalised.

It seems that the attitudinal barrier is the core issue. Indeed, it is implied in the existence of physically inaccessible facilities and in the lack of knowledge amongst community leaders of women's issues. In order to address these gaps each jamaat committee needs to first be aware of these identified issues and start working with marginalised groups and bring the status quo to create a harmonious balance in gender participation and mutual respect within the community.

It clearly has transpired from this study that this is the area in the main that needs to bring the focus of our leaders to assess the needs of all the demographic under their respective leadership and jointly plan short, medium and long-term objectives to attend to the needs of their grassroots.

This assessment has been an exciting and rewarding initiative. Its findings gave our assessors much to discuss and ponder on the way forward. The recommendations listed below sets out the enormous potential to encompass the high level of identified needs of women within the specified region. Also attached are reports and findings by NASIMCO, AFED and CoEJ region. I would like to take this opportunity to express my deepest and sincere thanks and gratitude to regional representatives sis Shaida, sis Shyrose, sis Sukaina for their support and hard work to raise awareness within the community and with their tremendous effort and ability to be able to empower women within their region to participate in this study through varied means. My special thanks to the jamaats members who participated and shared their concerns and expressed their needs to give this initiative a basis to take it further. Finally my thanks to sis Sukaina Jagani Pasha along with the regional secretariat support in assisting with this initiative. Had it not been for the involved roles dedication, efforts and support, this project would not have reached to this stage.

Please see the following recommendations which have been compiled from suggested solutions to some of the common needs identified within the various regions and from examples of good practice that are already in place that can be addressed within short, medium and long-term strategic planning. I would like to add at this stage that the results from the online questionnaire are not been included within the below recommendation as these are yet live and the end date of this survey is Dec 2010. I will inshallah prepare an addendum to this report in January 2011 to include the outcome of the survey and any further need with recommendation which arises from the survey.



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RECOMMENDATIONS:

EDUCATION:

- Jamaat to encourage and make provision to facilitate leadership skills/training for all individuals who are in the leadership position. This has currently proven to be seen as a success with WF roll out leadership programmes. This training should include men, women and youths of the community to be able to share and understand various perspectives and perceptions and to build their self-esteem and confidence and be able to self develop.
- Jamaat to facilitate education programmes for women who have had career break i.e. through the process of motherhood and facilitate educational programmes to empower individuals into resuming work with assistance with interviewing skills, IT skills, CV writing, managing finance, banking etc
- Spiritual workshops to open for upper Madrasah age group and mothers during Madrasah session. Seperate sessions which can be planned on needs led depending on the preference of the group. Topics such as Fiqh masails, will, inheritance, women's issues, parenting, relationships, family life, women's responsibilities within marriage and to their children etc.

HEALTH:

- Jamaat should roll out yearly screening (currently 3 yearly within CoEJ). This would be more beneficial for countries where welfare resources are scarce, thus increases vulnerability within some vulnerable and disadvantage groups.
- Regular health workshops to be rolled out on women and children's health and lifestyles. These could cover areas specific to women's health i.e. care during pregnancy, postnatal, PMT, infertility, healthy diet, diabetes, breast screening, mental health issues etc. Some of these sessions could be joint, to bring about awareness in men on female health issues.
- Provide resources and tools that will assist in empowering women about how they can become advocates for their own health care. Programs for women around empowerment, self-esteem, healthy choices, and nutrition, to be offered.
- Promote "holistic" services that address women's physical, emotional and spiritual needs and that target women who are at different stages and those most vulnerable.
- Integrate a greater awareness of the issues faced by women with disabilities throughout all aspects of our programs.



POLITICS & JAMAAT INVOLVEMENT:

- Encourage regions and jamaats to hold educational sessions to foster better communication.
- Social gatherings for all women to foster more unity in community and build relationships to empower women.
- Clarification on Islamic guidelines: women and leadership.
- Leadership training to raise priority of being inclusive of women -but in manner in which it will be acceptable.
- Create a system where jamaats are encouraged to actively promote women's inclusion and given the vote as a standard practice - not just words but real action with deadlines.
- Jamaat committee to hold twice a year consultation meetings with women to better communication and to involve them by listening to their needs and ideas and empower them by making them part of the decision making.

MARRIAGE/DIVORCE/WIDOW:

- Counselling classes – pre marriage/marriage seminar- A major discussion around marital issues was brought up by all ages within the demographic study and a joint pre-marriage and post marriage (within the 5yr period) was the top most requirement identified from the grassroots. This was further suggested as a requirement prior to marriage taking place.
- Medical checks before marriage for diseases and drugs. This was clearly emphasised as a requirement before marriage by each jamaat.
- Support for women who are divorced-morally/financially. Jamaats to provide measures to support them with difficult separation and with abusive relationship.
- Seminars on rights of women and family life should be held for both genders and Issues on rights of women, daughters and wives need to be highlighted from the mimbar but with realistic and practical day to day examples and detailed correctly.
- A need for a more structured and centralised marriage body within each region (Networked Marriage Bureau) to help strengthen and promote the various needs identified by respective regions.
- Trained individuals within the Marriage Bureau to ensure maintain confidentiality, professionalism and support and guidance with pre-marital seminars, divorce, relationship issues and bereavement.
- Helpline support to access advice and support for all family related, social, financial, emotional and parenting issue. The marriage reconciliation committee **MUST** consist of trained women who can be approached, who can support and provide the right advice and care.



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Besides the above recommendations please note that each region has identified specific needs and support required which can be taken up by their respective jamaats/region.

Please see below attached reports from COEJ, NASIMCO & AFED.

Report compiled by

Saeeda Jiwa

WF Councillor & Project Co-ordinator - November 2010



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Prepared by:

CoEJ Representative: Sukaina Manji

Purpose:

Women's Needs Assessment is an initiative carried out jointly by The World Federation and as a contact person from COEJ the role is highly demanding and equally important in order to work for the betterment of our community.

The role of women within our communities locally, regionally or on higher scales has always been vital for the success achieved in various ways. Women have participated in different aspects some working covertly whilst others taking on high responsibilities such as chairladies and able to influence decisions within their regional jamaats. However these roles are at times under pressure from various age ranges from the members and a lot of it is because of lack of support from the members themselves due to their needs not being addressed effectively.

Through this initiative it is hoped that the various needs of our women are addressed as the prime purpose of the initiative is to carry out a worldwide evaluation on the various needs of women in communities and centers' across the world in order to better meet their needs. At the same time it will give a direction to regional communities to address the needs locally wherever appropriate.

Information vital to the assessment:

Services and provisions offered to women in various regions, between the ages of 18-60. Some of the areas being explored:

- Education
- Employment & training opportunities
- Spirituality
- Family life
- Health
- Politics
- Jamaat participation
- Marriage
- Parenting
- Divorce
- Social interaction

The assessment is being carried out in various stages through the European jamaats and participation has been very valuable in different ways

Stage one:

Information on areas covered by various COEJ boards in local jamaats or on a national level. Response from Khawateen, Education and Media Desk was received with very positive feedback.

Stage Two:

COEJ Secretariat support in requesting for contact details from all European jamaats through jamaat secretaries of key role persons: Chairlady, Youth Head and Madressa Coordinator. The data collated is available for any future initiatives as well. Some jamaats responded very quickly whilst others needed constant reminders. Positive responses for the initiative were received from some jamaats especially Peterborough and Leicester

Stage Three: Workshops

It was initially planned for delivering workshops in most of the jamaats so women would get an opportunity to discuss issues and understand the initiative. The following workshops have been delivered to date and facilitated jointly by Saeeda Jiwa (WF Councillor) and Sukaina Manji (COEJ Councillor).



Workshop One:

First one held in Peterborough on Saturday 19th June where it was received very well, with lots of engaging discussions with some issues raised and possible solutions suggested. The male secretariat team under Brother Iqbal Manji took on the set up of the workshop. The chairlady at the time was Sister Nasimbai Walji, who actively took part in the workshop. Key role persons as well as various committees across the jamaat were invited together with representations from the grassroots. Approximately, forty-five ladies of various ages took part. Participants had given very positive feedback towards the project and valued the level of support given by the jamaat.

Session one started with an icebreaker activity asking participants to talk to each other about their aims to attending the workshop and what they would address as needs of women. This followed with an introduction to the initiative. Session two looked at input from groups using focused titles. Key Issues that were discussed within the workshop are in table 1 below:

<u>Topics</u>	<u>Issues</u>	<u>Possible Solutions:</u>
Health	Changing our mentality on: <ul style="list-style-type: none"> • Mental health • Miscarriage • Menopause • Divorce/Breakdowns • Elderly • Stress • Peer pressure • Social stigmas • Boundaries 	<ul style="list-style-type: none"> • Counseling • Mothers group • Support groups • Help line • Support groups face to face • Community professional advisors • Reading Holy Quraan • Talks from experienced people • Ladies Nights for socials
Education Employment Training	Finance: banking education, bills, Insurance, pensions Islamic Will Women empowered Support for the Education – link with any current issues Preserving mother tongue Hand over skills to young people Transport to mosque- elderly	<ul style="list-style-type: none"> • Community bankers/professionals giving advise • Advisory team to will writing • Career advise, classes' for ICT/Languages/Skills/GCSE • Make use of professionals in community • Talks at intervals
Social Influences Drugs Relationships (Haraam)	<ul style="list-style-type: none"> • Peer pressure various ages • Communication breakdown/lack of communication (dream of girl sorting the young boy who may have gone off the right path) • Attention seeking/acknowledge problems • Matchmaking Issues • Gossips- relationship broken, no trust 	<ul style="list-style-type: none"> • Partnership Counseling • Confidentiality • Rehab programmes • Support groups • Need new people into match making arena those who understand the needs rather than trying to just fix without any real matches.



