



WOMEN FUND TANZANIA TRUST

Empowering Local Women Heroes



2022

JANUARY - DECEMBER

ANNUAL REPORT



WOMEN FUND TANZANIA TRUST ANNUAL REPORT JANUARY TO DECEMBER 2022

Prepared by:

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Empowering Local Women Heroes

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ACRONYMS

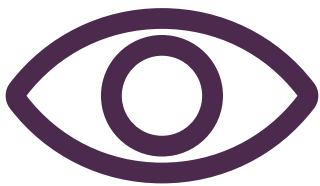


- AMs**-Annual Meetings
- AWDF**-African Women Development Fund
- BGMSC**-Grants Selection and Management Committee
- BODABODA**-Motorcycle taxi
- C4C**- Citizen for Change
- DMF**- Doris Mollel Foundation
- FGDs**-Focus Group Discussions
- GBV**-Gender-Based Violence
- KII**-Key Informant Interviews
- LGA**-Local Government Authority
- MNS**- Mental Health and Neurological Disorders
- NGO**- Non-Governmental Organization
- PCCB**- Prevention and Control of Corruption (Act, CAP 329)
- RITA**- Registration, Insolvency and Trusteeship Agency
- SALESFORCE**- A customer relationship management (CRM) platform
- SRHR**- Sexual and Reproductive Health and Rights
- SUJITA**- Shirika la Usawa wa Kijinsia Tanzania
- TAWIDO**-Tanzania Women in Development Organization
- TAI**- Thubutu Africa Initiative
- TPO**- Tanzania Philanthropic Organization
- VAWC**- Violence Against Women and Children
- VICOBA**- Village Community Banks
- WAJIKI**- Women and Youth Rights Conservation Initiative
- WEADO**- Women, Elderly, Advocacy and Development Organization
- WFT-T**- Women Fund Tanzania Trust
- WFT-T**- Women's Foundation for Transformation and Transformation
- WCEL**- Women's Coalition for Electoral Leadership
- YWL**- Young Women Leadership



WHO ARE WE?

Women Fund Tanzania Trust (WFT-T) is the first national feminist Women's Fund in Tanzania. The Fund was initially registered in 2008 under the Companies Act as a company limited by guarantee before changing its registration to a trusteeship under RITA. WFT-T utilizes two approaches to fulfill its mandate: grant-making and promoting strategic coalition building at the national level to enhance feminist movement building that is intersectional, intergenerational, inclusive, and empowering.



Our Vision

Tanzanian society where women, girls, and children realize their full potential and engage fully in the transformation of their communities to contribute towards their empowerment, social justice, and feminist agenda.



Our Mission

Contribute to the building of a strong feminist women's movement in Tanzania through grant-making, mobilizing resources, strengthening women's ideological and institutional capacity, and building strategic alliances that are intersectional, intergenerational, and inclusive.

Our Values

- The strong belief that women's rights/feminist agenda will not be achieved without dismantling unjust and patriarchal systems of power, which continue to oppress and exclude our stakeholders
- The unconditional recognition of human rights for women, girls, and children regardless of class, ethnicity, race, sexual orientation, disability, and age
- A universal culture of acknowledgment, respect, and encouragement
- Leadership based on feminist values and principles
- Transparency, accountability, and integrity
- Professional excellence

WHAT WE DO?

We, collectively, are shifting power. We believe in making the path by walking it, not just walking blindly, but walking mindfully. We listen to diverse voices and prioritize different issues, responding in the best way we can with the resources we have. Our vision is to see Tanzania where women, girls, and children are able to realize their full potential and actively engage in transforming their communities towards empowerment, social justice, and a feminist agenda. We have four key strategic outcomes that we are striving to archive.

Outcome 1: The work and agency of feminist WROS, groups and movements are resourced. and agency of feminist WROS, groups and movements are resourced.

Outcome 2: WFT-T & WROS have strong, healthy, resilient, and sustainable feminist institutional bases.

Outcome 3: "there is a strong feminist movement, and the visibility, voice and agency of women, girls and children in their diversity are amplified.

Outcome 4: power structures and systems, as well as norms and beliefs, are shifted in favor of girls, women, and their rights.

THE KEY STRATEGIC INTERVENTION

01

Grant Making and Management

Our goal is to provide grants to local women's movement(s), women's organizations, women's groups, and individual women to improve their capacity and equip them better to protect and promote women's rights. We strive to make grants accessible to these stakeholders, thereby contributing to the enhancement of their capabilities.



