



**WOMEN
FUND
TANZANIA
TRUST**
Empowering Local
Women Heroes

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EMPOWERING LOCAL WOMEN HEROES



ANNUAL REPORT - 2020



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January - December 2020

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INTRODUCTION

Women Fund Tanzania Trust (WFT Trust) remains the first and only Fund in Tanzania that is uniquely positioned in the women's rights movement focusing on empowering women and girls by providing grants, thought leadership, and investing in the outreach and capacity enhancement of women's rights organizations (WROs) 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 grant-making and strategic alliance and partnership building. In addition to grantmaking, 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.

Driven by this agenda and pursuant to its mission, WFT Trust continued to purposefully fund critical gender equality and women's rights issues including economic justice, (political) leadership and participation, education, environmental justice, land ownership, and prevention of gender-based violence (focusing on sexual corruption). Through strategic partnerships with government agencies such as PCCB (TAKUKURU), Tanzania Police Force, like-minded organizations, coalitions, and networks, WFT Trust has succeeded to mobilize women and girls to address injustices in their communities thus contributing to a strong women's movement in the country.

The 2020 Annual Report presents major milestones, achievements, challenges, and lessons learned in the implementation of WFT Trust's four programming areas: grant-making, capacity enhancement, resource mobilization, and strategic alliance building. As 2020 was the last year of the Fund's Strategic Plan (2016-2020), the Annual Report demonstrates a culmination of results based on defined outputs and outcomes under the aforementioned Strategic Plan that had adopted a specific focus on strengthening institutional mechanisms in grant-making; supporting women's rights movement building growth in collective activism and with feminist ideological clarity – both locally and nationally; resourcing organizations through grants, capacity strengthening, and accompaniment, outreaching and provision of thought leadership through organized collective reflections, learning sessions, and convenings. These strategies aimed to strengthen the women's movement's increased voice and leadership; addressing intersectionality, intergenerational gap, and inclusivity through building a diverse base of actors for collective engagement and voice for women and human rights issues at different levels. Objectives for 2020 were designed to build further on the implementation efforts of the SP in previous years. These included:

- Funding transformative and innovative change for women and girls at both national and grassroots levels.
- Deepening promotion of the feminist agenda for women leadership and participation during the 2020 general election cycle.
- Enhancement of progressive and gender-sensitive public debates/community dialogues on issues regarding sexual violence with a focus on highlighting issues of sexual corruption during the elections period.

- Develop and implement strategies for the Wanawake, Katiba na Uongozi Coalition to engage in influencing election processes geared towards increasing the number of women aspirants and contestants.
- Mainstream children rights and sexual reproductive health and rights interventions into the broader women rights movement, coalitions and related others.
- Strengthen WFT Trust's institutional capacity and the Coalitions under WFT TRUST's funding as a longer-term strategy for ensuring the sustainability of the agenda and women's movement in the country.
- Partnership building with funders and solidarity promotion with like-minded Funds (Women Funds) for learning and philanthropic advocacy work for increased resources to women, girls, and children.
- Facilitate the review of Strategic Plan (SP) 2016-2020 and development of new SP 2021-2025.

The year under review yielded rich and ground-breaking results despite major challenges experienced by CSOs and WROs. Impressive results achieved included influencing gender responsive policy changes in elections, transforming public narratives on sexuality issues such as sexual corruption, women, girls; and community ownership, and grounding of anti-discriminatory initiatives and social campaigns. These results further contributed to strengthening women and girls' movement-building, especially at local levels. Detailed information on these results is discussed in upcoming sections of this Report

A 2019 law further subjected NGOs to multiple agencies' oversight and gave the state-appointed Registrar of NGOs vastly expanded authority to monitor, investigate, require reporting from, and deregister NGOs deemed to be non-compliant with the law or their stated operational purposes. Together with separate, broadly similar amendments to the company (firms) and associations laws-which can also affect NGOs-these laws now impose a wide range of legal requirements on NGOs. An April 2020 regulation also placed NGO regulation under the direct supervision of the President's Office for Regional Administration and Local Governance.

THE YEAR IN CONTEXT

Implementation of 2020's planned activities continued to be faced by a challenging context whilst offering some strategic opportunities to further the feminist agenda. Specifically, the year's implementation and results were largely shaped by the 2020 General Elections and the outbreak of COVID-19.

On one hand, the General Elections provided an opportunity to push forward women's political participation and to support women candidates, and raise awareness on negative social norms and stereotypes that affect and limit the effective participation of women, youth, and people living with disabilities in electoral campaigns. On the other hand, the COVID-19 pandemic disrupted the

entire social fabric and disproportionately affected most 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 the many 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 had far-reaching consequences on the execution of various planned interventions that led to reprogramming planned initiatives as well as adopting different safety measures like working from home, extended office closures, and in some cases cessation of operations for some WROs and CBOs amongst others.

Within this context, WFT Trust effectively responded in a timely and flexible manner, which played a significant role in enabling local WROs and movement actors to meet the unexpected demands and challenges that came about during the pandemic response and recovery. Not only have WROs had to adapt to the new realities presented by the pandemic, but they have also had to do so while still engaging in their advocacy work.

In terms of an enabling environment, in 2020, the government continued to promote laws and policies that constrained the effectiveness of WROs' and CSOs' work in different ways. For instance, the effects of the Written Laws (Miscellaneous Amendments) Act no. 03 of 2019 and PPA Act 2019 were evidenced by the shrinking of civic space including limitations on freedom of speech, free expression, organizing, and advocacy. In tandem, there was an increase in negative popular culture and the proliferation of regressive public statements from the government on reproductive health rights including family planning and the use of contraceptives. The government also continued its ban of pregnant adolescent girls from returning to school based on the allegations that this would encourage other girls to engage in underage sex. The banning of reentry of pregnant school girls represents a fundamental reason for young women to fail and remain trapped in an endless cycle of poverty. This decree has been pulling back the ongoing efforts of WROs who promote girls' rights to education in the country.

The use of derogatory language towards women was also prevalent in political campaigns as well as increased political violence in the electoral campaigns acted as barriers to women's full political participation and threatened effective voice and social mobilizing by WROs and CSOs. This context created fear and contributed to the silencing of NGOs, including women and young people-led organizations, from effectively engaging in their advocacy work.

The run-up to the general elections witnessed an increasingly constraining operational context, which included a limited number of CSOs and WROs as Elections Observers, affecting their ability to

conduct pre and post elections activities such as voter and civic education. The cumulative effect of these measures was a drop of women, young women, and PWDs in leadership positions. Baseline evidence shows that in this election far fewer women were elected in parliament and local councils than in the 2015 general election.

The 2020 general elections resulted in a major victory by members of the ruling party thus leading to a continuation of the government in power. However, given the limited victory by the opposition parties, we had a situation of virtually mono party government including in the parliament and council levels.



The 2020 Women's Election Manifesto was jointly produced with TGNP.

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 with strategies that enable the achievement of desired impact and meaningful outcomes. Within the women's movement in particular, there was deep recognition for strengthening collective actions and more inclusive and innovative feminist strategies to respond to political and disaster-related challenges at local and national levels.

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 the example of 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 impact. These emerging needs obligated WFT Trust to invest in movement-building processes which brought WROs together as well as forming strategic organizations with other social movements such as environmental justice 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.

ANNUAL TARGETS AND ACHIEVEMENTS

The approved annual work plan 2020 focused on various interventions which aimed at contributing to the attainment of the fund's four key outcome level areas as outlined in our Strategic Plan 2016-2020. Despite the aforementioned political context and other challenges, WFT-Trust realized key milestones including engaging with the elections processes (through providing funding, dissemination of the Women's Election Manifesto, review of electoral regulations and codes of conduct of 2020 general elections; and dissemination of the report of Gender Gaps in General Elections regulations and codes of conducts to key election stakeholders. The following sections describe key achievements and emerging results from the field.

