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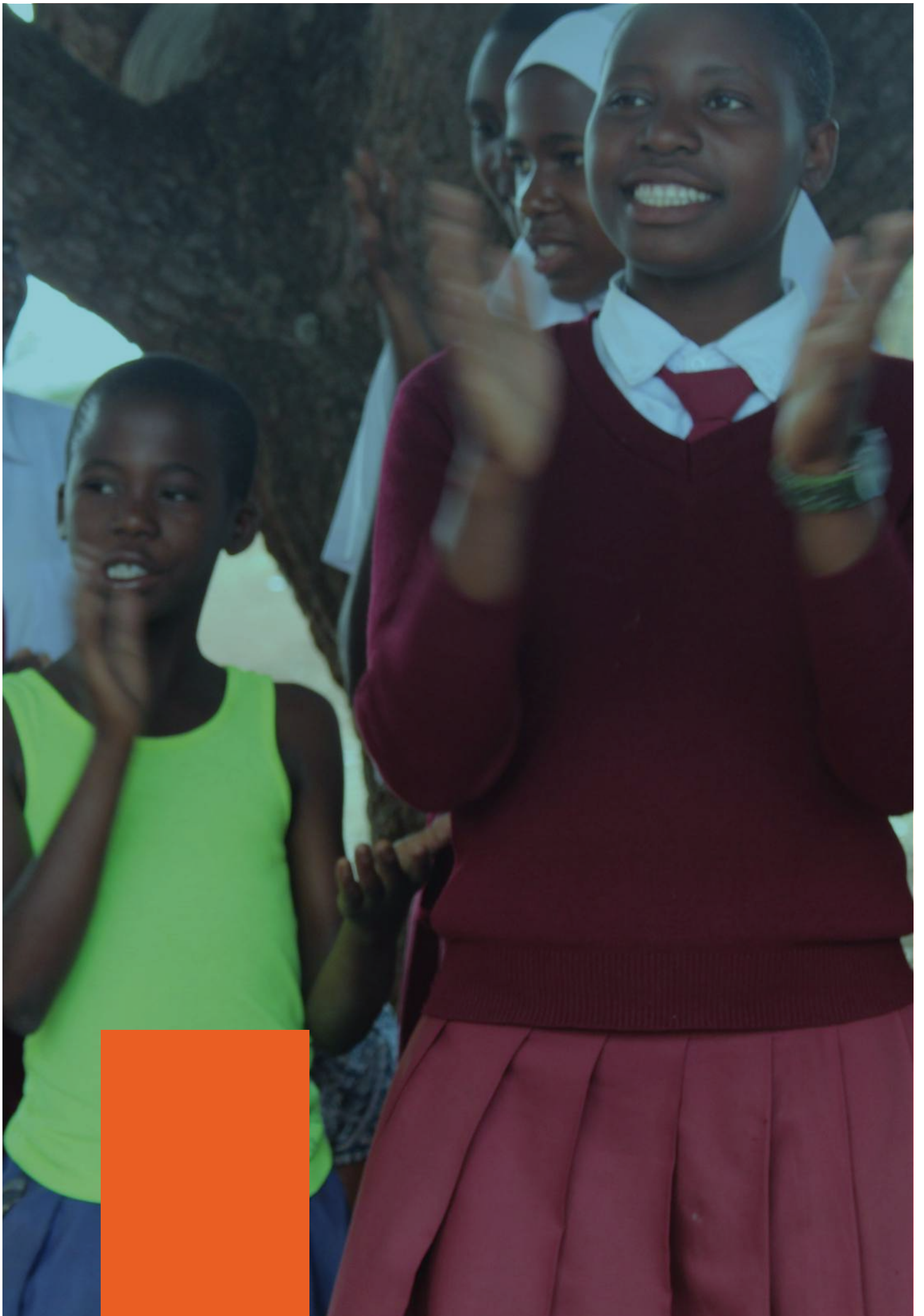
ANNUAL IMPLEMENTATION REPORT - 2021





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INTRODUCTION

Women Fund Tanzania Trust (WFT Trust) remains the first and only Fund in Tanzania. The fund is uniquely positioned astride the women's rights movement focusing on empowering women and girls by providing accompaniment grants, thought leadership, and investing in the outreach and capacity enhancement of women's rights organizations (WROs) and women groups to advance gender equality and promote women's rights in the country. Our reach and focus include engaging with grassroots-level WROs to improve their articulation of the feminist agenda and approaches.

WFT Trust carries out its mandate through a two-pronged approach that includes: innovative accompaniment & participatory grant-making and strategic alliance and partnership building. In addition to grant making, WFT Trust targets and links grassroots WROs with national-level organizations to create mutually reinforcing movement-building processes that amplify women's voices and contributions in building a more equal and just Tanzanian society.

This is the first annual implementation report of the first year of implementation of the fourth Five (5)-year strategic plan (SP) 2021-2025

The WFT Trust strategic plan retains some of the key and ongoing focus areas but also ventures into new areas and solidifies some areas for instance Children Rights how about SRHR has been incorporated as a main agenda in this SP while two units have been established and are being operationalized. These are i.e. Communications unit Monitoring evaluation and learning unit.

The fourth Strategy articulates WFT Trust's strategic direction towards achieving key milestones in our mission and vision objectives of attaining a Tanzanian society where women, girls, and children realize their full potential and engage fully in the transformation of their communities in order to contribute towards their empowerment, social justice and feminist agenda for the coming 5 years (2021-2025). The strategy builds on the gains and experiences WFT Trust has garnered since its inception and takes a more transformative approach and commitment to the purpose for which it stands.

Furthermore, the development of the new SP has been richly informed by key achievements and results from the implementation of the last SP which in summary evidences a more vibrant and diverse women movement, positive changes in discourses that uplift women's dignity, enhanced collaborations between different women rights actors, increased funding base, and a more ideologically clear constituent.

This profound realization has validated our vision and mission

as being still relevant and that there is a need to continue to push for its advancement in this SP. Anchored in our Theory of Change which articulates the pathways of change that work in tandem to bring about sustainable and transformative results in the next five years, The theme of this Strategy is Shifting Power Collectively.

The 2021 Annual Implementation Report presents major milestones, achievements, challenges, and lessons learned in the implementation of WFT Trust's annual work plan 2020 and the overall milestones in realizing the key outcome areas:

1. The work and agency of feminist WRO's, groups and movements are resourced
2. WROs have strong, healthy, resilient and sustainable feminist institutional bases.
3. There is a strong feminist movement and the visibility, voice and agency of women, girls and children in their diversity is amplified
4. Power structures and systems as well as norms and beliefs are shifted in favor of women, girls and children to enhance their rights.

These Outcomes will be achieved through implementation of 5 implementation strategies:

1. Grant making and management;
2. Capabilities strengthening and learning;
3. Strengthening the feminist and children's movements;
4. Resource mobilization and financial sustainability;
5. Strengthening and sustaining a healthy and growing women's trust fund

THE YEAR IN CONTEXT

The 2021 annual workplan, was implemented during the challenging context whilst offering some strategic opportunities to further the feminist agenda. Specifically, the year's implementation and results were largely shaped by the continued impacts of COVID-19 pandemic and a change in political leadership.

In March 2021, Tanzania made history by swearing in the then Vice President Samia Suluhu Hassan as the first female President following the demise of Late President John Pombe Magufuli on March, 17th 2021. The move was in accordance with the Constitution of the United Republic of Tanzania. Through this historic event, the year has clocked some encouraging developments in both political and socio-economical contexts.

On one hand, the political leadership changes that took place provided an opportunity to push forward women's rights agenda and political leadership in particular. On the other hand, the country continued to experience the devastating effects of the third and fourth waves of COVID-19 pandemic which have continued to wreak havoc on the entire social fabric and disproportionately affected mostly women and girls due to their differentiated gendered positions, roles, and responsibilities.

At the global level, and in many countries including Tanzania, COVID-19 rolled back gains made in gender equality and affected many women and girls disproportionately including exposure to sexual and gender-based violence in the home, increased unpaid care work and responsibilities due to social distancing measures, and loss of livelihoods since most economic activities were negatively affected including the informal sector which is dominated by women.

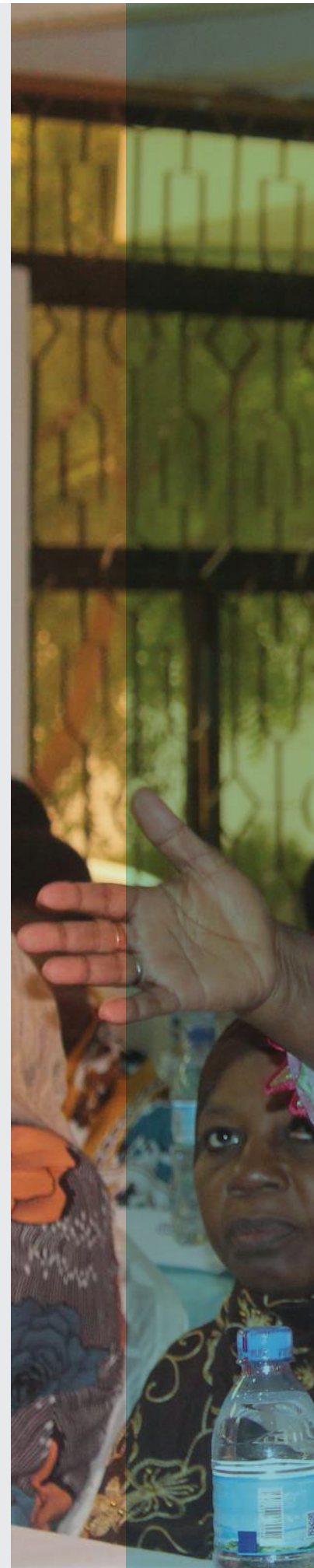
Uncertainties and disruptions caused by the COVID-19 pandemic and its implications on women, children, and communities also affected WFT Trust's key stakeholders including grantee partners. COVID-19 has continued to have far-reaching consequences on the capacity of our grantees partners to execute various planned interventions which has led to reprogramming planned initia-

tives as well as adopting different safe-mode measures like working from home, extended office closures, and in some cases cessation of operations for some WROs and CBOs amongst others.

During the year under reporting, WFT Trust played a significant role in enabling local WROs and other movement actors to meet the unexpected demands and challenges that came about as a result of the continued waves of the pandemic by responding in a timely and flexible manner. For instance, in response to the challenges in context, several women's and children's rights organizations and movement actors were supported by WFT Trust to reflect and re-strategize on how to develop coping strategies that enable them to achieve desired impact and meaningful outcomes.

Both challenges related to the constraining political climate and the COVID-19 context pointed to the need for stronger women's movement processes and expanded demands on WFT's funding and support services. This includes for example, The increased demands from women's and children's organizations for longer-term flexible funding to sustain and enhance their institutional capacities to address unforeseen circumstances such as COVID-19 impacts and others. These emerging needs obligated WFT Trust to invest more in movement-strengthening processes which brought WROs together as well as forming strategic alliances between organizations and with other social movements.

As such the Report will further elaborate on efforts undertaken by both women's rights movements to address the challenges in context and how WFT Trust continued playing a critical role in advancing a feminist advocacy work within the context we are working in.