02

Capabilities Strengthening and learning

Our goal is to strengthen the capabilities of women's organizations and other social justice movements through mentorship shared learning, and training that supports ideological clarity on feminism, movement building, activism, and the promotion of viability, sustainability, leadership, and effective institutions whose work is collaborative and visibly contributes towards transformative changes in society



03

Resource Mobilization

Our objective is to mobilize resources from local, regional, and international sources to support the protection and promotion of women's rights and feminist movement building in Tanzania.



04

Strengthening and sustaining a healthy and growing women's Trust Fund

Our focus is on maintaining and continually enhancing a strong and sustainable organizational framework to fulfill and accomplish WFT's vision, mission, and mandate.



Key Milestones Achieved in 2022

Influenced Legal Framework



Review model bills on political Parties Act, Election Laws, Proposed PCCB amendment's and NPAVAWC II. Proposition on the women rights agenda to the Presidential Task Force Convened a reflection session on 30 years of Multi Party Democracy for women in Tanzania



Enhanced Agenda Clarity



Infused feminist consciousness to the women movement and facilitated thought leadership, on women rights agenda that facilitated collection actions amongst movement actors and coalitions. WCEL Coalition developed 3 position papers on ; amendments of the PCCB Act, Political and Election Act bill and NPAVAWC. Convened high level dialogue on 30 years of democracy and women participation in Tanzania



56 across 10 thematic areas

Increased collective actions by communities



Partners such as WAJIKI, SUKITA, DOH, KIPUNGUNI, KINARA, LIGHT FOR DOMESTIC WORKERS actively using social media outlets.



56 Total Number of WROs funded



10 Thematic areas



Strengthened capabilities and learning to grantees and movement actors



To continue working with the coalition on the maternity leave extension. Universal inclusion of research recommendation in the NPAEVAWC II

A Glimpse of Women Fund Tanzania Trusts interventions in 2022

01

Outcome 1: The work and agency of feminist WROS, groups and movements are resourced. and agency of feminist WROS, groups and movements are resourced.

02

Outcome 2: WFT-T & WROS have strong, healthy, resilient, and sustainable feminist institutional bases

03

Outcome 3: "there is a strong feminist movement, and the visibility, voice and agency of women, girls and children in their diversity are amplified.

04

Outcome 4: power structures and systems, as well as norms and beliefs, are shifted in favor of girls, women, and their rights.



Outcome 1: The work and agency of feminist WROS, groups and movements are resourced.

A Mobilizing resources

- Mobilized financial and non-financial resources to advance the feminist transformative agenda.
- 56 grantee partners, coalitions and Women movement were resourced with financial, thought leadership and support.
- Fostered a thriving feminist funding ecosystem that is empowering, diverse, inclusive, and resilient, addressing the critical need for funding, particularly at the grassroots level.
- Strengthened strategic engagement with potential funders to increase financial resources.
- Deepened partnerships with sister funds and other grant-making organizations.
- Strengthened strategic alliance with Tanzania Philanthropic Organization (TPO), East Africa Philanthropic Fund and African Philanthropic Fund 2 for a deepened influence of the funding ecosystem.

B Grantee annual Feedback Session

The meeting was attended by over 90 participants, including WFT-T's grantees, working to advance women and children rights issues, members of women's movements, members of coalitions, and stakeholders working on women and children's issues.

As a result of these sessions, the following outcomes were achieved:

- Enhanced participants' understanding of the grantmaking processes.
- The event contributed in fostering shared leaning and strengthened relationships.
- Documented stories of change shared by the grantees.

C

Institutional support to grantees partners

- Strengthened the systems, procedures, and processes to enhance WFT-T's capacity and deliver on our mandate.
- Provided support to selected grantees, WROs (Women's Rights Organizations), and grassroots groups to strengthen their institutional capacities to fulfil their mandate. They were able to access funding from other sources.
- Deeded partnership with likeminded organizations and others- to harness the power of collective actions.
-
- Strengthened and supported resilience for WROs by facilitating the development of resilience strategies to withstand adverse situations for WROs and selected movement actors.

Regarding the funding applications

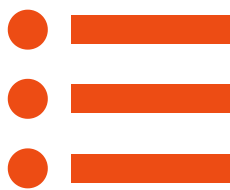
A total of 423 applications were received across the following 10 thematic areas: Gender-Based Violence, Leadership, Sexual and Reproductive Health Rights, Her Story Documentation, Cyberbullying, Mental Health, Sports and Media, Environmental Justice, and Movement Building.

