

**GLOBAL FEMINISMS
COMPARATIVE CASE STUDIES OF
WOMEN'S AND GENDER ACTIVISM
AND SCHOLARSHIP**

SITE: TANZANIA

**Transcript of Nasra Juma Mohamed
Interviewer: Anneth Meena**

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Nasra Juma Mohamed is a retired Deputy Commissioner of Tanzania Migration Department. She worked with government in Migration department where she held several positions for about 41 years. While working with Migration Department, Mohamed was actively involved in sports. She is also a qualified female football coach, determined to break barriers in male dominated sport and also to see the country minimizes the norm of men coaching women and girls in football instead, more women take the role of coaching. She established the first female soccer team in 1988 that was called Women fighters. In 2007 a documentary was made called Zanzibar Soccer Queens illustrating the challenges Mohamed and other like-minded women faced in creating female teams. The documentary made rounds in international film festivals. It brought validation and positive media attention to the cause.

Mohamed has been appointed as an executive member of Tanzania Olympic Committee (2003 – to date); Head coach of First Division Men’s team Kikwajuni Football Club in Zanzibar (2021 – to date); Executive member of Zanzibar Football (2008 – 2021); Chairperson of Technical Committee of Zanzibar Football Federation (2011 – 2020); Assistant Coach in Tanzania Women Team (2011 – 2013); Head Coach of Tanzania Women National team Twiga Stars (2014 – 2016); and head coach of first division men’s team immigration football club Zanzibar (2016 – 2020).

Mohamed started sports at childhood. She played Badminton in different levels and won several trophies such as First African Badminton Championship in Kumasi, Ghana (1979); Second Africa Badminton Championship at Beira, Mozambique (1981); Badminton Commonwealth Game in Brisbane, Australia (1982); Africa Badminton Championship in Beira, Mozambique (1984); 5th Africa Badminton Championship Lagos, Nigeria (1988) and World Badminton Championship Group Countries in Hong Kong (1993). In addition, she moved to soccer after the badminton court got demolished in Zanzibar. Mohamed crossed to soccer and played in boys’ team.

Mohamed participated and held various sport positions; for instance, Tanzania National Team in Women’s football (2001 – 2003); Team manager in XIX Common Wealth Games in India (2010); Assistant Team Coach in All African Game in Mozambique for women football (2011); Assistant Team Coach in African Women Championship (2012 – 2013); Assistant Team Coach for African women Championship in Zambia (2014 – 2015); Head Coach in African Women Championship in Zimbabwe (2015 – 2016); and General Team Manager for Common wealth Games in Tanzania (2018).

Mohamed has done several courses in different part of the world on sports. She is a licensed football coach, she holds certificate in sport management. She holds a diploma in

foreign relations and diplomacy (2005 – 2006) and Bachelor Degree in Social Work from Tanzania Open University (2017 – 2020).

Anneth E. Meena, born in Coast Region in 1971, is an activist, researcher, and feminist. She is an independent consultant in Environment, Health and Gender issues. She is passionate about women's rights. She has worked in several organizations holding various positions such as Monitoring and Evaluation coordinator for World Vision, Arusha (2000); Project Coordinator for Forum for African Women Educationalist on Centre of Excellence School in Tanzania as a model for gender responsive curriculum and pedagogy (2001 -2002). She pioneered the establishment of a family social enterprise and became the first school manager and later first principal (2007- 2017). She has worked as an independent consultant with various Women Rights Organizations including TGNP Mtandao; Women Fund Tanzania Trust (WFT-T); Readership for Learning and Development (Soma). Meena has been involved in documenting women stories through TGNP Mtandao, WFT-T, Soma and currently with the University of Michigan. She is a member of various coalitions including sextortion, women leadership, and constitution.

Meena has had various academic awards such as 'The Hammad Prize Award' in recognition of exceptional written work on an international topic in 2005 with Wagner School of Public Services, New York University, New York, USA. She was one of the two recipients of an Oprah Winfrey Scholarship as a graduate at the New York University (2004 to 2005). She was a Ford Foundation Fellow (2003) with International Centre for Research on Women Washington, DC, USA. In 1999, she received small grant Research Award from Council for the Development of Social Science Research.

She holds an undergraduate degree on Environmental and Geographical Sciences from University of Cape Town, South Africa (1996); Masters of Demography from University of Dar es Salaam, Tanzania (2000) and a graduate degree in Masters in Science in Management for Public Services from the New York University, USA (2005).

Keywords: Community Activism, Education, and Activism During the COVID-19 Pandemic

Anneth Meena: Okay. You are very welcome, Ms Nasra, to our session today.

Nasra Juma Mohamed: Thank you, thank you very much.

AM: Okay. This interview is part of the Global Feminism Project, sponsored by the University of Michigan. The goal in undertaking these oral histories is to create and preserve conversations with women whose scholarship and/or activism has contributed to women’s activism and important things about women. We are going to spend about an hour talking about (five) broad topics: general background about your life and work; your reflections on your work; your thoughts about the relationship between feminist scholarship and activism and how you see your work in relation to these practices; your thoughts and insights about your work in the context of a broadly conceived notion of “women’s movements”; the connections you see – if any – between your work and those of activists in other national settings.

Therefore, let us start with your general background of your life. When you reflect of your journey today – what brought you to this point? Welcome.

NJM: Thank you very much Anneth. Firstly, I want to thank you very much, because there are so many women in Tanzania¹ but you decided to select me among many women, and interview me so that the whole world would listen to me, it is not something small. This is not small, I am so grateful.

I have been a sportsperson from the beginning, we were 12 in our family, out of them 9 were men and all were sportspersons. We used to live in a neighborhood that encouraged sports, there were fields (indoor fields and we were able to do indoor games and also we could walk to the football field, so we were surrounded by sports fields for that we were privileged. For that we were destined to become sportsperson.