Politics	<ul style="list-style-type: none"> • Lack of involvement in Jamaat decision making • Women are given no input or only 'token' say in decisions • Secrecy in decision making & power rests only with the few • Women feel undermined or undervalued by male Leadership • Women don't have the right to vote for leaders of community • Political culture of jamaats: environments where men are fighting/acting abusive puts women off from taking part <ul style="list-style-type: none"> • Islam is used as an excuse to prevent women from taking leadership roles □ when it is actually men feeling threatened or cultural issues • Too many cliques or groups within women themselves □ so some don't feel welcome • Lack of communication between male and females • Outside of jamaat □ women not encouraged/ supported to get involved with external politics e.g. taking up councilor positions, local politics etc □ there is still a taboo over this (culturally) 	<ul style="list-style-type: none"> • Education programmes for men and women to promote better communication. • Social gatherings for all women to foster more unity in community and build relationships to empower women • Clarification on Islamic guidelines: women and leadership <ul style="list-style-type: none"> • Leadership training to raise priority of being inclusive of women □ but in manner in which it will be acceptable <p>Possible role for WF:</p> <ol style="list-style-type: none"> 1. Promoting clear Islamic guidelines on women and leadership 2. Encourage regions and jamaats to hold educational sessions to foster better communication 3. Create a system where jamaats are forced to actively promote women's inclusion and given the vote as a standard practice □ not just words but real action with deadlines
Parenting Relationships	<ul style="list-style-type: none"> • Trust, Respect, Individuals • Family Time • Communication • Adult tensions • Blame factors • United front 	<ul style="list-style-type: none"> • Workshops for Parenting • Family Retreat • Mother tongue classes
Spirituality	<ul style="list-style-type: none"> • Further education after madressa 	<ul style="list-style-type: none"> • Hawza- no age limits • Interactive talks • Female Alima sessions • Mother/toddler groups
Marriage Relationships Divorce	<ul style="list-style-type: none"> • Problems before in finding partners • During relationship - lack of support /bias 	<ul style="list-style-type: none"> • Events for help in getting married • Leaflets • People to contact • Hotline • Independent committees
Family Life Elderly Disabled	<ul style="list-style-type: none"> • Access to needs • Men education • Transport for elderly • Adapting facilities to suit disability needs 	<ul style="list-style-type: none"> • Lecturers in mother tongue • Alima service • Support • Counseling • Carer's gathering/support groups • Sign lectures • Monthly surgeries



The above highlights a lot of local issues as well as some that need to be met through the regional body. The common needs that seem to be emerging are:

Important Findings:

- Help lines for private discussions where confidence can be maintained.
- Counselling
- Marriage Issues
- Will writing Workshops
- Family Spiritual Retreats

Participants of the workshop were thanked for playing an important role in this initiative and they were equally grateful for this being in place in order to better meet the needs of our women.

Workshop Two:

During the COEJ Sports Tournament held on 7th & 8th of August there was representation from various jamaats especially within the age groups of 18-30. This gave an ideal opportunity to discuss with the young ladies in order to address their needs. The workshop was attended by at least thirty-five participants and started off with a talk on Political Engagement delivered by Fatima Manji, Head of Media Board. This then led to a discussion addressing the needs of young ladies within various communities and through the findings the following were highlighted:

- Help lines for private discussions where confidence can be maintained.
- Matchmaking- issues related to finding partners and appreciating traditional matchmakers at the same time valuing involvement of parents, as some tend to bypass this and approach the young girls themselves, which could be very demoralising for some girls.
- Possible solutions towards marriages taking place and avenues for meeting prospective partners.
- More opportunities for active learning within mosques and not just traditional lecture formats.

The workshop ended with the young girls introduced to a new website (simply shia.com) which has been set up by young people.

The discussion night also helped build bridges and positive relationships amongst the young ladies in various jamaats and a follow up informal session was set up between Peterborough and Milton Keynes during one of the Holy nights of Mahe Ramadhaan where Fatima Manji, Head of Media Board, was the keynote speaker.

Workshop Three:

On the 7th of November a national workshop was held in Leicester and invites had been circulated through various ways to all sister jamaats. Initially it was proposed to hold the event only for Leicester jamaat ladies however due to time scale and also due to the response level from other jamaats for workshops to be held at their centres being very poor, it was then decided to opt for a national level giving opportunities for everyone interested in the initiative to attend. It would also be an ideal opportunity for ladies to build bridges with others.

Secretariat had played a vital role in advertising the programme through direct telephone calls to key role people requesting them to advertise in every possible way, sending posters to jamaats for their notice boards, COEJ webpage, emails as well as COEJ facebook. Chairlady of Leicester jamaat had also promoted the event through their Friday Supplement, regular announcements and text messages to individuals.

The chairlady, Sister Shabnam Aziz and her team of volunteers took up arrangements for the workshop together with support and assistance from brother Gabriel Jeraj and his team. Over eighty ladies of various ages took



part, most of them from the host jamaat together with a few representations from Birmingham jamaat. The day was received very well and helped bring a lot of positive focus for our ladies especially as it is the first time that such a workshop has been held in a national level to understand the needs of women in our communities.

Session One started with an initial introduction of the assessment and the valuable participation of those attending was noted. In the Ice breaking session, participants were asked to share reasons for their attendance in the first round with someone sitting on their table whilst the second round invited them to share their valuable skill with someone who did not know about them (examples identified which can be useful for future needs: British sign Language, Level 3 Counseling, Cake Making) This was very useful to all and allowed engagement at all levels.

In their working groups tables participants were then asked to discuss needs of women. Table 1 highlights some of the main findings whilst table 2 highlights the local issues within the local jamaat. (The Chairlady Sister Shabnambai Aziz has noted these and some solutions were already in place before the end of the day).

Table 1: Main Issues highlighted in the Leicester workshop

Pre Marriage Counseling:
1. Marital issues
2. Divorce and marriage communication breakdowns
3. Islamic rights
4. Venue for meeting partners
5. Relationship building before marriage
6. Counselling before marriage as important criteria and requirement from jamaat level- certificate as evidence
7. Both families involved in pre marriage counseling
8. Share experiences from newly weds
9. Role of mother and relationship with children after husband remarries
Confidential Helpline or Hotline service in all languages and all services
Skill Database
Interpersonal Skills support to boost confidence / Self Esteem
Health – Support groups
Bereavement and Terminal Illness Support
Financial Issues – University Support

Table 2: Some local Issues highlighted in the Leicester workshop (Actions by local jamaat)

Nursery	Arabic Classes
Keep fit Classes	English support for filling forms
Basic ICT training	Drug Awareness classes
Cookery/Sewing for young girls	Social Club for 7- 14 year old (mothers request)
Active Youth Committee <input type="checkbox"/>	Workshop for 7- 14 year old boys (mothers request)
Bereavement committee/Allocated people (also as support to widows)	Skills Database
Ziarat sponsors	GCSE support classes <input type="checkbox"/>
Transport to mosque for seniors <input type="checkbox"/>	
Leadership training	

A full list has been completed by the Chairlady and planning actions are in place for those that have a (☐) next to it.



Session Two after lunch focused on specific topics and discussions took place on key issues that arise within. Table 3 looks at some of the findings.

Table 3:

<u>Topic:</u>	<u>Issues:</u>
Jamaat Politics	Ladies involvement necessary Voting Rights Decision Making Constitution awareness Influential people
Politics and Media	Spiritual Awareness Women voices being heard Lack of opportunities More involvement in decision making Lack of interest Language barrier Interfaith activities Confidence
Family Life	Counseling for better communication Inheritance Will Parenting involving both parents Balance religion/workplace/home and life style Relationships Finances – awareness of partners income Marriages outside communities Disability- support in household and needs in mosque
Marriage/Divorce/Widow	Counseling classes – pre marriage/marriage Medical checks before marriage for diseases and drugs Support for divorce ladies-morally/financially Will writing
Parenting	Teenage awareness programme: alcohol, drugs, transmitted diseases 1 st child upbringing – unawareness Friendship and trusting relationship to be developed Good communication Role Models Give responsibilities and consider views/ opinions Home environment/Peer Pressure
Spirituality	Self Development Spiritual retreats Fiqh classes Quran classes in different age groups Ghusl kafan classes

Many of the participants were not aware of the various boards at COEJ level and awareness was made through various discussions that took place.



Overall Findings:

- Help lines for private discussions where confidence can be maintained.
- Counselling
- Marriage Issues
- Will writing Workshops
- Spiritual Retreats (Khawateen Board has this project however needs more opportunities for all)
- Activities for young boys (Can COEJ address this through any boards?)

Table 4 gives comments from participants who had used the feelings board to express their opinions.