KEY OUTCOME AREA 1: GRANT MAKING AND CAPACITY STRENGTHENING:

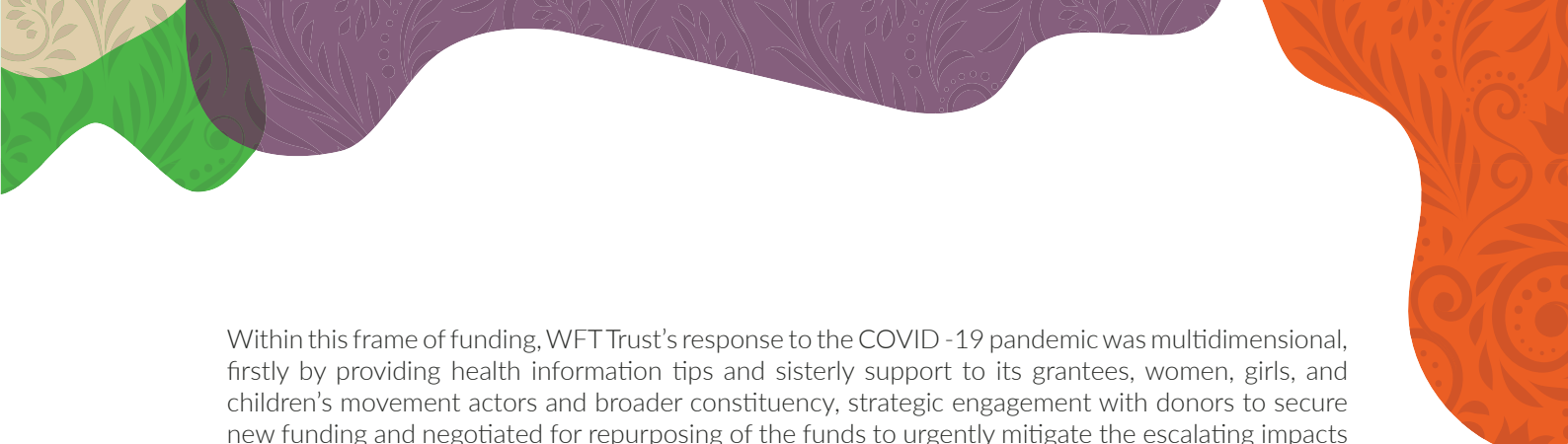
The main Organizational strategies in 2020 were grant-making and tracking of results from disbursed funds to women, girls, children, and other selected social movements' stakeholders. A total of Tshs 1.4 bn (USD 608,000) grants were awarded through the funding windows outlined below:

FAST RESPONSIVE WINDOW:

This window was used to respond and mitigate the effects of the COVID-19 pandemic whereby 42 grants amounting to Tshs 548,393,600 (\$238,432) were disbursed. These grants were selected from a pool of 614 applications which were received under the COVID-19 Special Call for proposals, the disbursed 42 COVID-19 grants for interventions across thematic areas focused on providing practical needs, prevention, and mitigation of violence against women and girls exacerbated by the pandemic, strengthening girl's education rights, women's movement strengthening, and research and documentation of the impacts of COVID-19

| Thematic Focus | Specific Issues | # | USD |
|-----------------------|---|-----------|------------------|
| Gender Based Violence | <ul style="list-style-type: none">SextortionDomestic Violence | 15 | \$81,421 |
| Children Rights | <ul style="list-style-type: none">Consciousness raising on Violence Protection | 8 | \$45,705 |
| Movement Building | <ul style="list-style-type: none">LeadershipIntersectionality | 7 | \$55,217 |
| SRH Rights | <ul style="list-style-type: none">Consciousness raisingMovement building | 6 | \$26,521 |
| Economic Rights | <ul style="list-style-type: none">GBV, Sextortion and Leadership | 2 | \$13,043 |
| Practical Needs | <ul style="list-style-type: none">Women's rightsDisability rights | 4 | \$16,521 |
| | | 42 | \$238,432 |

Box 1: Summary of Grants Disbursed for COVID-19 Response and Mitigation Interventions in 2020



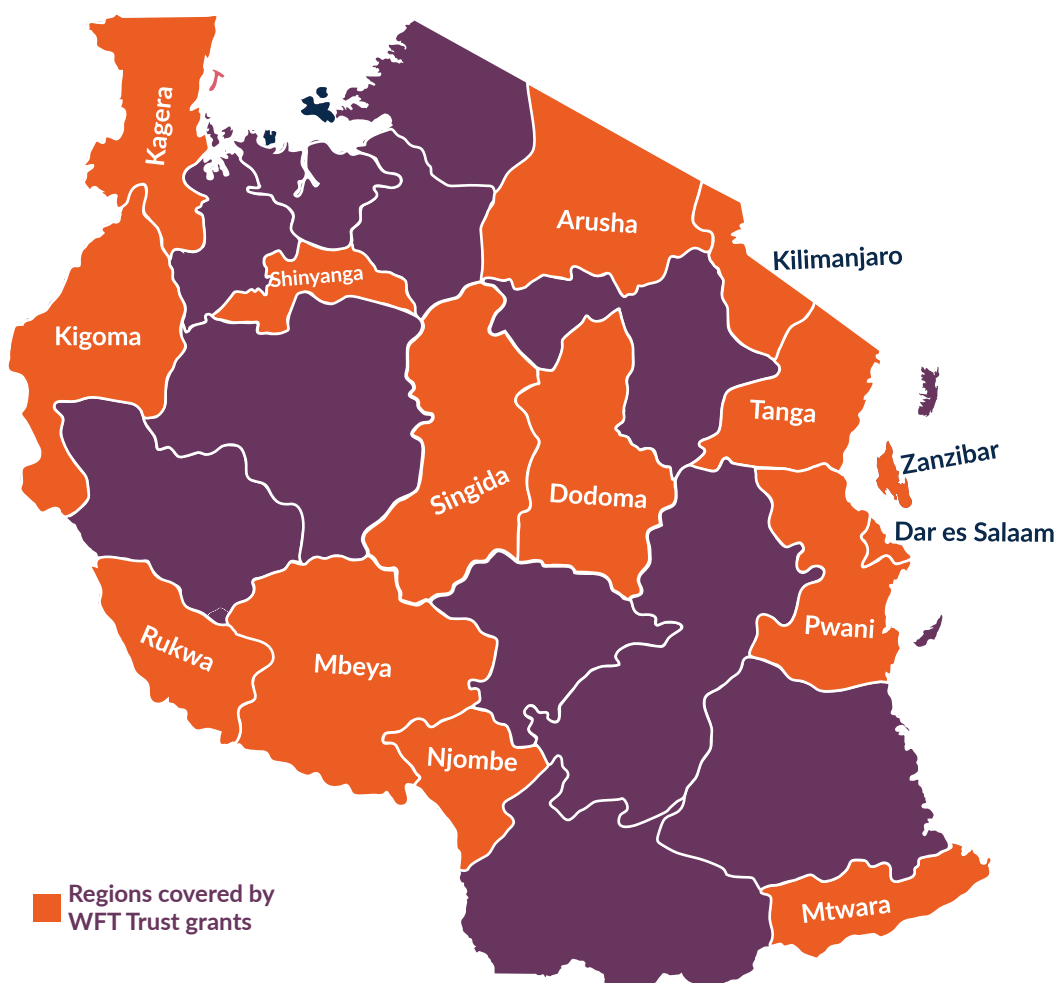
Within this frame of funding, WFT Trust's response to the COVID -19 pandemic was multidimensional, firstly by providing health information tips and sisterly support to its grantees, women, girls, and children's movement actors and broader constituency, strategic engagement with donors to secure new funding and negotiated for repurposing of the funds to urgently mitigate the escalating impacts of COVID-19, especially to women and girls in the country.

