



# WOMEN FUND TANZANIATRUST (WFT-TRUST)

ANNUAL REPORT  
DECEMBER, 2019





**WOMEN FUND TANZANIA TRUST  
(WFT-TRUST)**

**ANNUAL REPORT  
DECEMBER, 2019**

Prepared by: The Secretariat–Women Fund Tanzania (WFT)  
Empowering Local Women Heroes  
[www.wft.or.tz](http://www.wft.or.tz)

## TABLE OF CONTENTS

<b>ABOUT THE ORGANIZATION</b> .....	7
<b>Our Vision</b> .....	7
<b>Our Mission</b> .....	7
<b>Our Overall Goal</b> .....	7
<b>WFT stands for the following values:</b> .....	7
<b>2019 - YEAR IN CONTEXT</b> .....	8
<b>INTRODUCTION</b> .....	11
<b>IMPLEMENTATION PROGRESS FROM KEY PROGRAMMATIC AREAS:</b> .....	13
<i>Partnerships</i> .....	14
<i>Updating and review of grant making manual including tools and processes</i> .....	14
<i>Migration to Salesforce</i> .....	14
<i>Call for proposals</i> .....	15
<i>Strengthening the grantees database</i> .....	18
<i>Data Collection and management</i> .....	18
<i>Monitor emerging important Women Rights issues for strategic targeting in grant making</i> .....	19
<i>Accompaniment Support</i> .....	19
<i>Development of a new communication strategy for grant making enhancement</i> .....	20
<i>Cross movement engagement through grants provision</i> .....	20
<i>Facilitate and coordinate LME processes in grantmaking</i> .....	20
<i>Success stories from the field</i> .....	21
<i>Engagement for learning and collaboration at national, regional and international forum</i> .....	21
<i>Thematic areas under this year's funding</i> .....	22
<b>KEY RESULT AREA TWO</b> .....	23
<b>STRATEGIC ALLIANCE AND PARTNERSHIP BUILDING (SAB)</b> .....	23
<i>Women Leadership and Political Empowerment</i> .....	24
<b>I PPA Processes</b> .....	24
<b>OUTCOME OF THE PROCESS</b> .....	25
<b>II Gender Review of Electoral Laws in Tanzania.</b> .....	26
<b>Achieved Results</b> .....	27
<b>III. Development of the Women Election Manifesto for 2019/2020</b> .....	28
<b>Key results</b> .....	29
<b>IV Gender Festival Commemorations.</b> .....	30
<b>What has been achieved</b> .....	31
<b>V. Promotion of National Anti-Sexual Corruption Campaign in Tanzania</b> .....	32
<b>1. Deepen the ongoing national campaign on Breaking the Silence on Anti Sexual Corruption</b> ...	32
<b>2. Strengthening and deepening collaborations and partnerships with government Institutions</b> ..	33
<b>i Development of Anti Sexual Training Manual</b> .....	34

<b>Key results:</b> .....	34
<b>Ii Commemorating 16 Days of Activism with Focus on Promoting the Anti Sexual Campaign ....</b>	34
<b>Key results</b> .....	35
<b>Movement building strategies through enhanced intergenerational ideological grounding .....</b>	36
<b>Iii Feminism Training for WROs in the Women’s Movement .....</b>	36
<b>Key results</b> .....	36
<b>Intergenerational Dialogue Session .....</b>	37
<b>Key results</b> .....	38
<b>EVAWC Children Rights .....</b>	39
<b>KEY RESULT AREAS UNDER EVAWC .....</b>	40
<b>iv Commission and conduct a baseline study of the Shinyanga DC on violence prevalence and NPA implementation.....</b>	41
<b>v. Organizing and facilitating convening platforms and sessions for embedding the project within district council processes through consultative and consensus building among key VAC stakeholders, including local government officials, communities, CSOs .....</b>	42
<b>vi. Strengthening stakeholder’s databases on going or as part of institutionalization .....</b>	42
<b>KEY RESULT AREA 3.....</b>	42
<b>RESOURCE MOBILIZATION .....</b>	42
<b>KEY RESULT AREA 4.....</b>	44
<b>FINANCE AND ADMINISTRATION .....</b>	44
<b>Financial Status and Budget .....</b>	44
<b>FINANCIAL MANAGEMENT .....</b>	46
<b>HUMAN RESOURCE UPDATE AND ACHIEVEMENTS:.....</b>	46
<b>Staff Training .....</b>	47
<b>WFT-Trust Governance and Membership Issues .....</b>	48
<b>CONCLUSION.....</b>	48

## LIST OF FIGURES

<i>Figure 1.</i> Grants disbursed in 2019 .....	16
<b>Figure 2.</b> No Applications Received in 2019 .....	16
<b>Figure 3.</b> Total Number and Amount of Grants Disbursed 2019 .....	17
<b>Figure 4.</b> GRANT MAKING THEMATIC AREAS FUNDED IN 2019 .....	22
<b>Figure.5</b> Budget Vs Actual for the year 2019 .....	44
<b>Figure 6.</b> Budget allocation for year 2019 .....	45

## LIST OF TABLES

<b>Table 1. GRANTS DISBURSEMENT REACH PER REGION - 2019 .....</b>	<b>17</b>
<b>Table 2. BUDGET CATEGORIES .....</b>	<b>45</b>
<b>Table 3. HIRING PLAN FOR 2019. ....</b>	<b>46</b>
<b>Table 4. HIRING PLAN 2020 - 2022.....</b>	<b>46</b>

## ACRONYMS

<b>WFT</b>	Women Fund Tanzania
<b>SAB</b>	Strategic Alliance Building
<b>SP</b>	Strategic Plan
<b>ToC</b>	Theory of Change
<b>CSOs</b>	Civil Society Organizations
<b>EVAWC</b>	Ending Violence Against Women and Children
<b>GAGGA</b>	Global Alliance for Green and Gender Action
<b>KIPUNGUNI</b>	Umoja wa Wakulima Amani Kipunguni
<b>KIWODE</b>	Kigoma Women Development Group
<b>TAMWA</b>	Tanzania Media Women Association
<b>TGNP Mtandao</b>	Tanzania Gender Networking Programme
<b>TWCP-ULINGO</b>	Tanzania Women Cross Party Platform
<b>UFENET</b>	Mtandao Wa Marafiki Wa Elimu Ukerewe
<b>VAW</b>	Violence against Women
<b>WAJIKI</b>	Wanawake Katika Jitihada Za Maendeleo
<b>WROs</b>	Women Rights Organizations



## **ABOUT THE ORGANIZATION**

Women Fund Tanzania Trust remains the first and only women's fund in Tanzania. WFT Trust is uniquely positioned in the mainstream of women rights movement of Tanzania as an established women's rights fund focused on empowering girls, women and women rights' organizations by providing grants, thought leadership and investing in outreach and capacity enhancement for women rights issues. Our reach and focus on grassroots level women organizations engagement and agenda articulation means we are in touch with the real issues affecting real women in their real lives and circumstances.

Anchored in the women's rights movement of Tanzania WFT-Trust carries out its mandate through a two pronged approach to women and girls empowerment which focuses on an innovative grant making mechanism that targets and links grass roots women actors and national level organizations and its strategic alliances and partnership building functions that creates a mutually reinforcing and supportive movement building processes that has sought to amplify women's voices and visibilising their contributions in building a Tanzanian society where women realize their full potential and engage fully in the transformation of their communities in order to achieve empowerment and social justice.

With this agenda in mind, WFT Trust has in the last year(2019) continued to purposefully fund critical women, girls and children's rights issues aimed at promotion of economic rights for women and young girls; (political) leadership rights including promotion of constitutional rights, enhancing women participation and representation in electoral leadership positions, supporting girls education rights, championing environmental justice with focus on extractive industries, climate change mitigation and land rights, profiling of national prominence gender based violence with a particular focus on sexual corruption (Sextortion) through strategic partnerships including with government agencies such as TAKUKURU and Tanzania Police Force and sought to recognize and visibilize women's contributions in different aspects of national life through Her-Storying. Through all these efforts WFT-Trust has succeeded to mobilize women and young girls through their coalitions and networks in addressing injustices around them and has strengthen networking and coalition building strategies to further contribute towards strong women's movement(s) in the country.

### **Our Vision**

Is to see a Tanzanian society where women realize their full potential and engage fully in the transformation of their communities in order to achieve empowerment and social justice.

### **Our Mission**

Is to contribute to the building of a strong women's movement in Tanzania through making grants, strengthening women's capacity, building strategic alliances and mobilizing resources.

### **Our Overall Goal**

Is to contribute towards women's rights and empowerment, and to women's and feminist movement building through implementing a functional and empowering funding mechanism for women in Tanzania.

### **WFT stands for the following values:**

- The unconditional recognition of human rights for women regardless of class, ethnicity, race, sexual orientation, disability and age;
- A culture of acknowledgement, respect and encouragement;

- Leadership based on feminist values and principles
- Transparency, accountability and integrity
- Professional excellence

## 2019 - YEAR IN CONTEXT

This Annual Report for Women Fund Tanzania Trust (WFT-Trust) covers the period from January to December 2019 and details the operational focus and the rolling out of the annual workplan and budget for this year as an important tool to guide the implementation of our started plans to realise the set goals for the year. The implementation processes undertaken this year has been in the backdrop of challenging socio-economic-political context that has marked most of the years events and its repercussions which have been felt far and wide. To enable a better understanding on how the programming results highlighted in the report were achieved within this operational environment, a brief contextual analysis is provided here under.

This year was marked by several fateful development that have impacted on the socio-economic and political landscape in the country, much of the changes that have taken place have been around the government's desire and tenacious drive to introduce sweeping changes in the way civil societies are organised, regulated and governed in the country. These steps have culminated in the introduction of new legislation which has to a large extent shaped the social landscape impacting the civic space, women rights movement, and their organising power.

Amongst the amendments to the written laws passed this year has been the Written Law (Miscellaneous Amendments) Bill of 2019 (Act No. 3/2019) which was passed by the National Assembly in May 2019, and which thereafter became law on July 1<sup>st</sup>, 2019 after the bill was assented by the President of Tanzania on June 30<sup>th</sup>, 2019. This Act amends eight (8) pre-existing legislature, including the Companies Act, Cap. 212; the Non-Governmental Organizations Act, Cap. 59 (NGOs law); the Societies Act, Cap. 337; and, the Trustees' Incorporation Act, Cap. 318. These are also the main laws governing the operation of a large section of CSOs on mainland Tanzania. The legislative changes highlighted above, have had the following implications to the regulatory framework of the broader civil society sector:

- Changed eligibility criteria under different laws (re-definition of companies, NGOs, societies and trustees).
- Increased oversight powers of registrars and ministers.
- Transferring of registration status from one law to another.
- Limiting the validity of NGOs' certification to a span of ten years subject to renewal.

The likely implications for different stakeholder according to nature of amendments made under this law could be:

- Cessation of the flexibility that existed in registration of NGOs before these amendments. All NGOs must now comply and be regulated under the NGOs Act.
- Civil societies registered under other laws and currently doing community work (service delivery, advocacy, reforms, community development, grassroots development, et cetera) have had to comply with the NGOs Act. Failure to do so has made those CSOs cease operations.
- All international NGOs have had to comply in the same manner as local NGOs based on the current eligibility criteria.

- (iv) Certificate of Registration under the NGOs law is now valid for 10 years only with effect from 1st July 2019. After 10 years, NGOs will be obliged to apply for renewal from the Registrar of NGOs.
- (v) NGOs are required to file quarterly reports. NGO activities are monitored and evaluated on a quarterly basis by the Registrar of NGOs.
- (vi) The amendments do not resolve the charitable status issue for CSOs who enjoy tax relief from the Tanzania Revenue Authority (TRA). Charitable status certificates for the purpose of tax relief will have to be obtained from the commissioner of TRA under the Income Tax law.

These changes have impacted, in many cases negatively, both WFT itself, its coalition members, its grantees, and the broader women's rights movement in general.

Specifically, for WFT Trust, the above legal changes have necessitated us to comply with the requirements of the new law, and in general, has left us with limited options but to change our registration from company limited by guarantee under BRELA to a Trusteeship under RITA. Guided under legal advice and support from a retained law firm, since September 2019, WFT-Trust has a new official name of "The Registered Trustees of Women Fund Tanzania" or in short, WFT-Trust. It is important to mention though, that the most important "win" in this legal shift is the preservation of the Fund's vision, mission, and stated objectives within the new registration. This will ensure that we will continue to exercise our mandate and address issues of women's rights and movement building processes under the ideological focus that has been at the core of WFT's formation. Based on our assessments, the timeline to implementing the necessary changes indicates that WFT-Trust will finalise the legal requirements, operational changes, and the organizational transition before end of December 2019.

Operationally, given the aforementioned contextual realities, we have sought to invest more in promoting inclusive and strong feminist movement building processes. For example, we have continued to work collaboratively with key actors within the women's movement and like-minded actors within other social movements and beyond (cross border movement building). Specifically, we have built and implement a broad strategy that responds to and tries to mitigate the more restrictive aspects of the NGO Law, namely its financial and operational regulations.

Broadly, the context analysis indicates that there is a perception of a general decline in the ability of the civic actors to operate freely in the current political context. The Worldwide Governance Indicators for example, indicate that Tanzania has either deteriorated or has been stagnant in all governance indicators between 2012 and 2017 (except for the control of corruption). The strongest decline has been in terms of freedom of expression, political accountability, political stability/violence, and the rule of law. The deterioration of the democratic process in a country can have negative consequences for women's ability to participate in politics from reduced opportunities. For instance, what are the psychological and emotional costs women political aspirants incur when they are unable to participate in democratic processes and lose out on representing a subset of the population? How much financial loss do they and their supporters incur from the "wasted" investment in preparing for local government elections that almost didn't happen?