Table 4:

- This was a very good session. I found lots of issues for women in our community and possible solutions.
- Excellent issues who worked hard throughout the day to help get the best out of women's attendance.
- Organised event
- Excellent presenters who looked at negative and positive.
- Strong will power to do something, we should be more committed and give our time to do good things for jamaat e.g nursery, free courses or subsidise
- Less response and less number of members turning to organized social programmes
- I liked the training session But too many local issues in Leicester.
- Possibly divide ladies in age groups for assessment for a more like minded discussion, too big and group with differing ideas.
- Some ideas raised like counselling (marriage, drugs etc) are reducing the capability of parents. What are the duties of parents? The idea of parent/ children communication was the most useful.
- Jamaats should let women participate in more jamaat issues.
- Lack of confidentiality and favouritism stop jamaat from being united
- There is no follow up system
- We should have counselling within our community and confidentiality should be important
- Importance of will writing

The workshop ended with a positive note and appreciation for the efforts being made for the betterment of our community women. Feedback generally has been encouraging and this opportunity was an excellent platform for dialogue to understanding the needs of our women. Thanks to all the participants from Leicester and Birmingham jamaats.

Stage Four: Questionnaires

These have been activated and women are encouraged to take part in the survey online. Jamaats have been requested to encourage ladies to answer the questionnaire and a direct link has been set up from the COEJ website by Secretariat.

Copies have also been made possible in French so our sister jamaats do lose this opportunity. It will also be translated to Swedish if the need arises.

Hard copies were given out to participants in the Leicester workshop and some copies have also been circulated to members in Peterborough Jamaat.

Response is very important towards this ongoing project.



Stage Five: Action Plans

This working report highlights a few common issues that can be addressed towards the needs of women in various communities and it is hoped through other information received in the questionnaire a bigger and better picture will be built.

This will help towards the overall outcomes as below:

- WF to use information to help better meet needs of women worldwide.
- It is hoped that after the initiative is collectively responded the information will also help COEJ to launch any provisions that have a gap either through jamaats or on national levels.
- Jamaats will be able to use information in providing further for their female members.
- It will also help in gathering data of Key role people in various jamaats for any future projects.

This initiative cannot be closed at this stage and this report is a working one where any further findings will be added on. The support of various people is highly appreciated and in particular the ladies of our community who feel their needs are being addressed and understand time is a major factor before any actions can be delivered. May Almighty accept this little effort and help us in delivering the needs for the future of our women. (ia)



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Prepared by:

NASIMCO Representative: Shyrose Jaffer Dhalla, B.A., M.Ed.



The Women's Needs Assessment project is a *work in progress* that continues to need more in-depth data acquirement, follow up interviews, multi-angled focus and data analysis. This report should be considered a preliminary, early assessment of the issues women are facing in our communities across North America.

Monthly teleconferences between various liaisons from North America, Africa, Europe and the Middle East with our World Federation contact person sr Saeeda Jiwa have been fruitful in enabling the exchange of ideas, problem solving challenges encountered and brainstorming ways of marketing an awareness for the project.

Since this type of project has had no precedence, a trial and error approach has been used. This has helped us tweak our various data gathering techniques, types of questions asked and publicity for the project. As various means of gathering information continue to be explored, our focus and targeting to specific issues and areas is bringing forth richer data. Thus, more time is needed for this assessment with the possibility of making this a long-term or on-going project.

DATA GATHERING

The information contained in this report has been gathered by the following means:

- NASIMCO Questionnaires formulated by executive councillor Shyrose Jaffer Dhalla
- interviews, phone calls and meetings with chairladies of various jamaats
- emails, facebook and informal chats with women of various ages
- focus groups, workshops with target audiences as well as with selected women

NOTE: The opinions below are entirely gleaned from the above data gathering efforts. Names of women have not been included in order to preserve confidentiality. Names of cities have been included in some instances unless this compromises the confidentiality of the participants or if they have requested the omission of their hometown.*

*women's perception of the needs of their communities do not necessarily reflect whether or not such services are already being offered; lack of awareness of the services offered by local jamaats indicates that more marketing/advertising is needed. This report simply presents the opinions offered by participants.

RE: WOMEN'S NEEDS ASSESSMENT INITIATIVE

- Many have indicated that this is an important initiative and were grateful to hear steps are being taken to hear from women. However, some did feel that it was futile, that no one will actually do something about what comes out of these interviews/surveys.
- Male leaders at the annual NASIMCO conference (where the Women's Needs Assessment project was presented in powerpoint by executive councillor Shyrose Jaffer Dhalla) expressed much enthusiasm and support for the project. LONDON and KITCHENER presidents asked for such presentations to be done in their local jamaats and arrangements are being done to do so in the near future.
- TORONTO: Removal of women's desk from world federation has shown a disregard for women's issues
- ALLEN TOWN: At present, women's needs are unmet by local jamaats. It feels as if the men are in charge and do not want to hear our opinions at all.
- Are World Federation and NASIMCO thinking of what to do for women at all? All they are interested in is elections and arguments. The real issues are being ignored.



FINANCIAL NEEDS

- budget constraints always make it hard to carry out women's programs. At present, there is no money to pay female scholars and reciters hadya for muharram. The jamaat has more priorities than to pay scholars to recite majalises.
- TORONTO: why doesn't JIBA have a entrepreneur grant program for women to start up businesses. Even a "karz e hasana" program for low-income families to get their businesses started, to purchase cars for delivery, to cover initial costs etc. With so many well-to-do businessmen in the community, we can easily help women realize their own business dreams.
- ALLEN TOWN: for women's programs we need money, space and resources. All three are causing hurdles for us.

MEDIA

- ALLEN TOWN: We need women's websites, women's directories, women's magazines
- TORONTO: would be nice to have a website that has only female majalis uploaded on it. It is a different kind of reciting and we like to hear those
- TORONTO: we need a free directory for women and a free website where women can advertise ANY service they can do. Women need to be encouraged to do business. Depending on who is in power, you can be stopped from conducting business at the mosque!! We used to be in trouble for even bringing catered plates of food to give to our customers when other leaders were in power. The mosque should give us women an opportunity to cater the Thurs night fateha. It should be an open market.
- TORONTO: a mega 3 day professional conference for women would be a dream come true. It would address widowhood issues, matchmaking challenges, skills oriented workshops, babysitting services etc. It would be high tech, allow women to discuss/challenge/corroborate and immerse themselves in women issues.
- TORONTO: A youth conference would be wonderful for young people to get to know each other, for youth to know what issues are out there, for Islamic education to be given to these young people

HEALTH

- TORONTO: we need Support groups with experienced facilitators for
 - Cancer survivors
 - Bereavement
 - Special Needs
 - Disability
 - Crisis/trauma
 - Widowhood
- TORONTO: if doctors in the community could provide home visits. Sometimes just minor things like blood pressure etc can be offered by community doctors and save us seniors from having to take rides from family, have someone accompany us to the doctor etc. If they could have health clinics, flu shots etc at the mosque we can all come to one place once a week and get our health issues looked at.



FITNESS

- TORONTO: we need a women's swimming pool
- ALLEN TOWN: We need fitness rooms, steam rooms, a gym

EDUCATION:

- TORONTO: we need resume workshops for women to fix up their resumes. There should be resource centres for women to photocopy, use internet, use telephones etc for job searching.
- TORONTO: we seniors want to learn how to keep in touch with our grandchildren with computers. We need free classes just like English used to be taught to us in the past.
- TORONTO: it would be great to have a chairlady conference or a conference for female leaders. Women need to exchange ideas, discuss how to lead, challenge the way things are done etc.
- TORONTO: what if we had a women's madressa, religious classes for mothers during madressa hours? The kind of knowledge one gets in majalises is not the same as what you would get at a desk.
- TORONTO: babysitting is the major issue for us young mothers. There should be free babysitting at every khushali, wafat etc. This hurdle makes it harder for us to be involved, part of the activities in the mosque. We are always worried about our children making noise etc. It is nice that we now have a children's room. But if there are activities for the kids, we can at least listen to the Majlis and they too can learn something. It has to be free.
- MINNESOTA: We would like to be able to offer programs for women such as:
 - Seminars on the challenges our women face in west
 - Roles and Responsibilities of Mother / Wife from Islamic perspective
 - Educating women on how not to complain all the time

ADMINISTRATION/EXECUTIVE

The men make all the decisions. They allocate the funds, they go to the bigger meetings. We women are only asked what food to order. We can't even vote. We are not given a place on the executive committees. If we want to renovate, use our ideas to make the place cleaner or more functional, we are not even heard. Or they just hear us and do what they want to do. There need to be workshops and training for men to understand how they are oppressing the women. This is not Islam. This is not how Imam Ali a.s. ruled.

Women need to be taught professionalism in leadership. When exiting committees leave nothing for the new committee to work with, it shows they are not trained in looking out for the jamaat's interests. We had a chairlady leave who took all the contacts with her, we had nothing to work with. When she moved, she left the file with a friend to handover to us! We need to teach leaders accountability, sensitivity and professionalism.

- TORONTO: Youth should be given mentorship by world federation leaders, jamaat presidents etc. They should be job shadowing them and learning. Also, 30-somethings should get training too.
- ALLEN TOWN: more capacity building, leadership building needs to be done



- VANCOUVER: I feel we lack the involvement of women in the Jamaat at the decision making level. If we can address that, we will have enough women at positions in the Jamaat to be able to address the needs of the women in the Jamaat through the EC. The ability to partake in the decision making process will empower women to look after their own programming needs and the resources that are needed for women's needs will automatically take of themselves.
- VANCOUVER: Certainly we need to look at the needs of the women in the community; however, the issue is much larger than serving the needs of the women within the community. The questionnaires you have do not address some important questions. All one has to do is ask questions these from the Jamaat to assess where women are in the power structure:
 - How many women voted at the last World Federation Election in your Jamaat?
 - How many women in your executive committee (not women's subcommittee)?
 - Do you have a women's subcommittee, if so how many members does it have?
 - Can women be full voting members of the Jamaat? If Yes, how many women are currently members of your Jamaat?
 - Do women have voting rights to selecting the President of the Jamaat?

