



Women in Law & Development in Africa

ANNUAL REPORT 2024



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 WiLDAF Tanzania

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Abbreviation and Acronyms

ACT-	Wazalendo Alliance for Constitution and Transparency -Wazalendo
AIDS	Acquired ImmunoDeficiency Syndrome
CCM	Chama cha Mapinduzi
CUF	Civic United Front
CLHY	Chaguo Langu Haki Yangu
CPP	Council of Political Parties
CSOs	Civil Society Organizations
DC	District Council
EMBs	Electoral Management Bodies
ERS	Emergence Response System
FGM	Female Genital Mutilation
FY	Financial Year
GBV	Gender Based Violence
HIV	Human Immunodeficiency Virus
LGAs	Local Government Aunthorities
MCDGWSG	Ministry of Community Development, Gender, Women and Special Groups
MoCLA	Ministry of Constitutional and Legal Affairs
INEC	International National Election Commission
NPA-VAWC	National Plan of Action to end Violence Against Women and Children
ORPP	Office of Registrar of Political Parties
PGCD	Police Gender and Children Desk
PORALG	President Office Reginal Administration and Local Government
SRHR	Sexual Reproductive Health Rights
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
VAWP/E	Violence Against Women in Politics/Election
VETA	Vocational Education and Training Authority
WiLDAF	Women in Law and Development in Africa
WROs	Women Rights Organizations



Message from the National Coordinator

As we reflect on the year 2024, WiLDAF's unwavering commitment to advancing gender justice and the rights of women and girls across Tanzania stands as a testament to the power of feminist solidarity. This year has been a journey of resilience, growth, and determination as we continue to challenge patriarchal systems, amplify the voices of marginalized women, and dismantle the structural inequalities that prevent women and girls from fully realizing their rights.

Our work in 2024 has been centered on the belief that true gender equality can only be achieved when we not only challenge harmful cultural norms and discriminatory practices but also empower women and girls to reclaim their agency. From addressing gender-based violence (GBV) to advocating for women's political participation and economic autonomy, we've witnessed powerful transformations in the lives of the women and girls we serve. These efforts are a direct result of our commitment to feminist principles—fighting for the dismantling of oppressive systems and creating spaces where women's voices, experiences, and leadership are valued and respected.

We owe much of our progress this year to the transformative partnerships we've cultivated. We are deeply grateful for the feminist support and solidarity we've received from our donors, including USAID, the Embassy of the United States in Tanzania, the Embassy of Ireland in Tanzania, the Embassy of Finland in Tanzania, UNFPA, and the VOICE Program. These alliances are not merely financial partnerships but true collaborations rooted in the shared vision of gender justice. Additionally, our ongoing collaboration with the Government of Tanzania and the Revolutionary Government of Zanzibar has been pivotal in advancing policies that center women's rights and needs. The collective strength of like-minded organizations also continues to fortify our resolve as we work together to confront the deep-seated inequalities that persist in society.

In 2024, WiLDAF has continued to foster a feminist movement that is as much about collective action as it is about individual empowerment. By working to strengthen local organizations and communities, we have ensured that feminist principles are at the heart of long-term, sustainable change. Our programs have not only addressed immediate challenges but also sought to create systems that are built upon solidarity, equality, and justice for all women and girls, especially those who are most marginalized.

As we look ahead, we recognize that the fight for gender equality is far from over. The road to true justice is long, and the struggles will undoubtedly continue. But with the continued strength of our feminist movement, we are determined to push forward. We will continue to hold governments and institutions accountable, demand systemic change, and create the conditions for women and girls to thrive in a world that truly values their dignity, autonomy, and rights.

In closing, I invite you to stay with us in this ongoing movement for gender justice. Our fight is your fight, and together, we will continue to create a world where gender equality is not just a dream but a lived reality for all women and girls.

Sincerely,

ANNA KULAYA
NATIONAL COORDINATOR



Message from WiLDAF Board Chairperson

As we close 2024, we celebrate another significant milestone in WiLDAF's journey, marking 27 years of dedicated advocacy and impactful work in Tanzania. This year is particularly special, as it not only represents our deep-rooted history but also reflects the ongoing progress we have made in advancing gender equality and the rights of women and girls. It also signifies the continued implementation of our five-year strategic plan (2023-2027), which guides our work as we look to the future with renewed determination and purpose.

As we reflect on our achievements, we take immense pride in the measurable impact we have made, especially in the lives of women and girls across Tanzania. Our interventions in key areas such as access to justice, gender-responsive reforms, women's participation in leadership, and the reduction of gender-based violence (GBV) have seen tangible results. We have witnessed progress in empowering women and girls economically, ensuring they have the resources and support needed to overcome harmful practices such as child marriage, FGM, and GBV. Our focus on strengthening networks and partnerships has also contributed to the capacity building of local organizations, ensuring that sustainable programs continue to reach the communities that need them most.

However, as we celebrate these achievements, we remain keenly aware of the challenges that lie ahead, particularly in ensuring that Tanzania fully adheres to its commitments under international and regional frameworks for women's rights. Our advocacy for the country's adherence to these promises continues to be a cornerstone of our work, and we are steadfast in pushing for more effective implementation of these laws to protect and promote the rights of women and girls.

In 2024, we have continued our work under six thematic areas, which remain central to our strategic approach. Through these areas, we have been able to bring about positive changes in the lives of women and girls across nine regions of Tanzania. Our efforts have contributed to reducing gender-based violence, increasing women's participation in leadership and decision-making, and ensuring that women's voices are heard in the most critical spaces.