Therefore, I am grateful, currently I stay at home, I am retired; as mentioned we were twelve siblings and I am the second born. So currently we are 10 siblings and one brother¹ have gone up to University (Open University)² where I did a degree of Social Work I am

¹ Tanzania, otherwise known as the United Republic of Tanzania, is an African country in the East of the continent. It borders the Indian Ocean, and its main language is Swahili. Its population is roughly 62 million people, and the highest mountain of Africa - Mount Kilimanjaro - is located there. (“Tanzania.” Wikipedia. <https://en.wikipedia.org/w/index.php?title=Tanzania&oldid=1185184933>. Accessed November 15, 2023.)

² Open University refers to OUT - the Open University of Tanzania - a public Tanzanian school that teaches courses through distance learning. Its headquarters are stationed in Dar es Salaam, and it houses 70,000 students. (“Open University of Tanzania.” Wikipedia. https://en.wikipedia.org/w/index.php?title=Open_University_of_Tanzania&oldid=1161662182. Accessed October 20, 2023.)

grateful to God I was able to do that. I was employed by the department of Immigration through sport. Why do I say that? I was in the East Africa Tournament –Badminton.

I have played Badminton at different levels in Tanzania: I qualified for East Africa, Africa, Commonwealth³ games then global series. I represented Tanzania, I was very high performer at young age in Badminton. In 1981, there were East African Games, the previous African champion was from Zimbabwe and attended the game, I played for Zanzibar,⁴ and I played against the African Champion and won, the games were hosted in Tanzania Mainland I was able to win against the African champion who had just took the title 6 months prior to these games. The African Tournament were held in Kumasi,⁵ Ghana I competed the African Tournament under junior division and won the title under the junior division and she competed under senior division took the African title under the senior division. When she came to the Tanzania, I was upgraded to senior team representing the Isles (Zanzibar) and I was able to compete against her and won the title. The guest of honor then was the late Raphael Kubaga,⁶ he was then the Director of Immigration Department Internal Affairs. He saw me and he approached me and ask where I was working, or studying I was young then; I told him I have just completed form four last year and I was selected to go for teaching training for two years but I was hesitant about it, I was not ready to go for further studies I wanted to work. Honestly, I wanted to support my father who was then a public servant with the Ministry of Agriculture and Forestry⁷ in Revolutionary

³ Commonwealth refers to the Commonwealth of Nations, which is an association of 56 international countries, most of which were previous British Empire territories. Tanzania is one of them, and other examples include India, Canada, Nigeria, Samoa, and more. ("Commonwealth of Nations." Wikipedia. https://en.wikipedia.org/w/index.php?title=Commonwealth_of_Nations&oldid=1185169647. Accessed November 15, 2023.)

⁴ Zanzibar is an East African province that, alongside Tanganyika, united into the United Republic of Tanzania in 1964. It's on the coast of the Indian Ocean, and its geographic makeup consists of small islands and two large, main ones - Unguja, and Pemba Island. ("Zanzibar." Wikipedia. <https://en.wikipedia.org/w/index.php?title=Zanzibar&oldid=1180084199>. Accessed October 20, 2023.)

⁵ Kumasi is a Ghanaian city in a rainforest region of Ashanti. It is known as both the commercial, cultural, and industrial capital of the ancient Ashanti Empire and also as the Garden City due to its vast amount of flowers and plants. ("Kumasi." Wikipedia. <https://en.wikipedia.org/w/index.php?title=Kumasi&oldid=1180810869>. Accessed October 20, 2023.)

⁶ Raphael Kubaga, was a Tanzanian Chief of Immigration from 1969 until his retirement in 1983 and was known for his participation in sports administration across Africa, including Tanzania, and his leadership roles amongst sports organizations. ("Raphael Agustino Kubaga Biographical information." Olympedia.org. <https://www.olympedia.org/athletes/1201055>. Accessed November 10, 2023.)

⁷ The Ministry of Agriculture and Forestry refers to the Ministry of Agriculture in Tanzania, a section of the government dedicated to providing good quality agricultural services, improving the ability of local Government authorities and the private sector to contribute towards sustainability and work through research, encouragement, and monitoring and evaluating policies dedicated to the production of agriculture. ("About Us." The United Republic of Tanzania Ministry of Agriculture. <https://www.kilimo.go.tz/about/category/overview>. Accessed November 10, 2023.)

Government of Zanzibar.⁸ At the moment, life was tough at home I wanted to work and support my family. He said, I will take you to Immigration provided that you have completed school, that is if you want. I told him 'yes I want the job'. He further said, "we want champions like you in my department and my department will perform well and we will be commended for our performance". After two weeks, I was approached by the officials from Immigration Department, scheduled for an interview with my mates and I qualified and was recruited with the Immigration Department and that was in August 1981 the tournament were in April 1981. Upon joining the Immigration Department I went to Tanzania Police School⁹ in Moshi¹⁰ for eleven months training. In those days we were together with people from Namibia, they were also been trained as you recall, they were still fighting for independence. Upon completion I joined the immigration department and I stayed up to the level of Deputy Director Immigration.

AM: Wow!

NJM: And last year in June 25, I retired officially, so currently I am a retiree, I had worked with Immigration Department for 41 years.

AM: Congratulations!

NJM: Thank you.

AM: How do you see your work, I know you worked with Immigration department but I am referring with your involvement in sports? What can you say about your work and what is the most significant part of your work that you are proud of your achievements?

NJM: Let me start by saying, I am grateful for Immigration Dept. in Tanzania. It opened up ways, did not hinder my involvement in sports. I was able to get support from my department so that I could continue to participate in sports. One of the policies in the department was on participation in sports. As may know, all the Defense and Security

⁸ The Revolutionary Government of Zanzibar is a semi-independent government in Tanzania for the upper part of the archipelago of Zanzibar, of which the main islands consist of Pemba and Unguja. Their government consists of the President of Zanzibar, Dr. Hussein Mwinyi, the Revolutionary Council of which he is also the Chairman, and the House of Representatives. ("Revolutionary Government of Zanzibar." Wikipedia. https://en.wikipedia.org/wiki/Revolutionary_Government_of_Zanzibar. Accessed November 10, 2023.)