- Out of the 423 applications, 361 were from new applicants, and 62 were from previously funded organizations by WFT-T.
- Among the 423 applications, 129 applied for the large window, 197 for the medium window, while 99 organizations did not specify any particular window.



423

Total Number of Applications received.



10

Thematic areas



361

New Applicants



129

Applied for the large window



423

Applied for the medium window

**D**

The Scoping Study

- WFT-T commissioned a scoping study to identify emerging issues and the context of their operations. The study is done to understand areas and strategies that require reasoning that would propel the agenda for gender equality and social justice forward within the local context and beyond, further the study aimed to inform and enhance grant making.
- The study recommended that the organization continue funding themes it is already engaged with, such as GBV, SRHR, mental health, and environmental justice. The study also recommended addressing issues from a rights perspective and considering intersectionality and vulnerable groups. To enhance impact, the study suggested deepening thematic areas, peer learning strategies, and utilizing digital tools for capacity development and donor connections. The study informed strategic decisions and funding allocation, allowing the organization to respond to the needs of WROs and children.

E

Strengthening Grant Ecosystem

- Strengthening the grant-making process by reviewing and upgrading tools so as to improve our strategies and systems in addressing existing and emerging contextual needs for women, girls, children and the feminist movement at large.
- Continue working towards enrollment of SALESFORCE with a cohort of other women Fuds. SALESFORCE will deepen and strengthen our performance and reporting mechanisms.
- Reviewed various tools, such as grant application forms, assessment tools, BGMSC (Budget Monitoring and Support Center) contract templates, and reporting templates.
- Reviewed and updated the sub-grantees database for strengthened coordination and communications.
- The Grant Making department utilized different spaces to deepen knowledge sharing and learning from other sister/feminist funds.
- WFT-T staff continued to participate in several organized webinars and convenings coordinated by other like-minded funds eg Phenomenal Fund, MEL community of Practice, Climate Resilience Grant Making.
- WFT-T participated in annual meetings of other funders for experience.

Outcome 2: WFT-T & WROS have strong, healthy, resilient, and sustainable feminist institutional bases

A Institutional support to grantees partners

- Strengthened, deepened and strengthened the institutional bases of WROs to protect and sustain feminist's agenda.
- Strengthened organizational and institutional capabilities that enhanced programming, systems, resource mobilization and leadership of WROs for sustaining transformative changes individually and collectively.

B Organizational Development Updates

- Board received support from the African Women Development Fund to enhance their leadership skills.
- Executive Director and Director of Finance and Operations received mentorship and coaching from the African Women Development Fund.
- Other staff also received feminist leadership training.
- Recruited two key staff inline with the institutional framework and feminist agenda.
- -Deepened feminist consciousness amongst Board and Board Committees through different reflection sessions.
- - The Executive Director and the Director of Finance enhanced their knowledge on feminist governance systems through mentorship and coaching under AWDF funding and technical support.
- -WFT- staff continued to participate on reflection sessions on feminism to foster and sustain feminist leadership that sustain feminist consciousness agenda and transformation to sustain change.

C

Capabilities Strengthening and Learning

- WFT deepened support to grantees and movement actors to live by feminist values and principles.
- Organizations and movements strengthened their understanding of feminist values and systems, and successfully implemented interventions.
- -Conducted, updated needs assessment and implemented interventions to deepen the capabilities of WROs in applying feminist agenda in their institutions and at the programming level
- -Reviewed and updated internal controls and policies, including Whistle Blower policy, Safeguard policy, ICT manual and the Code of conduct

D

Strengthening of feminist ideological and conceptual clarity

- Individuals and communities reached were deepened and enhanced feminist ideological and conceptual clarity for agenda setting and collective organizing to catalyze change
- Collaboration and learning among TOTs and communities were improved.
- The number of reported cases increased.
- The feminist manual was utilized more frequently by grantees.
- TOT participants expanded and deepened platforms within the community to conscientize communities on discriminatory practices affecting women, girls and children.
- Women's rights organizations (WROs) collaborated in join learning , strategized agenda setting for collective action and advocacy engagement.
- Resourced Coalitions/platforms/cross boarder movements that enhanced collective advocacy and influence legal frameworks among others for instance concept note that was submitted to the presidential task force on the proposed issues to be incorporated in the new constitution
- Organized convenings that stimulated thought leadership promoted women rights agenda in Tanzania

”

“.....Personally, the training has increased my skills and knowledge on feminist leadership and its integration into the organization; it was an avenue for me to reflect as a leader on the way we analyze the issue with a feminist lens. As a result of these, we have changed our leadership styles and adopted a feminist approach including shared leadership, etc. We have integrated feminist principles in our policies, guidelines, and practices.”