MATCHMAKING

- TORONTO: I am divorced and still haven't found a new husband despite wanting to find a mate. It is because my mother doesn't know any families. Finding a mate all depends on who you know. If you don't have rich friends or relatives, you will never get a proposal from an affluent family. This is not fair and shows that the matchmaking system is not fair and must be made unbiased.
- TORONTO: why it is that when a man wants to be married he can let people know and lists of girls are given to him to meet them. However when a woman is ready for marriage, no one tells her "let us go to some families to meet their sons". Why is there such a stigma to propose to a man? The Islamic marriage is done with the woman proposing so why can't we do that in real life?
- People are against internet sites for matchmaking. But for those who want it, why can't the world federation officially offer a place for us to place our profiles (like facebook) I would like to know about a boy, what he does, what he looks like, what he wants in a mate etc. Sites like shiamatch etc are great but we need moderators to ensure it is safe, the info is correct and that the people who join are jamaat members that are known.
- VANCOUVER: I think parents of marriageable age children need to be educated about the importance of marrying them off; waiting for them to finish higher level of schooling means youth are being left with all these sexual needs and thus in the danger of doing haraam. We need to help young people be married even if they aren't earning.
- Our leaders of world federation and NASIMCO are busy building mosques all over the world while the most pressing thing is that our children are marrying outside the community! If our children go out Islam, there won't be anyone to come to these huge mosques we are making. This is a crisis, we need proper matchmaking done. We need it urgently. Our daughters and sons are getting older and the proposals are not coming.



SOCIAL NETWORKS

- TORONTO: I am a senior. I cook and clean the house while my son and his wife work all day. They come home late. I feel so bored and lonely. How much TV, how much time on the "musalla" can one spend? I wish there was something to do for us women. The weather is so bad, we are stuck at home. It causes depression. I don't want to sound ungrateful, I don't mind working at home but we seniors have needs for a social life too.
- TORONTO: It is wonderful to see social groups that let women go to restaurants, go travelling etc. We need official groups from the jamaat that also focus on entertainment. Why does it always have to be Islam or religion oriented. We can keep it Islamic but sometimes just social recreation is necessary. Please do more picnics, trips to amusement parks etc.

SENIORS

- For us daughters and daughters in law with elderly parents living with us, the challenges are great. As caregivers, we are exhausted, mentally and physically. We have the family to look after and our parents too. If the jamaat could provide some sort of respite care. It doesn't have to be for free. We can pay but we need these resources and contacts to be made available.

SERVICES

- TORONTO: with such a large community, we need advertising of resources and services offered by others. We need those who can teach Quran, tutor our children, babysit, clean houses, are handymen, can provide taxi services to be listed in directories. We cannot be effective if we don't receive help to do the many things we women have to do.



The World Federation of KSIMC

FIFTH EXECUTIVE COUNCIL MEETING FOR THE TERM 2009 – 2012

5 DECEMBER 2010

Registered Charity in UK No. 282303

WOMEN'S NEEDS ASSESSMENT INITIATIVE

Working Report – November 2010

Prepared by:

AFED Representative: Shaida Abdulrasul



All Jamaats under AFED were invited to contribute towards the Womens Needs Assessment Initiative, a project under The World Federation.

The information compiled in this report has been received from members of the community (of both genders) from the Jamaats of Dar es Salaam, Arusha, Moshi, Bukoba, Mombasa, Nairobi and Kampala. Most issues have been found to be interlinked and common, affecting members across all the Jamaats in some way or the other.

On a general note, in some areas there is an unspoken, underlying need for change but it is faced with public reluctance (especially from the old school) whilst in others the people are more vocal and already making waves. Exposure, training and awareness are important to get new ideas and thoughts accepted by the older bracket – both male and female. In certain places, the youth do not have much to keep them occupied and many opt to migrate. When those who do go out to study come back, their new ideas and thoughts are not often accepted by the residents.

The young women who want change are met with statements like *'at the end of the day, it's just the kitchen that awaits us, so why bother??'*

However, on a more positive note - one of our strengths as a community is our Unity. We do stand for each other when the need arises and this should be capitalized on and used as a tool for progress. One very appealing suggestion is to create a network of all the Chairladies under AFED and even other Jamaats. Ideas, suggestions and even human resources can be shared across the Jamaats and a lot of learning and growth can take place.

The common areas of development that have been expressed by the women in leadership positions includes:

- The final word and authority still lies in the hands of men and this is seen from positions of authority trickling down to the households. Women have expressed their annoyance at this gender inequality.
- There is an unfortunate general lack of trust and confidentiality towards the Jamaat authorities and many women opt to seek assistance from outside or find their own solutions rather than seek help from their Jamaat.

THE WOMENS DREAM : Many solutions and wishful hopes have been outlined below but one that would cater to an overall need is to have several networked **Women Support Centres** across the globe with employed, trained professional community women who can meet the overall needs of women including the provision of legal and Islamic advice. In all the areas mentioned below – we need to step out of our *Khoja Comfort Zone* and interact as well as learn from other communities who may have solutions to these issues.

SOME IMMEDIATE OUTCOMES: Women have been motivated after having been given a chance to voice their thoughts and those in leadership positions are already working on initiating support groups, youth groups and even a crisis centre within their own capacity. Their clear message is – PLEASE DO NOT LET THIS PROJECT GET SHELVED LIKE SO MANY OTHERS. LET US MAKE A DIFFERENCE.



Issue: RELIGIOUS EDUCATION // Brief description : CHILDREN / YOUTH		
Progress / Achievements/ Current status:	Need (if applicable):	Suggestions / Next steps suggested by Community members
<p>1. Most of the Jamaats have well established Madrassahs that caters to spiritual education of children from approximately 5 to 16 years.</p> <p>In the practicing of an Islamic lifestyle</p> <p>2. Some youth shared that their parents do not allow them to wear Hijab or live an Islamic lifestyle in regards to food etc. The reason for refusal to wear Hijab was so that they should get proposals! It was horrifying to hear one experience where a woman in her late 20's was advised by a Zakir that they only way to ensure she get an appropriate proposal was to remove her Hijab !</p> <p>To counter this, one girl narrated that she would wear her Hijab after leaving home.</p> <p>3. As a whole, the group of youth said that basically there was no spiritual inclination at all.</p>	<p>The needs highlighted by parents and teachers includes:</p> <ul style="list-style-type: none"> refreshing the syllabus to cater to more current issues and needs that make the learning practical. an urgent need for qualified teachers <p>Women who have tried to make a change in refreshing the syllabi or system within their areas have shared that they have been discouraged or their ideas shot down or delayed – simply because the idea came from a woman. A common reaction is frustration and giving up.</p> <p>*Need to educate our women and girls and equip them with strong faith and educate the Men as well so that they can respect the women as equal partners and thinkers.</p>	<p>* The tabligh sections need to conduct surveys and make parents partners in the process of refreshing the syllabus.</p> <p>*It is the women who are the workers in most cases, they need to be given authority and the power to make decisions without having to go through red-tape and male dominated protocols. (eg – making simple changes in a syllabus)</p> <p>* More training needs to be done for teachers so as to provide quality education. These should be budgeted for and invested in so as to get quality training done.</p>
Issue: RELIGIOUS EDUCATION // Brief description : WOMEN		
Progress / Achievements/ Current status:	Need (if applicable):	Suggestions / Next steps suggested by Community members
<p>Madrassa tuz Zahra (In Dar es Salaam) is a hawza type institution started in 2007. It caters to the women of the community with</p>	<p>* Madrassa tuz Zahra caters to all ages of women from after O-levels onwards but the Seniors of the community feel</p>	<p>FOR DAR :</p> <p>* certain important courses like fikh or comparative religion should be left open to the public to include more</p>