⁹ Tanzania Police School is a security and policing institution based in Moshi, near Mount Kilimanjaro, that is dedicated to training police officers through physical, mental, and technological means. Their values and training include discipline, integrity, endurance, intelligence, and courage, among others. ("Home." TPSMoshi. <https://www.tpsmoshi.ac.tz/>. Accessed November 10, 2023.)

¹⁰ Moshi is the Tanzanian capital of the region of Kilimanjaro, located in the country's north-eastern region. Additionally, it is the country's smallest metropolis. It is a popular location for tourism, partly due to its proximity to Mount Kilimanjaro, a volcano that is also considered the highest mountain on the whole continent. ("Moshi, Tanzania." Wikipedia. https://en.wikipedia.org/wiki/Moshi,_Tanzania. Accessed November 10, 2023.)

forces participate in various games of their sport squad's games; these games are called *Baraza la Michizo ya Majeshi Tanzania* (BAMATA) translated to the Council of Armed Force Games¹¹. It means sports were part of the policy within the Dept. of Immigration; for that I was supported to continue with sports. I was able to participate in different levels, from within the Country – National level, East Africa, Africa, Commonwealth, then global rounds in group series as a public servant serving the department of immigration. Throughout this period, I did not get into trouble with my work for participating in sport. I was able to plan my work, and I was very clear and honest. I used to plan for my time, time for work I worked and the time that I get permission to participate in sports and preparations then I did so I did not take advantage for being a sports person to do whatever pleases me. I was disciplined and I was respected by my mates and supervisors and throughout I was supported by all of my supervisors. Also, it reached a point Badminton game in Tanzania came to an end. Why was the case, in 1993 after the global rounds the band hall¹² in Zanzibar was closed, there were no more places to practice; the hall was used for educational purposes – was used by Ben Bella School¹³ in Zanzibar. We were simply informed that the hall is no longer for Badminton, but for School purposes. As you know Badminton is one of the games that have to be played indoors. That was the end of Badminton games that ended formally in 1993. So when you are sports person, you can play different sports, a good sports person can play various sports.

Experience shows that when you are a sports person, you are more likely to play different sports, with focus on one of which you perform better. Therefore, I was playing badminton as I told you but I would play football. I used to play football with my brothers. In 1988, female football team from Sweden came to Zanzibar (Teresio) it was invited by the Association of Women in Tanzania¹⁴ (UWT – Umoja wa wanawake wa Tanzania) through the ruling party then CCM.¹⁵ We the sports persons were there to meet the team, we were

¹¹ The National Military Sports Council Games are a series of sporting tournaments held in Zanzibar, with competitors comprised of various Tanzanian military forces. ("NMB donates sports gear to national military games." The Citizen. <https://www.thecitizen.co.tz/tanzania/news/sports/nmb-donates-sports-gear-to-national-military-games-4616476>. Accessed 13 September 2024.)

¹² Band hall is referring to a large building in which bands or sports teams can practice.

¹³ Ben Bella is a secondary school located in Zanzibar.

¹⁴ The Association of Women in Tanzania, or UWT, is an organization fostered by the government, which works to advise the government on matters regarding women, fighting for equality both within the country and Africa, and working with other women's organizations. Some examples of their services include adult education programs to increase female literacy and improve child and personal health care, and seminars to offer political and economic education to women. (Geiger, Susan. "Umoja Wa Wanawake Wa Tanzania and the Needs of the Rural Poor." *African Studies Review*, vol.25, no. 2/3, pp. 45, and 49-50. <https://doi.org/10.2307/524210>. Accessed November 10, 2023.)

¹⁵ The CCM, the Party of the Revolution in English, is the current ruling party of Tanzania. It was created in 1977, after the merger of TANU and ASP. Both CCM and TANU have ruled over the country since its independence, and their rule has been characterized as authoritarian. The party has won every general election since they created a multi-party system, and its chairman is Samia Suluhu. ("Chama Cha Mapinduzi." Wikipedia. https://en.wikipedia.org/wiki/Chama_Cha_Mapinduzi. Accessed November 10, 2023.)

made to constitute a female team and played with them at the Amani Stadium.¹⁶ It was a tough beginning, we were not a team, it was different sportspersons doing different sports, constituting a soccer team! We had to show the sport spirit and play against the Swedish team called Teresio,¹⁷ after this match we started playing football as a female team. From 1988 I used to play football at the same time Badminton. I continued with football up to the point I was selected to join the female national team and participated in Africa games in 2001. By that time I was growing older for the game, I knew I would not be able to continue playing soccer due to my age so by 2005 I started to train to become a coacher for football. So from 2005 up to this moment I have trained up to a level of Licensing class A as a coach that qualifies to coach in Tanzania and Africa; I am also an instructor through Confederation of African Football (CAF),¹⁸ I went to Germany for training through the German Football Association –Duetscher Fußball-Bund (DFB),¹⁹ and I was awarded a license. I am a qualified coach; I coach football as a(n) coach/ instructor. Last week just before Ramadan,²⁰ I was in Tanga²¹ for a refresher course (Class A License) it was prepared by Confederation of African Football (CAF). I have trained the football team, the national team for 6 years, of which the 4 years I was an assistant coach under famous coaches

¹⁶ Amani Stadium, also referred to as Amaan Stadium, is a stadium located in Zanzibar in Tanzania. It can hold 15,000 people and hosts the celebration for Zanzibar's Revolution Day every year on January 12th. ("Amaan Stadium." Wikipedia. https://en.wikipedia.org/wiki/Amaan_Stadium. Accessed November 10, 2023.)