Rose Njilo

The Executive Director of MIMUTIE,
Loliondo, Arusha



Outcome 3: There is a strong feminist movement, and the visibility, voice and agency of women, girls and children in their diversity are amplified.

A

Movement building and partnership building

Approximately

500

Engaged actors in the women's and children's rights movement

76

Engaged women and children's rights actors

- Strengthened the capacity of movements through funding and continue to deepen intergenerational, intersectional, and cross-movement dialogues to achieve women's rights
- Convened national and grassroots-level spaces for knowledge generation and collective agenda-setting with approximately 500 actors in the women's and children's rights movement.
- Strengthened alliance with strategic partners such as PCCB(Prevention and Combating of Corruption Bureau), Office of the Registrar of Political Parties-(ORPP and Higher learning institutions for learning, experience sharing, reflections, enhance voice and advocacy
- Coordinated an Anti-sextortion Coalition convening with 76 women and children's rights actors from different sectors and also coordinated thirty years of democracy to influence women right agenda.
- Promoted intersectional and intergenerational approaches in the movement for inclusivity and diversity for increased feminist conscious discourse in the movement
- Organized a national campaign to amplify the collective voice in combating sextortion.



Photo: Commoration of 16 Days of Activisms ©WFT-T

Outcome 3: There is a strong feminist movement, and the visibility, voice and agency of women, girls and children in their diversity are amplified.

B

Thought leadership for collective action and movement strengthening dispensed

- Movement actors convened and supported to deepen understanding, share opportunities, and strategize towards increasing women's participation in decision-making roles.
- Women and Children rights actors to monitor the progress of the previous legal frameworks reviewed and submitted to the relevant authorities

The following milestone was achieved:

1

Increased spaces for convening by four key coalitions: Her Story, Anti-Sextortion, Women's Election and Leadership, and Sexual Reproductive Health Rights Coalition. Thought Leadership, WFT-T has been a pioneer in fostering thought leadership, creating platforms for knowledge sharing and refining practical conceptual learning on movement building, gender, and social justice.

-Throughout the year WFT-T played a crucial role in advancing women's rights by keeping the women's movement vibrant, visible, and relevant in both local and global discourses

-Stories of change and case studies were documented and eventually enriched institutional knowledge, providing valuable insights for future advocacy and actions. This was further disseminated through website and social media in both English and Kiswahili, as a result this materials contributed to engaging a diverse audience and amplifying critical issues

-Additionally, WFT-T facilitated proactive role and interventions in critical emerging areas for advocating for amendments of policies and legal framework that prevent women and girls to fully engage on their feminist women agenda, a good example is the PCCB Act- bill.

2

Movement actors enhanced their clarity on understanding power and demonstrated casual link to systematic nature of inequality

3

Stronger viable grassroots movement influencing public discourse on inequality

4

Women and children's rights actors have continued to be agile monitored the progress of reviewed legal frameworks take relevant action.

Outcome 4: Power structures and systems, as well as norms and beliefs, are shifted in favor of girls, women, and their rights.

Changing Legal Framework

WFT Trust supported Msichana Initiative to build strategic alliances within and across girls' and women's rights spaces in designing and implementing ending child marriage strategies and to enhance collective advocacy amongst national and grassroots women and girls to demand the Government through the parliament.



Efforts towards Changing Narratives

In collaboration with the WCEL Coalition members, analysis and review of Model Bills on Political Parties and Election Acts for presentation during the National Convening on Peace, Rights and Reconciliation organized by Tanzania Centre for Democracy.