As you read this report, I invite you to join us on this journey of empowerment and progress. Stay connected with us through our digital platforms: follow us on @WiLDAFTz across Instagram, Twitter, Facebook, and LinkedIn, access our Funguka App on Android and iOS, and visit our website to learn more about our work. As we move forward, our commitment to enriching the next generation with feminist knowledge remains unwavering. We are determined to create platforms that are accessible, youth-friendly, and supportive of the new wave of changemakers who will continue to drive this important movement.

Thank you for your ongoing support and dedication to our mission. Together, we will continue to build a future where gender equality is not just an aspiration but a reality for all women and girls.

Sincerely,

DR. MONICA MAGOKE-MHOJA.
BOARD CHAIRPERSON.

Part 1: About the Organization

1.1 Our History

The year 2024 marks 27 years of WiLDAF's transformative work in Tanzania since its inception in 1997. As a pioneering Pan-African women's rights network, WiLDAF continues to spearhead critical initiatives at the intersection of law, development, and gender justice. Through our strategic focus on advocacy, policy reform, and community mobilization, we empower women and girls to claim their rights and challenge systemic barriers to their full participation in society.

WiLDAF was established in February 1990 in Harare, Zimbabwe, emerging from the UN Decade for Women and a collective call for stronger networks dedicated to the advancement of women's rights and gender equality. Since its founding, WiLDAF has expanded across 26 African countries, building a coalition of over 350 organizations and 3,000 individual activists, all working towards an inclusive and gender-equal Africa.

In Tanzania, WiLDAF has not only been a steadfast champion of women's rights, but also a leading force in gender-responsive legal reform, capacity building, and community-based advocacy. Over the past 27 years, we have made significant strides in enhancing the legal and socio-political landscape for women and girls. From land rights and economic empowerment to combating gender-based violence (GBV) and ensuring youth inclusion, WiLDAF has become synonymous with sustainable change for marginalized communities.

This year, we celebrate not just our longevity, but the impact we've made—transforming the lives of thousands of women and girls in Tanzania and across the continent. The journey has been challenging, yet incredibly rewarding as we continue to push for a gender-just world where women's rights are non-negotiable and women's leadership is at the core of governance and decision-making.



1.2 Our Vision and Mission

Our Vision:

A just society that embraces gender equality and women’s rights.

Our Mission:

Enhancing women empowerment and equality through law, networking and advocacy in all aspects of development.

In 2024, WiLDAF’s mission is more vital than ever as we continue to accelerate our efforts to break down legal, social, and economic barriers that hinder the potential of women and girls. By expanding our reach and impact, we aim to transform the lives of even more women in Tanzania, Africa, and beyond, while ensuring that gender equality is fully embedded in the region's legal frameworks, policy agenda, and cultural norms.

1.3 Our Core Values

WiLDAF operates on a foundation built on principles of justice, equality, and solidarity. Our values guide every aspect of our work:

1.Accountability



We are committed to upholding the highest standards of transparency and responsibility in all that we do.

2. Inclusivity



We prioritize the involvement of diverse voices, ensuring that marginalized women and girls are at the center of our work.

3. Solidarity



We stand in unity with local communities, partners, and advocates to amplify the collective fight for women’s rights.

4. Dignity



Every woman and girl deserves to live with respect, safety, and equal opportunity, and we work relentlessly to make this a reality.

5. Volunteerism



We recognize that change is driven by communal effort, and we embrace the spirit of volunteerism as an essential part of our success.

1.4 Our Geographical Footprint

WiLDAF is proud to operate across mainland Tanzania, Zanzibar, and key regions including **Arusha**, **Dar es Salaam**, **Mwanza**, **Iringa**, **Mjini Magharibi**, **Kaskazini B**, **Wete**, and **Chake Chake**, with a growing presence in both rural and urban areas to embrace diversity and ensure that no one is left behind. This expansion allows us to reach women in all settings, ensuring that their voices and needs are heard, whether in urban centers or in remote communities.



1.5 Advancing Gender Equality and Economic Empowerment: WiLDAF's Contributions to the Sustainable Development Goals in 2024



WiLDAF's work is intricately linked to the UN Sustainable Development Goals (SDGs), particularly those aimed at eradicating poverty, ensuring gender equality, and promoting economic growth. In 2024, we continue to make significant strides in advancing several key SDGs:



Goal 1: No Poverty

WiLDAF's interventions are focused on economic empowerment, ensuring that women have equal access to essential resources such as land, inheritance, and financial services. By facilitating safe working conditions and promoting entrepreneurship, we have supported countless women and girls in breaking free from the cycle of poverty. Our engagement with youth and women entrepreneurs is driving sustainable economic independence, which is laying the foundation for improved livelihoods and community resilience.



Goal 5: Gender Equality

WiLDAF's legal aid programs, sexual and reproductive health and rights (SRHR) initiatives, and leadership training have been pivotal in transforming the lives of women and girls, enabling them to actively participate in governance, decision-making, and economic spheres. In 2024, we expanded our advocacy efforts to secure land rights, combat gender-based violence (GBV), and increase women's leadership representation. With over 5,000 women and girls gaining access to justice, SRHR services, and leadership opportunities, our work is empowering individuals and driving systemic change. Our contributions to the National Plan of Action to End Violence Against Women and Children (NPA-VAWC) continue to strengthen national efforts to tackle gender-based violence. Additionally, we have deepened our work with Electoral Management Bodies (EMBs) and political parties to ensure women's equal participation in politics through gender-sensitive policies, gender-responsive budgeting, and capacity-building for women leaders. These efforts are fostering inclusive governance, creating stronger, more accountable institutions that reflect the voices and needs of women.