¹⁷ Teresio refers to the Swedish football club known as Tyresö Fotbollsörening. It is located in Tyresö in Stockholm County and was founded in 1971. It is normally associated with its main women's team, who won the 2012 Swedish Championship. ("Tyresö FF." Wikipedia. https://en.wikipedia.org/w/index.php?title=Tyres%C3%B6_FF&oldid=1178022521. Accessed November 15, 2023.)

¹⁸ The Confederation of African Football - also known as CAF - is the administrative body for football and football-based games in the African continent. It was established in 1957, and its job is to organize and regulate both national team and club competitions and has control over competition broadcasting and prizes. ("Confederation of African Football." Wikipedia. https://en.wikipedia.org/wiki/Confederation_of_African_Football. Accessed November 10, 2023.)

¹⁹ The DFB, in English the German Football Association, is the major organizational body that includes 27 associations of football in Germany, founded in 1900. It encompasses over 24,000 football clubs, and its responsibilities include organizing selection teams, creating national football teams, and appointing coaches for the national teams. ("German Football Association." Wikipedia. https://de.wikipedia.org/wiki/Deutscher_Fu%C3%9Fball-Bund. Accessed November 10, 2023.)

²⁰ Ramadan is a month-long fasting period for Muslims, which emphasizes prayer and community. It is considered the 9th month of the Islamic calendar, and it honors the first revelation of Muhammad. Fasting is necessary for adults from dawn to sunset, with a few exceptions (elderly, menstruating, diabetic, etc.). ("Ramadan." Wikipedia. <https://en.wikipedia.org/wiki/Ramadan>. Accessed November 10, 2023.)

²¹ Tanga is the capital city of the region of Tanga and of the Tanga district of the country Tanzania and is also the most northern port city of the country. It lies close to the Indian Ocean, and its population as of last year was over 380,000 people. ("Tanga, Tanzania." Wikipedia. https://en.wikipedia.org/wiki/Tanga,_Tanzania. Accessed November 10, 2023.)

Mkwasa²² and Kaijage.²³ I have worked with both Mkwasa and Kaijage when I was an assistant coach. I also work as a coach for two year coaching Twiga Stars Tanzania.²⁴ As I explained to you that I was Deputy Commissioner with Immigration Department, it reached a point, I had to concentrate on my work, I had responsibility at work of which It needed my attention and focus, so I had to let go of coaching; it was the time I was coaching Twiga stars. I could not divide myself I had responsibility before me through my work. Nevertheless, I had great support from work. Thank you.

AM: Thank you for your explanation; When it comes to your life history of your career, you have talked shared a lot, but I would still want to ask few things such as what was your motivation in your work. It seems like you have two jobs: your formally employed job with immigration department and your engagement in sports.

NJM: Honestly, my job with the Immigration department – was amazing, I loved and enjoyed it, and I did it to the best of my abilities. It was a service-oriented job; you give service to the people. In Zanzibar say there were million people that mean all will know you and you will know them. It offers an opportunity to relate with different people because the type of service that you offer, it involves not only nationals also visitors. I have worked as a head of section at the harbour, different section of the Immigration, including headquarter, head of diplomatic section of passports. I have also worked in the public relations sections – issuing permit. It is the type of career that builds your CV and public appearance with the community.

It groomed you to be able to know people so that you can serve them. Our main role with immigration is to issue passport. You could never issue passport against the law, you are given the mandate to issue passport as a Tanzanian. As a Tanzania, you have to issue the passport to a Tanzanian not otherwise, if you lack integrity and skills, you can mistakenly issue passport to a Non-Tanzanian, at times people might not be genuine so they give wrong information with false document/forged documents. So as an Immigration Officer,

²² Mkwasa refers to Charles Boniface Mkwasa, who is a football coach for Tanzania. He was the manager for the country's national football team from 2015 to 2017. ("Charles Boniface Mkwasa." Wikipedia. https://en.wikipedia.org/wiki/Charles_Boniface_Mkwasa. Accessed November 10, 2023.)

²³ Kaijage refers to Rogasian Kaijage, a former manager of the Tanzania women's national football team, until 2021. ("Tanzania women's national football team." Wikipedia. https://en.wikipedia.org/wiki/Tanzania_women%27s_national_football_team. Accessed November 10, 2023.)

²⁴ The Twiga Stars is the nickname for the national female football team in Tanzania. They are under the Tanzania Football Federation and are coached by Oscar Mirambo. ("Tanzania women's national football team." Wikipedia. Accessed November 15, 2023. https://en.wikipedia.org/wiki/Tanzania_women%27s_national_football_team)

you get good experience to live with people to know them, run background checks. You also, get contacts from different people, there is big interaction, and big communication.

I enjoyed and loved my work throughout, it has enhanced my skills, my interaction with community, and how to deal and handle different people. also, to understand people's issue and how to address them. For sure it was a good job. It needs integrity, honest and guided by guidelines, rules and laws if you adhere to then you will not be in trouble. I am so grateful that throughout my period of work, I have been diligent in my work, as I leave, my office still needs me, but it is time to leave as per our regulations, it is time to retire. I am grateful to God '*Alhamdulillah*'²⁵ means all Praise to Allah I thank my God.

AM: Thank you, mama Nasra. Allow me to ask you the last question. Have you experienced any personal changes from involvement in activism? Most of your activism has been geared towards sports.

NJM: Yes, huge transformation first, appearance, you become different from other women, fit from physical commitment to exercise, sports, awareness as I told you I have participated in various sports, I have travelled a lot and network with different people. My interactions with different people gave me comparative advantage to housewife, I could not be the same, my thinking, perception you cannot compare with a woman who is not working.

Another one, I have had different position in my career, for example in sport I have been deputy chair BAMATA Council of Armed Force Games. In the council, there are all the Army Forces in Tanzania, so to be a Deputy Chair it means you have special trait/character.