As a sign of this deterioration, Opposition Political Parties boycotted local government elections that were held in late November 2019 amid allegations of a concerted effort to disqualify and remove opposition aspirants. This has affected women political aspirants' will





and has limited their participation in both seeking elective positions and in exercising their voting rights. Although no data has been populated, it is obvious that a significant number of women aspirants from the opposition in local governance structures were denied their political rights to participate in elections. It does not help that the law does not allow for private candidates to run for political office. The impacts and ramifications of this turn of events will likely still be felt in the presidential and parliamentary elections in October 2020.

## INTRODUCTION



The 2019 Annual Report for the Registered Trustees of Women Fund Tanzania, abbreviated as WFT-T, narrates progress made towards achievements of key result areas deliverables, implementation obstacles and the strategies used to operationalise our programming focus amid the articulated general context in the country. It is a Report that implemented an Annual Workplan and Budget approved in 2018 which set out a framework for programmatic implementation at both organizational and tertiary levels.

Implementation of the core programming activities continued to focus on attaining the vision of seeing a Tanzanian society in which women and girls/children realize their full potential and engage fully in the transformation of their communities in order to achieve empowerment and social justice.

2019 is the fourth year of our implementation of the Strategic Plan 2016-2020 which is being operationalized through four key result areas:

-  Grant Marking and capacity strengthening
-  Strategic Alliance building and Partnership
-  Resource Mobilization
-  Institutional Capacity Strengthening

In addition to these SP based key result areas WFT-Trust will also report on two other functions:

-  Special projects portfolio which covers EVAWC Intermediary role
-  Programmatic oversight

Under the reporting period WFT clocked impressive strides in each of these key result areas where over the year important milestones were reached in all spheres of the organization programming. Our overarching goal continuing to be promotion of women, girls and children's rights and gender equality in general, we made available a total of Tshs 1 billion in grants to a broad section of the women and girls movement actors, with a focused push under strategic alliance building for collective organizing, voice and action which in turn contributed towards a strengthened women's movement in the country. We also facilitated capacity enhancement strategies and continued to undertake robust resource mobilization strategies including developing a Long-term Financial Sustainability strategy for the Organization.

Furthermore, WFT Trust has continued to focus on strengthening WFT's institutional capacity to be able to provide better services and provide robust managerial oversight to ensure grants are accessible in a timely and less-bureaucratic manner to our grantees as well as supporting strategic alliance building and partnerships promotion. Efforts to strategically resource mobilize have continued to bring encouraging results which support our aspiration of securing longer term funding sustainability.

At implementation level, special emphasis was placed on supporting women, girls/childrens' rights movement building processes that seek to enhance women's capacity to work in agency and ensure strengthened collective activism informed by feminism and rights-based approaches, at both national and local levels. Key to achieving this has been a focused drive to amplify women and girls' voices, strengthen women and girls/children rights organisations and the women's movement by brokering and facilitating partnerships between organisations, within the women's movement and cross movements, to make them stronger, more resilient and impactful in advancing gender equality and human rights for women and girls.

Concerted efforts have been expended this year to empowering adolescents' girls/children and women both as individuals and through their organizations. As part of this, WFT-Trust has continued to engage and use its comparative advantage to strategically provide grants and investing in outreach and capacity enhancement for furthering women and girls rights issues with a special focus on targeting grassroots level women organizations to reach their full potential and capacity to actively engage with others in demanding their rights by themselves and through working collaboratively with other women in the movement. In this sphere, we have cloaked significant results in the ongoing National Anti -Sextortion Campaign which has brought together other key government and civil society actors.

We have also continued to fund and support advocacy and collective campaigns, convening, exchanges, learning, research and targeted studies e.g. Gender Festival and others as will be demonstrated in details in the coming sections of this document.

WFT has also continued to invest in developing and rolling out evidence-based strategies and practices, promote collective platforms for learning, strategize and support action of the members representing different sectors of the women's movement including young women and excluded groups. As part of this, WFT has also continued to provide thought leadership, financial and non financial support to movement led coalitions including: the Women Constitutional, Election, and Leadership Rights coalition; Anti-sextortion Coalition and Her Story coalition in order to strengthen their capacities to advocate for gender equality and women human rights issues through better articulation of the agenda and enhanced ideological clarity. Furthermore, as will be later explained in upcoming sections of this report, WFT promoted partnership with cross civic and other movement actors including academia and researchers who provided vertical and horizontal synergies to the women's movement including evidence-based interventions matrixes.

To support the on-going work of documenting Her Stories, WFT-Trust has continued to provide grants to support documentation, dissemination and communication of women contributions and voices in the country at different levels. Generated products from such processes are expected to be used to influence policy, legal and attitudinal changes.



## IMPLEMENTATION PROGRESS FROM KEY PROGRAMMATIC AREAS:

### KEY RESULT AREA 1: GRANT MAKING AND CAPACITY STRENGTHENING

#### Overview:

This key implementation focus forms an important tenet of our SP 2016-2020 and forms the primary vehicle through which WFT-Trust has continued to use to propel the change agenda forwards. In the year under reporting emphasis of the grant making program has been on funding women and girls led platforms and coalitions in a bid to push the women and girls/children rights



Picture 1: WFT ED Mary Rusimbi (Left) with Envirocare ED Loyce Lema (Right) during contract signing

change agenda through collective synergies

through a hitherto unutilised large window and in funding on going campaigns and initiatives through the medium window. This strategy is seen as key in supporting the deepening of the on-going campaigns such as Anti sextortion campaign and the Her story campaigns, As mentioned above, although small-scaled and community-based grantees continued to receive funding through the small window, we continued to use grants as a catalyst to strengthen women's movement, through channelling of more funding towards cross platforms establishment, foster linkages of various women and adolescent movements brought together by a common agenda of empowerment. For instance this year WFT-Trust funded VICOPA Platform which has the potential of bringing together the economic empowerment platform with the rights based approach that seek to empower women who are already engaged in various economic empowerment interventions to question the status quo and to begin to analyze and then dismantle oppressive structures and systems in the daily lives. Similarly, WFT-Trust funded a growing Platform of women movement and young adolescents' girls working on promoting their rights such as Msichana Initiative and KIWOHEDE to name just a few.

In the overall, the Fund has increasingly been making steady impact through the interventions implemented by its grantees and other supported stakeholders. The vast majority of our beneficiaries have continued to be women, girls, people with disabilities, children, elderly and marginalized groups

## ***Partnerships***

During the year under focus, WFT has continued to cement its position while broadening up its operational scope, enticing a wider range of actors who have previously not been actively working with the fund such as non-traditional actors<sup>1</sup>, academia, Government authorities and agencies, as well as political parties.

## ***Updating and review of grant making manual including tools and processes***

During the year under reporting, a number of factors have necessitated us to review and update our grant making manual, its tools and processes. Some of these factors include need to address organizational growth, compliances with requirements of our donors (As a PIP requirement) as well as growing public demands driven by social and economic factors. In view of these factors WFT-Trust has undertaken a review of its grant making manual. This task has been finalised and the final version has been approved by our Board of Trustees and other relevant Stakeholders specifically Irish Embassy and Global Affairs Canada who are funding Women Voice and Leadership Program. The overall changes made to the grant making manual have also sought to better articulate granting criteria through better utilization of the existing windows and the introduction of the fast responsive window which is designed to facilitate responsive funding<sup>2</sup>, selection and awarding processes, enhance risk management and improve overall performance and effectiveness.

On the process level a number of processes have been streamlined, updated or improved to enhance accountability, transparency and in some cases easing the workload to the grant applicants. Such processes include WFT-Trust online application formats for the concept note and the budget which has been simplified to better reflect the current context while creating enabling environment for women from grassroots organizations and marginalised communities to be able to apply with much difficulties.

## ***Migration to Salesforce***

As part of strengthening our Grant making systems and tools, since mid 2019 WFT-Trust became part of a fellowship program that is supported by Global Fund for Women and PROSPERA<sup>3</sup>, with the aim to develop its staff capacity on Theory of Change and Strategic Plan improvement, as well as development and operationalising of an automated digital platform called Salesforce which has multiple capabilities including data hosting, grant cycle management, data retrieval, reports generation, process management and monitoring evaluation and learning functions. The system can also be integrated with our financial management system (Pastel and Evolution). The migration process is ongoing and it is expected to be completed by September 2020, as the processes involved designing and customization of the system to mirror the organizational needs.

As a preparation to this process in October 2019, two of WFT's staff, one from grant making Unit and another from finance and administration department, were sent to San Francisco, USA to take part in Salesforce training<sup>4</sup> that was designed to equip selected Women Funds

---

<sup>1</sup>Groups that have not been previously directly linked with the fund, but strategically positioned to

<sup>2</sup>Fast responsive window which can cater for emerging, unanticipated needs of grantees and respond to windows of opportunity or address emergencies

<sup>3</sup>A global network of women funds and which WFT is a member

<sup>4</sup> Salesforce training was organized and funded by Global Fund for Women under the coordination of Prospera.



from across different regions<sup>5</sup> to make the transition manual grant making structures current under operation to digitalised systems. This training is on going followed by series of webinars aiming at strengthening staff and other internal stakeholders as a way of equipping them to follow the process through the various stages of customisation and development.

### ***Call for proposals***

In 2019, the Fund made 1 “Call for Proposals” in mid (on 13<sup>th</sup>) February 2019 through various platforms such as print media, on the citizen and Nipashe newspapers<sup>6</sup> and WFT-T’s social media platforms i.e. Instagram, Twitter and Facebook. The call also made circuits with women movement networks and platforms at local and national level, e.g. MKUKI network in the country.

A total of 8 interlinked thematical areas featured in this year’s call for proposal aiming to support various women, girls and children rights interventions in the following sectors: constitutional and leadership, environmental justice with special focus on extractive industries (mining, land rights and water rights), economic empowerment, movement building, documenting and research, education rights, gender based violence (with emphasis on sextortion) and a newly introduced focus of children through ending violence against women and children.

This year’s call of proposal yielded **641** applications received from across the country. Compared to last year 2018 which yielded **560** applicants we observe an increase of about **6.7%**. There is also an increase of number of regions that are applying for grants including new ones such as Manyara, Songea, Singida, Lindi, Simiyu and Karagwe. It is encouraging to see that new regions are coming on board as this signifies increased reach of our operations and that people are hearing about our work.

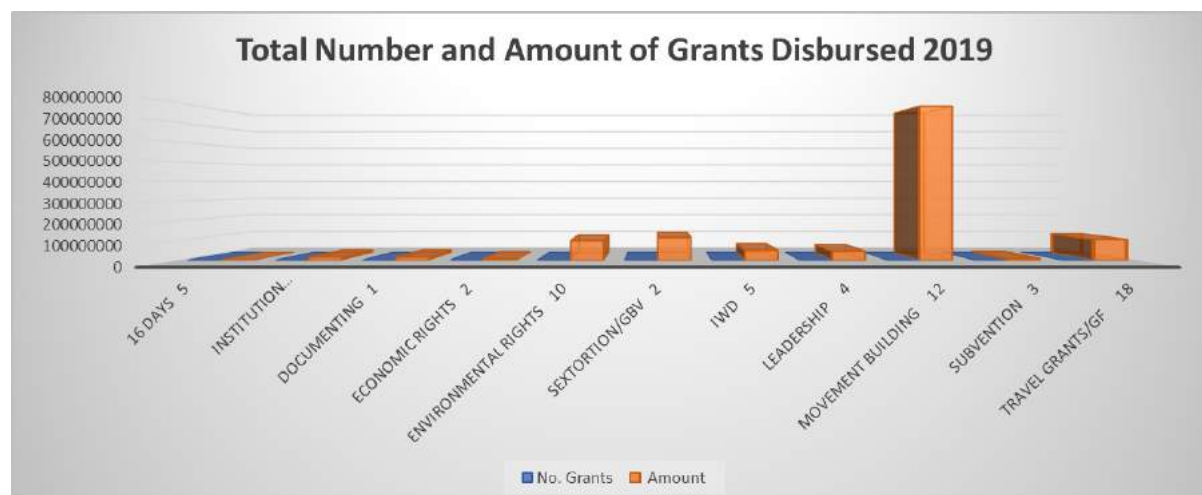
---

<sup>5</sup> Africa, Europe, Latin America

<sup>6</sup> The Citizen and Nipashe, local newspapers with a wider circulation



From the graph above it can be seen that the majority of applications received are from GBV with a special focus on Anti Sexual Corruption..This is significant because it demonstrates the growing national prominence of the campaign which is a result of the funding and other engagement that WFT-Trust has invested into the campaign.