1.5 Advancing Gender Equality and Economic Empowerment: WiLDAF's Contributions to the Sustainable Development Goals in 2024



THE GLOBAL GOALS

WiLDAF's work is intricately linked to the UN Sustainable Development Goals (SDGs), particularly those aimed at eradicating poverty, ensuring gender equality, and promoting economic growth. In 2024, we continue to make significant strides in advancing several key SDGs:



Goal 8: Decent Work and Economic Growth

WiLDAF has been instrumental in advocating for safe, inclusive, and harassment-free workplaces for women across industrial and informal sectors. Aligned with the International Labour Organization (ILO) Convention 190 on violence and harassment in the world of work, our efforts ensure that women's economic participation is free from exploitation, harassment, and violence. Through these initiatives, we continue to create safe, conducive working environments that promote gender equality in the workforce.



Goal 16: Peace, Justice and Strong Institutions

WiLDAF works to remove the barriers that keep women from accessing justice, such as gender bias, high legal costs, or lack of knowledge about their rights. This directly supports the goal of justice for all. By advocating for fair and inclusive laws, especially in areas like family law, inheritance, political participation, and protection from gender-based violence, WiLDAF helps make legal systems more responsive and inclusive.

The organization also strengthens women's participation in institutions by training women leaders, community advocates, and paralegals to engage with the justice system. This ensures that women's voices and experiences shape how justice is delivered. At the same time, WiLDAF provides legal aid and support to survivors of violence, which is central to building peaceful communities.

Finally, WiLDAF plays an important role in holding governments accountable to international and regional commitments that protect women's rights. In this way, its work embodies the spirit of peace, justice, and strong institutions that lies at the heart of Sustainable Development Goal 16.



1.6 WiLDAF's Contribution to Agenda 2063: Empowering Women as Catalysts for Africa's Sustainable Development.

WiLDAF's contributions to Agenda 2063, the African Union's strategic framework for inclusive development, align closely with its commitment to advancing gender equality and women's empowerment. Through advocacy for policy reform, leadership development, and the promotion of gender-responsive practices, WiLDAF is helping to shape an Africa where women are agents of change—free from violence, empowered to lead, and recognized as key drivers of sustainable development.

PART II: 2024 ACHIEVEMENTS: SHAPING A FUTURE OF WOMEN'S EMPOWERMENT

In 2024, WiLDAF built on its strong foundation of advancing women's rights, continuing to place women's empowerment at the heart of both government priorities and community-driven actions. With a sharp focus on six strategic result areas, WiLDAF has actively engaged with the government, development partners, and grassroots communities to challenge long-standing power imbalances, cultural norms, and practices that limit women's and girls' access to their full rights.

This section will provide an overview of WiLDAF's transformative impact across these six areas, share insights from the year's experiences, address the key challenges encountered, and highlight the opportunities we aim to leverage in the years to come.

Key Result Area 1: Increased Access to Justice for Women, Girls, and Other Marginalized Citizens

Access to justice remains a cornerstone of WiLDAF's mission to advance gender equality and empower women and girls across Tanzania. In 2024, WiLDAF continued to provide free legal aid services in accordance with the Legal Aid Act of 2007, with a strong emphasis on rescuing and supporting women—who are disproportionately affected by gender-based violence and economic inequalities. These efforts have helped dismantle the legal and financial barriers that often prevent women and girls from asserting their rights or seeking justice.

WiLDAF's legal aid services were delivered both physically and remotely, ensuring broad access and inclusivity. Women and girls in urban areas could visit our legal aid clinics in Dar es Salaam, Njombe, and Shinyanga, while those in rural and remote regions received support through mobile phones, toll-free lines, and the Funguka App. This hybrid model allowed WiLDAF to extend its reach to underserved communities, where access to formal justice systems is limited, providing timely and crucial legal assistance.



In addition to providing direct legal aid, WiLDAF also focused on legal education as a critical component of empowering communities. A total of 18,260 people were directly reached through WiLDAF's outreach programs in 2024, including 10,173 women and 8,087 men. This outreach not only informed individuals about their legal rights but also equipped them with the knowledge to access justice effectively. By engaging both women and men in legal education, WiLDAF helped foster a more informed and supportive environment for gender equality and legal empowerment.

Furthering its commitment to improving the legal landscape for women and girls, WiLDAF worked to strengthen the capacity of service providers in the legal sector. A total of 84 paralegals (52 men and 32 women) from the Kishapu, Kahama, Tarime, and Butiama Paralegal Units were equipped with essential skills to deliver gender-responsive and disability-inclusive legal services to women and girls. These paralegals are now better prepared to provide critical assistance to vulnerable communities, ensuring that legal services are more accessible and responsive to the needs of women, particularly those facing gender-based violence and other systemic challenges. The paralegals received specialized training that enables them to support women and girls in navigating the justice system, advocating for their rights, and ensuring that services are inclusive of all genders and disabilities.

Each case reported was carefully reviewed and addressed through the appropriate channels. Criminal cases were referred to police gender desks, juvenile cases to social welfare offices, and matrimonial disputes to marriage reconciliation boards. Land-related disputes were directed to the Land and Housing Tribunals, while cases requiring court intervention were supported by WiLDAF's legal team.

Provision of legal aid education to the community



WiLDAF focused on legal education as a critical component of empowering communities. A total of 18,260 people were directly reached through WiLDAF's outreach programs in 2024, including 10,173 women and 8,087 men. This outreach not only informed individuals about their legal rights but also equipped them with the knowledge to access justice effectively.

Our team ensured clients received the necessary documentation and guidance to effectively navigate the judicial system. Additionally, WiLDAF closely monitored all referrals to prevent delays or denials of justice—especially vital for women who are often marginalized in institutional systems.

Strengthening Paralegal Units



A total of **84 paralegals** (52 men and 32 women) from the Kishapu, Kahama, Tarime, and Butiama Paralegal Units were equipped with essential skills to deliver gender-responsive and disability-inclusive legal services to women and girls.