As if that is not enough, in BAMATA I have been honored with lifetime membership even after retirement, it means they have strong faith in me. I am an honorary member of BAMATA so whenever there is BAMATA games, I will be invited. I was invited in Mtwara where BAMATA games were held because of my honorary membership. This membership was created after my retirement to accommodate me from this moment moving forward, others will get similar opportunity. But mind you, people will always respect you from your performance, your ability and talents. But even at my work, I used to be in the Central Committee – Sports as Secretary. As a secretary you coordinate all sport affairs. Therefore, I will always be invited in their meeting, whenever the Central committee meet, I am invited. What does it mean, it means, you are not at work but your contribution in sport is not missed, you can contribute to ideas regarding sport. I am also a member of Tanzania

²⁵ Alhamdulillah is a phrase translated to "praise be to god" or "thank god" in Arabic. It is used by Muslims and non-Muslims who speak Arabic alike. ("*Alhamdulillah*." Wikipedia. Accessed November 15, 2023. <https://en.wikipedia.org/w/index.php?title=Alhamdulillah&oldid=1181046895>)

Olympic Committee²⁶ since 2003 up to now 20 years. I am one of the leaders in The Tanzania Olympic Committee, we look into sports, we deal with Africa and Olympic games. Therefore, my character and experience have allowed me to be able to face challenges as a woman at the same time to be able to stand parallel with men. I am seen as a strong/bold woman I am not riding on anyone; my traits are mine. People will respect your abilities and talents are not something small. I have been to a refresher course on coach license A. I was the only woman out of 26 men. I earn my respect based on my performance. I continue to be the same *Alhamdulillah* my perception is that I interact with lots of people; I network so I involve them whenever I have issues, so I have never had a problem as I involve people and get the right support.

AM: Thank you sister Nasra. You surely have done many outstanding things.

NJM: Thank you very much, I appreciate very much.

AM: On our third section; reflection on your work; how do you understand the term Feminism, or activism

NJM: Mh! Feminism means activism (female type of feminism)

AM: Feminism is to liberate women

NJM: I think the foundation of it, is for women to have self-awareness. We have to have that self-awareness first, because there are some rights we deserve, but because of lack of awareness we fail to claim our rights. But if you are conscious of who you are was your life foundation then even men will support us.

Therefore, public awareness, people consciousness of their day-to-day issues is important. Especially for women in the rural area, the urban women majority of them have the awareness and self-consciousness on women issues. Majority in urban areas read, employed, joined various institute, participate in sports attend festival, bonanza. Unlike women in the rural area, need lots of efforts on create awareness. Most are home making and do not know their basic rights, are not independent, and therefore their lives are pre-defined e.g. wake up, cook, serve farm in family plots. I think, media or government still has a big role to raise awareness on basic rights for women in different parts, there is no awareness still live old patterns of lack. For instance, a women can't do sport, go to school to learn it means we need to advance from those old patterns . For example, when we were playing sport, we were just playing, there were no structures but now we are moving into

²⁶ The Tanzania Olympic Committee represents Tanzania amongst the national Olympic Committees, and its creation stems from 1968. They aim to facilitate and promote the Olympic movement in the country and they sometimes work with both government groups and non-governmental groups. ("Mission & Vision." tanzaniaolympics.org. Accessed November 15, 2023. <https://www.tanzaniaolympics.org/mission-vision/>)

professionalism. Women can be paid because of sports, women do participate global rounds, in the past you would have not seen this. It took time for us to witness, it will also take time for us to witness so it means even us can. You hear of women teams participate like under 17 yrs team has reached the world cup games. This is a milestone; we are the pioneer of the football for women; we did not get those privileges current players are getting. There are some efforts to raise awareness, they should continue. Public awareness is necessary in different fields. For example, in Zanzibar, in government schools, there are almost everything except for football. If students do not get involved in sports, where do you expect you will get your players? Do you know why schools do not offer football for girls? It is culture, social structures of the society how women are defined so how can she go to the football game? It is not women's game. For that is already trauma, so these cultural norms is already embedded in men elderly, our brothers our relatives, our sisters. it needs to support lots of public awareness so that football becomes a normal game.

Does it make sense?

AM: It makes a lot of sense, thank you very much. The following question, asks what has it meant to your work? What is your relationship with other members in your work? But you have mentioned a bit, but you could mention if you have more to add.

NJM: I am very lucky, my sister Meena, when I was leaving work, my farewell was very emotional, people were crying. I have never seen! I am a mother, sister, Boss, Chief, Officer, everyone feels is not enough of a title. When I left my job I had wonderful relationship with my co-workers, I am grateful to God. I have worked with lots of people I am not boasting but my exit has left a vacant/gap they have never been able to cover it. And what I am telling you is what is being said, even with various heads of department. I did leave well; most people would have wished to extend my stay at work I was still needed. I believe, I left well, I mentored many. As a leader, you have subordinates, and the way you support your subordinates: you lead, mentor them to adhere to the guidelines, ethics, rules and regulations they would never forget you. So, there are people who will never forget me in their whole life. I have left a mark in their career. They will always remember me, I left the work, but I had established good relationship with my co-worker. They will always remember me. Let me give an example, before retiring, there is something we call retired leave, I could not get, they asked me to support the to the last day, I worked up to the 25th, the day I was retiring (my last day of work). My retired leave was taken within my work, I was enumerated though. They did not have the ability to change guidelines like to request for extension, the fact is when is time you have to leave, that how it is and that is how it should be, based on age. You are 60 years old you should do other things and take time to rest at home. Attend your family 41 years of working. Throughout my youth to adulthood spent at work. So it reaches a time you go back home and engage in other things

My pension is good and sufficient so I can relax and engage in other family affairs and other things. I was Lucky, I was married I had two children, one passed away and the other is at the university doing Chemical Engineering so I am left with one child, *Alhamdulillah* I'm grateful to God. Thank you very much.

AM: Congratulations Mama

NJM: Thank you very much

AM: We have heard about the relationship with your colleagues at Immigration department, we would want to know the other side, the relationship you had in Sport institutions as you mentioned you were given honorary membership so in a way you have responded maybe I should ask what are your views/expectation in future sport especially on women participation.