**Figure 3. Total Number and Amount of Grants Disbursed 2019**

As can be seen from the schedule below WFT has increased its reach of grants based on thematic focus during 2019:

**Table 1. GRANTS DISBURSEMENT REACH PER REGION - 2019**

LOCATION	NO. OF ORGANIZATIONS THAT RECEIVED GRANTS	DIRECT PEOPLE REACHED	
		Female	Male
Arusha	5	394	192
Dar es Salaam	20	1864	909
Dodoma	8	186	148
Kigoma	7	101	86
Mbeya	5	112	76
Morogoro	5	92	12
Mtwara	4	478	188
Mara	1	7	3
Mwanza	4	48	8
Njombe	1	38	6
Tabora	5	100	24
Zanzibar	2	81	19
<b>TOTAL</b>	<b>60</b>	<b>6162</b>	

By comparison the number of grants provided in 2019 surpassed the target by 121%.This increase is likely due to increased financial capacity base, improved staff base and better functioning of the grant technical selection Of note also is the emergence of strategic partnerships through funding with non-traditional actors in the anti-sextortion campaign when

WFT Trust funded a partnership with Prevention and Combating of Corruption Bureau (PCCB), this was a very strategic move that has the potential to open doors for collaboration and coordination of efforts in addressing issues of importance to the country as a whole. It perhaps also opened the door for government partnership with women and girls civil society organizations in the fight against corruption, in increasing their awareness on sexual corruption and the way it was impacting women, girls and others, while also created an enabling environment for future partnership with other government authorities in other sectors on promotion of women/girls rights agenda.

### ***Strengthening the grantees database***

#### ***Data Collection and management***

In its bid to better manage and facilitate grant making processes WFT has continued to collect, store and utilise a grantee database which also serves as a source of information for all programmatic areas. Under this planned activity, grant making unit has continued to streamline and update grantees data base throughout the year, this has been done through updating new information to the current existing data base which reflects grantees details from previous years, ranging from those who have benefited directly from WFT's grants and those who have been identified as future potential grantees. Major sources have been through grantees applications, coalitions date base and non- traditional actors follow up and engagement. Grant making date base has comprehensively covers across all identified WFT's thematical areas under focus the date base has been instrumental in providing key details information about grantees of which have served as sources across all programmatic areas.

The key result in this undertaking is the increased ability of the Fund to track and monitor grants and grantees but also the mapping out of the organizations growth in terms of coverage and document field results.

During the reporting period, we have also strived to streamline and update grantees database in a bid to ensure that there is information and data complementarity between Grant Making and other Units such as Strategic Alliance Building and Children Rights whose grant making information and data needs are in tandem because of the interconnectedness of activities and interventions. This has been done through systematic management and updating of the data from our grantees and others who have benefited directly from WFT-Trust interventions and those who have been identified as future potential grantees. Major sources have been grantees applications, growing coalitions date base and non- traditional actors. The Data base covers comprehensively across all identified WFT-Trust thematical areas under focus.

Its worthy noting that with the transitioning to Salesforce a lot of grant making data work which has hitherto been done manually using spreadsheet will be taken over by Salesforce platform which will have the capacity to do a lot more with the core data by making possible processes such as cross referencing, data mining, collation, linking of data sets and much more.

### ***Monitor emerging important Women Rights issues for strategic targeting in grant making***

This reporting period we have continued to actively engage with other actors within the women's movement to scout and analyse the context in order to prepare and strategize around possible mitigation strategies that address barriers to efforts aiming at disrupting patriarchal systems. WFT operational focus has been largely shaped by the emerging women rights issues at different levels, and thus grant making in collaboration with other institutional departments have continued to monitor and capture emerging women rights issues that informs grant making approaches and strategies. In its commitment to constantly remain at the helm of events and to provide strategic and thought leadership to the broader women movement. For instance, as part of supporting WROs to address their institutional and organizational needs/gaps, we have conducted a needs assessment of the WROs and we are proceeding to support them to develop plans to address those needs which if appropriately crafted we can fund.

### **Accompaniment Support**

Over the period under reporting, WFT-Trust has continued to provide accompaniment support to its grantees, movement actors and other key stakeholders through supporting their capacity enhancement initiatives primarily through mentors and through supporting them to create and exploit mutually beneficial linkages and opportunities with like-minded organizations as well as with different donors within the women rights space. For example, in different period of the year, we have managed to link community-based organizations such as WAJIKI, Kipunguni and Waremba Forum with several platforms that have allowed them to network, liaise and engage to further promote their agendas and create meaningful exchanges that build both their individual capacities but also strengthen their organising capacity. National level WROs, for instance ENVIROCARE whose work is around environmental justice advocacy for women and girls in communities have been part of the broader green rights movement were linked with a funder, Mama Cash, through GAGGA platform processes. Furthermore, under the accompaniment part, we have also continued to support WROs and grantees to link with like-minded organizations for enhanced program design and delivery, exploiting funding opportunities and for strengthening collective organizing and action. Several grantees have been linked to various capacity development opportunities offered by Women Funds, other donors, within the movement and beyond. For instance, during this reporting period, we were able to link more than 5 Community based grantees including Door of Hope from Mtwara and Mimutie from Masailand, as well as Msichana Initiative which is a national based organization for girls rights promotion to various emerging opportunities, such as funding their participation through organized trainings and convenings, and referrals to support various resource mobilization bids.

Within the same outcome area, we have provided accompanied support to grantees to strengthen monitoring processes through deployment of mentors<sup>7</sup> who have played a critical role in promoting learning and capturing emerging results. Furthermore, in 2019 selected mentors have been exposed and linked with various learning opportunities as a strategy to equip them to be able to respond and manage growing expectation from the grantees as well as

---

<sup>7</sup> *Mentors is a cadre of resource persons who are recruited by WFT from the movement base, supported through capacity enhancement through training, ideological clarity and community engagement. They are used to support grantees through different stages of their growth including support in concept development and refinement*

support the realization of organizational objectives. Likewise, the processes of recruiting and updating mentor's data base has been ongoing throughout the year, this has been done carefully and selectively to ensure we recruit mentors with pre requisite background, knowledge and skills for supporting our grantees technically and otherwise. For instance, during this year, we have been able to recruit 5 new mentors who have been added to the pool of mentors currently totalling 30

### ***Development of a new communication strategy for grant making enhancement***

WFT-Trust understands that communication forms an integral part of our overall strategy to visibilize our own contributions we make through grantmaking, and especially the contributions of women and girls and in articulating our collective contributions as a body of knowledge and information. Furthermore, through a robust communication function we hope to be able to visibilize different efforts towards the achievement of women rights and dignity and through enlightening the women movement and rights issues as part of strengthening the same. Thus, communication was seen as a conscious process of promoting strategies, highlighting lessons learn and documenting emerging results from various deployed strategies. The task of developing the new communication strategy has been informed by our own experience, shared experiences from sister women funds and other feminist organizations and the need to enlist innovative ways of communicating for instance increased use of social media platform that give us access to non-traditional actors including intergenerational audiences.

### ***Cross movement engagement through grants provision***

In this reporting period, we have continued to provide grants for promotion of cross movement engagement with other sectoral movements including extractive industries, gender and environmental justice rights (GAGGA) movement, and others, etc. The focus has been around bringing us together through platforms that cut across our own niches and through implementation of the GAGGA framework amongst others. Thus, we have been able to coordinate and facilitate various activities at different level as follows;

- Participating in series of organized online platform that bring together GAGGA members from around the world through webinar.
- Participated in various online survey organized to collect data from GAGGA members

### ***Facilitate and coordinate LME processes in grantmaking***

Learning, monitoring and evaluation (MEL) processes that are so critical to inform various organizational processes, were undertaken throughout a grant making lifecycle, a number of monitoring and evaluation initiatives have been coordinated, and facilitated such as reflection meetings, field visits and documenting our "Herstory". Our MEL processes, have been classified to focus on different angles, an internal monitoring trying to assess internal activities geared at evaluation made against agreed organizational goals and deliverables has been carried out, while the wider focus has been to monitor and evaluate ongoing work as implemented by our grantees and partners and other actors at local and grassroots level, secondly monitoring and evaluating emerging results at movement level.

Results and lessons collected from the MEL processes in our grant making initiatives have been used to inform various organizational strategies and decision making.



### ***Success stories from the field***

Working with grantees and partners to implement various interventions in the field extends our reach and presence in ways that enhance the achievement of our stated goals in line with our mission and vision. In the year under reporting, we have continued to support the work of our grantees and partners in the field through provision of grants, accompaniment support and through building the strategic alliances and partnerships necessary to create momentum for women. During that period of time we have worked with two partners namely WAJIKI based in



*Picture 2: WFT-Trust ED Mary Rusimbi is pictured with Prevention and Combating of Corruption Bureau Director during a partnership signing ceremony*

Dar es salaam and Door of Hope based in Mtwara whose work around sextortion has created significant ripple effects in the communities, at district and regional level and more importantly at national level. Their stories tell of communities that have found voice and audacity to address issues of sextortion and have dealt to deal with the faces of oppression in their own tuff, using the little resources from WFT-Trust but drawing from the very communities they serve for support and strength. These stories from the field have raised voices and hope as well as promoted visibility of the issues at the local level.

In a special way success stories and case studies have demonstrated in real terms how our funding is affecting communities and supporting women and girls' rights organizations to drive the change they seek and desire. This is in effect also a demonstration of extending and deepening of the national anti- sextortion campaign that continues to gather momentum and spiral through increased engagement of other key actors including TAKUKURU (PCCB)

### ***Engagement for learning and collaboration at national, regional and international forum***

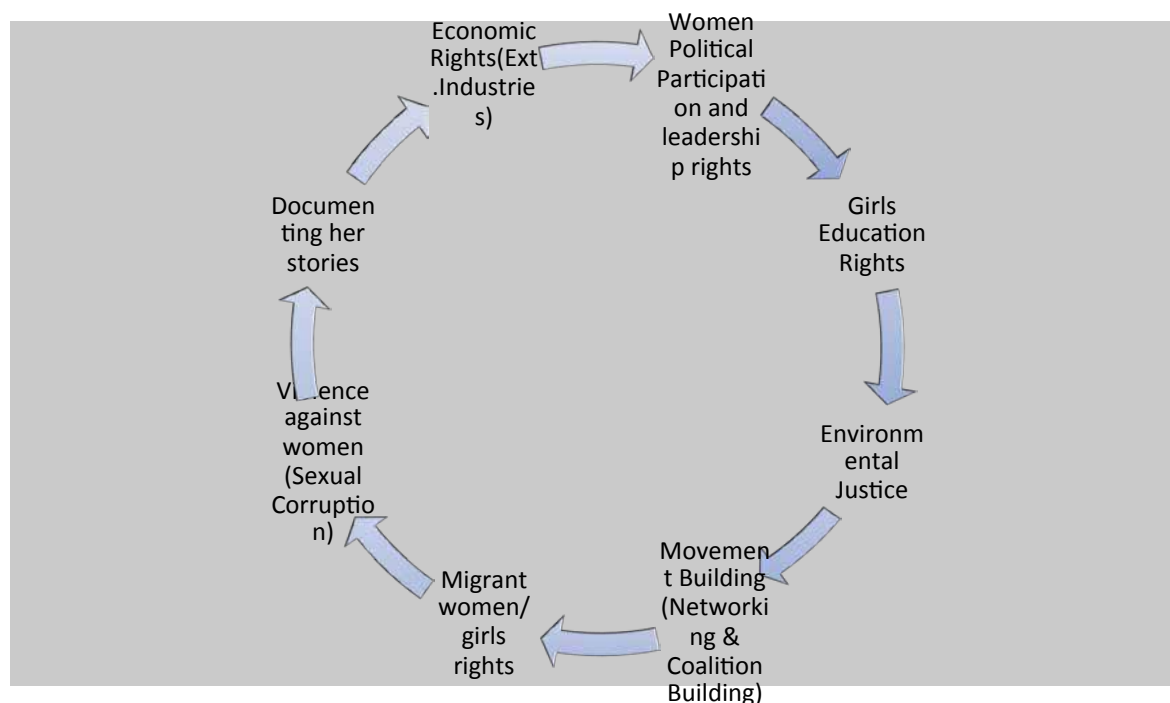
As a Women Rights Fund, we have continued to be involved in networks and platforms that further our agenda through connecting with Women Funds movement regionally and global as well as other like-minded Funders such as Human Rights Funders and related others. For example, in November 2019, WFT Trust participated in an International forum jointly organized between Global Fund for Women (GFW), and PROSPERA in San Francisco USA. The forum was designed to bring together National and Regional Women Funds from selected Regions, to learn, strategize and prepare for the fellowship through capacity enhancement on MEL, ToC, Strategic Planning and Salesforce platform which as explained in another part of this report will help WFT-Trust to migrate to an automated system for grant management, finance management and MEL.

We have also been an active member and player in organized forums and processes such as Regional Meetings, Webinars and others as implemented under PROSPERA Africa Region, which includes Women Funds in Africa such as: African Women Development Fund (ADWF), Urgent Action Fund (AUF) and Congolese/DRC Women Fund. Our participation in these initiatives added a great value in our learning and networking on issues pertaining to our Funds but more on building the needed sisterhood and solidarity in moving our collective agenda towards influencing increased access of funding to women and girls/children in our countries.

### ***Thematic areas under this year's funding***

During 2019 the fund has continued to fund women rights initiatives from the same thematic areas as the preceding year but with a focus on deepening and solidifying key achievements realised in previous years. For instance, this year we have continued to fund community-based organizations such as WAJIKI and DOOR OF HOPE to deepen their anti-sextortion campaigns. On the national level we have continued to fund under the same thematic areas organizations such as SOMA who are deepening their HerStory campaign during this funding cycle. These organizations have been recipients of WFT-Trust funding for three funding cycles. This reflects not only our need to fund new and emerging organizations such as non-traditional actors, marginalised groups and vulnerable populations such as migrants and PLWD but also a need to further deepen existing campaigns to build on achievements and inroads realised in previous funding cycles.