Legal aid services:

A total of **1,148** clients received **legal aid** in 2024. Among these, **691** were **women** and **girls**,

Of the total cases, **555** involved **gender-based violence** (GBV), underscoring the critical and ongoing need for robust interventions to protect women and girls from abuse.

Furthermore, **367 cases** involved land disputes—an area where women continue to face systemic discrimination and dispossession despite existing legal

In total, 1,148 clients received legal aid in 2024. Among these, 691 were women and girls, highlighting the organization's commitment to assisting those most vulnerable. Of the total cases, 555 involved gender-based violence (GBV), underscoring the critical and ongoing need for robust interventions to protect women and girls from abuse. Furthermore, 367 cases involved land disputes—an area where women continue to face systemic discrimination and dispossession despite existing legal protections. WiLDAF's legal aid services not only provided immediate redress but also helped restore dignity, property rights, and decision-making power, particularly in matters of safety, property, and family.

Through this comprehensive work, WiLDAF has significantly strengthened the national legal aid framework while empowering hundreds of women to claim their rights, challenge harmful social norms, and heal from trauma. The impact of this support ripples throughout families and communities, laying the foundation for a more just, equitable, and inclusive society.





SUCCESS STORY: A Mother's Fight for Her Home and Dignity

Fatuma's life was turned upside down after separating from her husband due to persistent conflict in their marriage. Left alone to raise their three children, she faced not only emotional and financial hardship but also an unexpected legal nightmare. Her husband—who had abandoned the family and ceased all support—had secretly mortgaged their matrimonial home without her knowledge or consent.

One day, Fatuma was served a notice: the house was to be auctioned. Shocked and overwhelmed, she found herself on the brink of homelessness, with no legal knowledge and no means to fight back. Determined to protect her children and their only shelter, she turned to WiLDAF for help.

With WiLDAF's support through the Emergency Response System (ERS), Fatuma's case was filed at the District Land and Housing Tribunal. She bravely stood up for her rights, and the tribunal ruled in her favor, declaring the mortgage unlawful. But the struggle didn't end there. The appellant challenged the ruling at the High Court.

WiLDAF continued to stand firmly by Fatuma's side. After a thorough legal review, the High Court upheld the lower tribunal's decision, declaring the mortgage null and void. The court's judgment protected Fatuma's home and land—ensuring she and her children would not be unjustly evicted.

Today, Fatuma and her children continue to live in their home—safe, secure, and free from the looming threat of displacement. Her case, *Mbwana Sudi Mangamana vs Ally Mohamed Kiogo & Another* (Misc. Land Application No. 11413 of 2024) [2024] TZhCLandD 975 (30 October 2024), stands as a powerful reminder of the life-changing impact of legal aid. It shows how access to justice can restore dignity, uphold rights, and offer women the chance to reclaim control over their lives and their future.



Key Result Area 2: Reduced Violence Against Women and Children in Tanzania.

Social norms transformation

WiLDAF has made significant strides over the past year in transforming societal norms and addressing the root causes of violence against women and girls (VAWG) through its gender-transformative initiatives. The organization reached 33,349 community members, including 16,484 women, 16,865 men, and 166 persons with disabilities across Serengeti, Butiama, Tarime, and Kahama districts. These efforts played a pivotal role in raising awareness around critical issues such as gender-based violence (GBV), child marriage, female genital mutilation (FGM), and the discrimination faced by persons with disabilities. By engaging both men and women, WiLDAF has sought to challenge deeply entrenched societal norms that perpetuate gender inequality and violence.

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A cornerstone of WiLDAF's impactful work was the introduction and adoption of alternative rites of passage by 120 families in Tarime and Butiama. These alternative rites allow girls to transition into adulthood without undergoing the harmful practice of FGM, which has long been a deeply ingrained cultural tradition in certain communities. By offering culturally sensitive alternatives that respect girls' rights, WiLDAF has made a lasting impact in reducing FGM prevalence in these areas. This achievement is a testament to the power of community engagement, balancing cultural identity with the imperative to protect human rights.

Male champions, trained and supported by WiLDAF, played a transformative role in reshaping harmful social norms and promoting gender-equitable values. These champions led intergenerational dialogues, organized football matches, and utilized existing community platforms to bring together men, women, boys, and girls. Through these dialogues, 4,003 individuals—2,615 men and 1,388 women—were engaged in discussions on the damaging effects of traditional practices like child marriage and FGM. These sessions have fostered a collective understanding of the urgent need to move beyond outdated norms and build more inclusive, equitable communities.

WiLDAF's work in schools has been another critical area of focus, particularly through the establishment of Shule Salama Clubs. These school-based clubs create safe spaces where students can report incidents of violence and abuse.

They also empower girls to speak out against unsafe situations. During this reporting period, six girls were rescued from harmful situations with the support of these clubs, which have become essential resources for both prevention and intervention. These clubs give girls the opportunity to voice their concerns and seek help when needed, thereby acting as a lifeline for those at risk.

The role of male champions extended beyond dialogues and advocacy; they actively identified and supported girls at risk of FGM. These champions became key community protectors, challenging traditional norms and ensuring the safety of vulnerable girls. As a result, 20 girls were rescued from the threat of FGM and referred to safe houses in Tarime and Mugumu-Serengeti.

WiLDAF's work didn't stop there. Women's economic empowerment groups, initially established to promote financial independence, evolved into powerful advocacy platforms. These groups became instrumental in advocating for children's rights and supporting the rescue of girls at risk of violence. Through their advocacy, they contributed to the rescue of two additional girls, further solidifying their role as vital community actors in both protecting children and advancing gender equality.