NJM: We have a problem; we have a problem on women participation in sports, and especially high performance I am refereeing to Tanzania, but not only Tanzania but within Africa. Others have gone far, we are still lagging behind within the continent, we have a problem in our country, I will focus on Tanzania; in schools you will find girls in all sports except ladies football, may be very soon the narratives might change as I see the women involvement in football has progressed they also have a proper league what does it mean, it implies they will have to recruit from schools, they will be trained and eventually constitute a national teams or various clubs. Currently few women in Tanzania do participate in sports. If you recall, two years back I was elected to be part of Tanzania women festival/sport committee. Women sport festival is usually held in Tanzania that is by President's directives; Hon. President Samia S Hassan.²⁷ The idea behind was to hunt for women sportsperson around the country gather them together allow them to do various sports, I am in that committee. I was elected by the Ministry of Sports, Arts and Culture.²⁸ WE have had the festival twice, we are expecting to do another one this year, we have started to involve other countries like Kenya and Uganda. We want to have grand one, this is in way to involve women in sports as we do different type sports: Netball, basketball, Volleyball, ladies football and boxing we mean all sports. We do the festival annually and

²⁷ Honorable President Samia S Hassan is a politician of Tanzania who has been the President since early 2021. She is the country's first female president, and sixth overall. She had previously been the Vice President from 2015 until 2021. ("Samia Suluhu Hassan." Wikipedia. Accessed November 15, 2023.https://en.wikipedia.org/w/index.php?title=Samia_Suluhu_Hassan&oldid=1185237176)

²⁸ The Ministry of Sports, Arts, and Culture refers to Tanzania's Ministry of Information, Culture, Arts, and Sports. Their Minister is Innocent Bashungwa and their headquarters are in Dar es Salaam. Some responsibilities include collecting government statements or news material, registering sports leagues and associations, constructing facilities and stadiums, policy administration, and more. ("Ministry of Information, Culture, Arts, and Sports (Tanzania)." Wikipedia. Accessed November 15, 2023. [https://en.wikipedia.org/w/index.php?title=Ministry_of_Information,_Culture,_Arts_and_Sports_\(Tanzania\)&oldid=1141717600](https://en.wikipedia.org/w/index.php?title=Ministry_of_Information,_Culture,_Arts_and_Sports_(Tanzania)&oldid=1141717600))

this I consider to be a step forward. For example, if you participated last year and did not perform well, you will work hard to make sure next festival you do better because, out of the festival, the top 4 teams will participate in the Tanzanian league. Some are motivated by the presents we give. These gatherings showcase talents of women and shows that women have ability in sports. As you can see now, the Tanzanian League under 17 have gone up to the World Cup, this did not come from nowhere, there were efforts behind, from 2013 we started to participate in league, we even involved children (girls) Under 15 were in Airtel Raising Star²⁹ tournament which was held in Nigeria, our children under 15 took the crown! They won the African Tournament championship – known as Airtel Raising Star. That is why Tanzania did very well in football, we had come a long way, from 2013 have done a good performance after say 7, 8, 10 years you have established a good team from grassroot level, trained groomed, it needs about 10 years for the team to be trained and performed there is no shortcuts, ten years of training no shortcut. So in our sports clubs it is now required to have women in the committees. Every association there is female committee, when women committee women will be eager for progress and improvement of their fellow women. They will want to know in this particular sport what is the role of women, what do they do but clubs fail, there are no women committees you might find in the leadership of 40 members only 3 are women that is a weakness. So the associations, in sport clubs say 45 in Tanzania only 3 or 4 or 5 are women that is not right. What is the problem? There are not programs to train women on leadership no places where you can get these leaders. So, there is need to have programs that prepare women from grassroot level, even from childhood up to the higher levels we go with them. So as I am telling you in high performance there are lacking because even schools depending with the school, you get students playing either netball, or basketball, or athlete. Once they are done with school, they are done with sports starting new life either gets married start family end of sport life. Do you get the picture now, so there is a lot of work need to be done not only by government, not the Ministry has to start with self-awareness, consciousness to the sport clubs, sport groups. Sport leadership involves everyone, not a particular institution not Ministry, it can't be. We need to prepare people from community all the way to top level. We have support from the President; she pioneered the Tanzania women sport festival she is also supporting men and are also doing very well. As you can see, she has motivated teams, for example Twiga Star under 17 and Tanzania have been motivated by several outstanding enumerations this has never happened in Tanzania history. In 1980 I was nominated as a best female player; the late President Mkapa³⁰ was then Minister of

²⁹ Airtel Rising Stars is a football program for both boys and girls aged 13 to 17, that operates in Tanzania, as well as 16 other countries like Kenya, Ghana, Sierra Leone, and more. It was organized in 2011 to promote talent on a local and international level. ("Airtel Rising Stars." airtel. Accessed November 15, 2023. https://airtel.mw/airtel_raisingstar)

³⁰ President Mkapa refers to Benjamin Mkapa, who was the president of Tanzania from 1995-2005. He was the country's third president overall and was also the chairman of the CCM. He was succeeded by Malaya

Information, Culture, and Sport³¹ was the guest of honor and was given an award of the best female player for Africa 1980. I want you to see where I came from I won African games for under 20 years I was a best player who prepared me, I am not sure if you know my point. So a few will be able to navigate to the top because of awareness and our environment, we had support from family (my parents both my mother and my father). But if you do not get support, you will never make it. For example, when I was a child, our father will take us to Dar es salaam³² to the Indian sports he will sit and watch us playing. Once we are done, he will take us back home, this kind of support is not provided by every support so I did not come from nowhere up to the time I got the African Title³³ in 1979. I had been under preparations und family support from tender age. I think we need a lot of awareness so we can support children so they can perform in their society.