<p>classes every morning from 9am to noon. It has so far registered a total of 300 women in the various classes as full time or part time students. This is considered to be an outstanding achievement that needs to be commended for as there are women whose lives have been transformed because they feel empowered and have an outlet to use their intelligence/intellect. It has also served as a social outlet.</p> <p>All the Jamaats use the mediums of Majalis and Lectures. Most have regular Majalis on Thursday and Friday afternoon .</p> <p>Dar es Salaam also has daily Majalis at private Mehfilis around town , weekly tadabbur classes and has recently introduced monthly sessions of Nahjul Balagha and Masails to educate the women.</p> <p>Arusha has a weekly DARS session that also does general knowledge and tadabbur.</p> <p>Other such facilities are highlighted in their respective information forms.</p>	<p>that they tend to lose out as they cannot cope with the written testing system.</p> <p>* Though there is a provision of religious education, there is a strong lack of LIFE SKILLS in majority of women. This includes no financial skills - not even how to open a bank account / draw money or write a cheque. Lack of Self worth, general awareness and rights of women - legally and within shariah.</p> <p>* Mothers are also not Computer literate and do not know how to effectively use mobiles either. Thus they cannot keep track of their children who then get the better hand over them.</p> <p>The majalis are a great source of information but are sometimes not effective due to untrained speakers or non-authentic material.</p>	<p>learners.</p> <p>* the hawza should consider opening its doors to visitors who may be able to attend on a temporary basis and also allow sharing of knowledge with those who cannot fit into their timings - this would be with the aim of educating more of the masses who cannot attend regular classroom sessions.</p> <p>* The top class of Madrassah could be linked to Madrassah tuz Zahra for continuity in spiritual education.</p> <p>COMMON:</p> <p>* Concentrated efforts need to be made to educate women with literacy and life skills. This can be done through volunteer services as well as paid courses. Certain efforts have been made by smaller concerned groups but that has catered to those who have had the time, courage and family support (or permission) to come forward.</p> <p>In order to achieve a bigger goal, efforts may have to be made to spoon-feed the receivers. Small volunteer groups can be created within neighborhoods and learning can occur within homes, within suitable timings. Such down-to-earth efforts have been seen in successful projects carried out by the Tanzanian and Cuban governments.</p> <p>* The zakireen would benefit from professional training in Public Speaking and Research. This would strengthen their impact on the public.</p>
<p align="center">Issue: MARRIAGE // Brief description : PRE-MARRIAGE</p>		
<p>Progress / Achievements/ Current status:</p>	<p>Need (if applicable):</p>	<p>Suggestions / Next steps suggested by Community members</p>
<p>* There is a mix of parent initiated and self initiated marriages but the potential spouses do meet often and get to know each other prior to marriage. Some within restricted Muta or Nikah but many without.</p> <p>* Girls find that the young men tend to be too possessive and lack trust in their wives. The men seem not to be able to handle it if the women are more educated or earn better salaries then they do.</p> <p>Choosing a spouse: There are many self appointed match</p>	<p>* Early and continuous pre-marriage counseling for both genders as well as parents (especially mothers).</p> <p>Currently this is either done by private well wishers or as a formality which requires one session only that may even be done the day before the Nikah.</p> <p>Some Young men do have a healthy attitude towards women but this needs to start from an earlier age and very importantly MOTHERS need to</p>	<p>* Seminars on rights of women and family life should be held for Men</p> <p>*Issues on rights of women, daughters and wives need to be highlighted from the mimbar but with realistic and practical day to day examples and detailed correctly.</p> <p>* As one woman pointed out: Telling the public that giving your husband a glass of water equals rewards in jannah is motivating in a healthy relationship but in some cases it serves to give the man power over the wife and order her around.</p>



<p>makers in all the Jamaats and as they say <i>"the demand for girls from Africa is high"</i>. The reasons seem to be that many think the girls from Africa will easily adapt or even succumb to family rules and regulations with silence. <i>(a point that needs more thought and research to identify if this could be a later cause of oppression?)</i></p> <p>During the wedding 'seasons' , families from abroad do come and seek daughter in laws from Africa but the system used is not always well liked. Eg – one system is that of 'window shopping' where a guy will have several meetings set up for him during the day and he simply walks from one to the other before deciding which girl he liked !! This is felt to be demeaning by the girls. Amazingly so – the system is carried out and supported by women(matchmakers and mothers)</p> <p>some girls have highlighted that parents pressurize them to opt for marriage instead of education so as not to lose a good proposal</p>	<p>change their attitudes and educate their sons likewise.</p> <p>There still is a MEN ARE HIGHER attitude in many of the old school women and this hinders progress.</p>	<p>*There is a need to set up a Networked Marriage Bureau to help our girls find good partners. Mombasa and Nairobi Jamaats currently coordinate on this and find it works very well. This could be extended to include other Jamaats within AFED. This would especially help those who do not get the opportunities to go abroad to study,</p> <p>Many feel that putting the two genders together on a sports ground or funfair does not necessarily provide an Islamic setting for seeking a spouse.</p>
<p align="center">Issue: MARRIAGE // Brief description : TROUBLED / ABUSED</p>		
<p>Progress / Achievements/ Current status:</p>	<p>Need (if applicable):</p>	<p>Suggestions / Next steps suggested by Community members</p>
<p>There are several cases of abuse in marriages. These range from physical to verbal abuse.</p> <p>Most cases have been reported that the abuse is usually either from the Mother in law (both sides sometimes) or the husband.</p> <p>Some reasons cited are:</p> <ul style="list-style-type: none"> • poor daughter in law (finance) • no family back-up or protector for the girl • the husband is a 'mummy's boy' • General lack of support and commitment from husband • , poor understanding of role and responsibilities of husband • Lack of meaning of marriage in 	<p>All parties need continuous counseling</p> <p>The girls need to be educated on basic skills as well as their rights prior to marriage.</p> <p>The Young men need to know their responsibilities as some are seen to <i>change overnight</i> after the Nikah !</p> <p>Mothers need to prepare their sons and daughters - emotionally as well as with the right skills.</p> <p>In one case , the daughter in laws was asked to handover all her gifts and jewellery after the Nikah – this was now the MIL's property! In the space of a few months, the husband began physically abusing the young girl. Her options are:</p> <ul style="list-style-type: none"> • Stay in the situation and 	<ul style="list-style-type: none"> • Give the mother in laws a sense of security to erase the need to dominate and rule as well as a status in the home. <p>Two strong examples of this are: Mrs X is an elderly lady and was being undermined by her husband as well as sons. The daughter in law managed to encourage the sons to give their mother a monthly allowance to do as she wished. As soon as the mother began having a substantial saving, her confidence increased and the husband began not only contributing but showing her some respect too.</p> <p>In another case, a son bought his mother a home as her security. The lady opted to rent her home and live with her grandchildren but the understanding all round is that this is a choice of love and care and all are aware that there is no pressure or</p>



<p>Islam</p> <ul style="list-style-type: none"> • Lack of pre-marriage coaching • Confusion between Islamic values and cultural Indian values • Male ego • Living in a joint family system with a lot of external interference. <p>in some cases, the husband :</p> <ul style="list-style-type: none"> • uses drugs and alcohol • has a temperament and uncontrolled anger • has a second wife • is an adulterer <p>The Issue of Mubah is seen to be abused by Khoja Shia Men. Some to the extent that they are also known to pursue married women !!</p> <p>Some women feel that they cannot leave such marriages either because:</p> <ul style="list-style-type: none"> • no financial back-up • No education or skills • Already have children • Will become prey to other men. (PLEASE SEE NEED) • Or they understand the seriousness of the commitment and want to work at it. <p>Those who do decide to take a stand have found that they cannot approach the Jamaat for help. This is because:</p> <ul style="list-style-type: none"> • The reconciliation board consists of men in some cases • They become targets (see above) • There is lack of confidentiality and trust 	<p>get depressed</p> <ul style="list-style-type: none"> • Return home and become an outcast in society and a topic for gossip. <p>The NEED is to remove the Indian culture and mentality within our people and understand our rights as women.</p> <p>Women have become prey to men</p> <p>This is very sadly becoming a common trend. Women who seek help are in turn abused with inappropriate proposals and illicit demands.</p> <p>Reports have been made by women receiving text messages and phone calls from married men - in positions of authority- who find them in such dire situations and want to take advantage.</p> <p>There is a need for a support system for women who need assistance and everyone must be educated about this.</p> <p>There are also reported cases of women who pursue men and encourage the above. These too must be rectified.</p>	<p>expectation thus no fights or abuse.</p> <p>The girls should be encouraged to open their own bank accounts and keep aside a saving. This will give them a sense of security and an upper-hand over the dominant males.</p> <p>The factor of honesty, trust and confidentiality MUST be revived.</p> <p>Men need to be educated on the rules of Mubah</p> <p>The marriage reconciliation committee MUST consist of trained women who can be approached, who can support and provide the right advice and care.</p>
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<p>In one case, there is a woman who has a 3 yr old child. She says her father in law is the cause of problems, and feels things could have been different if she was staying separate. Her own family takes care of her, and she has even had to go to a psychiatrist (her parents paid for that and all medical expense as well)</p>		
<p align="center">Issue: MARRIAGE // Brief description : DIVORCE</p>		
<p>Progress / Achievements/ Current status:</p>	<p>Need (if applicable):</p>	<p>Suggestions / Next steps suggested by Community members</p>
<p>This is a stigma that society does not understand. The reasons are much similar to those listed under abuse but in this case the woman is either given a divorce or demands for Khula.</p> <p>The community follows the common rules of attempting to patch up relations but again, a strong hesitancy in the hearts of many women who shared their pain is :</p> <ul style="list-style-type: none"> • Lack of trust in the Jamaat • Lack of Confidentiality • Fear of the men who will be listening to them. <p>With the Blessings of the Almighty, Dar es salaam Jamaat has within it a personality like Dr. Murtaza Alidina and many women have found him to be a source of support and have gotten their issues resolved through him. However he is bogged down with the pettiest of issues simply because the women feel they have no one else to go too.</p> <p>In certain Jamaats, due to male dominance and negligence, women have not had their divorces concluded for as long as 10 years! What a waste of life....</p> <p>In some cases, ladies said no one would really hear them out, and felt Jamaat did not really give them any support.</p> <p>In the case of one divorcee she said she has her three children to support. She was divorced after more than 20years of marriage. And she gets no</p>	<p>Educate women on their rights and options. Many do not even know of the option of Khula. One girl says she is FORCED to stay because her husband will not give her a divorce.</p> <p>The reconciliation board should be fair and give the woman her right to khula if she deserves it.</p> <p>*In the cases of adulterous men, the women are in danger of becoming infected with HIV and there are already cases that have occurred</p> <p>Faster turnover on the resolving of divorce issues. Preference should NOT be given to families with status whilst the poor are made to wait.</p>	<p>There needs to be more awareness and education on these issues.</p> <p>Men must be made to feel the consequences and the platforms of Mimbar , Mosques and Mehfiles should be utilized to bring back moral values to our society.</p> <p>In our research, we found out that in Dar es Salaam, there is a public Womens Crisis Centre and several of our Community women have actually gone there for help, one on the verge of committing suicide. They have been given legal advice and assistance.</p> <p>Such information needs to be given to the community at large and men who are guilty of such crimes as adultery and fathering illegitimate children should know that there is a price to pay.</p>