### **AREAS FUNDED IN 2019**



**Figure 1: 2019 Grant making thematic**



## KEY RESULT AREA TWO

### *STRATEGIC ALLIANCE AND PARTNERSHIP BUILDING (SAB)*

This year was an important one for Strategic Alliance Building (SAB) the Organization where key programmes and critical interventions were implemented successfully for contributing towards a strengthened and feminist conscious women and girls movement in the country. The responsible Unit within WFT-T continued to cement key achievements garnered in the last 3 years of implementing the second SP 2016-2020 where the focus has continued to be on strengthening women movement through various interventions with a basis on stimulating feminist consciousness of women and girls' movement actors, and enhancing inclusive and collective approaches for transformative outcomes at different levels. Through robust bringing together of the Grant Making (GM) function and Strategic Alliance Building WFT-Trust has made increasing impact to the lives and welfare of women, young girls and children through provision of larger sizes of grants for promoting network building, creating new platforms, supporting coalitions and for providing thought leadership and anchorage which has been an important tenet in consensus building, collective agenda setting and promotion of feminist ideology and practice within the movement/s. For instance, over the course of the year, WFT Trust funded Networks, Coalitions and cross sector Platforms with the aim of addressing critical rights issues around promotion of economic rights for women and young girls; (political) leadership rights including election related rights for enhanced women and girls participation and representation in electoral leadership positions, supported girls education rights, championed environmental justice with focus on extractive industries, climate change mitigation and land rights, profiled to national prominence gender based violence with a particular focus on sexual corruption (Sextortion) and sought to recognize and visibilize women's contributions in different aspects of national life through HerStorying Project. On the other hand, WFT-Trust mobilized women and young girls through the coalitions and in addressing injustices around them and strengthen networking and coalition building strategies to contribute towards strong women's movement(s) in the country.

In the year under reporting WFT-Trust under SAB also created several spaces for Women Rights Organizations (WRO) for dialogues, created or supported the creation of platforms for strategizing, planning and reflecting as a collective. Throughout the year, building the feminist conceptual clarity of WROS on issues of importance to the women has been the most important and key ingredients to its programming. In all organized spaces conducted diversity and inclusivity have been key and has included different groups within the society, including reaching out to the traditional and non - traditional actors, pulling of intergenerational segments, reaching out to grassroot level women and girls and bridging the rural-urban divide and encompassing special groups for collective actions to achieve women rights goal.

WFT-Trust also supported different coalitions, networks and platforms also partnering with government Institutions like Prevention and Combating of Corruption Bureau and Tanzania Police Force through mutually reinforcing partnerships to strengthen capacities and collectively to carry out joint campaigns like the national campaign of Anti sexual corruption, the Coalition of Women Constitution. The other coalition, Women Elections and Leadership worked very closely with the Office of the Registrar of Political Parties (ORPP) in Promoting Women Political Participations and Leadership through continuous advocacy, engagement and networking. The Herstorycoalition has joined efforts with the National Museums to try to profile and visibilize the contributions of women in different spheres of our national life and in the society in a bid to celebrate and promote women rights

We have through these interventions registered key results such as:

### ***Women Leadership and Political Empowerment***

In this reporting time, WFT-Trust and the the Coalition of Women Constitution Elections and Leadership have gained tremendous results regarding women political participation as a result of engaging with the Office of Registrar of Political Partirs (ORPP) to influence the new Political Parties Act (PPA), which was then under preparations for women rights inclusion

#### **I. PPA Processes**

The Women Constitution, Elections and Leadership Coalition (WCELC) under the thoughtful leadership of WFT-Trust had engaged with the ORPP, since the beginning of the PPA processes in 2018. The results has been the inclusion of Arctilce 6 (A) of the PPA which states the Gender Equality Principle in the Revised PPA. Needless to say a lot of efforts and energy went into clocking this achievement which is a culmination of several interventions thatthe Coalition under the leadership of WFT-Trust have done.

The coalitionhad intervened in January 2019under WFT-T funding through sending a representation to represent women's movement as a collective bearing their recommendations to before the Parliamentary Committee responsible in a bid to influence inclusion of gender principles in the proposed ammendments to the new Act. When the new Act was finally passed and assented by the President WFT-Trust facilitated the first working session in June,2019 between the WROs, and the ORPP to engage in open and transparent diloque so as to achieve common understanding between WROs, ORPPand other stakeholders on the inclusionof contested gender issues propagated the women's movement and which had hirtheto been incorporated into the new PPA Act. The meeting further provided a platform where women movement actors from different walks of life and mandate could have in person conversation with ORPP staff and discuss concerns.In the meeting a legal expert from the ORPP explained to WROshow the movements had contributed to the Act and how the input and thoughtful contributions have been incorporated into the resultant inclusion of Arctile 6A which is the main principle in the gender equality mentionedin the new PPA. Further, the official noted that word gender has been cited 4 times in the new PPA.

Key take aways fromthis meeting were that the push to include issues representing the women movement voice and that of its consituents have borne fruits although not to the extent that we had anticipated.Further, the inclusion of the gender principle in the ammended law gives a ray of hope that at least the broad principle can be used in the future to require Political Parties to adhere to the principle and show how they are implementing the principle in their parties to broaden the base of women aspirants to key leadership positions within their parties.

The participants who attended the working session represented the diversity of the women movement which is a feminist approach which emphasis on diversity, intergenerational and inclusion.The participants were from young women organizations, rural-urban based, grassroot to national level, non traditional actors, intergenerational actors, intesectionality, cross boarder actors, minority groups from all parts of Tanzania Union. The organizations base was also aptly represented with participants coming from Equality for Growth, TAMWA, TAWLA, TGNP, Tanzania Women Cross Party Platform (ULINGO), Tanzania Youth Vision Association, Federation of Organizations of Persons With Disability, Voice of Women with Disability(VODIWOTA),Women Cross Border Traders (Tanga),ZanzibarFemale Lawyers Association, Kilimanjaro Women Rights Organization (KWIECO), Kivulini,Pastrolist Women Organization (Arusha), WAREMBO FORUM, TUWOTEa, GIYEDO, TUWATA Group,

NETWO, Women in Society (WOINSO), Lindi Women Paralegals, The Dreamers Development, WiLDAF,AWITA, Women Life Foundation, TAMASHA, CDF, MGWOSEPT, JUWAZA,Tree of Hope, TAYES, Zanzibar Gender Coalition (ZGC), FEMA,WOVUCTA, Tanzania Centre for Democracy (TCD), VICOPA, PHIL, Binti Leo, ULINGO,UDSM, AWWORIT, MWATODEO, KIPUNGUNI, WAJIKI, ELIMISHA, FRAJO,WODA,TAWIA, DIGNITY KWANZA, GYOWHAT,Save the New Generation, TAFILI, MMEF,TUCTA, SUKTA, Envirocare, Msichana Initiative, Tumaini la Wajane, LHRC, Mwalimu Nyerere Memorial Academy, WOFATA and TGNP

As part of good working relations that has been built between the Coalition through the leadership of WFT-Trust and the ORPP, after the first draft of the Regulations and Codes of Conducts had been produced by the Drafters,the ORPP, shared the draft of the regulations with the Coalition for inputs and recommendation. WFT facilitated a meeting on 14th September,2019 with WROs and the Coalition to input and make recommendations to the draft PPA Regulations and Codes of Conducts for consideration. This meeting was attended by 87 participants whereby 82 were female and 5 males.The participants came from a diverse and inclusive mix of grass roots and national level organizations, rural and urban based, minority groups, intersectoral, intergenerational and cross boarder representatives. After collective review by the coalition's members a set of recommendations (Position paper) were put forth by coalition members collectively for submission to ORPP. The coalition recruited a Consultant to prepare a final draft of the recommendations ready for submission to the ORPP, which were submitted to ORPP on 23<sup>rd</sup> September 2019. (The position paper with recommendations is annexed).

The coalition still continued to engage in order to solidify gains from previous engagements.For instance, on October20th,2019,the Coalition through WFT-Trust organized a one day working session between the ORPP officials and the Coalition members to build a common understanding between the Coalition and the ORPP regarding the recommendations submitted for considerations. This working session included about 40 ORPP officials,some members of the drafting team and 5 coalition members.

## **OUTCOME OF THE PROCESS**

Through all of the above mentioned interventions and engagements the women's movement across through the above mentioned coalition recorded some important milestones, though they also faced some challenges.Below is the summary of the key highlights of the gained successes and challenges encountered through out the process of engagement.

### **a) Application of Gender Equality Principle by Political Parties in Internal Elections**

There are some indications that some political parties have began to internally apply the stipulations of the gender principle enacted in the new law (PPA).We are closely watching these positive developments and will try to capture what is transpiring within internal political parties elections processes and report in next years's annual report.

It is our opinion that this is one of the most significant achievement gained through the undertaken processes by the Women Constitution, Elections and Leadership Rights Coalition and it can be directly attributed to the facilitation and funding role that WFT-T played in enabling the Coalition to engageand influence the PPA to promote gender equality principles within Political Parties in the country.

Secondly, through the processes and engagement with the ORPP, there have been among the Coalition members, much more collective and common understanding of the new PPA,

especially on the gender issues incorporated in the Act and on its application for their enhanced advocacy work. Thirdly, as part of its involvement in supporting the Coalition in undertaking the engagement processes with ORPP, WFT-T increased its database of new coalition members, which is instrumental in furthering its outreaching objectives at different levels.

## II. Gender Review of Electoral Laws in Tanzania.

This year, the Coalition of Women Constitution Election and Leadership Rights in Tanzania, was facilitated and funded by WFT-T to conduct an analytical **Gender Review of five (5) Electoral laws in Tanzania**. The conducted Gender analysis looked at the electoral laws such as National Elections Act, Zanzibar Election Act, the Local Government (Elections) Act, the Local Government (District Authorities) Act, and the Local Government (Urban Authorities)



Picture 3: Meeting of the technical committee of the women leadership and Constitution Coalition

Act, with the aim of bringing out the inherent gender gaps (and opportunities) for raising awareness of key government actors as well as women and girls who were aspiring for contesting at different levels. The results from the review was also aimed to be used by the Coalition members to solidify their own conceptual understanding of the

gender gaps in the selected laws for advocating for

changes. In this way, it was an important process for enabling women and girls in their movement/s to prepare for the then local elections (2019) and upcoming national elections (2020). As part of this review, a Comprehensive and Analytical Matrix of the gender gaps was developed providing a list of key women's rights and gender equality issues arising from the said laws and their application. More general findings from the Gender Review were developed in a Report and shared to relevant Stakeholder. *The report with specific gender gaps findings in the analysis is annexed*



Picture 4: Gender review results feedback session with women members of parliament in Dodoma

The produced Matrix with the identified gender gaps was then used by the Coalition members as an advocacy tool as well as for awareness and sensitization with relevant key stakeholders including the Association of Local Authorities Executive Committee (ALAT EXCOM), Women leaders in Local Government



Authorities(WASEMI), Tanzania Women Parliamentarians (TWPG),Zanzibar Electoral Commission (ZEC), Ministry of Gender, Constitution and Legal Affairs in Zanzibar, PO-RALG in Zanzibar,Women members of the Zanzibar House of Representatives (UWAWAZA) and Civil Society Organizations (CSOs) including Think Tanks in Zanzibar. Other key recipients and users of the Matrix and report were CSOs in the mainland and the WROs who are expect to use it for continued sensitization and awareness raising.

### **Achieved Results**

The main gained results from implementation of this crucial intervention was more on the sensitization and awareness raising of the above actors reached through dissemination and conversation carried by the Coalition with them regarding the gender gaps of the selected electoral laws. In this way, the developed Matrix document became a useful tool in enabling women parliamentarians in both the Mainland and Zanzibar as well as actors from Zanzibar Electoral Law and those from Local Government leadership (members of Association of Local Authorities Executive Committee and Women leaders in Local Government Authorities) to be aware of the reviewed laws and their implications (both negative and positive), and on general awareness of the electoral laws for their enhanced capacity to engage with upcoming elections. Similarly, through a number of conducted Feedback, Sensitization/Advocacy sessions for the coalition members and other women CSOs actors, and at times some sections of the public through media articles, these actors (voters and potential aspirants) were also enabled build a deeper understanding of the gender gaps from the selected electrol laws and also tasked to cascade them for influencing or advocating them to be changed for positive impacts.

In this regard, the coalition made effective use of the produced Matrix and Review Gender Report to reach and engage with a number of key stakeholders for raising their knowledge and also further sitimulated their motivation to play a more pro active role in the upcoming elections. For example, after a conducted session withWomen leaders in Local Government Authorities (WASEMI) in Dodoma, one of the participant (Chairperson of WASEMI) expresses much confidence that in the coming national elections, she will vie for a constituency seat (rather than going back to vie as a Local Government Councillor) and that she needed further support from the Coalition members for this to happen.

I have been WASEMI Chairperson for 5 years and a Councilor leading my council as its chairperson for 10 years.During that time I have supported many women to engage in political process and contest for leadership positions using my own example and experience and as a result my council has the largest percentage of women councillors in the Region.I have build the necessary networks and garnered valuable experiences.With the support of the women in 2020 I'm going to vie for member of parliament seat for Morogoro Rural constituency.