AM: Ok Ok I appreciate, I see in the fourth section it is like you have elaborated it, the relationship between feminism and activism. But how do you perceive feminist and activism in general and in your work. You have mentioned what you do in your work particularly in sports, how to promote women in sports in sports you have mentioned the role of committees to ensure women are included in big numbers. You have also talked about special programs to promote talents for a girl child, especially in school and also to promote transition the life after school. If there is anything that you wish to tell us, you are welcome.

NJM: What I think in Tanzania, we have children with talents in different sports, but all sports are expensive. First the key Ministry should continue to support and find out key problem. For what I see, since the President herself has interest in sport so in work place there has been transformation, there have been progress, for example, the National Council of Football³⁴ (NSC)³⁵ of behalf of the Ministry of Culture, Arts and Sports organized award event for the best sportsmen and sportswomen who excelled in various sports disciplines I

Kikwete. ("Benjamin Mkapa." Wikipedia. Accessed November 15, 2023.

https://en.wikipedia.org/w/index.php?title=Benjamin_Mkapa&oldid=1166072977)

³¹ The Minister of Information, Culture, and Sport was the head position of the Ministry of Information, Culture, and Sports, which is a part of the government of Tanzania that was organized in 2006. It was organized with the merging of all three subsections into a single ministry. ("Ministry of Information, Culture, Arts and Sports (Tanzania)." Wikipedia. Accessed November 15, 2023.

[https://en.wikipedia.org/w/index.php?title=Ministry_of_Information,_Culture,_Arts_and_Sports_\(Tanzania\)&oldid=1141717600](https://en.wikipedia.org/w/index.php?title=Ministry_of_Information,_Culture,_Arts_and_Sports_(Tanzania)&oldid=1141717600))

³² Dar es Salaam is the biggest city in Tanzania, and is the capital of the region of Dar es Salaam. It is also the biggest city in Eastern Africa and the sixth overall in the whole continent. The area is one of the quickest growing cities worldwide and is very strong economically. ("Dar es Salaam." Wikipedia. Accessed November 15, 2023. https://en.wikipedia.org/w/index.php?title=Dar_es_Salaam&oldid=1182850579)

³³ In 1979, Mohamed won the First African Badminton Championship in Ghana.

³⁴ The Tanzania Football Federation governs over football in Tanzania. ("The History of TFF." Tanzania Football Federation. <https://tff.or.tz/history-of-tff/>. Accessed 13 September 2024.)

³⁵ NSC refers to the National Sports Council of Tanzania.

am a member has awarded best players. This award event was done as a way to motivate different players to put their energy and discipline in their respective sports. For the first time in history of the government through the Ministry of Culture, Arts and Sports organized award events to honor and appreciate sportsmen and sportswomen who excelled in various sports disciplines. We want sportspersons to know that if I do this, I will be awarded a best player in a certain category etc. it will attract people in different sports. There something if I won't mention, I will not do justice to this discussion. I was awarded by two presidents: the first award was awarded by Former President Hon. Dr. Shein³⁶ during the commemoration of 50 years of Zanzibar Revolution³⁷ in 2021 Long-term serving Public Servant with Highest level of Integrity; the second award was given by the current President of Republic of Tanzania Hon. Samia Hassan Suluhu for the contribution in Sports.

So there is no way a person can just be picked from nowhere by the president, the President cannot just pick anyone; I have worked in the as a public servant and reached a point where people say she deserve up to the top level presidents have said I deserve to be appreciated for my contribution to this country. I'm very proud of myself I used to wear them when I was working. But as for now I only wear them in official meetings. All I am saying we should work hard for our country with high level of integrity and high level of ethics; we should work for the development of our country. People should see personal efforts. You have done something big and deserved to be recognized that is why two Presidents have appreciated your work and efforts is not something small. So, this is what I want to say, we should set example for people who come after us, so they can learn, people would see and want to be like that and to reach that level. It does not come easy there should be full commitment to the course, self-discipline, the spirit of volunteerism. I did not commit myself to my work for merely payment, but was for the course of my country, people should learn. In our days, that is how we did it, our time like the rise of the day but we our sun is setting.

AM: You are at Noon! [laughs]

NJM: We are at down, one person told me that "If I had a way I wish to rewind 20 years behind so you can come back and work at immigration with us". I said, there is no way you

³⁶ Former President Dr. Shein was the President of Zanzibar. He was seventh overall, and his term was from 2010 to 2020. Before that, he was the Vice President for Tanzania from 2001 until 2010. He is both a doctor and a member of the CCM party. ("Ali Mohamed Shein." Wikipedia. Accessed November 15, 2023. https://en.wikipedia.org/w/index.php?title=Ali_Mohamed_Shein&oldid=1147702279)

³⁷ The Zanzibar Revolution occurred in early 1964, when the African Afro-Shirazi party mobilized and went towards Zanzibar where they overthrew the Sultan and the Arab government, who had dominated Zanzibar for 200 years. ("Zanzibar Revolution." Wikipedia. Accessed November 15, 2023. https://en.wikipedia.org/w/index.php?title=Zanzibar_Revolution&oldid=1182624285)

can reserve the time let us pray for healthy life when there is anything we can consult each other there is no going back. Time is killing us, thank you very much my dear.

AM: Thank you very much. Maybe I should ask a question on that: what is it that you consider to be part of your achievement especially in promoting girls in sport?

NJM: What I can say is this, first I managed to establish a football team for girls called Women Fighters,³⁸ it has actually played football you can check it in the YouTube – search Zanzibar Soccer Queens. We have played football, even outside the country; we have been invited in different country. You can search in YouTube and get the history of women Fighters.

AM: Okay.

NJM: I have been able to motivate women, I established a team, that team that I established had been around for long time, it is only in 2020 and with COVID the players were scattered. Most of my players have been employed in the different Forces. They are serving in different army forces, and do you know why? They have become good sportswomen, they are active committed so is to say, as of now I don't have any players my team is dead but the different players are serving different army forces. I have come a long way, I can no longer track them, and with age I am leaving to others to take over.