WiLDAF's holistic approach to social transformation has led to substantial progress in the fight against FGM and other forms of violence against women and girls. Through a network of school clubs, male champions, women's groups, and other community actors, WiLDAF has created a sustainable model of community-led protection. This model is not only advancing gender equality but also laying the groundwork for future generations to continue safeguarding the rights of women and girls.

In addition to its grassroots work, WILDAF played a central role in commemorating the 16 Days of Activism Against Gender-Based Violence (GBV), a global campaign that has been a key moment for action since its launch in 1991 by the Centre for Women's Global Leadership. Since 1996, WILDAF and the GBV MKUKI Coalition have been at the forefront of organizing this campaign in Tanzania, uniting various stakeholders in the fight against GBV. The 2024 campaign, themed "Towards Beijing +30: UNITE to End Violence Against Women," reflected on the progress since the Beijing Declaration of 1995, while urging continued action to eradicate GBV, empower women and girls, and engage men and boys as allies.

The objectives of the 2024 campaign centered around policy influence, grassroots action, and building strong partnerships. Key goals included advocating for improved laws and policies, inspiring locally-driven initiatives, ensuring women's active participation in decision-making, and fostering collaborations between government, civil society, and the private sector to combat GBV effectively.

The campaign kicked off on November 25, 2024, in Dar es Salaam, with 192 participants—including government leaders, civil society organizations (CSOs), development partners, and religious leaders. Key speakers, including Minister Hon. Prof. Palamagamba Kabudi and Ambassador Gertrude Mongella, underscored the urgency of the fight against GBV and the importance of supporting women's leadership and legal reforms. WILDAF's Advocate Anna Kulaya highlighted the ongoing GBV challenges in Tanzania, calling on political aspirants to integrate clear anti-GBV strategies into their platforms.



Shule Salama Clubs in schools, reaching over 4,000 students with GBV prevention education, and community dialogues involving 8,408 individuals.



One of the campaign's most impactful initiatives was the 2024 Anti-GBV Caravan, organized by the MKUKI Coalition, which ran from November 30 to December 9 across three regions—Pwani, Mbeya, and Songwe. The caravan raised awareness, provided legal aid, and empowered communities through educational interventions. Activities included Shule Salama Clubs in schools, reaching over 4,000 students with GBV prevention education, and community dialogues involving 8,408 individuals. The caravan underscored the need for collective responsibility in addressing GBV, with a special focus on parenting and moral responsibility within families.

Through the 2024 campaign and its ongoing community work, WiLDAF has reinforced the importance of a multisectoral approach in ending GBV. With renewed commitments from all sectors—government, CSOs, and communities—the foundation has been laid for sustained action to create a safer, more equitable society. WiLDAF's role in this fight has been integral, not only in advocating for policy change but in fostering community-led efforts to protect and empower women and girls.

WiLDAF's transformative approach goes beyond community-level interventions and dialogues—it also advocates for strengthening legal frameworks that protect women and girls from violence. By collaborating with local governments, WiLDAF has played a critical role in influencing the creation and enforcement of by-laws that enhance legal protection for survivors of gender-based violence (GBV) and other forms of abuse. These by-laws help reinforce societal norms by providing formal mechanisms for holding perpetrators accountable and ensuring survivors have access to the support they need. In 2024, WiLDAF has supported the development of 8 by-laws in villages in Kishapu, Kahama, Tarime, and Butiama districts, with two in Buswahili and Baranga villages in Buswahili Ward in Butiama already approved by the council and in force. The remaining six are being finalized and are expected to come into force in the first quarter of 2025.



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Furthermore, WiLDAF has worked to ensure these by-laws are not symbolic but actively enforced by local authorities. This legal framework not only offers immediate, tangible measures of accountability but also signals a broader shift in local governance towards gender equality and justice. These legal protections provide a foundation for the ongoing transformation of harmful norms, supporting male champions, community groups, and educational initiatives like Shule Salama Clubs. By aligning legal reforms with community-driven actions, WiLDAF has ensured that women and girls have greater confidence in their legal rights and the support of the law when they seek justice. This combination of legal reforms and community engagement has become a powerful tool in challenging entrenched cultural practices and creating safer environments for women and girls.



Key Result Areas 3: Strengthened Women's and Young Women's Participation in Leadership and Feminist Movements

WiLDAF has made remarkable strides this year in advancing gender equality and empowering women and girls in Tanzania. Through collaborations with government institutions, civil society organizations (CSOs), and development partners, WiLDAF has fostered an environment that supports women's active participation in leadership and decision-making positions. A major milestone was achieved following extensive advocacy for changes to the electoral and political party frameworks. The successful tabling of the Electoral and Political Affairs Bills provided a significant opportunity for WiLDAF to push for gender-responsive legal frameworks that promote women's involvement in political processes.

WiLDAF's contributions led to the inclusion of crucial provisions, such as recognizing violence against women during elections as an electoral offense and requiring the establishment of gender desks and policies within political parties. These changes mark significant progress toward creating a political landscape that not only supports but protects women's participation. Although some key advocacy issues were not included in the final bills, WiLDAF's ongoing engagement with political stakeholders ensures that gender-related provisions are prioritized and will continue to be advanced.

**Empowered
311 women
and young
women from
various
political
parties to
compete in the
2024 local
government
elections in
Misungwi, Dar
es Salaam, and
Kinondoni.**

Building on this legislative progress, WiLDAF's Wanawake Sasa Program has worked with the Office of the Registrar of Political Parties (ORPP), political parties, and democracy stakeholders to develop draft guidelines for operationalizing provisions related to gender desks and policies. This collaboration is a critical step in combating Violence Against Women in Politics (VAWP) and promoting gender equality within political institutions.