Kibena Kingo-Morogoro Rural Councillor 2019

Unfortunately, the Coalition was not able in an effective way in reaching out to some goverment actors such as National Electoral Commission(NEC),Ministry of Health, Community Development, Gender, Elderly and Children, Ministry Of Justice And Constitutional Affairs and President's Office – Regional Administration and Local

Government who are central and responsible organs in reviewing electoral related processes etc. Although the Coalition members with WFT-T funding support, spent much time to reach out mentioned government actors, and especially the President's Office – Regional Administration and Local Government to have them participate in organised Working sessions, this was not made possible for various reasons. In this way, Coalition members lost an important opportunity for sharing results (gender gaps) from the conducted Gender Review of the Electoral laws and the proposed recommendations on issues that needed to be addressed during the formulation of the 2019 local election regulations. The submitted list of recommendations which focused on the key questions and gender sensitive issues raised were thus not taken in consideration in the revised regulations, though they remain pertinent for engendering the regulations of the then Local Government Elections taking place in 2019. This situation, coupled with the decision by the Opposition Parties in boycotting the local elections, dramatically reduced the numbers of women and girls who stood and won in these elections. This was unfortunate and a lost opportunity for the local government elections to achieve gender sensitive and responsive outcomes at this level.

And through the coalition submitted and presented these recommendations which contained key gender issues that have been shown to have potential for negative outcomes in local election in the past, these recommendations were unfortunately not taken into consideration which is unfortunate and a lost opportunity for the regulations to be gender sensitive and responsive.

### **III. . Development of the Women Election Manifesto for 2019/2020**

In 2019, WFT-Trust co-funded with TGNP a collaborative effort under Coalition on Women, Constitution, Elections and Leadership and other women from the movement to develop a Women Election Manifesto, which is a national wide women's election agenda<sup>8</sup>. This statement from women of various sectors and ages also makes reference to the rights of women and young people as stipulated in the international, regional and national protocols that the government as a custodian of such agreements is obliged to observe before, during and after each election cycle. Thus the Women's Manifesto reiterates the fact that women form a significant block in numbers as voters, as members of political parties and as an important constituent at large, and that, the demands contained therein cannot be ignored or side stepped. The Women Manifesto primarily targets women, Political Parties, the government in Power and the new Government to be elected, media, Police Force, PCCB, and all Voters.

The preparations for developing the content of Women Elections Manifesto started in June 2019, where by different views were gathered from stakeholders from the grassroot level across the country from different groups in the community. These were followed by a series of Technical Committee meetings that met at WFT offices to prepare the content and planning of the event. After the rough draft was finalised the technical committee commissioned a consultant to finalize the content of the Women Manifesto document ready for being presented to women constituents for review and endorsement. All these processes were undertaken to ensure that the Manifesto carries women collective voices and demands.

---

<sup>8</sup>The Coalition through the leadership of TGNP and funded by WFT-T and others had done a similar exercise of drafting and validating women's election manifesto ahead of the local government and national elections in late 2015. Each Manifesto had the distinctive features of enshrining the political, economic and social aspirations and demands of the women and girls as an electoral body as well as key stakeholders in the election processes both as voters and as leaders aspiring for positions of political leadership. The documents reiterates women's rights to vote and to be voted as aspirants through elections.

WFT-Trust funded the Women's Election Manifesto National Convening which was held in Dar es salaam on 20<sup>th</sup> September, 2019 at the Ubungo Plaza hall. A total of 259 members (251 women, 8 men), participated. Two main objectives for the convening were:

- ✚ To build joint understanding, agree and adopt (endorse) women election manifesto
- ✚ To build a joint elections strategy to increase women's participation in elections and leadership positions

To ensure that the Manifesto embodies the diversity and breadth of the women of Tanzania the convening brought together representatives from various organizations and segments of the broad society such as lawyers, farmers, women sailors, women market traders, Tanzania Retired Women Association, VICOBA representatives, members of the women business community and traders (TABWA), Young Women Activists, Employees Associations (TUCTA) Political parties representatives, women representatives of the Zanzibar House of Representatives (UWAWAZA), Tanzania Women Parliamentary Group (TWPG), MEWATA, The federation of disabled people organizations (SHIVYAWATA), Tanzania midwives Association, Association of Women Drivers, Women petty traders, Civil Society Organizations (CSOs) including community based and faith based organizations. This representation, also took into account the issue of Intergenerational, Cross Boarder Sectors for intersectionality, Non Traditional actors, minority groups and others from many parts of Tanzania Union.

In this Forum, the Women Election Manifesto was duly endorsed by more than 400 women and girls participants for further adoption by Tanzanian women. This election agenda for women and girls was then officially launched on 27<sup>th</sup> September, 2019, during the Gender Festival which is a national platform organised by the women's movement bringing more than 1,000 women and young people.

### Key results

The processes of developing the Women Election Manifesto provided an important avenue for women representing different constituencies from across the country in articulating the aspirations, needs, expectations and demands of Tanzanian women with regards to the election process and leadership. The adopted strategies of making the Women Manifesto a reality within the women movement/s, played a critical role in not only raising awareness of women, girls and others on issues relating to their rights on elections and leadership, but in converging a rallying cry to leverage women as an important voting block around the theme: 'Mwanamke Turufu ya Ushindi' which loosely translates into "Women an Ace for Winning". This is an important result of this intervention which potentially can increase women and young women in leadership positions.



Picture 5: Women Election Manifesto being shared with CCM Secretary General Dr. Bashiru Ally at CCM-Sub Headquarters in Dar es salaam by representatives of the women movement

The Women Elections Manifesto was also shared with 5 main political parties with representation in the parliament for their considerations. To be more specific, actors within the women's movement-led by TGNP organised consultations sessions with a number of Political

Parties with the aim of using the Women Manifesto agenda to influence and inform Election Manifestos of the major political parties in the country such as the ruling Chama Cha Mapinduzi (CCM), Main opposition Chama Cha Demokrasia na Maendeleo (CHADEMA) and other opposition parties such as ACT-Wazalendo and Civic United Front (CUF). This is an important step undertaken by the Women's Movement actors, which will be further supported through WFT's funding in 2020 to enable them to continue engaging/consulting with key and other Political Parties to deepen their knowledge on gender equality/women rights issues as part of their election and leadership positioning processes. This is seen as a process with transformative potential of ensuring that the women's rights agenda is well situated within Political Parties' agenda- which is basically reflected through their Manifestoes.

#### IV. Gender Festival Commemorations.

Gender Festival is a bi-annual event organised by the women's movement under TGNP leadership to provide a safe and open forum for women and girls from different sectors and



Picture 6: Participants of the Gender Festival sponsored under WFT displaying posters with recommendations

human rights stakeholders to come together to share experiences and knowledge, celebrate achievements, assess challenges, deliberate on strategies and agree on recommendations and way forward. As in previous years, we use this Platform to enable varied women and girls' movements actors as well as other activists through their Networks, Platforms, Coalitions Individual Organizations including children rights organizations, individual activists and others. This year's Gender Festival which was a four-day event held from 24th – 27th

September, 2019 at TGNP grounds in Mabibo, Dar es Salaam, attracted over 2000 participants from Tanzania (mainland and Zanzibar), Zimbabwe, Rwanda, Malawi, Kenya, South Africa, Uganda, Ghana and Burundi. Also in attendance were Development Partners, Members of the Parliament and Councillors, Local government officials, representatives from CSOs, representatives from education and higher learning institutions, religious leaders and media houses.

WFT-Trust was one of the leading sponsors of the 2019 Gender Festival. We provided a total amount of Tshs 106,000,000 for travel/conference grants which brought a total of 236 participants from 18 organizations from national and grassroots participants to this Forum for engaging, learning and sharing, as well as networking and building partnerships. See details of the participants in the foot note below <sup>9</sup>The Festival also further offered an opportunity for the

<sup>9</sup>A total of 236 participants from 5 platforms which focus on thematic areas of Environmental justice, Sextortion and GBV, Children Rights Women Constitution and leadership, VICOPA and Zanzibar Gender Coalition. WFT-Trust also funded 18 participants individual Organizations from GBV, Leadership, HerStory, sectors and more than 100 grassroots and national based Coalitions members from Women traders, Pastoralists anti sextortion campaign, wanawake na uongozi and intergenerational actors. It is estimated that the 2019 year's Gender Festival event attracted over 2000 participants from Tanzania (mainland and Zanzibar), Zimbabwe, Rwanda, Malawi, Kenya, South Africa, Uganda, Ghana and Burundi. Also in attendance were



sponsored participants to reflect on 25 years after Beijing Platform of Action in Tanzania as elaborated in the footnote.

### **What has been achieved**

- ✚ The forum was succesful in bringing together women from grass roots to national level and gave them exposure of the current status of the movement.Special groupings such as non traditional actors, PLWHIVA,PLWDA,The media,Academicians,intergenerational groups,pastoralists,farmers,petty and market traders,retired women politicians,aspirants
- ✚ Increased awareness through workshops conducted such as resourcing the movement,feminism,leadership and anti sextotion campaigning
- ✚ Enhancement of skills and knowledge transfers through active interractions amongst participants,organizations and key movement actorsa
- ✚ Networking and support
- ✚ Increased WFT-Trustvisibility and profiling

Furthermore, WFT-Trust used this forum topromote its thoughtleadership role by funding 3 events/ workshops out of 10 workshops organised during the duration of the Festival Forum. The themes of the sponsored workshops were in line with the current and future direction of the women's movement and purposely designed to provide a space for the women and girls' movement/s and other Gender Festival participants' to reflect, share and learn among each other. The workshops had the following themes and focus:

-Financing the Women Movement: The role of local philanthropy, which was a workshop organised by WFT-T and co-facilitated in partneship with Urgent Action Fund (UAF), a Women Fund based in Nairobi. Aimed at raising debate/conversation/questions around financing the women's movement agenda and the role of local philanthropy in this had presentations made by UN Women Tanzania, Urgent Action Fund, WFT-T and Community Trust organization based in Morogorowhich raised participants' interest on women's rights funding and how Funding Agencies, especially Local Philanthrophists atcommunity and national level can be held accountable for this. Concerete recommendations on how this was to be achieved were developed, some of which have begun to be adopted.

-Leadership and Gender Based Violence (Sextortion): This was a Workshop organized jointly by women rights actors/our grantees leading the national Coalition on Women, Constitution, Elections and Leadership and the national Coalition on Anti Sextortion in Tanzania, with the aim of raising awareness as well as critical thinking on how sexual corruption IS a constraining weapon to women leadership at different levels. This workshop, which attracted a number of women leaders from different levels and other women activists brought out a rich conversation and shared live examples around issues of corruption and particular sexual corruption and how it is was a critical hinderance to growth, recognition and promotion of women and young girls leadership within differentscenerios in Tanzania and beyond.

---

Development Partners, Members of the Parliament and Councillors, Local government officials, representatives from CSOs, representatives from education and higher learning institutions, religious leaders and media houses.

**-Launching of the Book Titled “Women Leaders Power of Change”**, Organised by WFT-T jointly with Hans Foundation Tanzania ithe Feminist Night Event during the Gender Festival, with more than 2555 Gender festival participants in attendance. Of



Picture 7: Launch of the Women Leaders Power of Change Book

these participants a total of 1915 equivalent to 78% were women and 540 participants were men which is equivalent to 22%. Women who were aspiring for political leadership and who had undergone training on practical skills such as how to campaign etc. In this way, this book which is envisioned

on promoting and encouraging women’s leadership and political participation was an important tool for them. The Women’s Manifesto for 2019/20 elections was also lunched at the Gender Festival, and disseminated to each attending participants for their use in their differen contexts/scenerios. WFT-T also played a critical role in the launching of this Manifesto.

## V. Promotion of National Anti-Sexual Corruption Campaign in Tanzania

Under the reporting period of 2019, WFT-T continued to fund this campaign with a focus on:

- a) Deepening the ongoing national campaign on the breaking the silence on Anti Sexual Corruption through its different interventions;
- b) Strengthening and deepening collaborations and partnerships with government Institutions such as the Prevention and Combating of Corruption Bureau Prevention (PCCB) and others

### 1. Deepen the ongoing national campaign on Breaking the Silence on Anti Sexual Corruption

**Breaking the silence on sextortion issues** – Through WFT Trust funding the anti-sextortion campaign has grown from a community-based initiative spearheaded by grass roots organizations such as WAJIKI, KIPUNGUNI and Door of Hope to a national campaign attracting space and prominence in the media outlets. The Anti-sextortion coalition – A loosely knit membership platform with 128 member organizations and individual women and girls activists spread across the country now includes such diverse actors as government agencies such as the Tanzania Police Force through the gender desks, The Prevention and Combating of Corruption Bureau (PCCB), the Academia, other human rights organizations and the media. Through the national coalition key actors are engaging at both local and national level influencing dialogues and policy level advocacy and research to deeper understand the dynamics and possible ways of addressing the problems. WFT-Trust in collaboration with the Anti Sexual Corruption Coalition has continued to support the expansion of the campaign

titled “*Break the Silence, Sextortion Humiliates and Kills*” This Campaign has three objectives which are;

- a) Breaking the Silence among communities, public and women and girls/children for addressing
- b) Broadening of the base for support through partnering with Government Institutions to fight against Sexual Corruption
- c) Providing a mechanism for support to sextortion victims.

WFT has continued to be a thought leader and financial provider through funding for community and national level advocacy and engagement in this area. We have been using different strategies ranging from providing Grants, Support individual Coalition members to participate and facilitate workshops and different organizing platforms regarding sextortion. Moreover, WFT-Trust has organized different spaces for planning, reflections and dialogues such as platforms. The campaign now boasts of a very national face and has brought into its folds new partners and actors such as diverse youth groups, and has worked to widen the base of support by purposefully bringing in at both grants level and coalition level voices from intersectorial and non traditional actors into the fold. As of now the coalition has organizations working at the community level (WAJIKI, DOOR OF HOPE, MIMUTIES, etc) and others at the national level. Both of these actors are co joined at the national level through coordination mechanisms that support an integral asymmetrical coming together of all these different actors under a common agenda and vision.

