



Social Welfare|
Social Work Strengthening|
Orphans & Vulnerable Children|
Most Vulnerable Groups|
Training of Social Workers|
Advocacy| Social Work Education|



Agreement

TASWO Kilimanjaro & FO Hordaland

1st 2016 – April 1st 2020



AGREEMENT April 1st 2016 – April 1st 2020

PARTNERS

- Norwegian Union of Social Educators and Social Workers (FO) – Hordaland Branch
- Tanzanian Association of Social Workers (TASWO) – Kilimanjaro Branch

VISION

Develop the capacity as Professional Associations and strength as Trade Unions for both partners. Develop the collaboration between the partners.

MISSION

The vision will be accomplished through mutual exchange of experiences, challenges and knowledge. Both partners must be responsible to preserve and develop the collaboration by respecting this agreement and responding to any email or other correspondence within fair time limits.

VISITS

Visits between the two partners should be arranged during the period of agreement.

- **TASWO-K visiting FO-H**
Exchange of experience aims to facilitate sharing of the partners unique expertise by participation in different meetings, conferences and seminars due to both trade union issues legal matters and practical social work implications.
- Traditionally two members of the Board have visited FO-H annually. It has been arranged for visits to various workplaces, meetings with social workers and information about the work of the FO-H. The partners share the intention to improve joint activities.
- The visits aim to strengthen common basis and experience due to scientific knowledge, education and trade union issues.
- **FO-H Visiting TASWO-K**
Exchange of experience aims to facilitate sharing of the partners unique expertise by participation in different meetings, conferences and seminars due to both trade union issues legal matters and practical social work implications.
- During the collaborating years members of the International Standing committee have visited TASWO-K on an annual basis. In 2014, a delegation from the Board and representatives from various standing committees went as well. FO H intent to

prepare for annual meetings and visits with members from the Board and from the International Standing committee.

- Assess possibility to establish a system of trainees. This will be an opportunity for ordinary members of the FO to come to Moshi and work together with a social worker, members of TASWO that can be their supervisors.

FUNDING

During this period of agreement, FO is ready to fund specific activities implemented and documented by TASWO. This could be activities suggested by TASWO, or for example;

- a) Annual meeting and General meeting for branch members in TASWO-K. The meetings will combine discussions on organisational matters as well as capacity building and social work challenges.
- b) Workplace visit and recruitment program to identify all social workers in Kilimanjaro region to assess and document their working conditions and contribute to an improvement of working conditions as well as recruit new members.
- c) TASWO-K to participate at TASWO National GM and / or other social work meetings on a national level, twice a year.

Specific processes to monitor the funds;

Yearly funding from FO will be limited to NOK 20.000,-

The partners agree that it is a long-term goal to reduce TASWO dependence on FO-funding, by strengthening TASWO’s own financial funding.

The Application letter from TASWO-K must be followed by these five documents:

Document number	Name of document	
	The Application letter	For the next period
1.	Activity report from	What TASWO-K have done last period
2.	Account	How TASWO-K have used the funding last period
3.	Activity plan	What TASWO-K are planning to do the next period
4.	Budget	How TASWO-K are planning to use the funding the next period
5.	Report from the Annual Meeting	With the decisions from the treatment of the four documents.

Schedule for major events are:

			responsible
Annual Meeting in TASWO K	Within 15.11. every year	Treat the four documents	Leader TASWO-K
Send the application letter to FO –H Grethe.kvist@fo-hordaland.no	Within 20.11. every year		Leader FO-H
FO Hordaland General Committee	Within 15.12 every year	Treat the Application	Leader FO-H
FO H	Within 20.12. every year	Send answer to TASWO K	Leader FO-H

During the 4 years, the partners will discuss a gradual decrease in the financial support, discuss, and develop other venues for collaboration after April 1st 2020

Signed:

Grethe Kvist

Chairperson FO_H

date

place

Sunguya Fransis

Chairperson TASWO-K

date

place