The key emerging results from the COVID-19 response initiatives can be categorized into the following areas:

- Emerging positive impacts of our grantees and other WROs (and selected children's rights organizations in Shinyanga including strengthening their resilience capacity as a result of social safety net support extended by the women's movement through WFT Trust funding. For example, WFT Trust supported WROs like KIWOHEDE, Tushikamane Pamoja, and SOMA to organize and run safe spaces for women and girls, virtual platforms for young and elderly women to voice and report violations of their rights in their various sectors, and others.
- Strengthened women's movement through bringing together social justice movements for better intersectionality items such as children's rights, women's economic rights, environmental justice, mental health, and migrant girl's rights, as they cope with the effects of the COVID-19 pandemic. This has resulted in a more interconnected and interlinked movement with an enhanced holistic approach to systemic problems that perpetuate inequality during pandemics such as COVID-19 and beyond.
- Enabling further institutional and organizational resilience and adaptability of WFT Trust. For example, as part of playing its critical role as a national Feminist/Women Rights Fund, WFT Trust provided responsive support through organizing and adapting its internal systems that expedited the grant-making process while maintaining the same level of due diligence and quality. The disbursed grants were a result of WFT Trust initiating negotiations with the donors to repurpose the already approved funding and in some cases solicit additional funding specifically for COVID-19 response. All these engagements and support were done virtually to ensure staff and partners' safety and wellbeing.
- Furthermore, WFT Trust had an opportunity through this form of grant-making to address emergencies such as support unforeseen collective organizing to voice women's impacts from COVID 19 through the media, including community and online media outlets, and respond to short term grants requests or applications to address opportunities that benefit the women's movement actors that require quick and innovative support for their engagement.

Figure 1: Map showing regions covered with COVID-19 funding in 2020

Furthermore, as part of institutional learning from the aforementioned context, WFT Trust identified organizational resilience as a critical part of the sustainability of the feminist and rights agenda. As a result, WFT Trust provided 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



THE STRATEGIC FUNDING WINDOW

During the reporting period, this window was continued to be used to support WROs to deepen their work, some of which included addressing COVID-19 impact as well as strengthening ongoing advocacy and movement building processes. The objectives and focus of this window are the provisions of secure, more long-term funding including support for core administrative functions to ensure sustainable and well-resourced WROs. This approach has been especially important in improving movement-building processes, long-term engagement in consciousness-raising and advocacy, feminist research and documenting, policy dialogue and consultations, networking, and mobilization, including key strategic focus areas such as intersectional, intergenerational, and

inclusive movement building processes. Currently, the window allows for the provision of multi-year grants (up to 2 years) and supports both types of interventions: program-based and those focused on institutional strengthening.

During this reporting period, a total of 7 WROs (KWIECO, WILDAF, SOMA, HAKIRASILIMALI, ENVIROCARE, KIWOHEDE, & VICOBA) operating from Dar es Salaam, Mwanza, and Kilimanjaro¹ supported through this window are working on movement-building processes and platforms across and within movements such as children's rights, environmental justice, and extractive industries.

Funding received enabled to deepen movement building, to initiate new and strengthened existing platforms and coalitions for collective organizing, joint strategizing, and collaborative cross-movement actions thus increasing the voice and agency of women and girls to demand their rights. For instance, ENVIROCARE brought together voices from the extractive industries with other environmental justice actors. Bringing together similar movements has allowed for critical collaboration and collective action that has raised the voices of women in the extractive industry increased the visibility of their work, and ensured the inclusion of initiatives around women's land rights. This helps to break down silos between different social justice and women's rights movements and ensures movements are intersectional, that issues of women's rights are addressed holistically, taking into consideration the complexities of gender inequality and discrimination.

The emerging results from this funding approach are increased feminist consciousness and stronger gender orientation in environmental justice, extractives sector, immigrant girls' rights; and linking these with broader land justice and rights. Meanwhile, other more traditional women's rights movements and coalitions funded through the Strategic funding window also showed growing capacity in supporting more feminist-oriented organizing and advocacy work in women's and children's rights issues that specifically address gender-based violence and sextortion. This also includes visibilizing narratives of women's and children's rights struggles and gains through the HerStory and the Women Constitution Elections and Leadership coalitions. The multi-year grants have thus increased the organizational capacity of these grantee organizations among others, supporting their institutional capacity and growth that is a result of longer-term funding assurance.

MEDIUM FUNDING WINDOW

In this window which is designed to meet the needs of WROs in their intermediate stage of growth, recipients are typically former WFT Trust grantee partners (through the small window) who have a demonstrated potential to grow. For instance, organizations such as WAJIKI and Door of Hope, who graduated from the small window, were funded in this medium window to accommodate their expansion and deepen their engagement within the Anti-sextortion campaign. They have expanded their reach and begun to address gaps in their institutional capacities to strengthen their growing organizational needs. In 2020, WFT Trust through this window supported

CAPACITY BUILDING AND STRENGTHENING AS PART OF ACCOMPANIMENT IN GRANT MAKING

To support our grantees and partners to grow and sustain their journeys, this year, we deepened our strategies in accompaniment support by deploying several initiatives aimed at enhancing capacities and skills relevant to their organizational situations, as well as movement(s) at both local and national levels. These are elaborated below:

¹ In the Small Window, focus is on targeting smaller WROs, CROs and Start-ups groups organising at the grassroots and community levels and facing an acute shortage of funding. At times, this Window allows for use of a smaller Subvention window (smaller funding window amount to less than USD2,000) to catalyse ideas and create entry points for future and sequent engagements for their growth.

We supported MIMUTIE, Door Of Hope To Women And Youth Tanzania, Sasa Foundation, WAJIKI, Tabata Women Tapo, and MAASAI 21ST CENTURY to develop capacity building plans that seek to improve their organizational growth by facilitating robust governance structures such as AGMs and Boards as part of their monitoring, evaluation, and learning functions. These plans were also aimed at improving the efficiency of their Management and Staff members through training and capacity enhancement in areas including feminism in terms of programming, planning, and implementation; movement building and organizing; and resource mobilization and sustainability. In the coming year, 2021, the 6 WROs who were supported to conduct self-assessment and develop their capacity enhancement plans will be further funded to implement these plans and fill their capacity strengthening gaps.

Meanwhile, more than 45 individuals from WROs and women groups also benefited from specifically tailored pieces of training to enhance skills such as the application of feminism 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 the Tabata Women and Economic Empowerment TAPO were assisted to enhance their knowledge and skills through exposure to new knowledge that enabled them to infuse women's rights and feminism with their empowerment processes. This new knowledge was acquired through Training of Trainers sessions on addressing sexual-based violence issues including sexual corruption, women's leadership in communities, and policy advocacy on gender equality at both local, Council, and National levels. These initiatives coupled with information sharing on new funding opportunities and recommending them to new funders made the reached WROs and groups under this initiative grow in the agenda they work on as well as on how to apply feminism or women's rights approaches to their day-to-day advocacy, operations, and their engagement with staff.

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 determined how mentors were chosen to provide them with the needed skills or capacity building.

As a direct result of the above, we began to witness shifts in the level of feminist leadership skills, agenda-setting, strategic engagement, and mobilization 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, Door of Hope, and Sauti ya Jamii Kipunguni, which are both Community based Organizations became more proactive under the anti-sexortion campaign and have maintained a permanent presence in mass media including TV spots, radio shows and online platforms like YouTube. Additionally, we have witnessed increased collaborations of diverse actors within the women's movement and across movements, such as with environmental justice and children's rights actors, that have led to popular citizen's movements against sexual corruption.

KEY OUTCOME AREA 1: GRANT MAKING AND CAPACITY STRENGTHENING:

The Strategic Alliance Building plans for the 2020 period were focused on funding the advancement of the women's rights agenda through stronger and feminist conscious movement-building processes including advancing national campaigns on women's rights issues through advocacy around policy, legal and social change engagement/frameworks, and enhanced efforts in coalitions and platforms formation. Deliberate efforts were also made to enhance intersectionality/cross-movement collaborations and ensure that approaches also addressed the intergenerational gap campaigns and in the movements in general.

In 2020, WFT Trust worked to facilitate the growth of new networks and partnerships/support in areas such as advocacy and collective organizing and strengthening and alliance-building 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, and knowledge generation and sharing. Within this setting, 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

between national and grassroots level WROs and women's community groups. For instance, WFT Trust continues 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 which is essentially at the national level but has now been rolling out and is gaining prominence at the grassroots levels as well.