OUTCOMES, TARGETS AND ACHIEVEMENTS



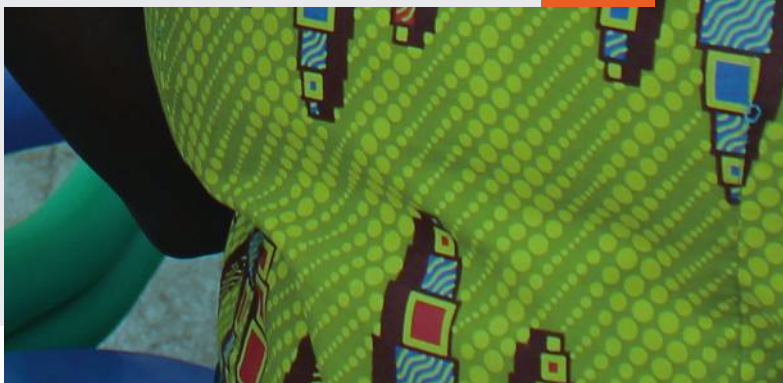
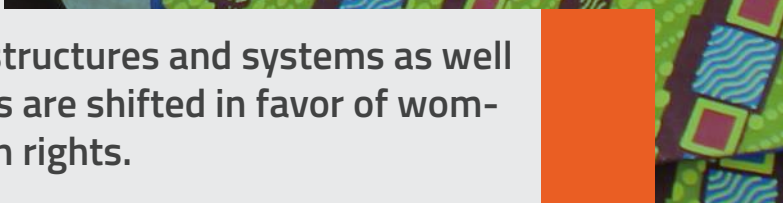
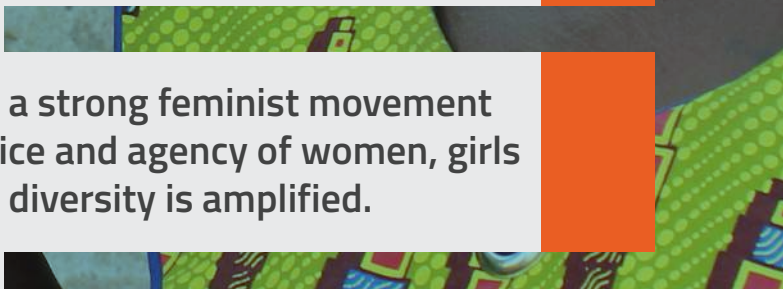
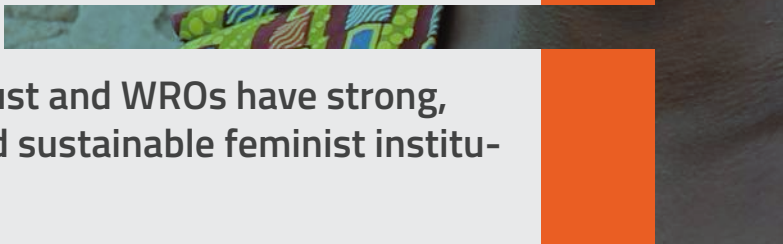
Outcome 1: The work and agency of feminist WROs, groups and movements are resourced.

Outcome 2: WFT Trust and 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 is amplified.

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

35% | GRANTS INCREASE FROM 2020
15 REGIONS REACHED





OUTCOME 1: THE WORK AND AGENCY OF FEMINIST WROS, GROUPS AND MOVEMENTS ARE RESOURCED

Through our implementation strategies (Grantmaking and Management) and (Capabilities Strengthening and Learning) WFT Trust innovatively resource and support the work of WROs, grassroots groups, women and children's movements to deliver on their mandates. In addition, this resourcing supports the capacity and sustainability of their organizations.

In the first year of implementation of SP 2021-2025 WFT Trust has intensified its efforts towards supporting the work and agency of feminist WROs, groups and movements on financial and non-financial support through grants and capacity strengthening and learning. The programmatic focus in this reporting period has been on providing empowering grants and a package of non-financial support to continue to strengthen the capacity of key actors through learning. It is an important growth area because of the growing need to expand and deepen the capacity of the Women Rights Organizations (WROs) and other movement actors as a result of the past investment on feminist consciousness building.

In this reporting period funding focus has continued to be informed by the lessons learned from the unprecedented impact(s) of COVID-19 global pandemic specifically on women, girls and children as well as the key lessons and best practices garnered from the SP development process.

Building on the capacities that WROs and other key movement actors have been equipped with for the past two years, WFT Trust has continued to support capacity strengthening of WROs through provision of seven (7) grants for WROs focused on the same. The grantees were selected based on grantees transformative potential.

Specific Results from this outcome area in 2021:

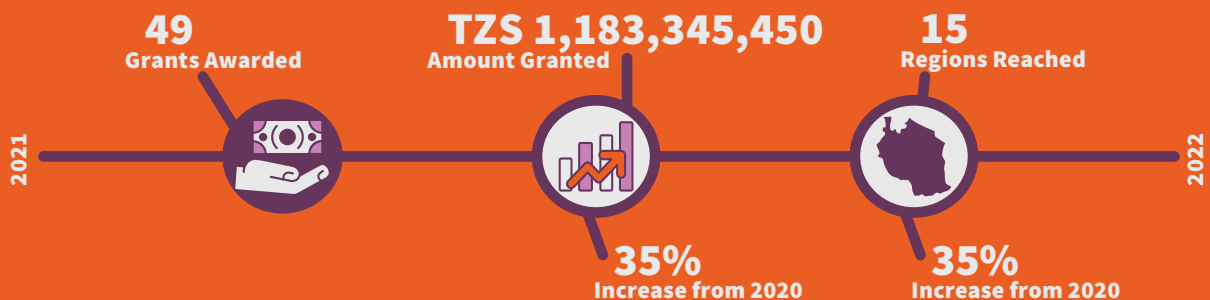
- Increased accessibility of empowering funds to grassroots WROs whereby 60 grants were issued;
- WFT Trust's scope of work widened from 10 regions in 2020 to 12 regions in 2021, as a result Grants making budget also increased by 21%
- Reviewed and broadened WFT Trust's working strategies that resulted in the inclusion of new thematic areas i.e., Children's Rights, Sexual and Reproductive Health Rights (SRHR) and Environmental Justice in funding agenda;
- Improved understanding and skills of grantees in women constitutional rights, sexual corruption issues, women economic rights, coalition buildings/collective engagements and feminist movement building as a result of interventions funded in 2021
- Increased shifts in collective actions by grantees as a result of grants accessed from WFT Trust that was accompanied by technical capacity enhancement such as fundraising/proposal development, project management, financial management, and report writing skills as well as opportunities such as creating linkages to other funders/donors.

Enhanced WFT Trust and its grantees effectiveness and efficiency in reporting and tracking of results through technical support as a result of operationalization of its Monitoring, Evaluation and Learning unit and communications unit

- Enhanced transparency and accountability in grant selection processes based on the feminist philosophy and agenda a result of strengthening capacity and roles of the selection committee and its function;

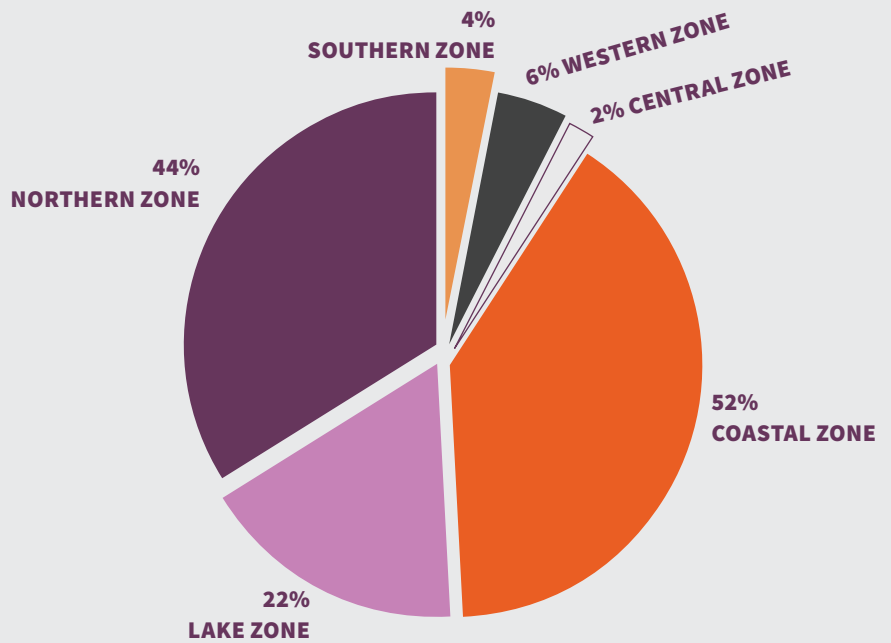
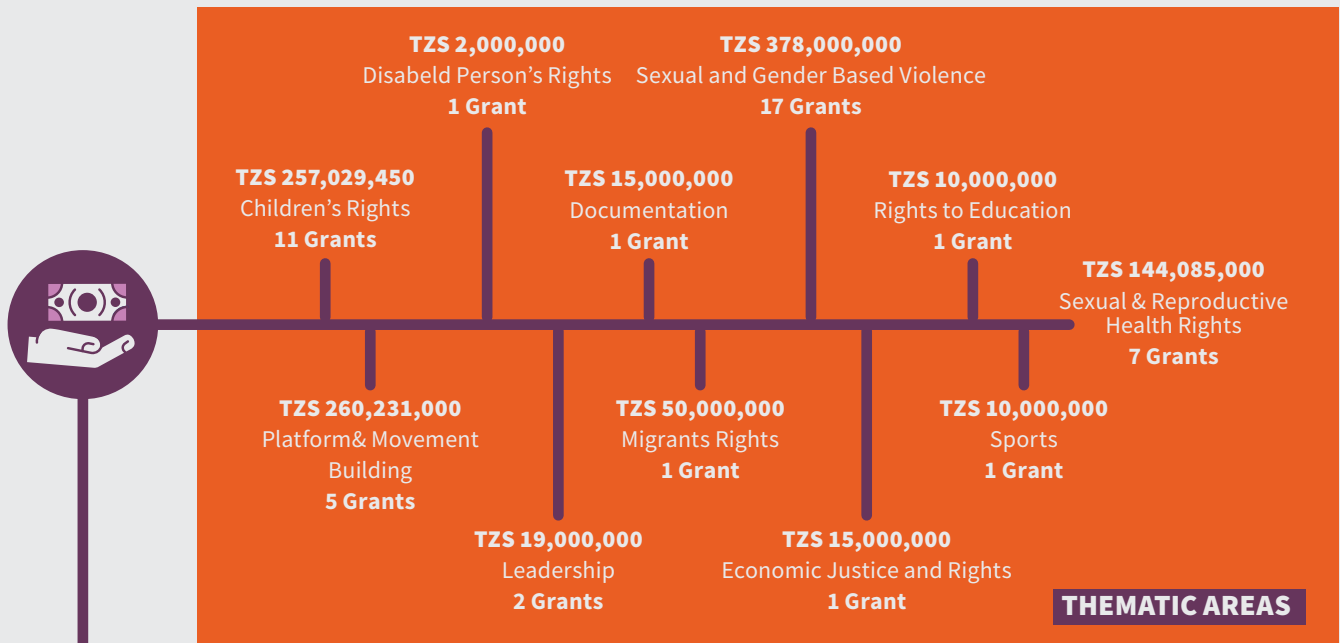
The key emerging results from funding in 2021 can be categorized into the following areas:

1. Enhanced transformative results of our grantees and other WROs (and selected children's rights organizations in Shinyanga) work such as strengthened resilience capacity as a result of support in organizing social safety nets.
2. **Intersectional approach to programming:** This has resulted into strengthened women's movement through bringing together social justice movements for collective organizing and collaboration platforms. The work and agency of different social justice movements such as children's rights, women's economic rights, environmental justice, mental health, and migrant girl's rights has been immensely strengthened and more interconnected and interlinked with an enhanced holistic approach to systemic problems that perpetuate inequality.
3. **Enhanced institutional and organizational resilience and adaptability:** providing responsive support in the second and third wave of COVID-19 through organizing and adapting its internal systems to virtually continue to manage the grant making cycle while maintaining the same level of due diligence and quality. This adaptation and flexibility made a huge difference as it allowed WFT Trust to continue to exercise its mandate in the midst of the pandemic and channel critical funding support to WROs and women groups whose work supported critical areas such as GBV, SRHR and other support mechanisms.
4. **Organizational resilience:** One emerging lesson from the operational context in 2021 is how vulnerable WROs are. To be able to weather shocks and unforeseen events WROs need to be supported to strengthen organizational resilience through developing coping mechanisms such as imbedding at the design stage reserve funding and or development of long term sustainability plans to ensure continuity of the feminist agenda.
5. **More prominent role of WFT Trust as a thought leader:** As a result of funding being accessed to WROs and movement building interventions, WFT Trust role as a thought leader has continued to gain prominence locally and regionally. WFT Trust has amplified the voices and aspirations of women through the articulation of the need for women funds and women rights organizations to influence funding discourse in favor of flexible funding which will enable women's rights organizations to better mitigate the impacts of unforeseen circumstances.
6. **Increased feminist consciousness:** Through strategic window funding emerging results from this funding approach indicate increased feminist consciousness and stronger gender orientation in other social movements such as environmental justice, extractives sector, immigrant girls' rights; and linking these with broader land justice and rights. There is evidence of growing capacity of the more traditional women's rights movements and coalitions in supporting feminist-oriented organizing and advocacy work in women's and children's rights issues in areas such as gender-based violence and anti-sexortion campaigns.
7. **Progressive changes in narratives:** In the year under reporting changes are also emerging around narratives and public discourses. The efforts undertaken through funding initiatives this year have continued to popularize and visibilise narratives of women's and children's rights struggles and gains through the Herstory and the Women Constitution Elections and Leadership coalitions. This could likely be attributed to increased organizational capacity of these grantee organizations among others, supporting their institutional capacity and growth that is a result of longer-term funding assurance



2021 GRANTS SNAPSHOT

Grants distribution per thematic areas, zones, regions and beneficiary reach



| | |
|------------------------------|----------------------------|
| Under 35 years female 22,696 | Under 35 years male 12,151 |
| Over 35 years female 11,074 | Over 35 years male 6,834 |

Mobilizing Resources

One of the core functions of any feminist women's fund is mobilizing resources to drive the feminist transformative paradigm. Funding and other non-financial resources that are being channelled to WROs and women groups help support and strengthen the feminist agenda of change. What we aspire, is to have a thriving feminist funding ecosystem that is autonomous, diverse, inclusive and resilient and which addresses the critical need for funding especially at the grass roots level. To achieve this paradigm, we ground our grant making in feminism—a political identity that challenges oppressive norms and power relations. We embrace an intersectional, intergenerational and inclusive feminist theory and practice as driver of a wider struggle for social justice, recognizing that the challenges that women and girls face are systemic in nature and therefore require collective efforts that are grounded on solid ideological clarity to challenge and dismantle. It is with that ideological background that WFT Trust under this reporting period has continued to strategically operationalize its financial sustainability plan in order to strengthen its foundation base towards realizing its mission and vision. Executed interventions revolved around systems strengthening of which guidelines and policies were reviewed and updated to strategically enhance implementation of the financial sustainability plan and devising innovative strategies for improving the management of the reserve and endowment fund for funding sustainability that facilitates longer term implementation of the WFT Trust mandate. This work has been delivered with guidance and technical support from the Board of Trustees and its Resource Mobilization and Financial sustainability Board Committee.

Furthermore, during this reporting period, WFT Trust has continued to benefit from its collaboration with institutional and foundational funders to sustain its annual budget of USD 3.5mil despite the ravaging impacts of COVID 19. These funds function as infrastructure for delivering its mandate of disrupting patriarchy and challenging oppressive systems and structures in a bid to advance women, girls and children's rights.

The aforementioned funders, both institutional and foundational, have been partnering with WFT Trust on a long-term and short-term basis, funding different types of interventions. For instance, i) Mama Cash and other anonymous donors who form part of the long-term donors have been providing critical Institutional strengthening support which hugely contributed into sustaining an institutional base of the Fund, making it possible to deliver on its mandate. ii) Irish Embassy, Global Affair Canada (GAC) and Comic Relief have contributed significantly into deepening the work of WFT Trust's which focuses on increasing women's voice and agency in leadership and political participation iii) Tides Foundation worked with WFT Trust to support migrant girls' rights, iv) and anonymous donor whose work focused on advancing children rights. v) Oak Foundation, funding the institutional strengthening work, vii) Susan and Warren Buffet Foundation funds sexual reproductive health and rights viii) New Venture Fund and Mama Cash supporting WFT Trust in strengthening its financial resilience especially reserve and endowment initiatives. Furthermore, during the same reporting

period, WFT Trust continued to enhance its strategic partnership with other potential funders to increase its financial resources to sustainably deliver on its Strategic Plan 2021-2025.

In consideration of the outbreak of COVID 19 and its impacts to already resource fragile grassroots women and women rights organizations, WFT Trust mobilized resources and selectively provided grants to women and children rights organizations to strengthen their institutional base and develop strategies and systems for mitigating the current impacts of COVID 19 and other related unforeseeable risks.

In a bid to continually improve its Institutional Strengthening function to sustain a healthy fund, WFT Trust in the year 2021 enhanced governance and leadership skills of its Board of Trustees and Board committees, specifically the Resource mobilization and financial sustainability committee. The learning areas of focus included deepening members knowledge on feminist ideological and conceptual clarity, enhancing knowledge and management of reserve and endowment funds in relation to diversification of WFT Trust financial resource base among others. Consequently, the members have started to vigorously provide innovative strategies for WFT Trust to engage in other levels of resource mobilization such as private sector and decolonized capital market ventures.

WFT Trust has also benefited from the financial and technical support of the network of women funds known as PROSPERA. Their support focused on deepening sisterly solidarity, thought leadership, influencing donor funding and skills and learning for strengthening the skills of the Women Funds' human resources. WFT Trust has continued to harness this level of support in several ways, for example in the year 2021 PROSPERA contributed to the strengthening of the WFT Trust Communications unit. The unit serves as an external arm of the Fund through developing stories and reports which are shared externally with all stakeholders.

During this reporting period, WFT Trust deepened its partnership with other sister funds and related grant making organizations with the aim of influencing discourses towards decolonizing funding. This was done in two levels: One is at national and regional levels through WFT Trust's contribution on strengthening the growth of the local philanthropy known as the Tanzania Philanthropic organization (TPO) of which WFT Trust is a member and at the regional level, WFT Trust is a member of both East Africa Philanthropic Fund and African Philanthropic Fund. These philanthropies during the year under reporting with support of its members including WFT Trust, developed systems, tools and innovative strategies for enhancing resource mobilizing from private sector and individuals. Globally, WFT Trust worked with PROSPERA and took part in global communities of practice such as that of GAC funded organizations, lessons drawn from these communities of practices are used by WFT Trust to increase efficiency and strengthen its collaboration with donor partners so as to deepen its resource mobilization efforts.

OUTCOME 2: WFT TRUST AND WROS HAVE STRONG, HEALTHY RESILIENT AND SUSTAINABLE FEMINIST INSTITUTIONAL BASES

We strengthen WFT Trust own leadership and governance capacity to ensure WFT Trust is a strong organization with a transformative feminist agenda and feminist leadership, so that it can contribute towards building of strong feminist institutional and organizational capacities of WROs through providing grants, capabilities strengthening and learning.

In the period under reporting WFT Trust has continued to strengthen its own institutional base as a prerequisite to strengthening the institutional bases of WROs which ultimately contribute into forming a stronger women's movement. In this reporting period we have invested in strengthening the systems, procedures and processes that enhance the efficiency and robust functioning of Organization. WFT Trust envisions to see WROs, grassroots groups and women's movements that have organizational and institutional capability to mobilize, protect and sustain transformative changes individually and collectively. To ensure this, it is critical that WFT Trust is a strong organization with a transformative feminist agenda and feminist leadership, so that it can contribute towards strong feminist organizations and movements.

In 2021 WFT Trust intensified efforts to support its grantees, WROs, grassroots groups to strengthen their organizational

and institutional capability to mobilize, protect and sustain transformative changes individually and collectively. To ensure this, WFT Trust strengthened its own internal capabilities which is critical to building a strong organization base with a transformative feminist agenda and feminist leadership, so that it can contribute towards building strong feminist organizations and movements building processes.

In tandem to WFT Trust's internal organizational capacity enhancement there has been immense efforts to further strengthen WROs by investing in this key outcome area. WFT Trust has continued to invest in forging new and harnessing the power of existing partnerships with different stakeholders including cross movement actors for enhanced collaboration through shared spaces and platforms.

The key focus areas in the period under reporting on this outcome area were:

- Strengthening and deepening of the transformative strategies through adoption of feminist agenda, approaches, and collective actions within the women's rights and social justice organizations, groups, platforms, coalitions and networks.
- Deepening of our fiscal and non fiscal contribution to dismantling patriarchal norms and narratives, structures and systems for substantive social justice outcomes.
- Enhancing support for growth of feminist leadership within WROs and women's movements, to work towards strengthening their organizations and movements to ensure strong feminist principles and values are put into practice and are fostering a culture of collaborative working around bridging intergenerational gap, intersectionality, and inclusivity for sustained and transformative outcomes.
- Deepened facilitation to WROs and selected movement actors to strengthen their resilience strategies to wither shocks/pandemic such as COVID -19 through providing thought leadership, developing functional disaster preparedness strategies and collectively advocate for gender-responsive policy agendas and demanding government accountability for human rights during crises.

WFT Trust institutional strengthening

In the period under reporting WFT Trust continued to implement several interventions aimed at strengthening the institutional base from which to propel its mandate effectively. Some of the key interventions in 2021 include:

Organizational development is considered to be a key agenda and certainly one of prerequisites for strengthening healthy Organizations such as WFT Trust, because it provides impetus for institutions to meet their obligation and deliver its mandate of advancing women, girls and children's rights. Organizational Development as a strategy, provides a platform for institutions

to deliver interventions which for WFT Trust case leads into improved ideological and conceptual clarity at the staff, Board of Trustee and its committee level and the movement at large. Furthermore, it provided time for reflections, reviews, updates and development of systems and policies which facilitate efficiency at the entire organization.