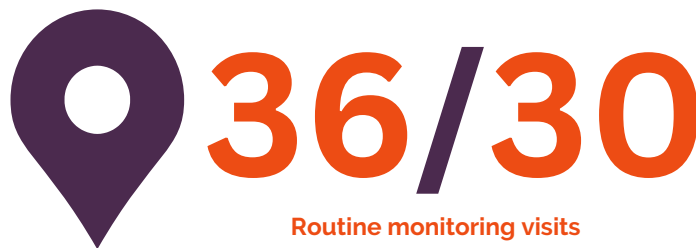


Photo: Group of panelist during WECL Coalition convening on women leaders Political Participation. ©WFT-T

MONITORING EVALUATION ACCOUNTABILITY AND LEARNING

1

WFT-T conducted routine monitoring visit to 36 organization out of 30 organizations targeted.



2

Feminist Monitoring Evaluation and Learning seeks to promote gender equity, challenge power imbalances and improves programs effectiveness in empowering women and girls. Two joint feminist's MEL were conducted in Arusha, Kilimanjaro and Mtwara region in collaboration with the Global Affairs of Canada and a result-based specialist and local monitor consultants who support GAC. Below are the recommendations by the team to WFT-T:

- Facilitated accompaniment monitoring to grantees work effectively to promote sustainable and positive change in communities and do not cause harm.
- Discuss how many grantees WFT-T can fund, monitor and support with technical assistance.
- Ensure regular check-ins with sub-grantees to understand challenges, monitor progress, and offer timely support.
- Create and discuss plans for organizational capacity building with sub-grantees at contracting.
- Provide more training on GE and feminism since the staff could not explain these concepts despite training.



CHALLENGES & LESSONS

CHALLENGES

The social political context has significantly changed for the better although there remain deep rooted pockets of bureaucracy that still aren't keeping up with the pace of the new government. This has resulted into a slowing down of implementation especially with our partners. Furthermore, Long term contacts established with ministry level and local government level officials have been disrupted because of changes in government that have trickled down.