The interventions 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), Ministry of Legal and Constitutional Affairs, The Parliament of Tanzania, Select Parliamentary Committees, Tanzania Police Force through the Police Gender and Children's Desks, Tanzania Centre for Democracy amongst others. Further details are provided below:

I) WOMEN'S POLITICAL PARTICIPATION

Early in 2019, the Women's Coalition on Constitution, Elections, and Leadership under WFT Trust's leadership and in collaboration with TGNP organized and funded WROs-through the Coalition on Women, Constitution, Elections and Leadership² consisting of more than 120 WROs, CBOs, and other actors from the women's and other social movements engaged in the review process of the new Political Parties Act (PPA) then that was under preparation for tabling as a Bill before Parliament in January 2020. A matrix identifying gender gaps was developed and thereafter a position paper was published with recommendations to be used by the coalition for lobbying and influencing key actors for improvement of the bill to reflect gender issues pertinent to women's political rights. Grounded in inclusivity and using intergenerational approaches, the voices and opinions of a diverse group of women and girls were included and as result, this intervention successfully included the gender principle in article 6A (2)³ of the law¹⁰ which states,

"A political party shall be managed by adhering to the Constitution of the United Republic, the Constitution of Zanzibar, this Act, its constitution, principles of democracy and good governance, non-discrimination, gender and social inclusion."

This was a significant achievement because it allowed holding Political Parties accountable to ensure gender equality is included in their internal party policies and practices thereby opening spaces for more women's participation in the elections and political leadership processes in general.

² The Women's national and Leadership Coalition came together as a broad coalition of women and other rights actors during the constitutional review process of 2013 and its objective then was to champion for inclusion of 12 gender principles into the draft constitution. After its success in getting 10 principles accepted into the draft constitution the Coalition grew to represent voices of diverse women and their struggle in leadership and political participation spaces. It has since been an ongoing coalition around women leadership and political participation rights under tutelage of WFT-Trust. To date the Coalition has more than 120 WROs, CBOs and other actors from the Women's and other social movements.

³ The bill was passed into law by H.E President John Joseph Magufuli in February 2020.

However, despite such efforts, there is still much work to be done to see the application of this principle to achieve substantive results and outcomes. The women's movement has not, for example, been able to see the realization of the envisioned benefits of inclusion of the gender principle. This is demonstrated by the way the 2020 Elections generated fewer women leaders in the parliament. According to the Institute for Democracy and Election Assistance report for 2020, the Tanzanian Parliament has 63% male and 37% female representatives^{11 4)} which is below the 50/50 threshold we aspire to achieve. Compared to 2015, there is only a marginal difference as women held 36% of parliamentary seats then which can be attributed to several political reasons.

Though disappointing, this situation has led WROs and actors in relevant movements to embark on major reflection sessions from which the key lessons drawn have resulted in re-strategizing how to move forward. Within this context, the women's movement and particularly under the leadership of the Coalition on Women, Constitution, Elections, and Leadership engaged with the Office of the Registrar of Political Parties to recommendations to be included in the drafting of the regulations for the next election cycle.

Beijing Platform for Action: Furthermore, as a continuation of its movement-building processes towards policy influencing, WFT Trust played a proactive role in funding ongoing efforts by WROs and other women's movement actors in reviewing the 25 years of Beijing Conference and Platform for Action. For example, out of 50 WROs and CROs, we supported 6 (Msichana Initiative, Her Initiative) to participate in the development of the Beijing +25 CSO report that was shared during the CSO meeting on Africa Beijing + 25 review journey held in Addis Ababa Ethiopia, presented during the Gender Festival, shared to stakeholders during preparation for the Commission on the Status of Women (CSW 64). Thus, the Beijing +25 processes undertaken within the country, enabled the voice of WROs, especially of young women to be heard in the African Region Platform.

II) COMMEMORATIONS OF INTERNATIONAL WOMEN'S DAY

In collaboration with TGNP and other like-minded organizations, grassroots stakeholders such as Knowledge Centres and women groups members played an active role in funding and organizing International Women's Day commemorations at the national level in March 2020. This was a forum space that brought more than 167 women, young women, people with disabilities, and others from different sectors from the Women's rights movements and had Honorable Samia Suluhu Hassan, who was then the Vice President and is currently the first female President of Tanzania. During the commemorations, it was found that although many women wished to contest, many were not able to because they were not members of political parties. Resolutions were therefore made to convince young women to join political parties and for WFT Trust to continue supporting those who are interested through mentorship and coaching ahead of the 2024/2025 local and general elections.

4 <https://www.idea.int/data-tools/data/gender-quotas/country-view/291/35>



On behalf of the women's movement, Executive Director Mary Rusimbi awards Vice President Hon. Samia S. Hassan in recognition of her appointment as the First Woman Vice President as well as her contributions to women's and girls' rights promotion in the country.

III) THE ANTI-SEXTORTION CAMPAIGN: BREAKING THE SILENCE ON SEXUAL CORRUPTION

In response to growing needs from WROs, Women's Movement actors and the public, WFT Trust continued to fund ongoing advocacy work towards breaking the silence on sexual corruption issues as well as engage to collectively influence the Prevention and Combatting Corruption Bureau (PCCB), to centralize this in the fight against corruption in the country. In 2020, WFT Trust funded the Anti-Sexual Corruption Coalition, which brings together more than 128 WROs including those coming from the margins such as the disabled and those working on the promotion of Sexual and Reproductive rights. The campaign, which has the slogan: "Break the Silence, Sextortion Humiliates and Kills", has adopted a campaign strategy that is hinged on the principles of inclusivity and intersectionality to ensure that no voice is left out.

KEY EMERGING RESULTS FROM THE ABOVE IMPLEMENTED INTERVENTIONS INCLUDE: SEXUAL CORRUPTION

The Anti-Sextortion Coalition has broadened its membership base which started with 65 members and now has 128 member organizations and individual women activists spread across the country. This includes diverse actors including young women, community groups, People living with Disability, elderly women and men, government agencies, academia, researchers, media, SHR groups, and other human rights organizations. This expansion has brought into reality the promotion of key strategies aimed at enhancing intergenerational, intersectional, and inclusive outcomes from the anti-sextortion campaign. There has also been evidence of a growing working relationship between the

Anti Sextortion and Women Constitution Elections and Leadership Coalitions. These two coalitions work on the intersectionality of the feminist agenda to connect the agenda of leadership and political participation and sexual corruption (being one of the bottlenecks for women political aspirants and politicians to engage fairly in politics), cross-border, non-traditional actors as part of the strategies.

The national campaign on anti-sextortion (and attitude changing) messages have reached broader sectors of the citizens such as “BodaBoda” and “DalaDala” drivers, school children, especially girls, grassroots communities including Mama Ntilie, Market women and women entrepreneurs from VICOBA and other platforms in Dar es Salaam and beyond; WROs working on a variety of women and girls’ rights-based interventions (violence, sex workers, SHR, economic empowerment, political leadership, media and others). The campaign has contributed to societal attitudinal changes that accompanied outreach activities to communities and galvanized some into action.



Activists across generations pose together during the commemorations of International Women Human Rights Defenders on November 29, 2020.

For example, WAJIKI, a Women Community Based organization based in Kinondoni District in Dar es Salaam, has been promoting dialogues and organizing non-traditional actors i.e. BodaBoda drivers to build a better understanding of the gendered and exploitative nature of sextortion and on how to address it within their contexts. This is an important intervention that has deepened conceptual clarity on how sextortion undermines the rights of the victims.

The national campaign has been breaking the silence on sextortion in communities, media, schools, and others, enabling legal actions to be taken against the perpetrators as more sextortion cases are being reported to PCCB and other relevant institutions like the police force through Gender Desks

Also, the Coalition worked in close collaboration with WFT Trust and like-minded organizations to develop a standardized training guide for Training of Trainers (TOT) on Sextortion and Feminism. These

guides have been useful in building consistency in the application of the feminist agenda, ensuring ideological clarity and messaging as well as being used as advocacy tools. The training conducted with more than 30 actors from WROs, CROs, and others from the women's rights movement has not only been instrumental in supporting the Coalition's ongoing learning processes- es, but also in assisting WFT Trust to respond to the growing requests in training on sextortion and feminism from various stakeholders including government/public institutions, religious institutions, media, networks, WROs/CBOs, and others.