During this period under reporting, WFT Trust also conducted orientation programs focused on Board Governance and Leadership for a few newly approved Board of Trustees and Board committee members, The program was technically funded by

African Women Development Fund (AWDF). This training facilitated the members to internalize and reflect on their roles with regards to organizational function and management structure and an overall organizational mandate.

In the same period several capacity and governance activities were implemented to ensure that WFT Trust continues to lead by example especially on feminist leadership and consultative decision-making spheres:

1. Executive Director Leadership Transition process:

The year under reporting WFT Trust achieved a historical milestone through which its first and founder Executive Director transitioned leadership by recruiting the inhouse Deputy Director into the position of Executive Director. This process was preceded by development and approval of the leadership Transition Plan by the Board of Trustees and retrospectively WFT Trust participated in the leadership transition program under the leadership of PROSPERA. Currently both Executive Directors are being supported in their unique way to manage the transition for the enhanced growth and sustainability of the Fund.

2. Human Resources:

Staff Hiring: WFT Trust has continued to invest resources to strengthen and improve its human resources base including strengthening Monitoring, Evaluation, Accountability and Learning (MEAL) units by recruiting MEAL specialists in this area. The MEAL specialist supported the organization to review, update and develop the systems and tools which have strengthened WFT Trust's MEAL functions.

3. Training and knowledge acquisition:

WFT Trust as a learning organization continues to deepen its staff capacity on several learning areas to enhance the delivery of its mandate. Specifically, learnings were focused on a) Deepening feminist ideological and conceptual clarity with emphasis on fundamental principles of feminism and their application in delivering staff duties. b) Strengthening Board of the Trustees and staff knowledge on financial resilience especially on understanding specific functions of endowment

and reserve fund and role they play in financial sustainability of the Fund. c) MEAL refresher training was also provided and deepened individual staff's responsibilities in enhancing MEAL functions. d) Finance team also participated in National Board of Accountants and Auditors (NBAA) organized training which facilitates WFT Trust compliance with financial regulations in the country. e) Furthermore, two second tier women leaders within WFT Trust continue to participate in AWDF designed feminist leadership training which has strengthened their leadership skills in contributing back to the Fund f) Due to Pandemic outbreak and its impact on the wellbeing of its staff and the Board, WFT Trust organised selfcare training for its staff with specific focus on Stress management since some of the staff fell ill and others were bereaved. At the organizational level WFT Trust was hardly hit due to the loss of the member of the Board of Trustees and a member of the Board Committee while two other Board members were seriously ill admitted under the Intensive Care Unit.

4. Strengthening policy frameworks:

To strengthen its internal control combined with procedures created by management to protect the integrity of assets and ensure efficiency of operation a number of policies including Finance manual, Procurement manual and ICT manual were reviewed and updated to enhance compliance and support the current growth of the organization.

5. In collaboration with a global network of women funds:

PROSPERA, WFT Trust contributed into the development of a Feminist Safeguarding policy which focuses on a holistic and expansive definition of safeguarding beyond sole focus on prevention of harm to look at what creates enabling environment for individuals and groups to flourish with particular focus on reinforcing agency and that which is responsive to the constraints under which feminists on the African continent operate such as closing civic space, attacks on women human rights defenders, discrimination and lack of intersectional approaches that exclude certain groups (e.g. minorities, those with disabilities and migrants).



WROs capacity strengthening and learning outcomes

In 2021 WFT Trust supported 7 WROs working at the community level through grants and capacity enhancement (MIMUTIE, Door of Hope, Women and Youth Tanzania, SASA Foundation, WAJIKI, TABATA Women TAPO, and Maasai 21st Century to implement capacity strengthening plans to improve their organizational viability by procuring working tools, staff capacity enhancement and instituting robust governance structures and systems.

The disseminated call for proposal was able to attract a total of 613 applicants from 28 regions as compared to 18 regions in 2020. This shows a significant increase in terms of regions covered by the call for proposal. The call for proposal was also able to bring in new applicants whereby more than 380 were new applicants.

Meanwhile, more than 45 individuals from WROs and women groups benefited from tailored pieces of training to enhance skills such as the application of feminist in select programming areas such as in the formulation of Strategic Plans (SP), Proposal development, report writing, field monitoring and outcome harvesting. What's more, movement actors and platforms such as Tabata Women TAPO were assisted to enhance their knowledge and skills through exposure to new knowledge that enabled them to infuse women's rights and feminist with economic justice.

Training for capacity enhancement

Through various training forums new knowledge has been imparted. For instance, through Training of Trainers sessions on addressing sexual-based violence issues including sexual corruption, women's leadership and policy advocacy on gender equality new champions have emerged at both local, Council, and National levels. These initiatives coupled with information sharing have spearheaded dialogues and community radio programs engagements that have dissected narratives and discourses that oppress women and children with impactful results.

Broadly, to support grantee-partners running organizations with feminist leadership principles at all governance levels, some training covered organizational development that enabled grantee partners to have access to funding for high-quality assistance processes. The work of capacity building strengthening and accompaniment support to selected WROs and CROs benefited significantly from the support that is provided by WFT Trust through its base of mentors who are commissioned as resource persons to engage either directly or indirectly with grantee partners. Usually, grantee partners' priorities determine how mentors are chosen to provide them with the needed skills or capacity building support.

As a direct result of the above, we begin to witness shifts in the level of feminist leadership skills, agenda-setting, strategic engagement, and mobilization prowess among other demonstrated capacities of WROs and Platforms who now visibly work with a more effective voice and authoritative knowledge on the agenda they are promoting. For instance, Mimutie and Maasai pastoral women council, which are both Community based Organizations have become more proactive under the

anti-sextortion campaign while others such as WAJIKI and Kipunguni have maintained a permanent presence in mass media including TV programs, radio shows and online platforms like YouTube. Additionally, we have witnessed increased voice and agency from diverse actors within the women's movement and across movements which is a direct result of enhanced capacity and feminist leadership of these WROs. In tandem has been improvements in the governance index as witnessed by presence and adherence of constitutions, AGMs and increased accountability through better constituent engagement.



Connecting WROs to funding opportunities

In the period under reporting WFT Trust has sought new funding opportunities for and on behalf of WROs and connected them with new funding opportunities through recommending them to new funders. These connections have supported WROs to not only widen their funding base but to also strengthen their confidence in soliciting new funding opportunities which enhances their self-confidence and viability at least in the short

to medium term. Another direct result is the growth of WROs in the agenda they work on especially on how they program with a feminist perspective or women's rights approaches to their day-to-day advocacy, operations, and their engagement with their constituents.

WFT Trust institutional sustainability

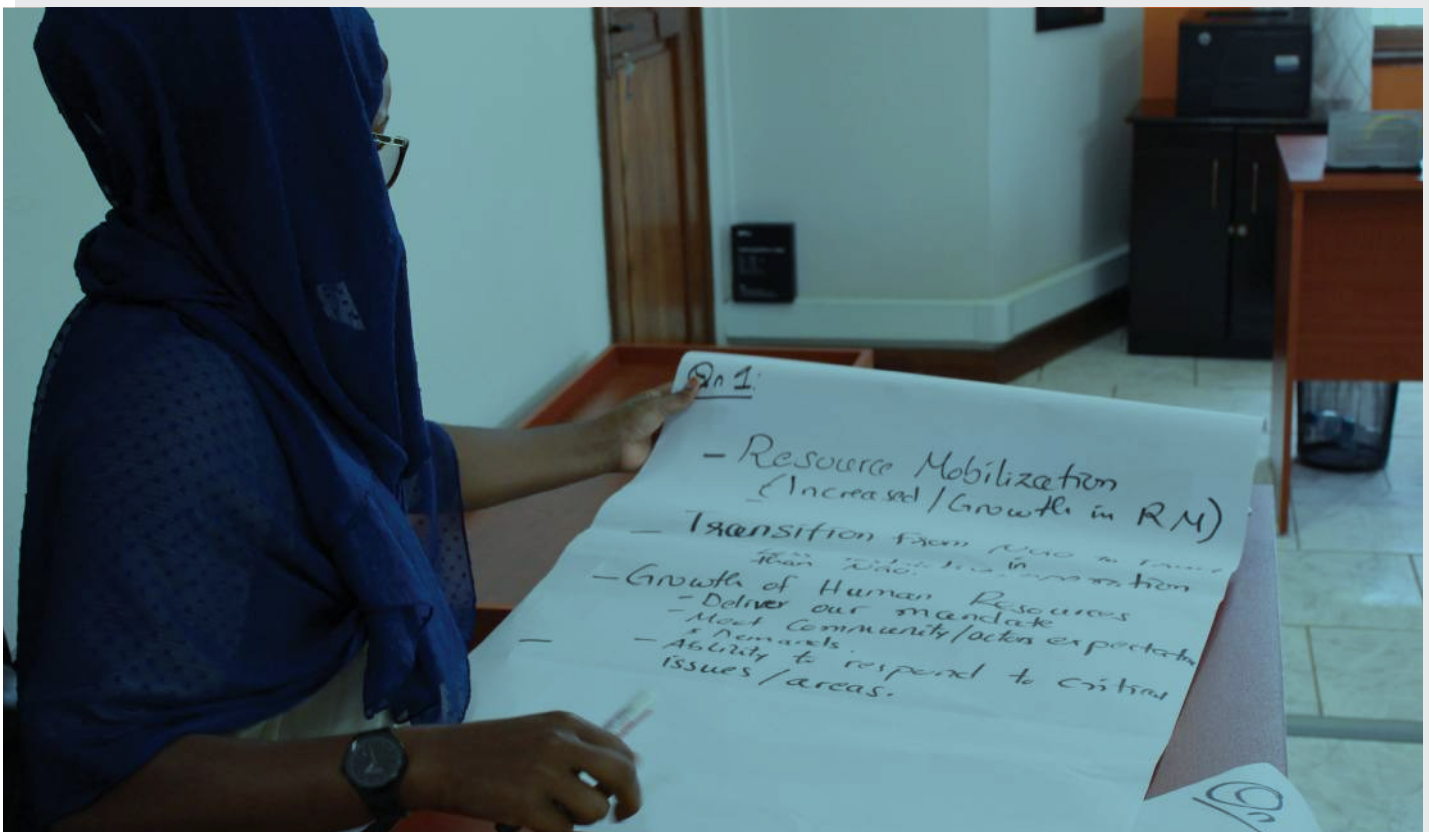
As part of ensuring WFT Trust is a viable fund it is imperative to ensure that it attains financial sustainability through strengthening and deepening its established endowment and reserve funds. Since their establishment in 2020, These two funds have benefited from the support of strategic partners such as the anonymous funder and Global Fund for Women. In this reporting year we have continued to place an emphasis on deepening our documentation processes and their various results, further deepening of the endowment fund to be able to diversify investments and operationalization of various options explored last year and which have informed us of possibilities in different forms of investments to ensure return on investment and income generation.

For the same reasons we will next year work to secure more core funding which is important in ensuring that WFT Trust can support WROs to plan and implement interventions with a longer-term perspective which is key in movement building processes. In the meantime, WFT Trust has commitments for funding agreement for the medium-term funding with 3 donors

and longer-term (5 years) with two multilateral donors i.e, Irish and GAC.

We have also continued to enhance our institutional growth through maintaining and motivating staff and enhancing our physical space. We have also continued to support improvements in our financial and support systems and processes that support growth.