support from the community, though some well wishers tried to help her in settling down and she didn't agree for the divorce but the husband threw her out. She is struggling selling goods from home.		
Issue: MARRIAGE // Brief description : POST-MARRIAGE		
Progress / Achievements/ Current status:	Need (if applicable):	Suggestions / Next steps suggested by Community members
<p>Widows and divorcees face similar issues to above</p> <p>In some cases, families have not taken their girls back home as they feel this will affect the marriage chances of the rest of the daughters! (effects of the Indian culture from our past !)</p>	<p>Women in our community need to learn how to take charge of their lives and live with dignity. They need to be equipped with the right skills.</p>	<p>As above:</p> <ul style="list-style-type: none"> • Education • Support systems • Life Skills <p>These will help them lead comfortable lives and equip themselves financially too.</p> <p>Young girls should be encouraged to put conditions of financial support in their marriage contracts.</p>
Issue: YOUTH ISSUES // Brief description : various as listed below		
Progress / Achievements/ Current status:	Need (if applicable):	Suggestions / Next steps suggested by Community members
<ul style="list-style-type: none"> * Drugs * Pariki * smoking * Alcohol * Depression * Homosexuality * Pre- marital affairs and pregnancy * Prostitution <p>* They do not feel a part of the Community. The youth are not involved in any community service and in fact at one place, it was noted that when a youth spoke his idea was undermined. Such actions simply serve to drive them away from the community.</p>	<ul style="list-style-type: none"> * there is a need to educate youth and parents on these issues. The signs , effects and help available (if any) * the community does not openly speak of these issues at all and victims have been known to go outside for help, sometimes to unislamic environments, out of desperation. <p>Cases within these areas are either swept under the carpet and ignored or made topics of hot gossip.(unfortunately depending on the status of the family)</p> <p>In some cases , the youth get into these habits – especially alcohol – because of the parents</p> <p>The causes that we have managed to compile from the Youth include:</p> <ul style="list-style-type: none"> - peer pressure (both genders) - curiosity (they visit porn sites and other inappropriate places) -lack of education 	<ul style="list-style-type: none"> * Acknowledge that we as a Community have these issues within us and need to work on them together. *Use the platforms we have to educate each other on these issues. This may be through dramas, debates, dialogues, Q and A sessions and even the Majalis. * Set up a Rehabilitation Centre to help our youth (and adults) revert to a normal life . Besides educating people on the evils, we need to offer support and solutions so that these matters do not recur. * introduce activities and outlets to keep them youth occupied (within shariah) - these could range from sports to social activities. <p>There are Fun nights and debates held for youth in Dar es Salaam but these are for the boys - the girls need activities too.</p> <p>There is an excellent well-equipped Sports ground in Nairobi but we have not managed to receive information on how it is utilized for the</p>



	<ul style="list-style-type: none"> - too much money (pocket allowance) - bereavement - access to mobiles from an early age (as young as 9 years) therefore access to internet at all times and no supervision. - Too much free time ! (In Tanzania schools end at about 2.30 and the children are free or go to extra classes after that) - Lack of parental attention and guidance (this was highlighted by many !) - lack of communication between youth and parents - Parents using force and dictatorship to rule - Parents priority of business over their children <p>Prostitution / lesbianism: it is unfortunate to hear that a number of girls – across the Jamaats - are falling into this trap and in a couple of cases, they have been introduced to it by women from within the community!!</p> <p>Reasons given are curiosity, money, rebellion. There are parents who know about this but do not speak due to fear and stigma. and there are those (in some cases from broken families) who actually encourage their girls due to gaining monetary pleasures :(</p>	<p>Community Women.</p> <p>Mombasa has a well established sports program for women and this has been shared in a separate report.</p> <p>* create a mentor system where a group of youth/ or women have the support of a caring , educated and well balanced adult to guide them and provide the support needed. (This was mentioned to a group of youth in discussion and they felt that it may work as it will give them the attention they need)</p> <p>* offer counseling to our youth</p> <p>*initiate support groups</p>
Issue: HEALTH / DISABILITY // Brief description :		
Progress / Achievements/ Current status:	Need (if applicable):	Suggestions / Next steps suggested by Community members
There are facilities in certain Jamaats – either hospitals and clinics or screening programs.	Most Jamaats do encourage women and provide opportunities for Pap smears	*provide facilities as done in the western Jamaats – eg, lectures and/or Majalis in sign language.



<p>These are beneficial and help maintain a sense of good health within the community</p> <p>The unspoken cases are of women who suffer from mental health issues such as dementia, depression and anxiety attacks, sometimes due to abusive relationships and troublesome in-laws.</p> <p>One case brought forward is of a woman in her mid 40's with grownup children. Due to the life she led under her In laws and husband, she gets anxiety attacks and cannot even leave her own home on her own.</p> <p>There are also a number of children / youth and adults who have handicaps and disabilities in the various Jamaats. Depending on the families, some will involve them socially whilst others hide them and consider it a shame.</p> <p>Cases have been reported that children with handicaps have been rejected by community schools and have no other options of education. These have ranged from hearing deficiency to mild CP.</p>	<p>and Breast cancer checkups.</p> <p>Particular attention now needs to be given to the unspoken taboo issues such as mental health and infertility. This becomes a cause for many broken homes and also loss of faith.</p> <p>There is a need to accept those with special needs and make provision for them in our educational institutions and Madrassahs.</p> <p>Some feel that we generally have poor health in our community. Younger people are dying of heart disease (in their 40s) and cholesterol problems. Obesity is a problem amongst women due to lack of general exercise and bad eating habits.</p>	<p>*more awareness programs and seminars held for both genders so that the women can understand themselves better and the men can provide the support required.</p> <p>*Jamaat authorities could create systems that :</p> <ul style="list-style-type: none"> - Support women with the mentioned health issues and help them get cured. - Educate and support families with handicapped and disabled children – especially as many such cases are from the poorer families. This could be in the areas of life skills, education, Madrassahs as well as social outlets.
<p>Issue: WOMENS INVOLVEMENT IN POLITICS</p>		<p>Brief description :</p>
<p>Progress / Achievements/ Current status:</p>	<p>Need (if applicable):</p>	<p>Suggestions / Next steps suggested by Community members</p>
<p>Women in African Jamaats are not particularly involved in Jamaat politics.</p> <p>Very few are aware of the government and world politics either</p> <p>In all cases reported, the Chairlady is appointed by the Chairman and she then creates her team with his blessing and advice.</p> <p>Nairobi seems to have a women committee with a male convener</p>	<p>Women should begin to educate themselves about politics. This will bring awareness and exposure too.</p> <p>The new involvement of women in Dar es Salaam is commendable and the next step desired is more seats up to a ratio of 50% representation. At the moment women have just 2 seats in a group of about 10.</p>	<p>Current affairs can be made a part of lectures for women in mosques and Mehfil.</p> <p>For Jamaat politics, the vision of members all across is to see :</p> <ol style="list-style-type: none"> 10. Women being given a voice in decision making especially in issues that involve them. 11. A part of this would be the



<p>whilst In Dar es Salaam, the change that has recently occurred is that as of now, there are two women appointed in every sub-committee.</p>		<p>right to vote.</p> <p>12. There should also be sensitivity displayed for women in all areas and activities.</p>
<p>Issue GENERAL // Brief description : SPORTS / SOCIAL OUTLETS / FINANCE</p>		
<p>Progress / Achievements/ Current status:</p>	<p>Need (if applicable):</p>	<p>Suggestions / Next steps suggested by Community members</p>
<p>Social outlets depend on the Jamaat and the facilities, some are throughout the year, others mainly in Ramadan and during Annual Sports Festivals.</p> <p>Those who are keen take an interest but Women are generally not encouraged to stay active or to keep a healthy lifestyle. Therefore obesity and heart disease is quite common.</p> <p>Most do not have social gatherings besides functions at mosque.</p>	<p>There is definitely a need for there to be social outlets and sports for women and girls all year round.</p> <p>This would help provide a healthier lifestyle as well as open up learning opportunities of all kinds.</p> <p>It may also serve to bring back the young girls into what they seem to think is a 'boring' community.</p>	<p>There are women who own businesses and would benefit from gaining more skills. Dar es Salaam Jamaat has had such courses provided for its community members before but continuity is required.</p> <p>In many cases, there is a void after high school for young women because many do not go to universities outside or within the country. Rather they get married and stay at home.</p> <p>Youth need to be encouraged to pursue the education options within the country .</p>
<p>A contributor had this to say for Counseling: <i>Counseling is also not only for couples in trouble it needs to be used a tool to improve the quality and health of marriages in general in our community.</i> Couples are not coached to understand what they are getting into when they get married. Attending these coaching sessions should be a prerequisite to getting married in the community. In my personal experience people told me marriage was hard but it was downplayed. The changes and challenges experienced after marriage has been exponential and it is important that couples understand the meaning and importance of their commitment to marriage and to each other. Most couples don't understand marriage and their responsibilities to one another according to Islam. Women especially need guidance to understand the rights that Islam has given to them. Most dysfunctional relationships are due to oppression of women; conflicting ideologies between Indian culture and Islam; and the misconception that Islam puts women at a inferior position. The lack of this knowledge and guidance has led to</p>		



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couples making the wrong decisions; having the wrong expectations and ultimately being misguided.