Through its Wanawake Sasa Program, WiLDAF empowered 311 women and young women from various political parties to compete in the 2024 local government elections. This training program, which targeted wards in Misungwi, Dar es Salaam, and Kinondoni, equipped participants with essential skills and fostered an environment of collaboration and confidence, marking a major step toward enhancing women's political participation in Tanzania.

The Wanawake Sasa Program has also made strides in addressing social norms and negative perceptions about women's participation in political and civic spaces. By recruiting and empowering 20 religious leaders (16 men and 4 women) and 120 men and boys as change agents, the project mobilized communities to support women's leadership. Male champions held community dialogues through football tournaments, reaching 2,331 participants and encouraging positive conversations around gender equality and women's leadership in political processes.

WiLDAF has also focused on strengthening the network of feminist leaders across Tanzania. Through the CSOs Women Directors Forum, WiLDAF has provided training, mentorship, and coaching, creating an intergenerational learning space that empowers women to become effective leaders. This initiative has cultivated the next generation of feminist leaders, equipped with the skills and knowledge to drive positive change. Additionally, WiLDAF documented the second volume of the Herstory Journal, celebrating the achievements of women leaders and inspiring future generations.

The WAWA Mentorship Program (Wanawake Wakurugenzi), launched in August 2022, has had a profound impact on women leaders across Tanzania. Despite challenges, 35 out of 58 mentees graduated, gaining leadership, organizational management, resource mobilization, and digital security skills. These newly acquired skills have enabled the participants to expand their networks and lead their organizations with confidence. The program's closing ceremony, held on March 1st, 2024, highlighted the positive influence of the program, with participants sharing how it fostered stronger bonds among feminist leaders and facilitated valuable collaborations.

One notable success story from the WAWA Mentorship Program is that of Miriam Jackson, a young feminist leader who mentored Dr. Helen Kijo Bisimba. Through the mentorship, Dr. Kijo Bisimba embraced the digital world, which enabled her to actively advocate for women's rights on social media.

Overall, the WAWA Mentorship Program has strengthened the feminist movement in Tanzania by enhancing individual leadership skills, fostering sisterhood, and promoting intergenerational leadership. This initiative has contributed to a more cohesive and empowered network of women leaders, all working together to drive gender equality forward. Despite challenges, the program continues to provide invaluable support and lay the foundation for future growth and collaboration within the women's rights sector.

Key Result Area 4: Increased Access to Sexual and Reproductive Health and Rights (SRHR); and Bodily Autonomy

824 out-of-school AGYW (**300** girls aged (10–19) and **524** young women aged (15–24), including **30** with disabilities, participated in life skills training sessions

In 2024, WiLDAF achieved significant progress in expanding access to sexual and reproductive health and rights (SRHR) information for adolescent girls and young women (AGYW) in the targeted districts of Kishapu, Kahama, and Butiama. A total of 824 out-of-school AGYW, including 30 with disabilities, participated in life skills training sessions. These participants, aged 10-19 years (300 girls) and 15-24 years (524 young women), were equipped with essential knowledge on SRHR, gender-based violence (GBV), harmful practices, menstrual health, nutrition, and puberty education. The training aimed to provide these vulnerable groups, including survivors of GBV, with the necessary skills to make informed and autonomous decisions regarding their sexual and reproductive health.



The training program played a crucial role in addressing the gaps in SRHR knowledge, particularly in rural areas where such services are limited. By empowering AGYW with information, WiLDAF is working to reduce the risks associated with unwanted pregnancies, sexually transmitted infections (STIs), and other reproductive health issues. Furthermore, this initiative emphasizes bodily autonomy, ensuring that the rights of young women to make decisions about their bodies, free from coercion, are respected.

To build upon the knowledge gained through the training, WiLDAF successfully established 87 life skills clubs across the target districts. These clubs—formed as part of a cumulative effort involving 29 clubs each from 2022, 2023, and 2024—serve as platforms where AGYW can continue learning, receive mentorship, and develop leadership skills. The clubs are supported by a pool of 40 trained social welfare officers who act as matrons and patrons. These officers provide ongoing guidance, support, and mentorship to the club members, ensuring the sustainability of the program's impact.

In addition to providing a safe space for learning, the life skills clubs also foster peer education, allowing AGYW to share experiences, support one another, and strengthen their community ties. This peer-led approach ensures the program's reach extends beyond the participants themselves, enabling them to become advocates for SRHR within their communities.

The collaboration with local leaders and community stakeholders has been instrumental in the success of this initiative. By working closely with district officials, health professionals, and other key partners, WiLDAF has been able to create a supportive environment that fosters long-term change. These collaborations ensure that the benefits of the program will continue to have an impact even after the conclusion of the project.

Through these efforts, WiLDAF has contributed to enhancing the knowledge, confidence, and agency of AGYW in the targeted districts. The program has not only improved access to SRHR information but also empowered young women to make informed choices about their health and well-being. Furthermore, the initiative has played a key role in reducing gender-based violence by equipping AGYW with the skills to recognize and respond to violence in their lives.

In conclusion, WiLDAF's work in 2024 has had a significant impact on the lives of adolescent girls and young women in Kishapu, Kahama, and Butiama. Through life skills training, the establishment of life skills clubs, and the mentorship provided by social welfare officers, WiLDAF has ensured that these young women are empowered to make informed decisions about their bodies and health. This initiative is an important step toward fostering a generation of women who are not only well-informed but also able to exercise their rights and advocate for their well-being.

Key Result Area 5: Enhanced Women's Economic Justice and Rights

In 2024, WiLDAF's efforts in empowering out-of-school adolescent girls and young women (AGYW) have yielded substantial progress in building their financial resilience and reducing their vulnerability to harmful practices such as gender-based violence (GBV), child marriage, and female genital mutilation (FGM). Through a combination of vocational training, economic club establishment, and provision of start-up equipment, WiLDAF has made a significant impact on the lives of AGYW, particularly those from vulnerable backgrounds who are at a high risk of such harmful practices.