All smiles as participants shared during feminism training.

IV PROMOTION OF GENDER-TRANSFORMATIVE PLATFORMS AND SPACES FOR ENHANCED INCLUSIVITY AND COLLECTIVE VOICE FOR A STRENGTHENED WOMEN'S MOVEMENT:

Deepening on the work of WFT Trust and the advancement of its objectives to support and facilitate an enhanced capacity in understanding feminism and gender equality principles, WFT Trust has continued to work closely with various actors⁵ within the women and girls' rights movements in this area. In the period under review, WFT Trust funded several WROs and Community Women organizations who collaboratively organized several national and local level platforms which included International Women's Day (2020) at both local and national levels.

⁵ WFT-T funded the participation of more than 700 women rights activists/actors from national as well as local levels. This particular selection of participants was representative and sought to bring diverse voices such as intersectoral actors from environmental justice, extractive industries, human rights defenders, child rights actors, SRHR actors, economic justice movements, economic justice actors such as VICOPA, sex workers and other marginalized groups.

For instance, in the 2020 period, WFT Trust funded intergenerational dialogues with the intentions of bringing together women from different age groups and diverse backgrounds to network, learn, unlearn, and share experiences and in the process assess where the women's movement is at and strategize on the best ways to move forward because these spaces/forums provide women and girls with networking opportunities, shared learning and building clarity on the feminist agenda in several ways.

An added value of the adopted funding intervention towards WROs, Platforms, and Networks was also the expanded database of actors whom we have not reached before. This expansion has continued to provide an opportunity to expand the feminist agenda which has brought about increased consciousness and understanding of women's rights organizing and activism from an empowered stance. The ensuing dialogues from the organized Platforms and spaces also fed into the broader objectives of increasing collaboration within the Women's movement to achieve more impactful outcomes such as progressive legal and policy changes, at both local and national levels.

V) ORGANIZING AND PARTICIPATING IN NATIONAL AND INTERNATIONAL COMMEMORATIONS ON WOMEN, GIRLS AND CHILDREN'S RIGHTS PROMOTION

To bring the women's movement actors together to further reflect, re-strategize and jointly plan, WFT Trust and other like-minded organizations collaboratively worked together through providing funding and thought leadership for WROs and children movements to coordinate and facilitate several movement-wide interventions at both local and national levels to commemorate 16 days of Activism, International Day of the African Child and intergenerational dialogues. Specifically, the Anti Sextortion Coalition, Coalition on Women Constitution Elections and Leadership played central roles in supporting women and girls to effectively engage collectively and have been able to enhance conceptual grounding on the feminist agenda and principles to showcase women's voices and actions for a strengthened women's movements in the country. Several follow-up actions emanating from these commemoration spaces were picked up for furthering the objectives of promoting women, girls and children's agenda in different ways. An intergenerational dialogue session was conducted as part of the commemorations of 16 days of Activism in December 2020, which was organized by AWLN⁶ Pillar of Young Women Leaders which is currently chaired by Msichana Initiative's Executive Director Rebeca Gyumi, who is also an active young feminist activist in our women's movement(s). WFT Trust is related to this initiative because WFT Trust has been working around bridging the intergenerational gap through funding and thought leadership to initiatives such as convenings that bring together young women and girls on the one hand and older women on the other to dialogue and build bridges for collaborations and support.

At the community level, different organizations who are active members of women's rights platforms/Coalitions, including Sauti ya Jamii Kipunguni, TAWIDO, and others have sensitized the communities on feminist movement approaches for collective strategizing and actions to address issues of community engagement and participatory agenda ownership where community members have been able to take initiatives including peer to peer organizing that has resulted into community members taking suspected perpetrators of violence against women to the police. Through these funded and facilitated engagements and training at local levels, WFT TRUST in partnership with key WROs has succeeded in facilitating outreach of WROs and promoting progressive dialogues as part of strengthening capacities and strategies for a more inclusive movement building agenda and processes that adopt approaches of intersectionality, intergenerational and inclusiveness for enhanced collective strategizing, action and influencing.

⁶ This is a growing platform for women and children which is known as Africa Women Leaders Network, where several women's rights actors belong to. For example, Rebecca/Msichana Initiative, who is a WFT-Trust grantee, is also a coalition member of several initiatives in the Women's Movement/s different levels.

Supported WROs include Sauti ya Jamii Kipunguni and, Door of Hope who have been able to sensitize their communities to take actions through grassroots mobilizing to even start a basket fund for addressing gender-based violence including sextortion with the collaboration and support of ward and locality leaders in Kipunguni.

VI) MOBILIZING WOMEN COLLECTIVE VOICES TO INFLUENCE WOMEN POLITICAL LEADERSHIP

Through WFT Trust funding, support and coordination, the Women Constitution Elections and Leadership Coalition organized several interventions in the promotion of the women's movement to engage and influence the 2020 National General elections for improved gender outcomes. Under its Women, Constitution, Elections and Leadership Coalition, WFT Trust and other like-minded organizations prepared a Women Election Manifesto⁷ and organized for a validation workshop on the same for Coalition members representing the voice of women and girls from both local and national levels. The validation of the Women Elections Manifesto (WEM) brought together 250 women from the different levels including grassroots, national level, urban level, from the private sector, economic, agricultural sector, entrepreneurs, cross-movement actors, women politicians, activists, disabled groups, minority groups and participants from Zanzibar. The Women's Elections Manifesto is an important tool in advocacy and advancing women's voices as a credible force in elections.



Taken during the launch of PCCB report on Sexual Corruption in Higher Learning Institutions during 16 Days of Activism. The signboard reads, "I will not engage in sexual corruption, I am fulfilling my responsibilities."

⁷ Which is a nationwide women's election agenda that profiles the women election demands and is used as a platform for women leadership aspirants for influencing voting for women. The Manifesto profiles women priorities and demands, and provides women aspirants and candidates an agenda for their campaign for promotion of women's leadership.

The coalition members disseminated the Women's Election Manifesto to political parties as part of advocating and equipping these institutions with women's rights issues/demands during the election period and beyond to support increasing the number of women in political leadership positions by allowing more women to participate in electoral processes. Some of the political parties visited were Chama cha Mapinduzi (CCM), Chama cha Demokrasia na Maendeleo (CHADEMA), and ACT-Wazalendo. This resulted in having political manifestos of some (CCM, ACT-Wazalendo, and CHADEMA) that stipulated how each was going to work on women's concerns. On the other hand, ACT Wazalendo wrote to TGNP in April 2020, sharing feedback on how they have managed to have women in positions that were initially male-dominated, including having the first female party spokesperson, which has never been held by a woman amongst all political parties in Tanzania.

ACT Wazalendo aims at uplifting women in all political, social, and economic realms. The priority areas as stipulated in the ACT manifesto that directly and indirectly address women's challenges include building democracy and upholding of human rights, peoples' economy, freedom for everyone, efficiency and quality of human rights, transformed agriculture and enabling business environment, and women's prosperity and youth.

Campaigners and bands during a march organized by grantee partner WAJIKI for the Safe Travel for Schoolgirls campaign.



CHADEMA's party manifesto also set a clear objective on the need to address women-related challenges. The party dedicated a special section⁸ that addresses different issues affecting women and how they will be addressed. These include:

- Ending all forms of violence and discriminations against women; Observing children's rights ensuring child protection against all forms of exploitation;
- Ensuring that all young pregnant girls who happen to be pregnant while at school resume studies as soon as they gave birth;
- Ensuring that all women have access to equal employment opportunities and equal pay with men if they perform similar tasks;
- Prepare and eventually approve a law that prohibits and combat all forms of gender-based violence.

A young woman holds the 2020 Elections Manifesto.