Donor engagement and relationship building with current funders (who are both multilateral and bilateral as outlined above). Efforts to enlist other funders as per our sustainability plan especially focusing on longer-term funding opportunities with an emphasis on penetrating local philanthropy and private sector influence though we have not had much success in this area in the past are still ongoing. In 2022, we plan to enlist the support of the board's resource mobilization committee, which among other things brings a wealth of experience and expertise in this area to jump-start our renewed efforts in securing private sector funding.



OUTCOME 3: THERE IS A STRONG FEMINIST MOVEMENT AND THE VISIBILITY, VOICE AND AGENCY OF WOMEN, GIRLS AND CHILDREN IN THEIR DIVERSITY IS AMPLIFIED

We believe that a strong feminist movement is needed in order to catalyze and sustain change. Furthermore, a strong movement can ensure that women, girls and children's voices and agency are amplified, ensuring that they influence progressive change in the systems and structures which impact their lives.

Movement building results

Key interventions in the period under reporting mainly focused on funding and facilitating national convenings, legal and policy reviews, and advocating for change through strategic engagements with public entities like government offices and agencies such as the Office of the Registrar of Political Parties (ORPP), Prevention and Combating of Corruption Bureau (PCCB), The Parliament of Tanzania, Select Parliamentary Committees, Tanzania Police Force through the Police Gender and Children's Desks, Tanzania Centre for Democracy amongst others.

WFT Trust facilitated the growth of new networks and partnerships/support in areas such as advocacy and collective organizing and strengthening alliance-building efforts among and between different WROs. As part of this, relevant support was provided through funding for convening platforms and spaces that brought actors within the women's rights movement and with other social justice movements together for collective

action, agenda-setting, knowledge generation and sharing. Through these efforts, under the reporting period, WFT Trust has continued to support and facilitate the amplification of local women's voices and feminist discourses that facilitated the connections of social movements to create stronger and meaningful partnerships

As an example, WFT Trust has in this period continued to fund selected movement-building interventions that brought together actors from the environmental justice, extractive industries, land rights, and children's rights together with the women's rights movement. Furthermore, grassroots-based movements were linked with national campaign movements such as the anti-sextortion campaign and the maternity leave extension campaign which are essentially at the national level but have now been rolling out and are gaining prominence at the grassroots levels as well.

Enhancing growth of feminist ideology

This is an important result area under this outcome because of the importance of feminist ideological clarity in ensuring grounding of the feminist agenda within feminist women rights organizations and movement actors. To this end WFT Trust in collaboration with Tanzania Gender Networking program (TGNP) supported training of trainers to rollout the training based on the developed feminist training manual in 2020. The cadre of 35 trainers (Fe 30, Me 5) feminist was drawn to represent intersectionality, inclusivity and intergenerational aspects of WFT Trust agenda strategy. The training brought together different sectors and special groups such as SRHR, Children rights, pastoralist, groups of women from rural and urban areas etc). As a result of this training, these trainers have been immensely capacitated and are now aggressively and progressively training others in their respective areas. In community dialogues organised the trainees used the training and its attendant training guide to discuss the root causes of gender inequalities and how to apply transformative feminist approaches, and strategies in their personal, community and organizational level, thus contributing to efforts to dismantle patriarchy systems and structure through enhanced feminist ideological clarity to question existing culture/values. This critical reflection led to enhanced, empowered transformation to women and girls and thus strengthen the



Participants of GOBA GBV Marathon

women and children movement(s) Some of the actors such as TAWIDO and KIPUNGUNI have been using the feminist training manual to train community on the feminist concepts, analysis and application in their community engagement undertakings. This has caused an escalation of the feminist knowledge and application to a wider group of people. In total in this reporting period 218 people (Male 31 and female 187) have been trained. As results of these training communities are beginning to take collective actions to develop strategies to address issues at the community level.

Furthermore, In a bid to cascade this knowledge WFT Trust coordinated the Roll out of 10 feminist trainings and monitored usage of feminists training manual to WROs, Women rights movement and relevant social justice movement actors at both local and national level for transformative change. In the period between 18th - 30th October, 2021 a series of training sessions comprised of intergenerational mix of 110 participants (Female 89 and Male 21), were conducted in 11 Regions (Dar es Salaam, Dodoma, Morogoro, Shinyanga, Zanzibar, Kigoma, Mbeya, Mtwara, Mwanza, Mara and Kilimanjaro) with a focus on diverse groups rights such as children rights, people living with dis-

abilities and orphans, domestic workers, SRHR, Youth, elders, also those offering legal aid services, and media people. The main objective of the training sessions was to build conceptual and ideological clarity on the agenda and impact relevant skills and knowledge including feminist values for day-to-day application in the work and in the movement/s for the respective participants and to impart feminist training methodologies. In a survey conducted to measure self-transformation among the participants at the end of the training, participants declared that they have been transformed from being activists for women rights to become feminists.

Apart from that, the participants created platforms within their localities whereby they used them for joint reflections and learnings on factors promoting gender inequalities.

For instance, Musoma TAPO, have secured space in Sachika Radio, one of the community radios where they break myths by talking and discussing about feminism and women rights. All these platforms contribute to strengthen and deepen the adoption of a feminist agenda and collective actions.

Crossroads of intersectionality and Intergeneration

On 1st and 2nd September 2021, WFT Trust facilitated a virtual Intersectionality convening with more than 70 Women and Children rights and SRHR actors. The convening aimed to strengthen the mainstreaming of the intersectionality of SRHR agenda within the WROs and CROs, Share the findings of the baseline study of SRHR and facilitate the collective sense making of the SRHR baseline study findings. The secondary aim was to through the findings, identify areas for joint campaigning in SRHR advocacy. Through the different presentations, and discussions participants built common understanding on how aspects of economic, political, social and cultures intersect to perpetuate intersectional oppressive patriarchal systems and harmful practices that infringe the rights of women, young

people and other vulnerable groups such as sex workers and other marginalized groups from exercising their SRH rights.

As a result of this convening, actors were supported to deepen their understanding on feminism and movement building for collective voices and actions and mainstream the SRHR agenda into the ongoing campaigns. The participants after extensive deliberations at the National Convening involving more than 70 actors from the SRHR, women rights and Children Rights organizations agreed to support one actor, Doris Mollel Foundation to steward efforts to organized a joint campaign titled "Enhancing advocacy efforts towards access to extended maternity leave with a focus on mothers of premature babies"



This was deemed as a key campaign area capable of creating a supportive environment for preterm babies in Tanzania.

The National campaign **“Enhancing advocacy efforts towards access to extended maternity leave with a focus on mothers of premature babies”** which brings together key non-traditional actors from medical institutions, legal actors, media associations, former campaign activists, children and women rights organizations was launched in November 2021. The campaign is pushing for the extension of the maternity leave from 84 to 180 days and has two other sub – objectives which are (i) the incorporation of the Preterm babies’ costs into the Health Insurance and (ii) the Ministry of Education committing to incorporate

prematurity knowledge in Science and Biology subjects from Primary and Secondary schools to reduce the gap of knowledge and also contribute to reducing teenage pregnancies which was mentioned as a major contributing factor to preterm births.

The next step in the agenda is the formation of a platform that the actors have recognized as of paramount importance as it will provide a space for coming together of all SRHR actors (from different sub-themes) and promoting collective voice and actions. At the time of writing this report plans for further discussions on how to strengthen the grass-roots efforts for a feminist, stronger and functional Platform/Coalition are in place.

Some of the issues they raised to be addressed by their platforms are:

- ⦿ Less involvement and participation of women in leadership and decision making from the community level up to the institution (WROs)
- ⦿ Violation of women’s and girls’ bodily rights for instance practicing of female genital mutilation (FGM), Early marriages and women battering.
- ⦿ Low control and ownership over resources including land, animals, houses etc
- ⦿ Less priority to girls’ education, Culture of silence on GBV whereby in most cases relatives of perpetrators secretly meet with relatives of victims and advise/bribe/threaten them not to report to the authorities.
- ⦿ Some of the proposed solutions
- ⦿ Ensuring inclusiveness of all stakeholders including religious leaders, traditional leaders, LGA’s, social media, grassroots women and men and WROs and empower feminist stakeholders to challenge and influence changes in their respective areas of influence.

Platforms for commemorations that strengthen the women movement

During this reporting period, WFT Trust in collaboration with other women and children’s rights actors, facilitated and supported more than 6,200 actors representing an inclusive, diverse and intergenerational cohort working on often controversial issues such as sex working, youth, adolescent girls and children, women with disabilities and women of reproductive age groups from both rural and urban settings.

These actors collectively participated in commemorations of different events to celebrate the social, economic, cultural and political achievements of women, raise awareness and call for action for accelerating gender parity and strengthening women and children rights movement.

The following platforms were utilized.

WFT Trust also provided funding to WROs during the IWD celebration to profile women’s contribution in promoting women and children’s rights which were Mwananchi Communications Limited (Rising Woman) and Mwanamke na Uongozi organization.

Results from these grants include:

a. The Rising Women Initiative:

Through the grant, WFT Trust contributed to a two months citizen rising woman campaign from February 1st to March 31 which profiled women from different sectors. The Citizen Rising Woman Initiative’s goal was to inspire the young generation and bring discussion around how to help low, mid to senior level female leaders to face up today’s challenges, develop women leaders capable of playing leading roles in public and private institutions and contribute to business growth under the changing competitive world. The campaign included publishing articles profiling women in leadership positions and organizational initiatives aimed at inspiring women and girls in top position.

About 59 stories on the rising women initiative including some members of our coalitions were published on The Citizen Newspaper, profiling women in management and their career journeys. At the same time 21 recorded interviews were uploaded on Mwananchi Digital YouTube Channel

Apart from the newspaper stories and recorded interviews; On the 8th march, Mwananchi Communications with funding partly from WFT Trust organized a physical event “The Citizen Rising Woman Initiative” convening brought more than 270 participants from human rights activists, Private sectors, financial sectors and health sectors to Serena hotel. This was the best evidence of the holistic approach and intersectionality of the agenda and actors.

WFT Trust was awarded for recognition of her contribution in women rights and supporting the rising women initiative. Few WFT Trust staff and other 8 coalition members from WROs, CROs, SRHR organizations and Disabled People Organizations were facilitated to attend for collective learning, reflection and networking.

For more information visit; <https://www.thecitizen.co.tz/tanzania/magazines/woman/rising-woman-angela-s-sad-past-a-boon-for-many-housemaids-3312684>

b. Mwanamke na Uongozi -Super Woman event

WFT Trust and its partners have succeeded in using these commemorative spaces as well as creating new spaces and forging opportunities for setting collective strategic agendas which are inclusive, intersectional and intergenerational. This has thus contributed towards strengthening a feminist conscious movement which is intersectional and intergenerational in advancing women, girls and children rights through influencing progressive change in systems and structures which impact their lives. And through social movements connecting and creating stronger and meaningful partnerships between national and grassroots level WROs and women community groups, women’s movement, and cross border movements in a more meaningful way is facilitated.