We have also considered the Intergenerational aspect, intersectionality, crossborder, non traditional, rural -urban based and minority groups. In every interventions this has been the most important factor for selections.

The use of the feminist approaches has been useful in expanding the campaign in all parts and groups in Tanzania. For example, WAJIKI, the grassroot level organization and Door of Hope, based in Mtwara, have been able to link the grassroot efforts with national effort by linking the campaign with relevant authorities such as PCCB and the community. They have been able to involve the Bodaboda and Dalaladala drivers National Associations to carry the agenda of Anti Sexual Corruption at their contexts. For Door of Hope, they have managed to link the campaign with government and community key stakeholders, which resulted to a case which is still in the court regarding the Sexual Corruption at work place involving a senior TANESCO official in Mtwara.

## **2. 2 Strengthening and deepening collaborations and partnerships with government Institutions**

In September 2019, WFT Trust entered into a memorandum of understanding with PCCB which provides for a working methodology around collaboration, coordination, research financing and joint campaigning with women rights organizations against sexual corruption. The major registered outcome of this partnership and collaboration with government institutions especially one with the legal mandate to prosecute sexual corruption case is the enhanced broad base of support and platform for collective advocacy around sexual corruption in the country. This has been taken also as an entry point by the coalition in advancing the women rights agenda from the inside by influencing inclusion of key principles and enhancing conceptual clarity of duty bearers who have the clout to affect real change within systems and processes of government.

### **i. Development of Anti Sexual Training Manual**

One of the key shortcomings registered by the campaign activists has been a lack of standardised training manual for anti sextortion practitioners and trainers. This need was also identified by WFT-Trust as a key obstacle to standardised training and messaging for anti sextortion campaign. In view of the above the coalition under the sponsorship and funding of WFT-Trust commissioned two Resource persons to develop a training manual for training of trainers for facilitating actors in promotion of anti sexual corruption agenda. The training manual with 6 modules have the following objectives;

**Main Objective:** To provide the campaign stakeholders with tools to fight and prevent and ending sexual corruption in the country. Specifically, the training manual aims at;

- a) To deepen and build common understanding on the agenda on sexual corruption.
- b) To deepen the analysis of sexual corruption in gender perspectives
- c) To build and enhance the skills of facilitators/training of trainers on issues surrounding sexual corruption campaign

After, the completion of the training manual, it was pre tested with selected coalition members, grantees, and other human rights activists, to identify the gaps in the training manual. The pre test consisted of about 40 participants. The pre testing was followed by a TOT session, whose participants came from several WFT-T grantees, coalition members and other key stakeholders in the anti sexual campaign, to ensure, that there was inclusive and diverse pool of participants from rural-urban based, national to grassroots level organizations, minority groups, intergeneration, intersectionality, cross boarder and minority groups constituents.

#### **Key results:**

The developed training manual, has been used by the grantees in their campaign interventions, eg. Door of Hope, WAJIKI, Kipunguni, TAWIDO. Platforms like Tanzania Centre for Democracy and individual activists who were trained as Trainer of Trainers. Feedback from the field demonstrate that there has been common and clear understanding of the campaign agenda on anti sexual corruption which is implemented collectively and in a holistic approach.

### **ii. Commemorating 16 Days of Activism with Focus on Promoting the Anti Sexual Campaign**

As part of WFT-T to play a pro active role in supporting women and girls rights to effectively engage in major national/global events/commemorations, in November 2019, we funded an

important event during the National Celebrations on International 16 Days of Activism. For example, on 27th, November, 2019, WFT funded members of the National Coalition on Anti Sextortion Campaign in Tanzania under Tanzania Media Women Association (TAMWA) leadership, in collaboration with Tanzania Police Force (Ilala Region) and



*Picture 8: Participants of the pre testing of the anti sextortion manual for TOT*



Prevention and Combating of Corruption Bureau.. who are also our Government based Grantees, jointly organized a One Day National Forum to commemorate the 16 Days of Activism. The organized National Forum, was represented by more than 250 participants coming from different Organizations, Academicians, members of the Coalition, WROs, Ambassadors and Representatives from Embassies/Donor community, Women Judges and other Government Institutions including staff of PCCB and Police Force, who are key actors in promotion of the on going campaign.

The Coalition for Anti Sexual Corruption Campaign in Tanzania deliberately decide to commemorate the National 16 Days of Activism with a focus on amplifying the objectives and issues around the campaign on anti sextortion around further raising public awareness/conversation around anti sextortion issues a thematical focus on : **“Kataa Rushwa ya Ngono: Jenga Kizazi Chenye Usawa”**, which in English literally means, “Say No To Sexual Corruption: Promote a generation based on Equality

The main objectives of the Public Forum were:

- a) To break the silence and create deeper public awareness and understanding on the gendered nature of sexual corruption, especially on how this situation relates to (sexual) violence and violation of victims’ rights
- b) To share and learn on strategies under implementation on the fight against sexual corruption by the Women Movement actors, and other stakeholders such as government actors (PCCB, Police Force, and others) at both local and national level
- c) To generate public interest and support, especially from the media, victims/heroes of sexual corruption and others towards proactively engaging and advocating for the campaigns’ agenda and objectives within different contexts and levels.

### **Key results**

This was a very important space which brought together Women Rights activists/CSOs, government actors accountable for addressing (sexual) corruption agenda, media and others from the public to enhance their conceptual understanding/awareness on issues relating to sexual corruption in the country, and on how they could join hands in addressing this malice at different levels. Through the sharing and listening to each others’ strategies towards fighting this kind of corruption, which was affecting more women and girls especially within different contexts of employment, education, etc, there was a lot of learning that was done for both Women Rights actors as well those from the government, and others. For example, through interactions with PCCB and Police Force in this Forum, invited CSOs/Women rights activists, including, including members of the National Coalition on Anti Sextortion Campaign in Tanzania, Media people and others, learnt on the on-going government efforts in addressing sexual corruption issues, including being informed on the most recent adopted progressive legal changes towards making sexual corruption offences go with stronger punishment under the Grand/Economic Sabotage Law. Similarly, the government officials and other in attendance were able to learn from the various efforts implemented by Women rights organizations/Members of the Coalition on Anti-Sextortion campaign. Furthermore, in this interactions, some parties made commitments to continue fighting against sexual corruption in the country. For example, PCCB committed to continue with public education, prevention, combating sexual corruption and also to be in the fore front to present sexual corruption related cases in the court. WROs/Coalition members committed themselves to continue with advocacy

programmes, identifying and supporting the victims/ heroes of this form of violence and human right abuse for women, girls and all victims.

All these are important resultsemerging from this intervention and, which shall be continued to be invested on so that the on going campaign on Anti Sextortion would yield more transformative outcomes at different levels.

### **Movement building strategies through enhanced intergenerational ideological grounding**

Over the period under reporting, WFT-T deployed various strategies towards strengthening a feminist conscious women's movement building and which works more collectively in conceptual clarity on the agenda, collective organising/activism in the country. As part of this, we have been working with some of our Grantees to organize sessions relating to capacity enhancement on feminism and movement building as well as promoting intergenerational dialogues between WROs. Details on these interventions are provided below:

#### **iii. Feminism Training for WROs in the Women's Movement**

In July 2019, WFT, facilitated the organization of **a two days training on feminism and movement building** for a total of 67 diverse WROsparticipants from local communities to national level, from rural to urban, from Tanzania Mainland to Zanzibar. Participants also represented women from minority groups, intersectoral, different ages non- traditional, cross border and individual activists. In summary, participants to this session were drawn from Individual Women Rights Organizations, Women Networks, Platforms and Coalitions. It was deemed important to have a diverse and inclusive representation of women and young girls from all over the country so that they could gain critical knowldege and skills towards enabling them (and their constituencies) to enhance a vibrant and strong women rights movement that is based on feminism and strong movement building in the country. Within this context, the aim of this training was to provide WROs participants with knowledge and practical skillson feminist concepts, principles and approaches for their effective application in their own organizations as well as a collective in movements for women's rights advocacy. For example, on the first day, Faciliators introduced concepts and forms of Feminism, principles and applications of feminist methodologies in promoting women rights agenda. On the second day, participants were then facilitated to critical application skills on feminism and movement buildingin their programming and in their Networks/Platforms and Coalitions.

#### **Key results**

From the participants' feedback the trainingenhanced their conceptual clarity which cleared some of fears they previously haboured. In this way, the knoweldge and skills gained was seen as leading to their more active linking of the trainings on feminism and movement building to their day to day life and working experiences e.g. increased active participation on discussions around feminism. Some of the trainees have Joined several women rights coalitions and have become active in coalitions as members while some have applied for grant funding from WFT as well as beefing up WFT activist's organizational database.

A more tangible result of this training was the creation of a digital platform through WhatsApp composing of young and elderly feminists who have continued to take part as active members through dialogues around feminist issues. In this way, this Platform has been an important space for providing contuning learning and exchange of ideas on feminism and movement building among the trained WROs.

## Intergenerational Dialogue Session

Also, WFT Trust working in collaboration with Msichana Initiative- which is an Non-Governmental organization led by young women and advocating for girls' right to education in Tanzania by addressing and finding solution for challenges they face that limit their access to quality education - organised a two-day workshop on 27<sup>th</sup>-28<sup>th</sup> August 2019 that brought together sections of the women movement representing young people, middle age and old in a structured platform that provided an opportunity for candid discourse of the gaps. The workshop brought together 66 participants whereas 64 were female and 2 male participants. The representation of the participants was drawn from 25 CSOs, Networks, Political Parties, Embassies, Individual activists. In order to ensure meaningful representation based on age It was important to ensure that all age categories are represented thus the workshop had participants' age ranging from 22 years to 73 years. These differences in ages stimulated discussions around the intergenerational gap within the movement. Age between 22- 34 (young feminists) were 34, and age between 35-54 (Middle age feminists) were 13, and between 55 – 73 (old generation) were 10.

The intergenerational dialogue workshop sought to achieve the following objectives:

- ✚ Build common understanding on women/feminist agenda, strengthen conceptual/ideological clarity on women rights/feminist agenda and approaches
- ✚ Identify strategies towards filling the intergenerational gap within the Women's Movement/s
- ✚ Promote solidarity and sisterhood on identified common agenda, encourage active actions and collective spaces for engagement, creative dialogues and learning

In achieving these objectives, the Dialogue Session adopted very participatory and feminist



Picture 9: Participants to the intergenerational session doing an exercise depicting the need of strengths for movement and solidarity between generations

approaches of enabling intergenerational dialogue to take place in a learning and sharing space-which had an atmosphere that was based on sisterhood, solidarity creation and supportive rather than competitive. Facilitated by a group of Young Feminists from Msichana Initiative and other such Organizations, participants of different

ages and background felt their experiences respected, as they were enabled to share, learn and exchange experiences around their backgrounds, experiences in life and at work.

The Session began with 3 women and girls selected from three age categories to share their life stories (“story story”) with the aim of bringing out patterns of how they became interested in women/girl’s rights agenda and drawn into feminism. Followed by a Q and A sessions from all participants, the facilitation of this Session was able to create a very useful learning space for all on issues surrounding feminism. This discussions confirmed that at times women from different generations did not have the same common understanding on feminism and do not adhere to its principles, thus the need for strengthening our conceptual ideological clarity on women’s rights and feminism agenda for nurturing empowering bridges between generations in our women movement/s.

The Session, also brought out opportunities for participants to engage on raising critical questions such as: were there real intergenerational gaps in our movement/s and if so, which are those, and what strategies should be adopted to ensure that generational boundaries were not continuing to become a barrier to achievement of strengthened women’s movement/s at different levels in the country. In response, several key strategies towards filling the intergenerational gap/s within the Women’s Movement/s were identified, articulated and agreed for adoption. These strategies included:

- Reaching out to young people in the intergenerational spaces they run
- Creating more spaces for dialogues
- Training young women in the concept of intergeneration and linking them up with mentors
- Integrating feminism into daily routine and teaching others about it.

### Key results

In terms of results, the organised platform for intergenerational dialogue provided a unique opportunity for women and girls from different age bracket to engage and delve into the differences and accentuate the similarities and the shared purpose and mission. It allowed for an in-depth exploration of the missing link between the three generations in Tanzania namely, the old, middle age, and the young women feminist and built consensus on strategies to reduce/remove existing gaps.

As a way forward in regard to promoting feminist and sustainable intergenerational dialogues for enhancing Women Movement Building strategies, participants agreed that the sisterhood spirit which emerged during discussions in the Dialogue Session is the kind of which is non-discriminatory, accepts diversity, not leaving anyone behind, feeling the pain of someone else’s, or to be touched by sufferings of others and finding a way to be part of the solution. Also, the kind of love that breaks barriers, supporting others and believes that there is enough space for everyone. Furthermore, participants agreed in principle that substantive representation- i.e. **VOICE, collective ownership of the Agenda, building Conceptual Clarity, Creating Safe Spaces for organizing and platforms, Inclusion- Representation of different groups and the Documentation of Her story** are key ingredients to building and sustaining an all-inclusive and unified women’s movement in the country. These were seen as strategic and empowering principles which needed to be institutionalised in our personal lives, organizations, networking and coalition building and other spaces in our Women Movement at different levels in the country.