Specifically, the CHADEMA manifesto also has underscored problems that affect women in all spheres of life from the family institution at the household level and at the national level, to include the problem of owning major means of production like land, and discrimination in accessing employment opportunities among others. CCM's manifesto still acknowledges that women's rights are still infringed hence it has suggested several strategies to combat the situation.

The party has also indicated that they were going to make sure that they enhance women's participation in leadership to 50:50.

CCM has also set a clear objective that in five years to come, the party will ensure that women's equality is attained while emphasizing women's economic empowerment. The objectives set by political parties are premised on several problems that women face in their struggle to enjoy socio-economic and political rights as addressed in the subsequent section.

Furthermore, the women's movement came together and issued a position paper to condemn instances where defamatory and abusive language against women was used within the context of the election campaign and elsewhere within the popular culture discourse.

Since 2018, WFT Trust has been working to bring together the Strategic Alliance Building portfolio by mainstreaming Children's

⁸ CHADEMA Manifesto, 2020 pp. 45-46.

Rights and SRHRs agenda into her core women's rights agenda. This is because women and children are prone to violence as a result of power structures that have been set by society. The implementation of this focus started by a pilot project in Shinyanga District Council where WFT supports the implementation of the Tanzania NPAVAWC in Shinyanga DC and expects the realization of the following objectives; Strengthened coordination and collaboration among NPAVAWC actors, providing grants to Shinyanga initiatives to contribute to the implementation of the NPAVAWC, to see emerging INSPIRE/ NPAVAWC activities at the grassroots level and conduct learning research that will provide an evidence-based model that will show what is working and what is not working for sharing learning with other and scaling up interventions. Through this pilot project, WFT Trust seeks to bring together women and children's actors to work together while agenda setting. The detailed implementation results of the mainstreaming work through children's rights are in the annexes of this report.

KEY PROGRAMING AREA 3: GRANT RESOURCE MOBILIZATION AND SUSTAINABILITY

During this reporting period, WFT Trust continued to work towards reaffirming its Vision and Mission to further its strategic direction and foundation base through deepening of the resource mobilization and building sustainability plans. The ongoing development and improvement of these plans are being done in collaboration with the members of the board of trustees and the board resource mobilization and investment committee to create ownership within the Fund and its governance structures, while building impetus for more institutional sustained efforts on resource mobilization interventions through diversified approaches.

Meanwhile, WFT Trust has also continued to engage and work collaboratively with various funders whose support has enabled WFT Trust to increase its annual budget from USD mil in 2019 to USD 3.5mil in 2020, thus facilitating the Fund to expand and deepen its mandate.

These funders, who vary from institutions to philanthropic foundations, engage with WFT Trust for different time frames both in long-and short-term partnerships, funding different types of interventions. For instance, Mama Cash and other anonymous donors who are part of the long-term donors have walked with WFT Trust in its different levels of growth and their funding support has enabled WFT Trust to develop a strong base for other donors to trust, work, and fund the WFT Trust's agenda. These include:

- UN WOMEN who have worked with WFT Trust on promoting the agenda on women political and leadership participation
- The Embassy of Ireland Embassy and Global Affairs Canada (GAC) who supporting our agenda in increasing women's voice and political leadership
- Tides Foundation supports migrant girls' rights,
- An anonymous donor who supports Children's Rights work and Institutional Support.
- New donors with whom we started working with during the last quarter of the organization's fiscal year 2020 include:
- Oak Foundation supports our institutional strengthening work,
- Comic Relief is focused on deepening the results of the women's voice and leadership agenda and
- The Susan Buffett Foundation supports the Sexual Reproductive Health Rights program

INSTITUTIONAL SUSTAINABILITY

The Strategy has provided the direction in implementing key pieces necessary for beginning to attain financial sustainability namely an endowment fund and reserve fund. These two have been established with the support of strategic partners including an anonymous funder and Global Fund for Women. As we move into the 2021 period, the next steps to be given implementation emphasis will be on improving our documentation processes and their various results, deepening of the endowment fund to be able to diversify investments and exploration of different forms of investments to ensure return on investment and income generation. Another area is the need 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. So far WFT Trust has managed to enter into a funding agreement for the medium (3 donors) and longer-term (1 donor). This coming year we will work to attract more longer-term funding.

As part of our institutional growth and sustainability, in 2020, WFT Trust also managed to acquire a new spacious office that allows for more meeting space with our partners. Likewise, this reporting year saw marked improvements in systems and processes that have supported WFT Trust growth such as robust financial systems, 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 influencing though we have not had much success in this area in the past are still ongoing. In 2021, 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.

INFLUENCING THE FUNDING ECOSYSTEM

In this area, we have been working in collaboration with Sister Women's Funds and others such as GFW and PROSPERA to influence the global funding discourse and seek to further decolonize funding using strategic engagements through sustaining, deepening and moving forward with new thinking/ways of mobilizing resources to draw the comparative advantage of Women's Funds in reaching underserved populations because of our positioning and understanding of the contexts they operate from which is critical for our organizational growth in the short and long term perspectives and thus sustainability. To push this agenda, forward we will seek to influence the funding ecosystem both locally and regionally through fostering open and constructive dialogues with other funding mechanisms /funds such as Foundation for Civil Society, the VOD- ACOM Foundation, and other private sector funds in Tanzania and beyond.

KEY PROGRAMING AREA 4: GRANT RESOURCE MOBILIZATION AND SUSTAINABILITY

This year was mostly impacted by the outbreak of the COVID 19 global pandemic which to some extent, impacted the institutional and personal effectiveness of the organization and the women's movement work in Tanzania in general. Despite these circumstances, WFT Trust managed to mobilize additional resources or negotiate for reallocation of its budget which was useful at expanding its mandate, most importantly to support its grantee partners and other members in its constituency both at practical and strategic levels in addressing COVID-19 situations.

These donors are divided into three categories

- Irish Aid and GAC agreed to repurpose the grants to support COVID related needs

- The anonymous donor who provided a new grant purposely for COVID 19
- New donors who provided grants for other WFT Trust mandates. These include the Susan Buffet Foundation, Oak Foundation, and Comic Relief
- Donors who supported WFT Trust to strengthen its resilience capacity

In the finance and administration programming area, several interventions were planned and implemented with significant results from most of them. The following discussions demonstrate which processes were implemented, achieved, and with which results.



Young women leaders during a national convening of women's rights actors on 2020 National Elections Regulations and Codes of Conduct.

A) FINANCIAL STATUS AND BUDGET

In the year 2020, WFT Trust's Board approved an Operational Plan and Budget of USD 2,500,000. In the period under reporting, WFT Trust worked to operationalize its financial sustainability plan through solidifying achievements gained in 2019 through the addition of multi-year funding from GAC and Irish Aid which follows the successful implementation of the strategy to move from short-term funding to medium-term and long-term funding. These goals seek to ensure that WFT Trust has a forward-looking financial outlook that can support multi-year core funding to our grantee partners to implement movement-building interventions as a pre-requisite to strengthen the women's movement in tandem with capacity strengthening of WROs. In the year under review, WFT Trust performed very well in terms of attracting new funding as well as maintaining a healthy financial portfolio necessary to bolster the funder's confidence and trust.

B) EXPENDITURE



The annual budget which was approved by the board of trustees for the year 2020 was USD 3,000,000. This budget was resourced from several donors funding specific project/thematic areas and others funded institutional strengthening work. The total spending for the year was USD 2,059,614 which is 70 % of the total projected budget.