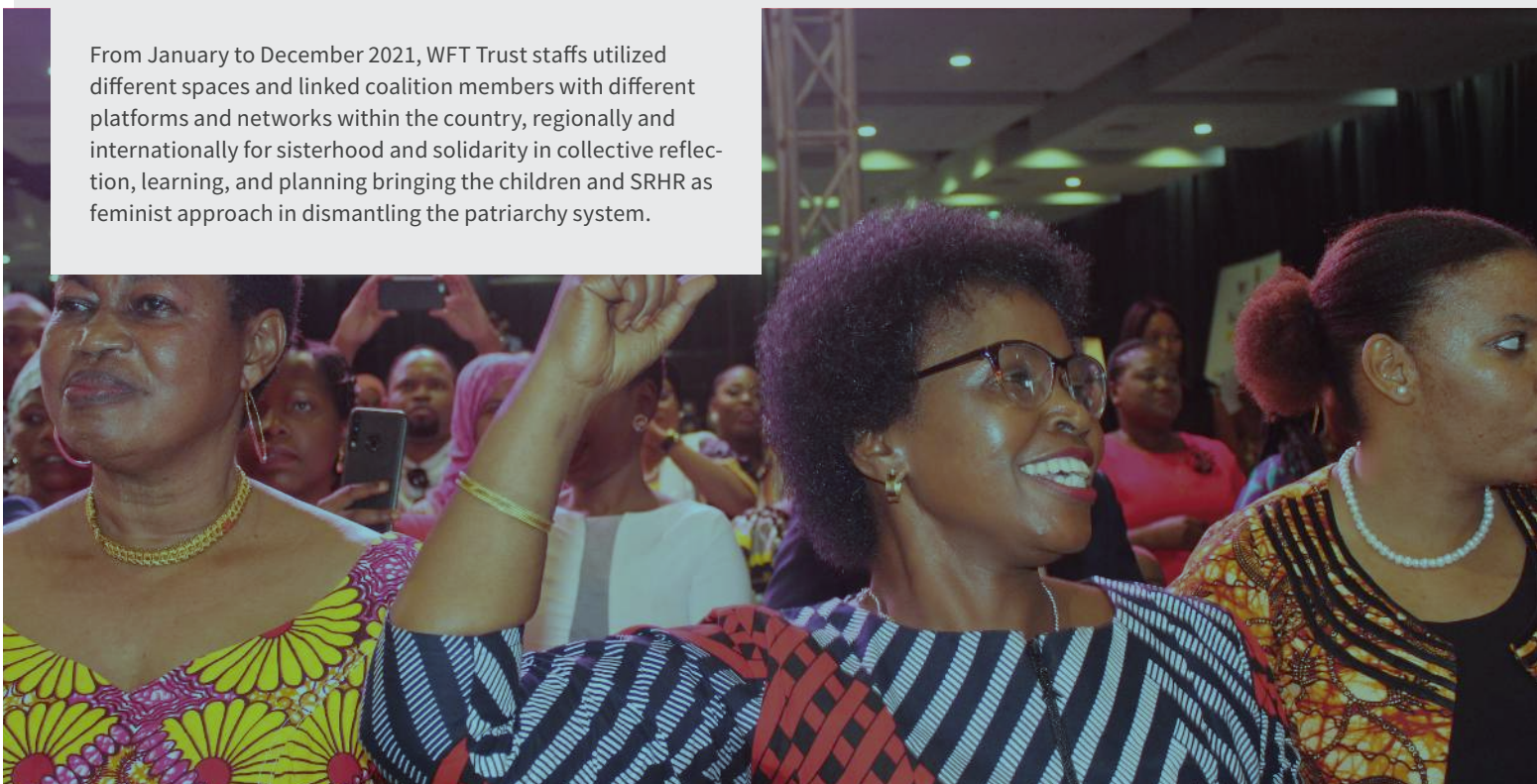
Cross platform collaborations

From January to December 2021, WFT Trust staffs utilized different spaces and linked coalition members with different platforms and networks within the country, regionally and internationally for sisterhood and solidarity in collective reflection, learning, and planning bringing the children and SRHR as feminist approach in dismantling the patriarchy system.

As a result of this enhanced connecting-women’s full and effective participation and equal opportunities for leadership from grassroot to national levels of decision-making in political, economic and public life has been enhanced. There is also increased participation of women and girls in income generating activities as a result of this enhanced connection. Furthermore, there has been enhanced advocacy for elimination of all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

These collective efforts contributed in advancing the national coalitions (Anti Sextortion and Women constitution, election and Leadership Coalition) to amplify their voices on the ongoing national campaigns such as the Legislative changes on the Law of marriage to increase the age of marriage for both girl and boy child to 18years, extension of maternity leave, with a focus on preterm mothers and other women’s, girls and children’s rights issues on policy, legal and social transformation.

During the implementation of 2021 annual workplan, WFT Trust and its partners have succeeded to create spaces and forging opportunities for setting of the collective strategic agenda which are inclusive, intersectional and intergenerational. This has thus contributed towards the strengthening of a feminist conscious movement which is intersectional and intergenerational and which has been able to carry its mandate of advancing the rights of women and girls and children rights through influencing progressive changes in systems and policies that oppress women and children.



Learning cohort(s)

During the first and second quarter, project staff and 4 CROs from Shinyanga were linked with the East Africa VAC learning cohort where they participated in quarterly learning sessions through knowledge exchange and experience sharing and practice from other cohort members. This has added new knowledge and sharpened skills to our grantee partners as the learning involves sharing proof of initiatives that are working.

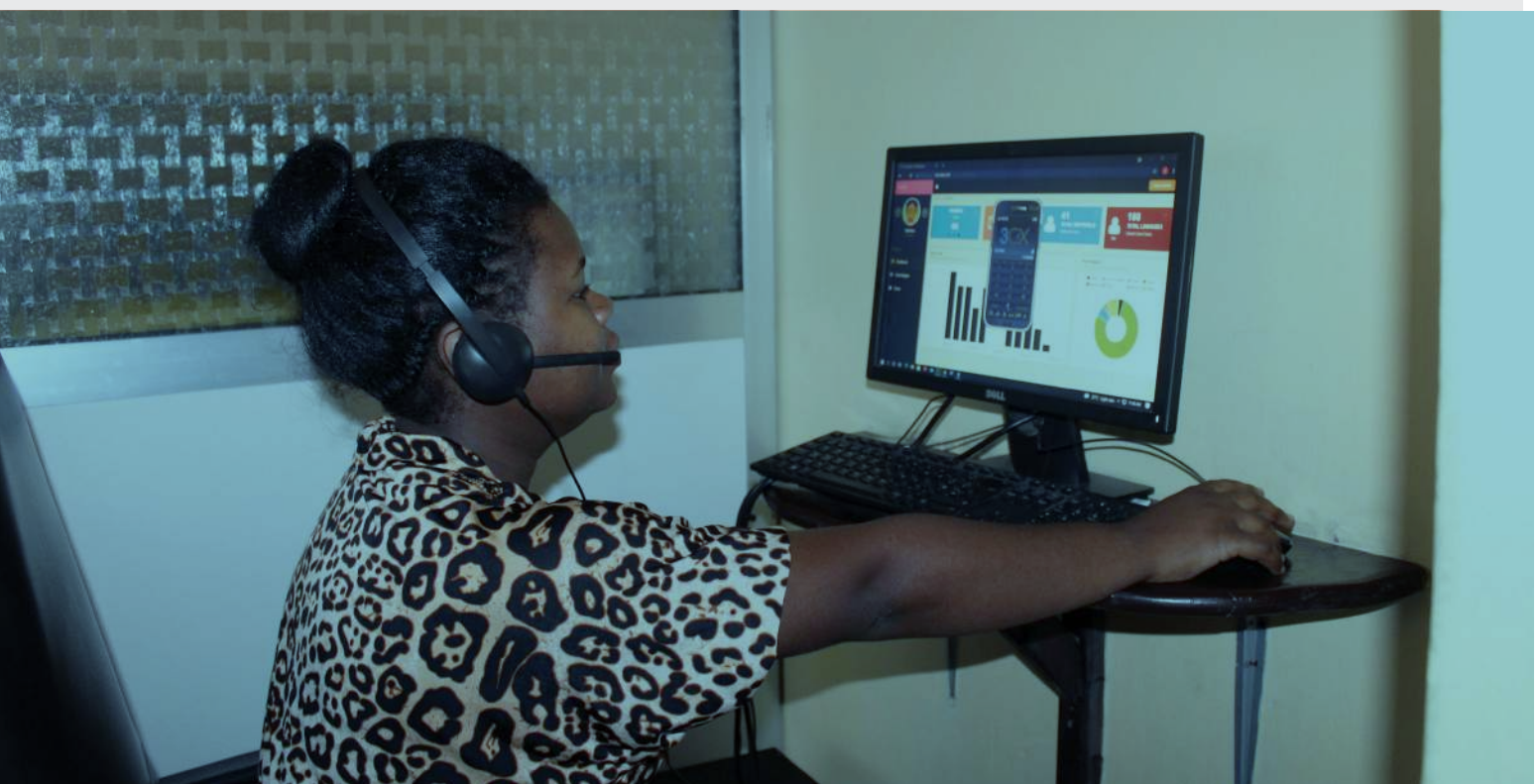
In utilizing other opportunities for learning, WFT Trust supported 4 staff to participate in the series of Resource Mobilization Program organized and facilitated by the team at PROSPERA involving participants from sister funds within PROSPERAs network. Several virtual meetings were organized by PROSPERA on Resource mobilization. The first titled “Women and Money” explored women’s relationship with money while the second one focused on models and practical examples of “Diversifying Resource Base”. These training were important in building staff capacity in resource mobilization efforts.

Furthermore, in bridging the intersectional nexus WFT Trust sought to enhance the collaboration amongst select SRHR actors with the wider SRHR ecosystem through creating and maintaining linkages with such regional and global platforms. In the reporting period WFT Trust facilitated nine (9) COVID-19 SRHR grantees to participate in a global learning initiative that allowed them to share and use resources from the SRHR actors from around the world, gain access to various toolkits and resources and participate in online events and competitions. The said grantees were linked to the SheDecides movement, a global movement that promotes, provides, protects & enhances the fundamental rights of every girl child and woman to health, dignity, justice and freedom. This opportunity opened doors for participants to become part of a global SRHR movement and

in February, 2021 the SheDecides movement initiated a card game (in different languages) for the grantees to raise voices and demand women and girls have control over their bodies, their lives and their future through starting conversations to break the silence and stigmas placed on women and girls’ bodies. Through this empowering process WFT Trust grantees working within SRHR with girls and youth from different regions of Tanzania started to host local events in their communities and raise voices on issues such as bodily autonomy. One good example is a local organization, Kinara for Youth Evolution which is based in Morogoro, Tanzania, who hosted an online #TakeYourSeat card game event in Swahili with girls from its 2020 Big Sisters project, Strength of Mothers peer mentors and other young people involved in their programmes. This sparked engaging discussions about preventing child marriage, education, about rights for survivors of sexual violence, and the need to reduce taxes on sanitary pads. These local initiatives have been featured in the SheDecides global report, available on their website.

Other aspects that were adequately addressed through out 2021 was continued utilization of different spaces that linked coalition members and other key actors with different platforms and networks within the country, regionally and internationally for collective reflections, learning, and planning to bring about transformative changes for women and children

The discussions have catalysed and strengthened the feminist women and children’s movement(s) by deepening ideological clarity on the issues and brought actors together for a common agenda thus amplifying their voices, increasing their visibility and enhance their capacity to address systems of inequalities and challenge power.