A key component of this initiative was the establishment of 29 economic clubs across Kishapu, Kahama, and Butiama Districts, which collectively empowered 326 AGYW, including 11 with disabilities. These clubs served as community hubs for the girls, creating safe spaces where they could access training, resources, and mentorship. The clubs fostered collaboration and mutual support, allowing AGYW to share experiences, develop business ideas, and work on community projects that provided economic benefits. Membership was organized to ensure that AGYW from the same or neighboring wards could regularly meet and collaborate, thus enhancing their sense of community and accountability.



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**Establishment of
economic clubs
across Kishapu,
Kahama, and Butiama
Districts**

*which collectively empowered 326 AGYW,
including 11 with disabilities with training courses,
which include subjects like electrical installation,
plumbing, welding, and motor vehicle mechanics*

The economic resilience of the AGYW was further bolstered by the provision of start-up equipment to 139 out-of-school AGYW, enabling them to launch and manage income-generating businesses. These young women, many of whom had faced or were at risk of violence, early marriage, and harmful traditional practices like FGM, were equipped with tools for vocations such as tailoring, hairdressing, and plumbing. By giving these young women the means to start their own businesses, WiLDAF has provided them with a pathway to financial independence, thereby decreasing their dependency on vulnerable situations and reducing the likelihood of them falling into cycles of violence or exploitation.

Moreover, WiLDAF's vocational training programs, with 326 AGYW enrolled across VETA colleges in Kishapu, Kahama, and Butiama, have provided these girls with valuable technical and entrepreneurial skills. The training courses, which include subjects like electrical installation, plumbing, welding, and motor vehicle mechanics, have empowered these young women with skills that are in high demand in the local job market. For many, these programs represent the first step towards achieving financial independence and a stable livelihood, which in turn strengthens their capacity to resist pressures to marry early, experience GBV, or engage in harmful practices.

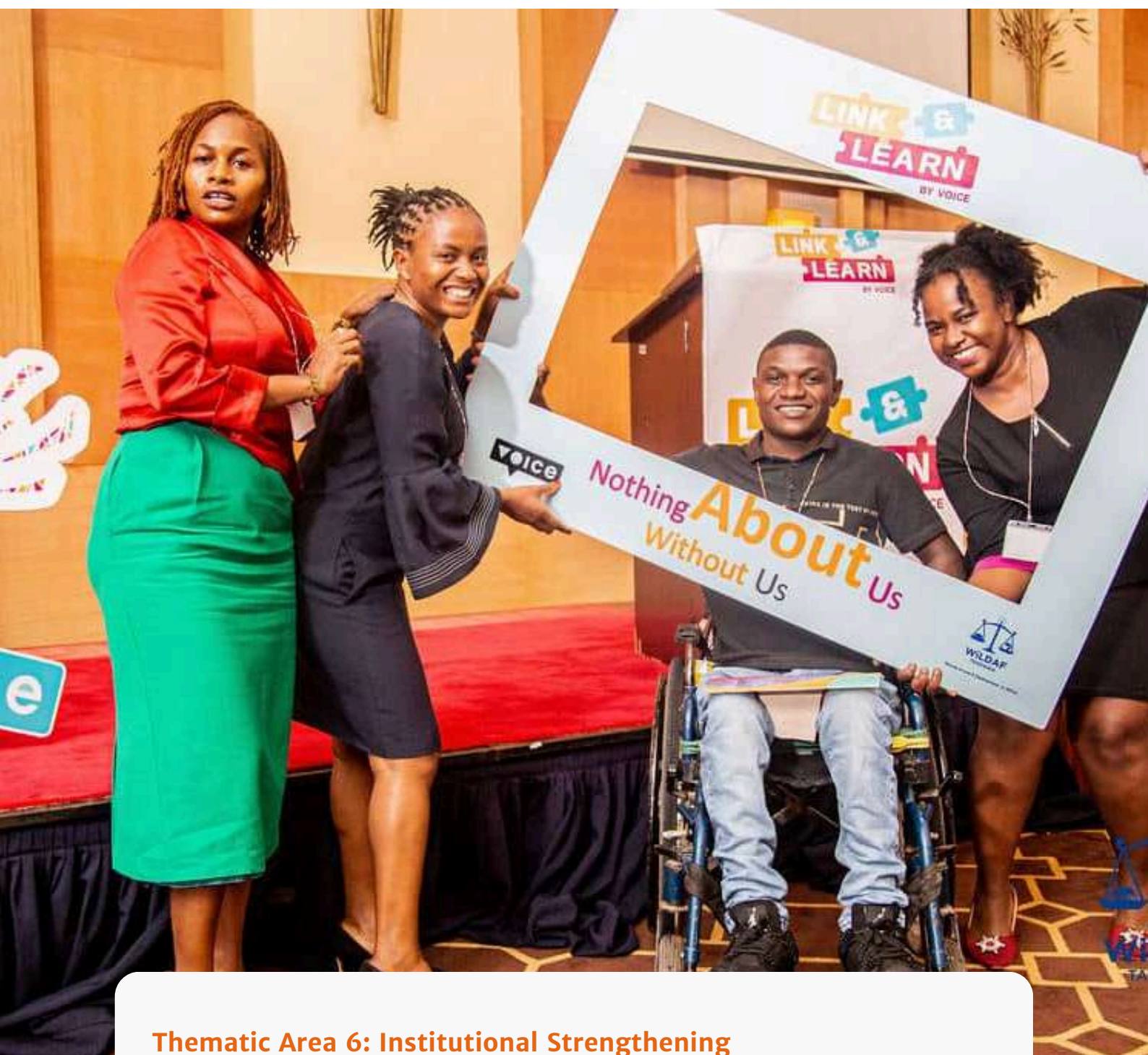
WiLDAF's holistic approach includes not only vocational training and start-up equipment but also a strong focus on financial education. AGYW participating in the economic clubs received training in Village Community Banking (VICOBA) principles, entrepreneurship, financial management, and business innovation. This financial literacy training has given the girls the tools they need to manage their businesses, understand budgeting, and build savings, ensuring long-term sustainability and financial resilience. As a result, these young women are better positioned to navigate economic challenges, access opportunities for growth, and become active contributors to their local economies.