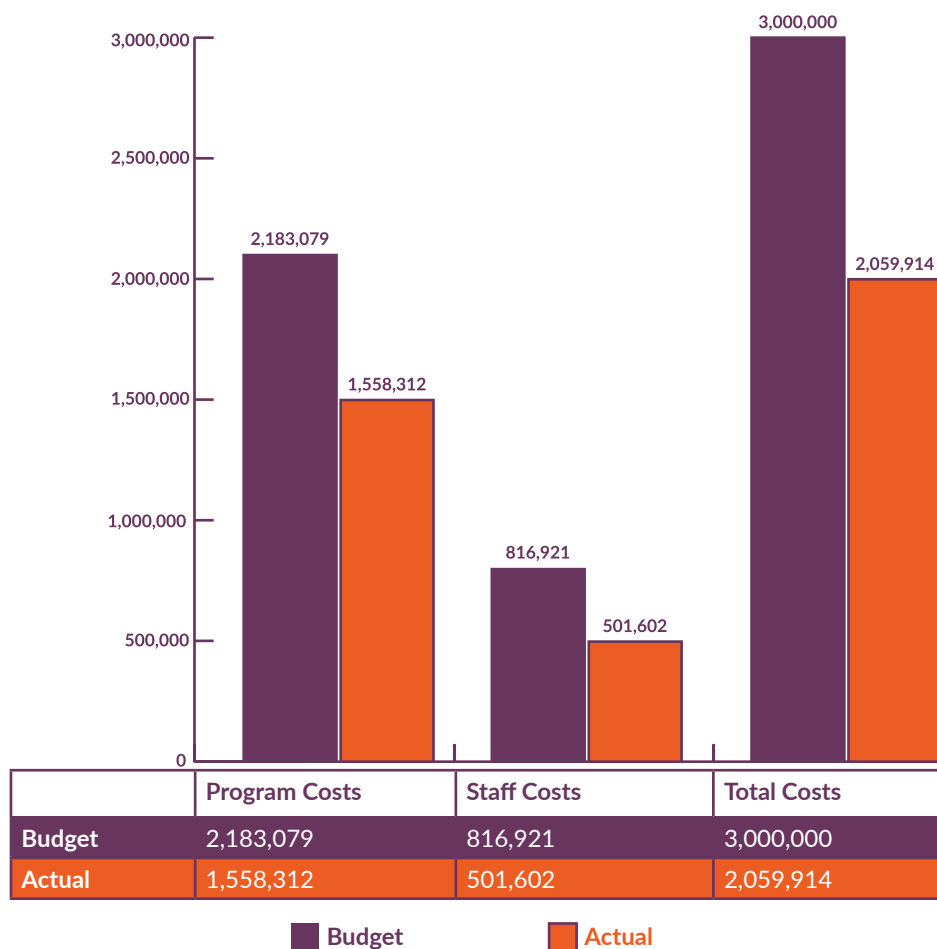


Figure 2: Annual budget Vs Actual for the year 2020

C) EXISTING AND NEW FUNDERS

During this year under reporting, WFT Trust has been afforded financial support from the new and existing funders as specified below:

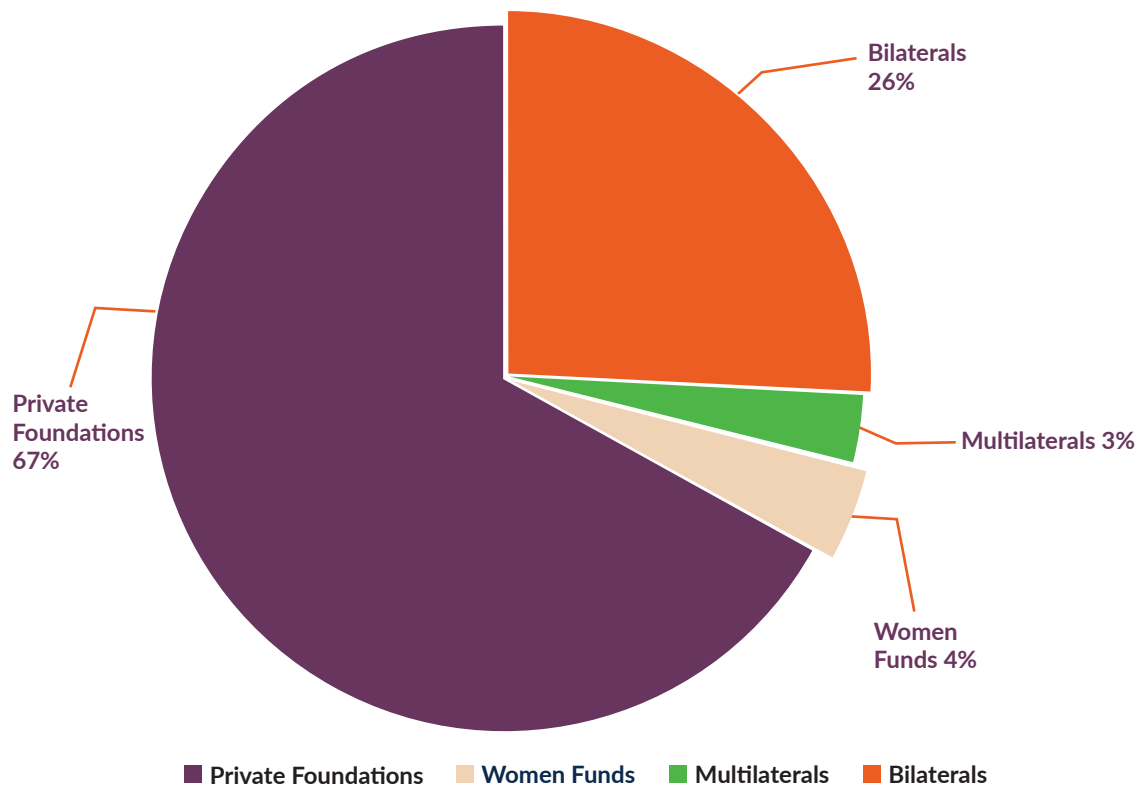


Figure 3: Donors contribution for the year 2020

D) ORGANIZATIONAL DEVELOPMENT UPDATES


Organizational Development is considered to be a key agenda and a prerequisite for the health of Organizations such as WFT Trust to meet its obligation and deliver its mandate on empowering women and children. The OD is an important strategy, preferred in delivering interventions that lead to improved conceptual clarity at the staff, board of trustee level, and the movement and includes the development of systems and policies which facilitate efficiency at an overall organization level from individual, programmatic, management, finance to the administration work.

With our staff growth of 13 permanent staff and 1 Intern, and a new Board of Trustees, WFT Trust needed to engage in an OD process, which had all staff in attendance and engaged. So, what do we see as potentials for our organizational growth e.g., mandates and roles of key Organizational governance and Management structures, clarified and internalized by WFT Trust actors (staff and Board of Trustees) and team building.

E) INSTITUTIONAL STRENGTHENING

Highlights include:

- Staff Hiring: WFT TRUST has during this period continued to invest resources to strengthen and improve its human resources base. In so doing WFT TRUST exposed its human resources to several organizational development and specific individual learning as per the staff development needs using both physical and virtual modes of learning. Through new funding which include special projects and organigram the organization planned and hired the following staff:
 - Senior Program Officer-SHRH (October 2020)
 - Communication Program Officer (December 2020)
 - Learning and Monitoring Officer (pending upon availability of qualified staff)
- Development of systems (SALESFORCE, Organizational development plan and customization according to the need). In particular, SALESFORCE is at the data migration stage and will soon be tested to see if it has captured all of the parameters particular to WFT Trust operations. It is anticipated that the platform will be ready for the initial rollout by November 2021
- Establishment of communication unit through the hiring of a communications officer with the support of a consultant to provide backstopping support. This unit will be an important addition to our efforts to collect, visibilizing and package our results for our use but also donor accountability and resource mobilizing efforts.
- The role of national funds research conducted by a PROSPERA-appointed consultant (Shamilla Wilson) to document and profile the work of national women's funds and where WFT Trust was an example of such a fund. The report has profiled WFT Trust and highlighted its many contributions and achievements in the realization of equality for women and girls in Tanzania and beyond.
- Development of a capacity strengthening strategy. This is an important tool in supporting the strategic direction in our capacity building and strengthening efforts especially as we work to deepen capacity strengthening and learning as a key programming area.
- Improved office physical space (Office Building). During the year the Organization moved from the old office to the new office which was Management's effort to ensure we have enough space and a safe working environment due to the rapid growth of the organization. Through this process the management developed a concept paper for lease to buy of the office space to mobilize funds of which was presented to the anonymous donor and the visit was done and the organization acquired additional funds of \$ 150,000 for 3 years and during the year 2020, we received \$50,000 as annual fund as per agreement and through operationalization of feasibility financial sustainability plan which was funded by Ireland Embassy and approved by the board the management established Endowment to sustain the fund and ensure WFT manage to own its own space. The building was assessed and the board of trustees recruited Ujenzi Tanzania as a building contractor and Mecos as a consultant for design and customization according to WFT TRUST needs, The Board of Directors took leadership to follow up on every milestone during the renovation to ensure it meets WFT TRUST set standards.