Thought leadership

As a key movement strengthening role, WFT Trust has continued to provide thought leadership to the feminist women movement especially through facilitating coalitions for instance the Women Constitution, Election and leadership Coalition (WCELC) members who were supported through a space to engage with women political leaders, and discuss on the best way to represent women's rights demands as stipulated in the Women Manifesto prepared, 2019 including issues around women political participation and leadership rights in the country with the focus of enhancing effective participation and accountability in decision-making.

During the same period, 2 Working sessions were held with Women Political Leaders at National and Local level (100 Women Councillors (WASEMI) and 50 Women Parliamentarians (TWPG) representing women in decision making bodies to deepen and strengthen their conceptual clarity of the women rights agenda for strengthened collective agenda setting, strategizing and collective actions. The aim was to enhance the capacity of the targeted Women MPs and Councillors and especially new entrants who are entering the political arena for the first time. (Elected and through special seats)

In marking the historical Presidency of Her Excellency Samia Hassan Suluhu as the first female President in Tanzania's 100 days in office, WFT Trust provided thought leadership to the Women Elections and Political Leadership Coalition to make a statement about her leadership in these formative days of her

presidency. The coalition produced an analysis of the trending of her leadership and communicated a message of congratulations and solidarity with the president.

“Allah did not create a weak brain for a woman and a brain with great potential for a man... I have to lead this nation. Second, I will not do this work alone but I will work with all Tanzanians.”

President Samia Suluhu Hassan's remarks in her first speech as President.

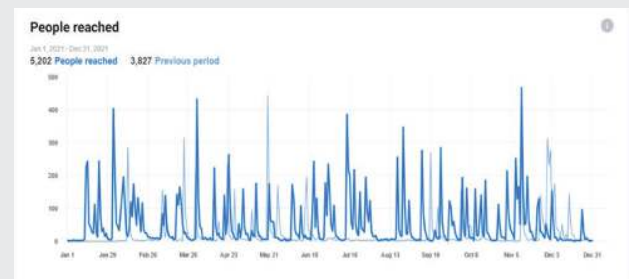
In summary, the solidarity message affirmed the women movements' commitment to the realization of a gender equal society and reiterated its sisterhood and solidarity with the President, noting with pride that during these 100 days, the country has witnessed her Excellence translating some of the feminist principles into operational practices. At a personal level, 'she walks the talk'. She has taken the presidency with humility and respect, but with firmness in matters of accountability and rule of law, and consensus building, hence earning respect from the majority of peace-loving citizens and particularly us women of this country.

Communicating our impacts

In the period under reporting WFT Trust through its communications unit continued to leverage the power of social media and traditional news outlets to amplify voices of women, girls and children through various strategies.

Social media handles performance over the last year indicate a growing following and more interactivity with key messages that WFT Trust has been able to push through various social platform handles. For instance;

Facebook and Instagram:



- Over the year, our Facebook page has grown in Likes by 294.
- Gender Disaggregation of Facebook Likes and Instagram Followers
- A 35.8% increase in reach compared to the previous 365 days

Twitter:

Top Tweet with 1,228 Impressions and 21 Engagements:

Women Fund Tanzania Trust @WomenFund_TZ

Tembelea ukurasa wa YouTube wa @Vavagaa1 kwa mjadala wa uongozi wa mwanamke kwenye ngazi ya familia akiwa analea mwenyewe. #WanawakeWanaweza

Top Tweet with 5,016 Impressions:

Women Fund Tanzania Trust @WomenFund_TZ

Usikose kujiunga na mwenyeji @mary_ndaro wa kipindi cha @Vavagaa1 na mratibu @venusnyota wakiendesha mada ya umiliki halisi wa mwili wa mwanamke pamoja na wageni @AD_Abinallah @MSalimu @anabahatimlay @OfficialShilole @monalisatza leo saa 10 kupitia Zoom na kurushwa YouTube Live.

Top Tweet with 149 Engagements:

Women Fund Tanzania Trust @WomenFund_TZ

Karibuni kufuatilia mjadala huu sasa kupitia

<https://www.youtube.com/watch?v=njQ-ZmfFBm0> ... pic.twitter.com/g11NmXkBxy



KEY

- Impressions are the number of times users saw the Tweet on Twitter.
- Engagements are the total number of times a user has interacted with a Tweet. This includes all clicks anywhere on the Tweet (including hashtags, links, avatar, username, and Tweet expansion), retweets, replies, follows, and likes.



Participants of GOBA GBV Marathon

OUTCOME 4: POWER STRUCTURES AND SYSTEMS AS WELL AS NORMS AND BELIEFS ARE SHIFTED IN FAVOR OF WOMEN, GIRLS AND CHILDREN RIGHTS

Transforming the formal institutions, structures and systems which oppress girls, women and children is vital in addition to challenging value systems which position girls, women and children as 'subordinate' is critical in creating a society where women, girls and children realize their full potential. This is the ultimate change we seek to catalyze.

WFT Trust through this outcome area has innovatively re-politicize, feminize, and disrupt orthodox power and oppressive systems, structures or processes, as a basis of creating equal gender power relations that favor women and girls. As WFT Trust supports its grantee partners, coalitions and the broader women movement to achieve these outcomes it has been evident that gender inequities are often rooted in uneven dynamics that give disproportionate power to one gender or group over another. All of the three key drivers of women's discrimination namely (i) limited economic autonomy, (ii) bodily autonomy, and (iii) political decision-making power have continued to have a negative lasting impact on women and girls' wellbeing. Macroeconomic policies and frameworks have also on their part largely remained blind to this reality, hence not adequately creating equal social and economic opportunities for women and girls. As a result, women continue to be disproportionately affected by poverty, unemployment and inequality. WFT Trust

works towards greater conscientization of women and girls; enhancing women's and girls' political participation; besides unpacking which boundaries to push, structures or norms to disrupt, and open invited or co-created spaces to engage on women's and girls' social -economic emancipation. During this reporting period, WFT Trust has thus continued to work towards supporting WROs, women organizations and its coalitions to intensify their work to dismantle systems of oppression perpetrated by different stakeholders (including at times themselves) by supporting women and girls as they take action to (re-)claim power. While the contexts and solutions vary, the key paradigms have remained focused around two successful approaches, found in disparate settings, (i) investing in gender responsive policies and public services and supporting women's own peer organizing through coalitions, platforms and movement(s) that not only amplify voices but also organize and mobilize women to collectively act.

Changing narratives through online engagements - VAVAGAA phenomenon.

Changing narratives provides an important portal through which feminists can experiment with diverse media and to welcome new tools into their work as they create spaces for learning and knowledge exchange within their movements. The VAVAGAA platform invite feminist activists, groups and scholars to join the conversation on feminism and gender in their particular contexts but finally on their own terms and in ways that privilege their knowledge, narratives and experiences. In the period under reporting SOMA, A multi-year WFT Trust grantee facilitated and supported the representatives from the women and children rights movement to engage in public dialogues

that sought to influence narratives around negative feminist discourses. These dialogues are hosted by SOMA through its own created space known as VAVAGAA. VAVAGAA is a digital platform that brings together various voices to debate and discourse around controversial issues and narratives

VAVAGAA online TV talk show has stimulated public debates about issues such as abortion rights, who owns a woman body, menstrual Health Hygiene, dowry etc. The biggest result is observed changes in narratives around women sexuality.

Task force on changing narratives

Furthermore, in collaboration with TGNP, the coalition has established a task force from diverse backgrounds such as CSOs, WROs, CR, SRHR, disability, special groups, religions, media, social media influencers, Government Institutions (TCRA,

National Museum of Tanzania, Artists etc). to create spaces for discussion on the Changing negative narratives. The task force continues to meet and strategize on next steps in 2022



Leveraging sports to raise awareness and change narratives

As part of commemorations to mark the International Women's Day 2021, WFT Trust seized on an important avenue to profile and break myths about women and girls and thus continue to demystify norms and

perceptions about women and their role in sports. WFT Trust funded a grantee known as Gender Action Tanzania (GATA), A WROs based in Dar es Salaam to implement a project titled "GBV Prevention Marathon"

GATA organized a Marathon to enhance GBV awareness through sports and promoting inclusion. Changing narratives and profiling capabilities of women and youth in sports. The Marathon took place on 09th May 2021 at Goba area and attracted 856 participants (532 men and 324 women) The marathon had representation from women, men, youth and children and people with disabilities. The marathon provided an important platform that was used to stimulate discussions and debate around issues such as GBV in the community (and through online platforms), bodily rights, taboos and norms and how these are creating barriers to women's effective participation in physical sports. The discussions crystallized deep rooted beliefs based on a male dominated value system but also offered opportunities to question those beliefs and search for common ground.

One continuing result from the marathon has been increased community engagement and increased numbers of women and girls reporting GBV/VAC cases around the community.

The GOBA GBV prevention marathon 2021 brought together more than 850 community members from Goba and its environs to raise their voices and call for a society free from GBV, whereby as a result of the marathon, apart from breaking of myths about women and girls, 5 GBV cases from the community were reported to the authorities. Up to December, 2021 3 of them had been resolved.



Participants of GOBA GBV Marathon

Policy and legal frameworks change

In this reporting period a number of legislative and advocacy initiatives were pursued and facilitated through WFT Trust Women Constitution, Election and Leadership Coalition (WCELC) to strategize, analyse and review and amplify who? voices demanding for change and review of discriminatory laws and policies including the new Political Parties Act (2019), Law of Marriage Act (1977) and the Five Years Development Plan (FYDP) II

i. Review of the New Political Parties Act of 2019.

The coalition was facilitated and supported to conduct a comprehensive gender analysis of the new proposed PPA (2019) under the auspices of the Office of The Registrar of Political Parties (ORPP). The intended result of the review was to ensure adoption of the gender responsive legislation and the enforcement mechanisms for Article 6(A) which stipulate the Principle of Gender Equality to enable women access to political spaces as well as become effective leaders. The analysis produced a detailed matrix with key gender equality issues for consideration in each section of the new Act under review.

The coalition under the thought leadership and support of WFT Trust, used the proposed matrix to raise awareness to the drafting committee and submitted the proposed changes to the drafting committee for consideration. Results of these consideration will be shared on the next annual report 2022

ii. Review of the Law of Marriage Act;

WFT Trust being part of the women movement, joined other women and children's rights actors within the country to advocate for reform of the discriminatory clauses within the Law of Marriage Act of 1977 especially section 13 and 17 which allows a girl child age of 14 to marry. This is following the high court of Tanzania ruling on Civil case no.204 of 2017 where the High court of Tanzania ordered the Government to change the law of marriage and increase the minimum age of marriage for both boys and girls to 18 years.

WFT Trust through grant and thought leadership supported Msichana Initiative to coordinate other actors within the movement to engage with different potential stakeholders such as Parliamentary committee for social welfare and constitution and legal Affairs and champion MPs on ending child marriage to advocate and increase pressure in the process of amending the Law. Again, Msichana initiative organized a caravan route for Young Women leaders from 10 organization to visit 3 regions recording high marriage rate in Tanzania which are Shinyanga, Tabora, Dodoma to collect community voices especially from girl child regarding the child marriage.