Summary

This report can be a lot more comprehensive given time and more cooperation from the various Jamaats. Though it was initiated in July 2010, it is only in this past month or so that responses have been more consistent after a lot of follow-up. However, I must commend Sister Sukayna. N. Hussein, Hon Secretary, Zainabiya Society of Mombasa Jamaat. Her support has been motivating and very encouraging and helped me immensely in compiling the above.

We have not been able to complete the assessment of all the required areas and would appreciate a 'phase two' that will allow us to complete it, especially as people are getting more comfortable and opening up.

A need that has come out of this requirement is for men and women (in authority) to place importance on the growth of their respective communities. Certain Jamaats did not respond at all whilst some were negligent in meeting deadlines. Yet another felt that they could not be a part of this project as they are a small group and do not have possibilities for such activities. But in this is the challenge of taking women's issues seriously, even if there is ONE woman she has needs that have to be met and this must be respected.

For this project to reach down to more people and become the resounding success it shows promise for, it seems we may have to start as low as concentrating on a) gaining confidence and b) changing mind-sets of our community.

The above report reflects a combination of thoughts; I have not edited people's feelings and emotions but presented the true picture as is.

Thank you for this opportunity.

Shaida Abdulrasul
Womens Needs Assessment Representative for AFED
Dar es Salaam

CONTACT INFORMATION

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SENIORS CHAIR (FEMALE):
TELEPHONE:
EMAIL:

SENIORS CHAIR (MALE):
TELEPHONE:
EMAIL:

ADDITIONAL RELEVANT CONTACT PERSONS (NAME AND EMAIL):

REGULAR PROGRAMS FOR WOMEN OFFERED BY YOUR JAMAAT

Please include description of program, frequency, age of participants, goals achieved etc. (examples of programs/events include tafseer classes, mother/tot programs, swimming classes, health seminars, dramas, career/employment fairs, etc)

ISLAMIC: CLASSES

1. NAME Alina M. Remtulla
EMAIL alinamuntazir@gmail.com



2.

3.

4.

DARS COMMITTEE

1. NAME Mrs Tahera Sajan
 EMAIL maths@manjis.com

2.

3.

4.

HEALTH:

1.

2.

3.

4.

SOCIAL:

1.

2.

3.

4.

SPORTS: Kilimeru Ladies Sports committee

1. NAME Mrs Maimona Alwani.
 TELEPHONE +255787319500
2. NAME Mrs Sukaina Somji.
 TELEPHONE +255784276390

We have many activities held like every Saturdays we have Dars in which there are religious lectures and dramas held. Yearly Dars picnics, cooking demonstrations are held, visit to Orphanage and hospitals etc

We have senior citizen monthly programme held on Wednesday like Iftaar in Mahe Ramdhan and get together ,majlis etc

Wednesdays we have Islamic classes for young girls and ladies like the translation of the Holy Quran and other topics



Every Fridays recitation of Dua Nudba and majlis on Friday

Food competitions for collection of donations , we also have competitions for young girls like colouring competitions etc

Then projects on different Surahs of Holy Quran it is a group work for different age groups for Imam e Zamana (a.s) day

Celebration of all khushali

Anjuman group has monthly get together ,picnics,workshops ,food demonstration etc and to to join this group we need to be a paid member

The sports group has swimming and games on every Saturdays and Tuesdays
Now every fridays and Saturdays we ask ladies to get desserts and then we sell them and funds collected will be send to the pakistani Flood victims

Report prepared for BUKOBA Jamaat

Approximate number of members: 230 HEADS

Approximate Number of women: 130 HEAD FEMALE

Date : November 2010

Identified (broad) areas of concern:

- Pre-marriage (spouse selection , parental support)
- Post – marriage support (Divorce , self growth , abuse , independence)
- Health
- Social
- Education

Methods used:

Group discussions

Team Members

- ANNARBAI VISRAM



- MARYAMBAI KHALFAN
- FATIMBAI MUNIR MURAJ
- SAIRABAI KHALFAN

For Seniors:

- Main concern is they feel vulnerable due to youths taking positions compared to previous way when only elders would lead
- changes in various issues in community such as less majalis, more time constraints,
- sometimes English lectures which they don't understand,
- They find their children especially girls getting easily carried away due to technological changes such as phones to which they are less or not familiar at all.
- Being not educated most of them have no pension, no investment and thus welfare cases or depending on their children's help which alters as time goes by
- Loss of power both in community and home.
- Medical facilities which is not reliable.

Middle age:

- Lack of education/ No facilities/ No support from community.
- No way forward to progress themselves
- Pre marriage and post marriage probs such as choosing the correct spouse again being in small town less chances of meeting the right partner.
- Having less education usually they have to compromise for one thing or the other in the marriage
- Pressure from parents to accept their decision of partner
- The websites designed by Federation are not achieving the objective.
- Divorce rate is 1 to 0% usually Jamaat is successful in arbitration.
- Usually the problem is extended family which finally leads to separate immediate families.
- When a problem is spouse jamaat intervenes and tries to sort out and it usually works out.
- No social gatherings seminars apart from jamaat functions mostly sports and stage shows/ programmes.

Youth:

- Education is biggest problem especially after O levels as no A levels are available in area, and going to dar not every one can afford and even if they do paying guest is not acceptable by parents who are scared of youths to be carried away
- Being uneducated people have accepted the way of life and thus little or no progress. Very limited resources available to community due to lack of funds.
- As for Health no standard facility is available, awareness programme are very limited again due to language barrier or finances.

In general to summaries, ladies are little or not educated thus they have accepted the way of life, even if they are denied the basic rights. Having financial problems Jamaat can't do much to educate ladies. Thus there is neither health nor education / nor day to day life progress in ladies section.

There is huge need of awareness programmes and to top it all some facilities for ladies to grow.



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CONTACT INFORMATION

NAME OF JAMAAT: **KSIJ DAR ES SALAAM**

LOCATION:

TELEPHONE:

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CHAIRMAN: MR SHIRAZ WALJI

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CHAIRLADY: MRS ISMAT MUKHTAR

TELEPHONE: +255 787 414364

EMAIL: **ismat50s@yahoo.co.uk**

HEAD OF SOCIAL TEAM (LADIES): MASUMA DHANJI

NAME:

TELEPHONE:

EMAIL:

HEAD OF EDUCATION/TABLIGH (LADIES): ZISHAN KARIM / ZAINAB WALJI

NAME:

TELEPHONE:

EMAIL:

YOUTH CHAIR (FEMALE): FATEMAZEHRA CHANDOO

TELEPHONE:

EMAIL:

YOUTH CHAIR (MALE): SCOUTS – SAJJAD RAZA

TELEPHONE:

EMAIL:



SENIORS CHAIR (FEMALE): BATUL BAI FAZAL
TELEPHONE:
EMAIL:

SENIORS CHAIR (MALE):
TELEPHONE:
EMAIL:

ADDITIONAL RELEVANT CONTACT PERSONS (NAME AND EMAIL):
MADRASA TUZ ZAHRA

PRINCIPAL : SUKAINA KERMALI // ADMINISTRATOR : DR MURTAZA ALIDINA

REGULAR PROGRAMS FOR WOMEN OFFERED BY YOUR JAMAAT

Please include description of program, frequency, age of participants, goals achieved etc. (examples of programs/events include tafseer classes, mother/tot programs, swimming classes, health seminars, dramas, career/employment fairs, etc)

ISLAMIC:

1. FRIDAY LECTURES
2. WEEKLY TADABBUR CLASSES
3. WEEKLY QURAN RECITATION CLASSES FOR LADIES
4. MONTHLY NAHJUL BALGHA DISCUSSION SESSIONS
5. ANNUAL YUWMUL WILAYAH PROGRAM
6. ANNUAL HUSAYN DAY PROGRAM

EDUCATIONAL:

1. MONTHLY YOUTH GROUP SESSIONS FOR EDUTAINMENT
2. RECENTLY INTRODUCED NURSING COURSE AT A3 – A COMMUNITY HIGHER LEARNING INSTITUTE

HEALTH:

1. RAMADHAN SCREENING FOR COMPLETE CHECKUPS – OPEN TO ALL MEMBERS
2. MONTHLY HEALTH CHECKS FOR SENIORS

SOCIAL:

1. MONTHLY GATHERINGS FOR SENIORS
2. IULS – UNION LADIES SECTION – THEY ORGANISE PICNICS AND OUTINGS AS WELL AS DRAMAS AND SPORTS FESTIVALS
3. YAS – YOUTH AT SERVICE . A SOCIAL GROUP FOR THE YOUTH