## SPECIAL PROJECTS

### EVAWC Children Rights

In later 2018, WFT-T added a new programmatic area which is Children right's by taking onboard both girl and boy childrights issues in our grantmaking and movement building processes. As a Women Rights Funding organization, we decided that we needed to bring children rights issues more central into our funding programming approaches. Children, as women and girls, are subjected to violence and discriminatory dynamics affected by powerrelations in our community/society. This frame of analysis is substantiated worldwidethrough different studies conducted to assess children and women right violations and causes, and hence put on publications that inform more on this intersectionality. For example, at the country level, WFT-T was informed more on this intersectionalityby the VAC survey of 2009 and other publications like the UNFPA and UNICEF "Women's and Children's rights -Making the connection."

Based on the conviction and other related funding programming coices, WFT-Trust decided to start mainstreamingchildren rights agenda into its Annual plansof 2018/9 and recruited child right project staff to join WFT team as well as appointing a child right expert to the Board Grant- making Selection Committee and the Programme Technical Committee set to guide implementation processes of the Project.

Within this context, WFT-Trust has gone into a funding partnership with a Funder to play an intermediate role in supporting for the implementation of the NPA VAWC in pilot District in Shinyanga. This is a three years project aiming to demonstrate a systemic approach to preventing violence against children in Tanzania by pilot testing more coordinated local level implementation of the NPA VAWC in Shinyanga DC. The project intended results envision mobilized, coordinated, collaborated, inclusive and impactfully NPA VAWC implementation processes resulting in a systemic approach to violence prevention in Shinyanga DC through grant making, research and documentation and strengthened coordination and collaboration among NPA VAWC in Shinyanga.

This is a grant that has the following outcomes:

- i. NPA - EVAC Mobilization and coordination efforts for NPA implementation at district and communities' level in Shinyanga supported.
- ii. Emerging NPA/INSPIRE activities at community and district level supported in collaboration with local and regional level governments through grants and capacity enhancement.
- iii. Action oriented research conducted and knowledge generated on how to implement NPA/INSPIRE activities with impactful results, ownership and sustainability in Shinyanga pilot district
- iv. Pilot district granting making and implementation experiences and lessons under EVAC/INSPIRE processes documented for upscaling and replication in another district

## KEY RESULT AREAS UNDER EVAWC

### **i. Institutionalization of the Project within WFT-Trust and at local government level including Regional and District level.**

As part of institutionalizing the Project within WFT we worked towards mainstreaming the Project's processes and demands within our own systems. For example, we recruited two staff for the project, one Senior Program Officer - Children Rights, based in HQ and another, Project Field Coordinator, based in Shinyanga. The two positions are responsible on ensuring realization of the Projects' outcomes through provision of day to day coordination, technical support and monitoring/ oversee the implementation of the project<sup>10</sup>. The two Project Officers receive leadership support from Head of Programs. The committee members bring in different expertise and skills in children rights, participatory and action lead research, community engagement. The project Technical Committee has successfully support WFT Trust in reviewing and endorsing the consultant to conduct baseline study for the status of NPAVAWC implementation in Shinyanga District Council. The committee has also supported WFT in proposing a shortlist of research institutions to be commissioned a partnership with WFT Trust in learning and documentation of the processes in the implementation of the project.

In terms of institutionalizing the Project at District level in Shinyanga District Council and Regional level through different consultative meetings at District and Regional level for project introduction and creating a strong base of the initiative and creating its ownership by the local government and community. As part of this, WFT-Trust has facilitated over the year, a number of convenings that bring in EVAWC stakeholders at the District level for learning and deepening their understanding on violence on children and women and the interconnection between the two. WFT has managed to establish a good relationship with local government authority at regional and District level. A good example of the result of this can be explained the way the regional and District government are now engaging WFT to support coordination of NPAVAWC stakeholders at District and Regional level, like the subvention grant contribution we made to the regional government to conduct stakeholders meeting for the third quarter and the regional secretariat requested WFT Trust to support finalization of the Regional Strategic Plan in Ending Violence Against Women and Children in the Region 2019/20 to 2023/24. WFT supported the regional with technical support by contracting consultants to support in finalization of their Strategic Plan in ending violence against women and children. In addition to the above the project also established and operationalised two project governing bodies to support and provide thought leadership to WFT in project implementation. Such bodies are Project technical committee based in Dar es Salaam; Project steering committee based in Shinyanga. The committee members bring in different expertise and skills in children rights, participatory and action lead research, community engagement. The project Technical Committee has successfully support WFT Trust in reviewing and endorsing the consultant to conduct baseline study for the status of NPAVAWC implementation in Shinyanga District Council. The committee has also supported WFT in proposing a shortlist of research

---

<sup>10</sup> Children programming has been a new intervention in WFT as well as implementing the project at the field office. Therefore, it took a while for WFT to internalize the project and setting the working ground at the field area. This has therefore contributed to delay in starting the project implementation, hence setting back all other interventions a planning to be carried for the first year

institutions to be commissioned a partnership with WFT Trust in learning and documentation of the processes in the implementation of the project.

**ii. In collaboration with local government authorities organize for preparatory activities for grant making processes in the Pilot district in Shinyanga**

Under this intervention, we facilitated a number of preparatory processes for Grant making to communities and EVAC WAC partners in the pilot district of...name it. At implementation level, key WFT-T staff collaborated with local government authority and stakeholders in organizing on the hows of grant making processes for the special project in Shinyanga should be undertaken to chieve the set objectives. Key processes deployed included review of our existing Grant Making Manual to ensure it incorporate and clearly state how the special project grant making processes can be carried out, including having a special Project Grant Selection Committee that will be based in Shinyanga District Council and constituting a membership with majority of expertise of grant making, children and women related agenda. Based on these criteria, a special Project Grant Selection Committee was instituted with 6 members, 5 of them from Shinyanga and one from the NatonalWFT-Trust Grant Selection Committee to bring in expertise ofgrant making skills. Other members of this Committee have expertise from different backgrounds including children and women rights, community participatory, movement building, grant making as well as NPAVAWC implementation awareness. The intention of established this district-based grant technical selection committee is to create project ownership and sustainability of the district in this area.

**iii. Facilitate preparatory activities towards enabling generation of information, data and knowledge on VAWC related processes for promoting evidence and learning in Shinyanga Rural District communities and beyond.**

The generation of research data/information/knowledge for documenting and projecting evidence and learnings emerging from the on going VAWC Project in Shinyanga District Council in Shinyanga is considered to be one of critical outcomes from the Project under discussion. Unfortunately for various reasons, the initial preparations for beginning of the Research component of the EVAWAC wasdelayed to get started due to several factors including more time taken on conceptualising on the research objectives, processes and outcomes. This was done through a series of sessions organised for the Technical Committee our staff. With this base of clarity on the research set on, Project staff went ahead with moving planned preparatory activiton this activity. For example, WFT-T staff with great technical support from the Technical Committee members, advertised and shortlisted four local research and learning institutions for partnering in undertaking the research component of this Project. The TORs and calls for expression of interest went out in September with a plan to commission the research partner in the beginning of year two of the Project.

**iv. Commission and conduct a baseline study of the Shinyanga DC on violence prevalence and NPA implementation**

Conducted a baseline survey to study the status of violence against women and children in Shinyanga in order to articulate pathways of violence,establishment of district level benchmarks and identification of prevalence rates in the district.The project contracted a team of consultant to conduct the study in Shinyanga DC as part of preparatory stage of the project. The study was carried out by two experts one with sociology, Monitoring and evaluation and the other one a gender expert. This was to ensure that the study is carried out with transformative gender lenses and ensure that the real situation of VAWC is identified and

reported so as to inform EVAWC actors within the District for they can take action upon. The study also focused on identifying the capacity gap of the NPA VAWC structures, movement building and coordination. The study findings presented the current situation of NPA VAWC implementation and suggested the best approaches to be used to improve implementation of NAP VAWC in the district council. The study findings will therefore support EVAWC stakeholder/actors within the district in planning for VAWC interventions. Also, for the LGA to see how they can strengthen and maintain structures from district to the community level for greater achievement in ending violence against women and children.

**v. Organizing and facilitating convening platforms and sessions for embedding the project within district council processes through consultative and consensus building among key VAC stakeholders, including local government officials, communities, CSOs**

Facilitated cross movement building among women rights and children rights actors to participate in forums and convenings with the purpose of learning, experience sharing and networking in forums like Gender festival and commemoration of 16 days of activism. A total of 24 Children's and Women's rights actors and beneficiaries from Shinyanga DC were supported through Travel grants to participate in Gender festival 2019 organized by WFT Trust and TGNP in Dar es Salaam, and other 5 EVAWC stakeholders from Shinyanga DC were facilitated to participate a learning convening organized during the commemorations of the 16 days of activism organized by WFT and her antiextortion coalitions. These forums enabled members from Shinyanga Dc to learn from what other activists do in building a strong movement. Participant after the event were able to testify that they have gained new skills from the forums including movement building.

**vi. Strengthening stakeholder's databases on going or as part of institutionalization**

Identification of potential stakeholder working on Children Rights and Women rights issues in the district as an initial processes of building movement between children and women in the District council. This identification has helped to know the like-minded organizations and actors of EVAWC in the district hence giving an open door for start pulling together women and children right actors together since the two groups are all prone to violence, hence actors should join force and work together for greater achievement.

**KEY RESULT AREA 3**

***RESOURCE MOBILIZATION***

This year, the core focus of resource mobilization program continued to be concerted efforts to mobilize resources, locally, regionally and internationally so as to build and sustain a strong financial and human capital base that support the protection and promotion of women's rights and feminist movement building in Tanzania.

2019 has been a very successful year in resource mobilization where key meaningful partnership were established with long term funding perspectives. The new funding opportunities brings us a little bit closer to our goal of securing longer term funding commitments of between 3 and 5 years. This is a necessary strategic focus that seek to wean us from short term funding which cripples our ability to also offer longer term funding commitments to our own grantees but also makes it difficult to plan with longer term focus. During the year we closed one five year commitment with a of the two bilateral funders in the country and two more 3 years funding commitments from multi lateral funding partners.

WFT-Trust is also under discussion with two other funding partners for 4 years funding and a 3-year funding. The discussions are promising and we look forward optimistically for favourable outcomes. Women Funds operating at the regional and global space have also been a strong contributors to our resource mobilization efforts while also providing us with invaluable sisterly and strategic support such as a year long fellowship with PROSPERA to support WFT-Trust in monitoring, evaluation and learning, strategic thinking and in development of a digital platform for grant making, finance and MEL called Salesforce which has already been described in detail in another part of this report.

We have also conducted a feasibility study on Financial Sustainability of the Organization which has since been approved by the Board of Directors for operationalization.

The report articulates key considerations that will guide the WFT Board and Management on the relevant areas to develop and grow the fund. There are four key aspects of an endowment fund, which are explained below:

- i. The general governance principles, which will guide the Board and Management on oversight of the fund;
- ii. The fund development framework, which identifies ways to generate the principal amount for the endowment fund;
- iii. The investment guidelines, which articulate what sorts of investments the organization's Board and Management permits;

The withdrawal policy, which dictates the circumstances under which the fund can be accessed, and what percentage of the interest the organization may use at the maturity period, but that still allows for long-term growth

## KEY RESULT AREA 4

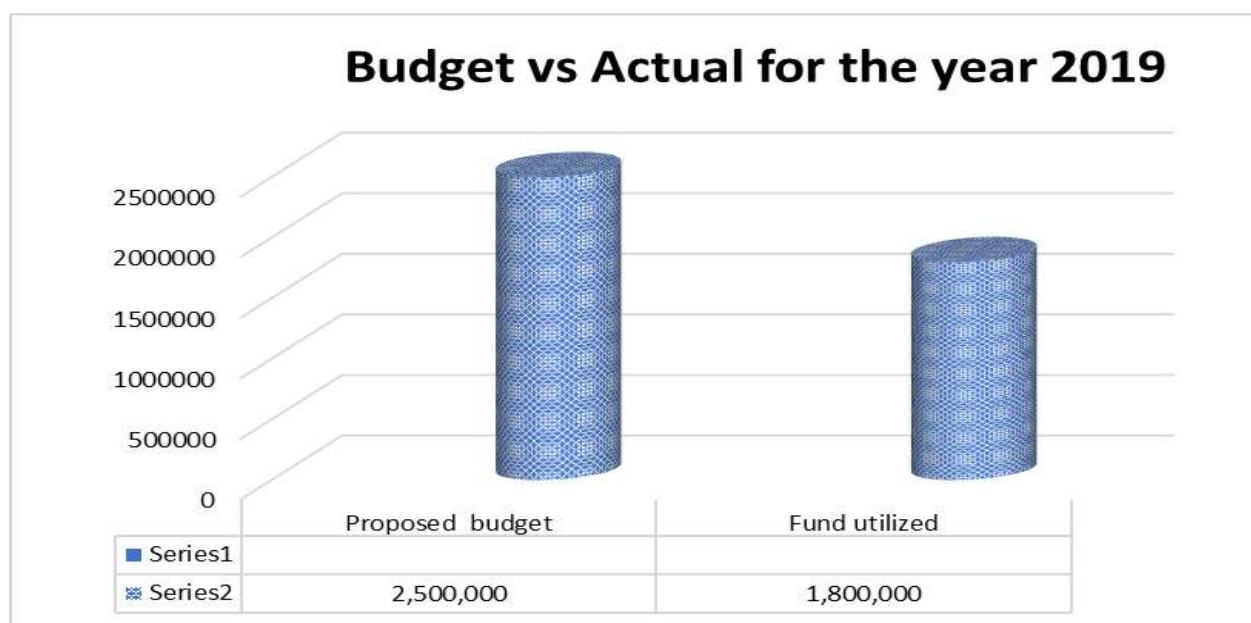
### *FINANCE AND ADMINISTRATION*

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

#### **Financial Status and Budget**

In the year 2019, WFT-T Board approved an Operational Plan and Budget of USD 2,500,000. As the Diagram below reflects