The combined impact of these initiatives has been transformative. The economic empowerment of AGYW has given them a sense of agency and control over their futures. By equipping them with the skills, resources, and knowledge necessary to start businesses, manage finances, and access vocational opportunities, WiLDAF has reduced their vulnerability to harmful practices and GBV. These efforts have not only enhanced their economic status but have also contributed to shifting societal perceptions of women and girls, promoting gender equality and women's rights in the process. The creation of these economic clubs has also contributed to fostering a supportive network of women who are empowered to tackle common challenges and uplift each other in the pursuit of sustainable livelihoods.

In addition to the direct economic benefits, these initiatives have instilled a sense of hope and possibility among AGYW, reinforcing their confidence and autonomy. This, in turn, has helped challenge traditional gender roles, and has positioned them as leaders and change-makers within their communities, capable of driving social and economic progress. As WiLDAF continues to expand these efforts, the foundation has been laid for a more resilient, empowered group of young women who can actively contribute to the development of their communities, while reducing their exposure to harmful practices and violence.

Provision of startup kits

*The economic resilience of the AGYW was further bolstered by the provision of start-up equipment to **139 out-of-school AGYW**, enabling them to launch and manage income-generating businesses.*



Thematic Area 6: Institutional Strengthening

In 2024, WiLDAF has experienced substantial growth in its institutional capacity, which has significantly strengthened its ability to implement impactful programs and manage grants efficiently. Central to this growth was the procurement and implementation of an Enterprise Resource Planning (ERP) system, a crucial step in digitizing and streamlining the organization's core functions. This new system has transformed WiLDAF's operations by automating processes such as data management, resource allocation, and program monitoring. The increased operational efficiency, improved tracking of program outcomes, and enhanced transparency are all contributing to more effective and timely program delivery, ensuring that WiLDAF's initiatives achieve their intended impact.

Furthermore, WiLDAF entered into a partnership with KPMG International Development Advisory Limited, engaging their expertise to enhance its capacity in managing and delivering complex programs. This collaboration has provided WiLDAF with valuable insights and guidance on strengthening its program management practices. With KPMG's support, WiLDAF has fine-tuned its approach to program implementation, ensuring better alignment with its strategic goals, improving program quality, and driving outcomes that contribute to women's empowerment and gender equality.

Alongside these technical improvements, WiLDAF has focused on building the capacity of its networks and member organizations. Through targeted capacity-building programs, WiLDAF has equipped its partners with the tools, knowledge, and skills necessary to effectively design and implement gender-transformative programs. This approach has not only empowered its partners but also fostered a collaborative environment where best practices can be shared, leading to more efficient program delivery and a more unified approach to advancing women's rights.

WiLDAF also undertook a comprehensive review of its key policies related to program finance, fundraising, and sustainability. This review has allowed the organization to refine its framework for resource mobilization, diversify its funding sources, and ensure that its programs remain sustainable in the long term. The policy changes have enhanced fundraising efficiency, enabling WiLDAF to build stronger, more enduring relationships with donors, and ultimately strengthen its financial position.

These strategic improvements reflect WiLDAF's commitment to continuous growth and adaptation. The procurement of the ERP system, the collaboration with KPMG, and the policy revisions have not only improved WiLDAF's internal processes but have also contributed to its positioning as a trusted implementer and grant manager. As WiLDAF continues to expand its capacity, it is better equipped to meet the needs of its beneficiaries and partners, and to deliver on its mission of advancing gender equality and women's rights in Tanzania.



PART III CONCLUSION:


In conclusion, 2024 has been a year of significant growth and achievement for WiLDAF, as the organization has continued to make a profound impact on the lives of women and girls across Tanzania. Through a series of strategic initiatives, including empowering out-of-school adolescent girls and young women, strengthening institutional systems, and building the capacity of network members, WiLDAF has demonstrated its unwavering commitment to advancing gender equality and women's rights.


The successful implementation of vocational training programs, economic empowerment initiatives, and the establishment of economic clubs has not only enhanced the financial resilience of young women but also reduced their vulnerability to harmful practices like gender-based violence and early marriage. These efforts have helped create a supportive environment for women to thrive, while also contributing to the wider societal change needed to challenge deeply entrenched gender norms.

Internally, WiLDAF has made significant strides in strengthening its organizational capacity. The procurement of the ERP system and the partnership with KPMG International Development Advisory Limited have improved efficiency and program management, while the review of key policies on program finance and sustainability has ensured that WiLDAF remains a trusted and effective implementer of impactful programs.

Looking ahead, WiLDAF remains dedicated to expanding its reach, refining its strategies, and further empowering the women and girls it serves. The lessons learned and the growth experienced in 2024 have set a strong foundation for continued success, and the organization is poised to achieve even greater impact in the years to come. WiLDAF's commitment to driving positive change and advancing women's rights will remain steadfast as it continues to support women and girls in building better livelihoods, gaining economic independence, and overcoming the challenges posed by gender inequality.



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