AM: It true

NJM: Not everyone can commit some cannot. (I'm on the interview with the Radio after this I will call you) Do you get me Meena? Not everyone can commit, I have left, and when I did the team was complete but after COVID people were scattered. It is painful because it is like my history in women's football has been erased. For now, my team has been scattered, employed, needs extra effort to recruit from the community (grass root) searching for players is a lot of work. So, I have sensitized different people, I was able to coach them up to the levels that were able to be efootmployed in different Forces and other places and have all moved on with their lives. Also, I have been in the Football Federation³⁹ in Zanzibar, I am a member in technical committee; the committee is responsible for the football games

³⁸ Women Fighters is a football club in Zanzibar that was organized in 1988, and the first female club. It was founded by Nassra Juma Mohammed. Today there exists 5 female teams that consist of the Women's League, which was created in 2004. ("Zanzibar women's national football team." Wikipedia. Accessed November 15, 2023.

https://en.wikipedia.org/w/index.php?title=Zanzibar_women%27s_national_football_team&oldid=1178453406)

³⁹ The Football Federation of Zanzibar, which used to be called Zanzibar Football Association (ZFA) is the football federation for Zanzibar in East Africa, which was organized in 1926. Currently, teams under the federation compete in tournaments of CECAFA (Council for East and Central Africa Football Associations). ("Zanzibar Football Federation." Wikipedia. Accessed November 15, 2023.

https://en.wikipedia.org/w/index.php?title=Zanzibar_Football_Federation&oldid=1142711152.)

for both men and women. There is another committee that is responsible in promoting women's football; I was once a chairperson of the committee for more than 10 years. I am in a technical committee but still support whenever we can so that they can promote football. So we continue to support sensitization, to show with sport you can build a career, you could connect with different people, get friends, etc. it means, you could get friends, you could travel, you could get awards, you could become rich, people could become rich through sports, so sport is everything, we shall continue to sensitize.

In Tanzania Olympic Committee I chair the women subcommittee I still have a big responsibility on what to be done especially on women's sport that is the reason why in Tanzania Olympic, there has been sensitization for different sports. It is in our thinking to do sensitization and to also involve women in sports. Definitely, these efforts cannot be done by one person, we are trying. It is our thinking that we need to sensitize and attempt to encourage women involvement into sports. It surely does not need individual efforts; we are trying within our capacity in our communities to sensitize women. Therefore, in leadership on the other hand, I do sensitize I told you I am in Tanzania Olympic Committee, I am a chairperson in subcommittee- women committee . In Zanzibar I am a member in technical committee to the Zanzibar Football Federation; the technical committee is responsible for all football for women and men. In BAMATA I was deputy Chairperson; BAMATA is a Council of Armed Force Games in Tanzania. In my department I was a secretary in Sport Central committee it had final decision-making authority so you know how much efforts I put in sports in general.

AM: Okay. So now it connects with our fifth section which is nearly the end of our discussion. What is the intersection of your work with other women movement, in the country, and globally, do you have any connection with other women movements in Tanzania and globally?

NJM: Honestly, I do not have other connections directly with other women movement apart from what I have narrated to you. Maybe the Tanzania Sport Council, particularly the Tanzania Women Festival⁴⁰ I am a member in Tanzania Women Festival of which I am responsible in nominating best player but directly if I am involved with other movement globally no.

AM: No

⁴⁰ The Tanzania Women Festival refers to the sports festival that occurs for three days in Dar es Salaam, including a marathon of sports games, with sports varying from netball to boxing to football and more, and traditional games as well. ("Tanzania: Dar Sees Epic Tanzanite Women Festival." allAfrica. Accessed November 15, 2023. <https://allafrica.com/stories/202210240088.html>)

NJM: May be the main reason that I do not have involvement with other movement was because of the nature of my job and my title. I think it was not possible to have other interactions based on the nature of my work, my title and also the guidelines and regulations of my job would not allow. I was not free I was public servant so I had limitation on my involvement may be that has contributed. But also, my lifestyle also contributed.

AM: Okay. Although you have interacts a lot in the sport discipline.

NJM: Ehe! You see, like in Africa I am in a consortium of Coaches through Confederation of Africa Football (CAF) there is a panel of leaders within the confederation, and I am in that panel, it covers the whole of Africa. We have discussed about coaching, I am in that panel, it is panel of instructors especially women, I am in that panel.

AM: Okay. As we are winding up our discussion, the international/global connection with your activism – you have responded already.

NJM: Yes I have, as said I do have limitation based on the nature of my work and the title I held; I was not free that what it means.

AM: But still you were able to do outstanding work in the field of sports. Okay Mama Nasra, I appreciate so much for availing yourself, I know you are sick, *pole sana*⁴¹ I sincerely appreciate for your time. Thank you very much for your dedication in what you do.

NJM: I thank you for this opportunity, Anneth. You have really support me to speak out so others will hear and it is a big opportunity thank you so much. Just in case in any way you felt offended in one way or the other just be at peace, I have a lot on my plate, I have a lot of responsibilities and sometimes they clash. The will is there let us continue to work together, to support each other and now if you will give me the global connection especially in sports, I am ready as I am very free now. I am free to be involved now. *Inshallah*⁴² I am very grateful for this opportunity, this is an opportunity of which others did not get, but I did thank you so much.

AM: Thank you very much

⁴¹ Pole sana is a Swahili phrase that translates to very sorry in English. (“pole sana.” MyMemory. Accessed November 15, 2023. <https://mymemory.translated.net/en/Swahili/English/pole-sana>)

⁴² Inshallah is an Arabic phrase that translates to “God willing.” Its origins lie in the Quran, the Muslim holy text, and is normally utilized by Muslims and speakers of Arabic when they hope something will happen. (“*Inshallah*.” Wikipedia. Accessed November 15, 2023. <https://en.wikipedia.org/w/index.php?title=Inshallah&oldid=1182502485>)