The anonymous funder previously mentioned also offered support to WFT TRUST with its organization development plan which has been prepared and approved and its implementation will take place in 2021. The process will focus on governance, restructuring process for staff and Board of Trustees members. Other works from the support include physical equipment including server, CCTV Camera, fire panel, fire detector, spiral fire escape staircase, fire escape doors, and Digital Security (data)

Several pieces of training were also planned and performed during the year through physical and virtual (due to the COVID-19 pandemic) Still WFT TRUST secretariat continued to connect to relearn and learn and share the experience with other funders and platforms within the women's movement.

MONITORING, EVALUATION AND LEARNING

As we continue to learn as an organization, we realize the importance of relating more clearly the activities, outputs, and outcomes that potentially lead to the societal transformative changes and impacts that our vision and mission aspire to. We recognize, however, that our MEL and the results framework have not adequately so far captured and reported the outcomes and impact of our work. The recent recruitment of a Senior Program Officer ME&L provides a ray of hope in this regard. We strive to continue to deepen and strengthen communications as a critical pathway to dissemination and presentation of the stories of change we have inspired, supported, or contributed to through funding, thought-leadership, or movement-building work. In the reporting period we have developed and strengthened frameworks that guide how best to capture and report outcomes and the potential impact of our activities over time, which will be implemented effectively from 2021 as the communications unit becomes operational following the recruitment of a communications officer.

In the coming period of 2021, we will work to deepen our data collection acumen, integrate SALESFORCE and update and consolidate our various databases to widen the diversity of our constituents. Despite the challenges related to our MEL processes, WFT Trust has successfully navigated and documented lessons from the COVID-19 pandemic and the elections in 2020, WFT Trust engaged strategically with some of its grantees, key movement actors, and stakeholders, particularly those in the policy and decision-making process at various levels to great results.

Organizational Development is considered to be a key agenda and a prerequisite for the health of Organizations such as WFT Trust to meet its obligation and deliver its mandate on empowering women and children. The OD is an important strategy, preferred in delivering interventions

leads to improved conceptual clarity at the staff, board of trustee level, and the movement and includes the development of systems and policies which facilitate efficiency at an overall organization level from individual, programmatic, management, finance to the administration work.



WFT Trust Staff members pose in front of the new office building moved into in August.

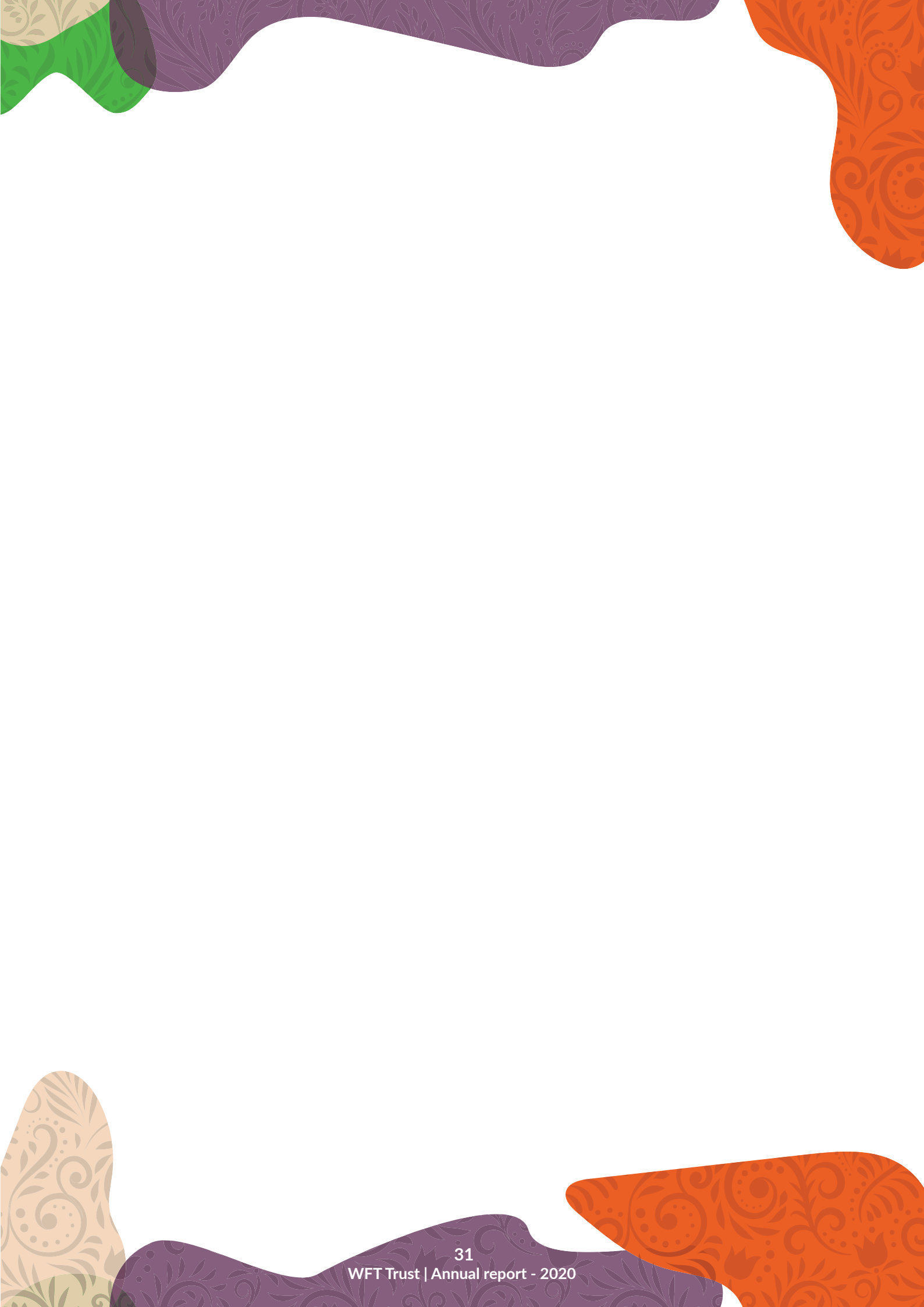
CHALLENGES

During the year, WFT TRUST has experienced some key challenges, due to uncertainties resulting from the COVID-19 pandemic, general elections, and organizational changes by some of our funding partners for instance OAK foundation has changed the three-year grant commitment to an annual disbursement each year. Despite all these, we survived with more resiliency capacity and preparedness for facing the contextual changes as they occur.

LESSONS LEARNED

- During the reporting period we have, as an organization, learned some important lessons from the challenges outlined above. First, we have learned, the hard way, 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 are 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 the COVID-19 pandemic and managed well 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.

- Furthermore, as part of institutional learning, WFT Trust has identified organizational resilience as a critical area for the sustainability of the feminist and rights agenda. WFT TRUST 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.
- 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 gains and deepen strategies for survival in an everchanging political context.
- 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 while others could not)
- We have learned that collective organizing, sisterly support, nurturing and information sharing are key especially during a pandemic and that where there is a WILL and solidarity there is always a WAY.
- WFT Trust as the first and only national women's fund has an important leadership role to play especially during disasters because WROs and women's groups look up to us to provide not only financial resources but also sisterly support. There is a need to build their capacity in fundraising with a specific focus on resource mobilization and that there is a need to create a women's rights pandemic emergency fund that can be instituted within our fund or independent frame which can be reached in such situations.







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