SPORTS:

1. ANNUAL SPORTS PROGRAM IN RAMADHAN BY IULS

VOLUNTEER EFFORTS:

1. MANY SMALL GROUPS AND PRIVATE EFFORTS TO VISIT HOSPITALS AND THE UNDER PRIVILEGED

SPECIAL COMMITTEES/BOARDS FOR WOMEN'S ISSUES

1. BEWA KHANA - FACILITY FOR WIDOWS THAT PROVIDES SHELTER AND SUPPORT

SPECIAL EVENTS/SEMINARS/WORKSHOPS FOR WOMEN:

1. PERIODICAL TRAINING WORKSHOPS
2. SEMINARS ON PARENT – TODDLER / TEEN COMMUNICATION
3. RECENTLY HELD LEADERSHIP SEMINAR (LDP) INCLUDED 50% WOMEN PARTICIPANTS

PROGRAMS/EVENTS YOUR JAMAAT WOULD LIKE TO OFFER:

CONTINUOUS WORKSHOPS ON VARIOUS WOMEN RELATED ISSUES
PERIODIAL SPEAKERS TO EDUCATE THE WOMEN – NOT RESTRICTED TO MUHARAM/SAFAR
A RESIDENT AALIMA / ZAKIRA WHO IS BI-LINGUAL
MORE SOCIAL , FUN OUTLETS FOR WOMEN AND GIRLS



GROOMING CLASSES

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Please complete the questionnaire below and return it to: secretariat@nasimco.org

CONTACT INFORMATION

NAME OF JAMAAT: KHOJA SHIA ITHNASHERI JAMAT (KSIJ)
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EMAIL:

SENIORS CHAIR (MALE): SAFDAR RAHEMANI
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ADDITIONAL RELEVANT CONTACT PERSONS (NAME AND EMAIL):



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SABIRA ALIBHAI sabirallibhai@gmail.com

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REGULAR PROGRAMS FOR WOMEN OFFERED BY YOUR JAMAAT

Please include description of program, frequency, age of participants, goals achieved etc. (examples of programs/events include tafseer classes, mother/tot programs, swimming classes, health seminars, dramas, career/employment fairs, etc)

ISLAMIC:

1. TAJWID CLASSES OF QURAN BY SHEIK OF LEBANON
2. CHILDRENS ACTIVITIES; RELIGIOUS AND SOCIAL
3. QURAN CLASSES FOR CHILDREN AND ADULTS ON SATURDAY MORNINGS.
4. AMALS OF 12TH IMAM AND ZIYARATE ASHURA FOR LADIES.

EDUCATIONAL:

1. DEBATES, QURAN QUIZZES AND COMPETITIONS (hifz)
2. POETRY COMPETITIONS
3. GHUSL /KAFAN DEMONSTRATIONS
- 4.

HEALTH:

1. BLOOD DONATIONS ON ASHURA
2. CHB –CENTRAL HEALTH BOARD ROUTINE CHECK UPS.
- 3.
- 4.

SOCIAL:

1. FAMILY FUN DAYS : PICNICS AND FAMILY NIGHTS with BBCUE
2. FANCY DRESS FOR KIDS N ADULTS
3. SPORTS : VOLLEYBALL, CRICKET AND FOOTBALL.
- 4.

SPORTS:

1. VOLLEYBALL NIGHTS FOR MEN



2. FOOTBALL AND CRICKET

3. BADMINTON FOR LADIES

4. SPORTS INDOOR AND OUTDOOR DURING RAMADHAN

VOLUNTEER EFFORTS:

1. NYAZ AND FATEHA DISTRIBUTION

2. CLEANING OF MOSQUE AND UTENSILS

3. TEACHING WORKSHOPS TO CHILDREN

4.

SPECIAL COMMITTEES/BOARDS FOR WOMEN'S ISSUES

1. NONE AT THE MOMENT.

2.

SPECIAL EVENTS/SEMINARS/WORKSHOPS FOR WOMEN:

1. NONE AT THE MOMENT.

2.

WOMEN'S PROGRAMS PREVIOUSLY OFFERED BY THE JAMAAT

1. DEBATES REGARDING HIJAB, KIDS AND CAREER

2. COOKERY COMPETITIONS, QUIZ NITES AND FUN GAMES ON EID DAY

3.

4.

PROGRAMS/EVENTS YOUR JAMAAT WOULD LIKE TO OFFER:

FIQH MASAELS OFFERED BY LEARNED SCHOLARS.

LECTURES FOR DAY TO DAY ISSUES –CURRENT

GUIDANCE IN IMPROVING THE COMMUNITY FOR EG DISCIPLINE AND UNITY.



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ADDITIONAL ISLAMIC CLASSES AND MADRESSA.

SEMINARS ON HOW TO SPEND FUNDS IN GOOD CAUSES AND FOR CHARITY.

CONTACT INFORMATION

NAME OF JAMAAT: Khoja Shia Ithnasheri Jamat
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TELEPHONE:
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CHAIRMAN: Mr. Sajjad Khaki
TELEPHONE:
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CHAIRLADY: Masumabai Somji



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HEAD OF SOCIAL TEAM (LADIES):-
NAME:
TELEPHONE:
EMAIL:

HEAD OF EDUCATION/TABLIGH (LADIES):)
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YOUTH CHAIR (MALE):
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SENIORS CHAIR (FEMALE): Mrs. Shamim K.G
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SENIORS CHAIR (MALE):
TELEPHONE:
EMAIL:

ADDITIONAL RELEVANT CONTACT PERSONS (NAME AND EMAIL):



REGULAR PROGRAMS FOR WOMEN OFFERED BY YOUR JAMAAT

Please include description of program, frequency, age of participants, goals achieved etc. (examples of programs/events include tafseer classes, mother/tot programs, swimming classes, health seminars, dramas, career/employment fairs, etc)

ISLAMIC:

- 1.
- 2.
- 3.
- 4.

EDUCATIONAL:

- 1.
- 2.
- 3.
- 4.

HEALTH:

- 1.
- 2.
- 3.
- 4.

SOCIAL:

1. Cookery classes once a month (Ladies of other communities also join in by either demonstrating or attending)
2. Yaad e Zahra (Bibi Fatema's Khushali) every year (ladies)
3. Eid e Zahra celebrated with short skits/plays/ qasida (ladies)
4. Milad un Nabi celebrated with Qasidas and other muslim communities are invited (ladies)
5. Having a eid extravaganza next week (Ladies only)

SPORTS:

1. Sports committee under the leadership of Sister Shaznan and Shakera
2. Take part in all sorts of games outdoors as well as indoors. Scrabble, tabletennis, rounders, netball, swimming, etc



3. Girls aged 9 and above are involved

VOLUNTEER EFFORTS:

1. They are under Mrs. Masuma Meghji
2. Once in 3 months we have a meeting.
3. End of Ramadhan they are appreciated with a small token by the jamat
- 4.

SPECIAL COMMITTEES/BOARDS FOR WOMEN'S ISSUES

- 1.
- 2.

SPECIAL EVENTS/SEMINARS/WORKSHOPS FOR WOMEN:

- 1..

WOMEN'S PROGRAMS PREVIOUSLY OFFERED BY THE JAMAAT

- 1.4.

PROGRAMS/EVENTS YOUR JAMAAT WOULD LIKE TO OFFER:

Our youth committee has just been formed. Their main aim is to categories the ladies/girls into three groups.

1 Aged 13-20 where they will be able to build their confidence, train them in public speaking, make them visit the senior members, how to talk to them etc.

2. Aged 21-26, work with them and train them in family life, etiquettes etc.

3. 26-36 This group has young mothers, so get them to meet and exchange ideas, give them talks counselling etc

BRIEF REPORT ON WOMEN'S SPORTING ACTIVITIES IN MOMBASA

Sporting activities within the ladies in Mombasa has been quite vibrant and it has got even more active and organized since the AFED sporting initiative in the form of Ladies Sports Festival.

Mombasa Jaffery Academy has been catering for the girls participation whereby excellent Swimming, Netball, Rounder's have continuously been offered by the school as part of its curriculum and our girls do a commendable Job in local competitions against other schools.

The Jaffery Sports Club also offers exclusive ladies facilities in the morning hours as well as every Thursday for our women of all ages to avail all the sports facilities that are available including Tennis, Squash, Aerobics, Soccer and indoor games such as Table-tennis, Scrabble, Carom and usage of a fully state-of-the-art Gym.



There is a Proactive Ladies Sports Committee working under the Mombasa Jamaat - Ladies section, who oversees the smooth running of all the sporting activities, organizes competitions and sports events quite regularly and prepares contingents for the AFED ladies sports festivals.

There is a very positive all round interest by the women, young and old, players and spectators, - and such sporting activities and programmes attract good participation.

It is fortunate that ladies have easy access to our School and our Sports Club's sporting facilities.

Sporting awareness within ladies has gained momentum in the last 5 years or so and there is more appreciation to the fact that sports and exercise are an important and fundamental contribution towards personal health and lifestyle.

By the way things are at the moment, sporting interest and participation within our Mombasa Ladies is there to stay.

The Goal of The Mombasa Jaffery Ladies Sports Committee, under the dynamic leadership of Mrs. Shahznan Molu, is to promote sisterhood in an an enjoyable healthy environment within the principles of Sharia.

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