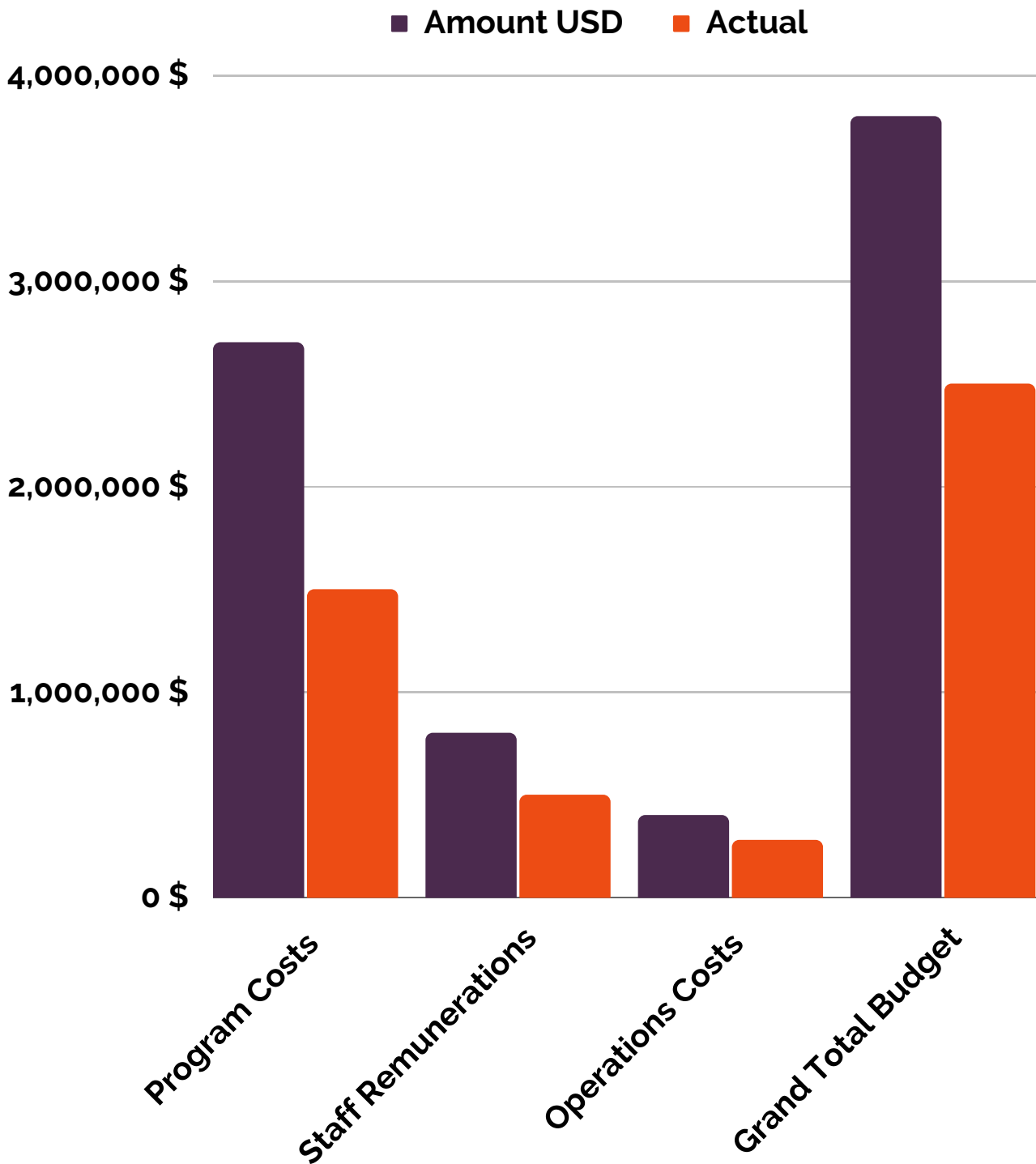
LEARNINGS GENERATED DURING THE 2022 REPORTING PERIOD

During the 2022 reporting period, the following key learnings were identified as a result of implementing the intervention:

- Demand for feminist movement-building interventions is growing significantly, and the community responds positively to these initiatives. The community takes ownership of the interventions and embraces the approaches embedded in the movement, building agency and collective voices.
- Women activists are enthusiastic about standing up against injustice, as many of them have personally experienced various forms of injustice. Therefore, they are willing to advocate for themselves and their rights.
- Empowering women automatically leads to the empowerment of children, as the systems that oppress women are often the same that oppress children. Speaking up for women also helps in advocating for the rights of children.
- The use of media is crucial as it facilitates and sparks discussions from different perspectives, creating awareness and generating dialogue on the issue at hand.
- Engagement of local government authorities (LGAs) is vital in facilitating the achievement of project deliverables and ensuring project sustainability.

These learnings highlight the importance of demand-driven movement-building interventions, collaboration with government officials, empowering women and children, utilizing media effectively, and engaging with local government authorities for successful intervention implementation and sustainability

OPERATIONAL AND FINANCIAL REPORT FOR 2022



Graph: A graph showing Amount USD vs Actual Operational and Finance Costs for 2022.

OPERATIONAL AND FINANCIAL REPORT FOR 2022

Source International - Institutional	Status	2022	2023	2024	Additional remarks
Mama Cash	Secured	\$170,000	\$170,000	\$170,000	1 year-Solidarity fund
Anonymous	Secured	\$210,000	\$210,000	\$210,000	3 Years (July 2018-June 2023)
Anonymous-EVAC	Secured	380,000			4 Years (Nov 2018-Apr 2023)
Suzanne Buffet Thompson Foundation	Secured	\$200,000			2 years (Apr 2020-Mar 2024)
Tides Foundation	Secured	\$150,000	150,000	150,000	3 years (July 2020-June 2023)
OAK FOUNDATION	Secured	\$100,000	100,000	100,000	4 years (July 2020-June 2023)
Comic Relief	Secured	\$265,667	\$265,667		3 years (April 2021-2024)
New Venture fund	Secured	\$90,000	\$75,000		(Feb 2021-Jan2023)
Prospera	Secured	\$64,465			Annual
Global Fund for Women	Secured	45,000			
Fenomena	Secured	\$152,000			Annual
Total Source from International		\$1,447,132	\$720,667	\$380,000	

OPERATIONAL AND FINANCIAL REPORT FOR 2022

Source International - Institutional	Status	2022	2023	2024	Additional remarks
Source National - Institutional					
Ireland Embassy	Secured	\$464,680	\$464,680	\$464,680	5 years ended 2024
Global Affairs Canada	Secured	\$372,000	\$372,000	\$372,000	5 years ended 2024
Total Source from National		\$836,680	\$836,680	\$836,680	
Grand Total Budget-secured		2,283,812	1,557,347	1,216,680	
Differed grants as per audit report		1,312,239	1,000,000		
Total fund Available for this year		3,596,051	2,557,347	1,216,680	
SP		3,300,000	3,300,000	3,300,000	
% SECURED		109%	77%	37%	

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