Furthermore, Msichana Initiative led the processes for drafting the proposed Model bill and presented them to key legal stakeholders for review and inputs. Also, the Model bill has

been presented to different movement actors and WRO and CROs as part of involvement and deepening their understanding of the changes that are expected in the Law of marriage to eliminate child marriage.

iii. Gender Analysis of the Five Years Development Plan (FYDP) II

The year 2020/2021 was the final year for the second Five Years Development Plan (FYDP II). As part of fulfilling her mandate, WFT Trust mobilized, facilitated and supported the coalition members to engage in the process for collective action and ownership of the agenda.

In collaboration with TGNP, WFT Trust coordinated WROs and members of the Gender Responsive Budget Alliance (GRBA) to analyse the plan to come up with gender gaps which were crucial in informing the Five Years Development Plan Three (FYDP III).

Findings from the analysis pointed out that the plan had insufficient gender-disaggregated data which made it difficult to capture progress, success and impact on gender in terms of implementation of the plan through for example its flagship projects, how the projects have specifically benefited women and men, people with disability, how free education has benefited boys and girls.

Ending Violence Against Women and Children (EVAWC)

As a key movement strengthening role, WFT Trust has conAs reported in last year's report, WFT Trust has continued to work through Action oriented and Learning research in Shinyanga pilot District to better address VAWC in the Shinyanga pilot district. Through a research and accompaniment grant WFT Trust had enlisted the technical expertise from Dr Kate McAlpine of Citizen for Change (C4C) as research and learning partner who has been conducting a 2-year action oriented and learning research in Shinyanga Pilot district studying to "Understanding how Tanzania's resolve the complex collective action problem of Violence Against Women and Children. The case of Shinyanga".

The research is expected to inform WFT Trust and other actors of women and children rights on evidence-based interventions that work as well as study the grant making model and how it has been instrumental in accessing resources to rights organizations in the district to address VAWC.

In an encouraging innovative design, the research employs theory U which is a methodological research framework which seeks to establish communities and their interactions as a social lab which is a container for social experiments seeking to resolve complex ground-breaking social challenges. Specifically, the project intends to facilitate a process that gets the system affected by violence in the room, that enables them to make sense of their experience, intuit, prototype and scale solutions.

The research benefited from the initial research preparations activities such as co-creating of research design where a well-articulated research design was produced through collaboration and support from WFT Trust secretariat, the project technical committee and technical expertise from Dr. Kate McAlpine of Citizens 4 change.

The household survey and social network analysis has been conducted to collect information from community members including their understanding of VAWC, who they trust and seek support from when

Through the workshop, information of other change agents was collected to make a total of 180 change agents who are participating in the co-sensing workshops. The composition now includes representatives

The completed exercise reached 2000 research respondents from 18 wards of Shinyanga DC. Out of this number, 54 research backbone/change agents were identified through social network analysis and participates in the co-initiation workshop conducted in September.

The next stage after the workshops for co-sensing will be looking at helping the systems both formal and informal making sense of its own experience of violence against women and children.

At this stage, research facilitators will employ different participatory methods to facilitate the community change agents to

make sense of different issues such as: when & why women & children thrive in the community; experience of power and minority voices; and unconscious fears that prevent people from achieving their desire for change.

Realizing SRHR Rights

WFT Trust has been implementing a functional approach to SRHR through the auspices of WEMA Plus project. Sexual and reproductive health and rights are critical entitlements best supported through human rights-based approaches that empower rights-holders to claim their rights and duty bearers to fulfil their obligations. Implementing these requires information on the current needs and challenges faced by those seeking to claim their sexual and reproductive health and rights. In view of this realization, WFT Trust commissioned a baseline study aimed at assessing and determine the situation of and key agenda for SRHR and the responses by national, local organizations, identification and documentation of less talked about SRHR issues so as to push forward the SRHR agenda into the broader women and children rights movements and coalitions as well as generating conceptual clarity on SRHR concepts; hence opportunity for their advocacy in legal frameworks and service delivery, benchmarking the selected agenda and finally develop a monitoring and evaluation plan for the project. Some of the survey findings included:

- The SRHR package that has been given attention to is mainly the “medicalized” part where the emphasis has been more on facility-based interventions (sexual and reproductive health issues -SRH) and less on the “social and rights”(R) aspects.

Campaign on maternity extension

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- SRHR actors are fragmented, each focusing on specific aspects, thus the need to strengthen networks and coalitions and equipping them with locally generated evidence is a necessary strategy of counteracting forces of resistance that tend to weaken the movement on SRHR. Matters of SRHR tend to divide WROs. For example, rights on abortion and sexual minority are not supported by some activists due to religious ties and social cultural norms and values on marriage respectively.
- There are some “less voiced” issues affecting women’s SRHR including: Women dignity around SRHR, care of mothers who give birth to babies with abnormalities, deformities and or multiple babies; friendly reproductive health services tailored to women with disabilities; awareness and recognition of marital rape and spouse violence; right to abortion; the rights to education of pregnant girls and women and girls trafficking.

As a result of these findings WFT Trust coordinated a national key actor from SRHR and Women movement actors to discuss and find a way forward to address the findings.

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FINANCIAL STATUS AND BUDGET

Budget

This report presents annual progress on the implementation of programs for the period of January to December 2021. The implementation in the year under reporting was made possible after the approval of the Operational Plan and Budget of USD 3,000,000 by the WFT Trust 's Board of Trustees. To deliver its mandate, WFT Trust continued to operationalize its financial sustainability plan through solidifying achievements gained in the year 2020, some of these specific gains resulted into extending WFT Trust 's multi year funding to an already existing and selected new grantee partners. This achievement is strategical-

ly and progressively contributing to moving WFT Trust towards provision of more medium term and long-term grants while enhancing its well-functioning short-term funding grants.

Furthermore, WFT Trust has continued to strengthen its financial resource base to continually support its mandate of strengthening women movement building through grants making. In this regard, WFT Trust successfully attracted new funding as well as maintained a healthy financial portfolio necessary to bolster funders confidence and trust.



Budget

The annual budget which was approved by the board of trustees for the year 2021 was USD 3,000,000.00 This budget was resourced from several donors funding specific project/ thematic areas and others funded institutional strengthening work. The total spend for the year was \$ 2,238,257.00 which is 75 % of the total utilization.

Existing and New Funders

During this year under reporting, WFT Trust has been afforded with financial support from the new and existing funders such as Irish Embassy, Global Affairs Canada (GAC), Anonymous, Mama cash, The Suzanne Thompson Buffett, OAK Foundation, Tides Foundation, Comic Relief and New Venture Fund. These funds are used to catalyse and stir the progress towards dismantling patriarchy and advance women, girls and children's rights.



Monitoring, evaluation and learning

Monitoring, Evaluation and Learning is an important management function in WFT-Trust, the aim of the unit is to ensure that there is an Improved efficiency and systems through effective Monitoring, Evaluation, and Learning that communicates and amplifies organization impact. therefore, throughout this reporting period of January through December, WFT Trust continued to closely monitor the intervention from all levels, while enhancing feminist principles that are embedded in feminist approaches to monitoring, evaluation, accountability and learning.

Accordingly, During the implementation of the 2021 annual plan, WFT Trust continued to strengthen its Monitoring Evaluation Accountability and Learning function, by recruiting technical personnel to lead MEAL function both internally and at the grantee partner's level.

Number of tools and guidelines were also developed/refined for reporting and data collection and the preliminary ground work for adopting SALESFORCE was done to ensure effective implementation of the WFT Trust programs as well as meeting required standards of feminist MEAL.

Among other things WFT Trust was able to document stories of change that amplified its work at the grassroots and national level,

Regular monitoring was also conducted to document learning and changes that are observed in terms of power shift, accountability, and social movement building. Monitoring visit reports were used for management decisions on the areas of improvement in a timely manner. Through field visit and the discussions conducted key learnings identified by partners are as follows;

- Involvement of young girls/youth is vital in achieving the intended result, because they own the agenda and hence, they feel responsible and obligated
- Use of radio is very important as it facilitates/sparks discussion from different angles
- Working closely with the government officials facilitates smooth implementation of the project intervention especially tracking children's who are abused or experiences some sort of trafficking from one village to another as domestic workers
- Engagement of LGAs is crucial to facilitate deliverable and also sustainability of the project
- Joint efforts and collaboration between men and women resulted to a fruitful transformation as they both take part in the process Community facilitators are key pillar to address community issues on timely and in an effective manner

Additionally, a number of baselines, surveys and researches were also conducted to inform new opportunities as well as generating evidence for advocacy work.

Through this, we were able to learn and reflect upon our programming, processes, and systems as well as behavior and generated lessons which informed 2022 planning.

In the forthcoming implementation of the 2022 annual plan WFT Trust will continue to deepen and strengthen its MEAL function by investing in adopting and ensuring the use of the SALESFORCE that will facilitate smooth implementation of the MEL systems and reporting for effective documentation and knowledge generation.

“MEAL provides women and children feminists with the means to explore the gendered impact of programs and projects on the women, girls and children, and men and boys, whose lives are affected by it... MEAL can render development policymakers, practitioners and researchers accountable to the individuals and groups they aim to support as well as accountable to the funders and supporters of that work”

CHALLENGES

During the year, WFT-T has experienced some key challenges, due to uncertainties resulting from COVID-19 pandemic. Despite all these, we survived through the year with more resilience capacity and preparedness for facing the contextual changes as they occur.

Persistent attitudes against gender equality

The challenges facing women empowerment in the country remain quite daunting. For women empowerment to become a reality, a much more perceptible change in mentalities, in gender stereotypes and in gender power sharing needs to occur. Concerted efforts still need to be leveraged in order to finally enable women and girls to be the custodians of their lives and destinies.

LESSONS LEARNED

1. The importance of investing in ICT infrastructure because ICT is a key enabler in the present working environment where movement and physical space restrictions are likely to become the new norm at least in the foreseeable future. Our work and engagements with partners, grantees and movement actors is likely to continue to be based on online means of communications, virtual meetings and shared spaces through cyberspace. For almost one third of last year staff worked from home because of the outbreak of COVID-19 pandemic and managed some of the challenges associated with working virtually including managing the COVID-19 grants cycle remarkably well. Needless to say, some meetings and workshops were conducted online including grantees feedback workshops using Microsoft Teams and Zoom webinar platforms.
2. WFT-T has identified organizational resilience as a critical area for sustainability of the feminist and rights agenda. Last year, WFT-T took steps to critically examine and provide thought leadership locally, regionally and globally on the need for women funds and women rights organizations to influence funding discourse in favor of flexible funding which will enable women's rights organizations to better mitigate the impacts of unforeseen circumstances....
3. Collective Matters: As a collective women movement, WROs and institutions that work around women and children's rights agendas, we have to build the capacity and resilience to brave through, protect agenda gains and deepen strategies for survival in a political context that changes so fast, for instance, the rights and civic space context in the country has changed so much in the last five years to an extent that it has negated and eroded gains and headways made in the past and has negatively permeated public discourse etc.
4. Resilience is key: Disaster preparedness should be part of project design both as a design feature and as an analytical tool to gauge and mitigate risks (Risk assessment) and should feature in budgeting/investment (internal organization and movement level) so that we are prepared to address any emerging disasters. In tandem is the need to influence donor funding paradigms for donors to change their funding philosophy (for instance during COVID-19 some donors transformed within their internal systems and others could not)
5. Collective organizing, sisterly support, nurturing and information sharing is key especially during pandemics and that where there is a WILL and solidarity there is a WAY









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