	Amount USD
Approved Budget	2,500,000
Fund utilized during a year	1,800,000
% Utilization	72 %

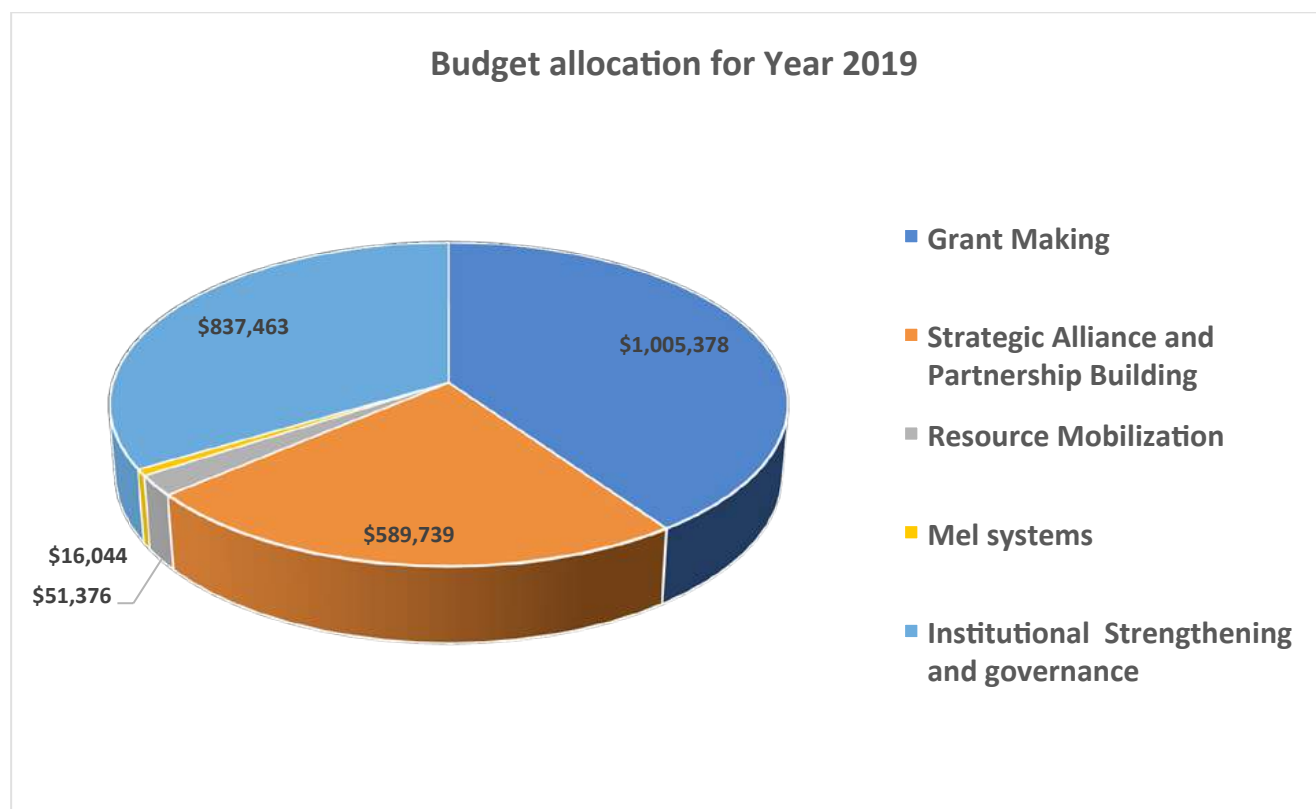
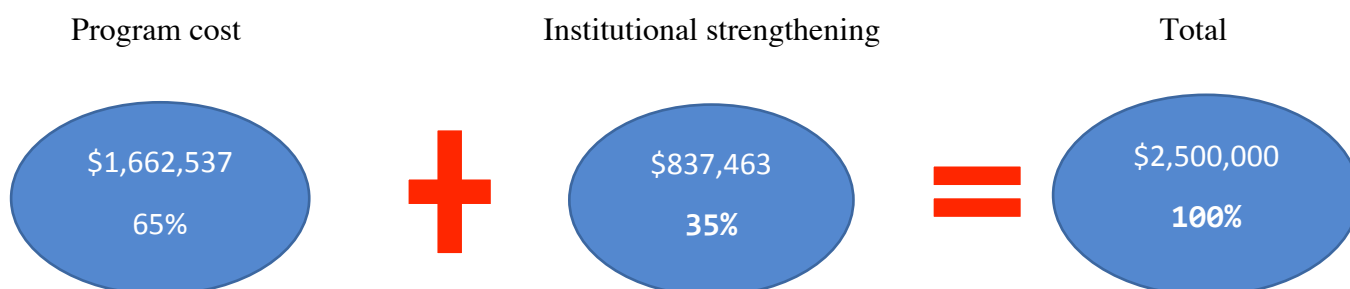


**Figure.5 Budget Vs Actual for the year 2019**



**Table 2. BUDGET CATEGORIES**

Category	Budget
Grant Making	\$ 1,005,378
Strategic Alliance and Partnership Building	\$ 589,739
Resource Mobilization	\$ 51,376
Mel systems	\$ 16,044
Institutional Strengthening and governance	\$ 837,463
Grand Total Budget	\$ 2,500,000



**Figure 6. Budget allocation for year 2019**

## FINANCIAL MANAGEMENT

Under financial management strengthening goals we have supported our finance accounting systems to immigrate from Pastel version 17 into Evolution due to growth of Organization and need for producing reports quickly and efficiently during its implementation for reporting purpose and management decision making, finance staff were trained and technical support was provided successfully. Additionally, Audit Report for 2018 was clean and came out timely as planned and approved by the Board.

As part of strengthening our financial risk management capabilities and efficiency, some changes were made in one of our key guiding Manual in grant making. As mentioned under the discussions on grant making in the earlier sections of this Report, a review of the Grant Making Manual was done over the course of the year 2019. From the financial point of view, the changes made were due to expansion of our budget portfolio and an implementation funding shift from a focus on small grants window to medium and large window which require more due diligence including Organizational Capacity Assessment also new tools were created to support the process including legal verification of their status.

### ***HUMAN RESOURCE UPDATE AND ACHIEVEMENTS:***

Currently WFT-T have 14 permanent staff and 1 Intern who support SAB desk. In 2019, we recruited 2 Program staff under special program on Children's rights. The recruitment of Deputy Director was still ongoing by end of the year and will be finalized in early 2020.

**Table 3. HIRING PLAN FOR 2019.**

<b>Proposed</b>	<b>Mechanism</b>	<b>Status</b>
<b>External Auditor</b>	<b>Outsourced</b>	<b>Done</b>
<b>Legal /lawyers</b>	<b>Outsourced</b>	<b>Done</b>
<b>Senior Program Officer</b>	<b>Recruitment</b>	<b>Done</b>
<b>Field coordinator</b>	<b>Recruitment</b>	<b>Done</b>
<b>Deputy Director</b>	<b>Recruitment</b>	<b>Pending</b>
<b>Interns</b>	<b>Recruitment</b>	<b>Done</b>

**Table 4. HIRING PLAN 2020 - 2022**

<b>Proposed</b>	<b>Mechanism</b>	<b>Status</b>
<b>Communication Officer</b>	<b>Recruitment</b>	<b>pending</b>
<b>MEL officer</b>	<b>Recruitment</b>	<b>pending</b>
<b>Grant making Officer</b>	<b>Recruitment</b>	<b>pending</b>

### **Human Resource Audit**

During the year 2019, the Organization conducted Human Resource Audit and this led to achievement of an updated HR Manual which focus on staff welfare and staff retention strategies, Organization staff scheme, updated performance appraisal tool and guidelines, updated staff Job description, updated staff contracts. These are important development for strengthening organizational efficiency of our staff development plans.

Also, as a means to strengthen our organizational efficiency we have engaged a Law firm (Victory Attorney) to support us on re registration process, grantees verification process and legal matters including legal audit which was performed to support growth and sustainability of the Organization. Furthermore, in order to strengthen our internal control system a number of policies were updated and developed to meet requirements including Child Protection and Safeguarding Policy, Whistle Blower policy, and update our Anti-Fraud policy and Conflict of Interest policy.

Over the year, we improved our digital security and general security of the office space, which was an important effort towards enhancing our physical space security as well as built staff capacity in digital/data security arena. As part of this process, we were facilitated by a Consultant to identify our gaps in this area through a conducted assessment and training organized as a followup to support staff and the Organization as a whole, with huge potential for improvement of our data and working space security.

### **Staff Training**

Over the year, a number of staff attended various training to enhance their capacity in various areas of our programming. For example, two staff from Grant making and Finance (Brian Mshana and Stella Kihyo) attended a Learning session on Salesforce training<sup>11</sup> with several other staff of other Women Funds globally in San Francisco, USA under the sponsorship of PROSPER/International Women Funds Network in collaboration with Global Fund for Women. The 2 staff and other 3 which makes a total of 6 staff from WFT-T including (Head of program, Grants Program Officer and SAB program officer) are continuing with online training and receiving technical support via zoom supported by Global Fund for Women.

This is a critical contribution to further valuable improvement to our grant making cycle and MEL data generation. This system is computerized and is customized in line with WFT Trust needs. This will lead to improvement and effectiveness of our Grant Making process which is our core business.

On the other hand, the Head of Programs (Carol Mango) attended 2 workshops and 1 training /training, one in Accra Ghana which was an introductory meeting for Women Voice and Leadership project on operationalizing WVL MEL system, A Children Rights Jamboree with Neema Msangi (Senior Program Officer CR) and Glory Mbia (EVAWC Project coordinator) in Kampala Uganda on Learning theory and practice for Children rights programs as well as Strategic Thinking and ToC/MEL Learning sessions organized and hosted by PROSPERA in Nairobi Kenya. The training and workshops were very key in building staff capacity and widening their exposure in children rights implementation strategies and learning as well as the generation of evidence based learning. The MEL training in Accra Ghana was an important forum for WVL participating country programs to understand and internalize reporting requirement for WVL program across Africa and specifically for the Tanzania part.

---

<sup>11</sup>This activity was sponsored through PROSPERA fellowship where WFT-T and 4 other Women Funds technically learning to migrate into a digital platform called "SALESFORCE". The platform will support the Women Funds to digitize grant making processes and management, streamline finance and integrate MEL functions.

workshop also built our capacity to critically reflect on indicators and align developmental focused indicators with feminist change based indicators which look at transformation at multiple levels that ultimately lead to empowerment and change. The PROSPERA training has continued on the workshop which was conducted in Malaysia in 2018 and where MEL communities of practice were established to share experiences, find collective solutions and address common MEL challenges including feminist indicators development and reporting. Overall, Such training and workshop opportunities hone our skills and build our collective capacity to perform better under multiple settings. It can be seen from the above that in 2019 WFT-Trust has continued to invest in learning and unlearning and in a quest to concretise learning into meaningful changes of how we do our work and how learning is informing our decision-making processes.

### ***WFT-Trust Governance and Membership Issues***

Because of the organizational changes that took place this year, including the changes in registration of the fund, other operational necessities emerged. Some of these have already been discussed elsewhere but for this key result area some of them are emphasized below:

WFT changed from a company limited by guarantee into a fund headed by a Board of Trustees in September 2019, this change called for a new constitution to be written which has replaced the previous under Company Act due to requirements of operating under Trust.

WFT is now registered as Trust. A notification of change has been sent to all donors and partners, and this will have caused multiple effects on bank account name change and other documentation including logo and others.

### **CONCLUSION**

Being at the centre of the women's movement in the country WFT is poised to be a thought and strategic leader within the women rights sector in the country. Our stellar successes in resource mobilization and continued credibility presents both an immense opportunity as well as a crushing responsibility. The growth pangs we have borne during this year have sharpened us and polished our resolve. There is still much work to be done in the coming year. And this work must revolve around solidifying the gains of the last two years as well as positioning ourselves to face the new challenges such increased needs to address risk management brought about by the many contextual changes we have encountered. We must continue to strive to seize new opportunities while making ourselves more relevant to our mission and vision and to carry forward our mandate on behalf of the broader women's rights movement and our constituents. As a prerequisite for that we shall seek more innovative ways of working with our stakeholders and partners from within the country, regionally and as well as globally with the aim of learning, sharing and promoting joint ventures in areas of our focus.

As we look to 2020 we need to start thinking about our four programming areas of: grant making; strategic alliance building; resource mobilization and sustainability, and institutional strengthening and ask ourselves what our new strategic plan must look ensure continuity and focus of purpose but to also chart new dimensions as we seek to realise our mission, vision and mandate

In conclusion as evidenced by this annual implementation report we as the secretariat have been able to achieve our key objectives for the year. We have continued to provide support to our grantees, brought together the women movement with increasingly ideological clarity and have maintained the collective resolve of being a positive change maker for the good in the country. We have continued to make a positive impact through our work in advancing gender equality and advancing the rights of all women and girls in Tanzania

