



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

## Executive Summary

The year 2024 marked a significant chapter in WiLDAF Tanzania's continuing journey to advance gender justice, strengthen women's leadership, and expand the realization of rights for women, girls, and marginalized communities across Tanzania. Guided by its Strategic Plan (2023–2027) and grounded in feminist principles of dignity, equality, inclusion, accountability, and transformative change, WiLDAF continued to challenge structural inequalities, influence national reform, strengthen community-led systems of protection, and empower women and girls to exercise agency over their lives, livelihoods, leadership, and futures.

A landmark achievement during the reporting period was WiLDAF's contribution to significant national legal and democratic reforms that advanced women's political participation and institutional accountability. Through sustained multi-stakeholder engagement involving government institutions, the Office of the Registrar of Political Parties, the Council of Political Parties, individual political parties, Members of Parliament, parliamentary champions, Electoral Management Bodies, and civil society allies, WiLDAF successfully contributed to the inclusion of gender-responsive provisions in two important national laws.

Under the Political Parties Act, 2024, advocacy efforts contributed to the introduction of mandatory gender policy requirements for political parties, including provisions requiring parties to establish mechanisms for women's empowerment and operationalize gender desks to receive and address complaints related to abuse, harassment, and discrimination within party structures. This reform represents a major institutional shift toward gender accountability in political organizing and creates stronger structural pathways for women's meaningful political participation.

Similarly, under Section 135 of the National Elections Act, 2024, explicit statutory protections against violence against women in elections were introduced marking a major policy milestone in advancing safer, more inclusive, and gender-responsive democratic participation. This reform positions Tanzania among pioneering countries in Africa to establish clear legal prohibition of violence against women in electoral processes, representing an important step toward strengthening democratic inclusion, protecting women's political voice, and addressing long-standing barriers to equal participation in public life.

Beyond policy reform, WiLDAF continued to make meaningful impact at community and institutional levels. Under its Access to Justice interventions, the organization provided direct legal aid to 1,148 clients, including 691 women and girls, while reaching 18,260 community members through legal education and empowerment initiatives. The legal aid caseload revealed the continued prevalence of structural injustice affecting women, with 555 cases involving gender-based violence (GBV) and 367 cases involving land disputes, underscoring how violence, dispossession, and unequal power relations continue to shape women's lived experiences. WiLDAF's hybrid legal aid model delivered through physical legal clinics, remote support channels, and digital platforms including the Funguka App expanded access to justice for underserved populations, while strengthened paralegal systems improved community-based legal response and disability-inclusive service delivery.

WiLDAF also recorded important progress in transforming harmful social norms and strengthening community protection systems to prevent violence against women and children. Through community dialogues, male champion networks, school-based protection structures, women's economic groups, and sustained local engagement, **the organization reached 33,349 community members**, challenging entrenched norms that perpetuate gender inequality, child marriage, female genital mutilation (FGM), and violence against women and girls. Significant outcomes included the adoption of **alternative rites of passage by 120 families**, the rescue of girls at risk of FGM and other harmful practices, strengthened school protection mechanisms through Shule Salama Clubs, and support for development of gender-responsive village by-laws that reinforce accountability and protection at community level. These achievements demonstrate the effectiveness of locally rooted, community-owned approaches to social transformation.

In advancing sexual and reproductive health and rights (SRHR) and bodily autonomy, WiLDAF strengthened the agency, knowledge, and decision-making power of adolescent girls and young women (AGYW), particularly those from vulnerable and marginalized backgrounds. **A total of 824 out-of-school AGYW, including girls and young women with disabilities, were equipped with life skills and critical knowledge on SRHR, menstrual health, nutrition, harmful practices**, and gender-based violence prevention. The establishment of 87 Life Skills Clubs, supported by trained social welfare officers, created sustained peer-learning and mentorship structures that continue to strengthen confidence, bodily autonomy, and informed decision-making among AGYW in targeted districts.

WiLDAF's commitment to women's economic justice and rights also yielded transformative results.

Through vocational skills development, entrepreneurship training, financial literacy, and collective empowerment approaches, 326 adolescent girls and young women, including girls with disabilities, accessed technical and vocational training pathways in areas traditionally inaccessible to women, including electrical installation, plumbing, welding, and motor vehicle mechanics. The establishment of 29 Economic Empowerment Clubs, combined with start-up support for income-generating initiatives, strengthened economic independence, reduced vulnerability to violence and harmful practices, and created new pathways toward dignity, self-reliance, and leadership among young women.

Institutionally, 2024 was also a year of important organizational strengthening. WiLDAF invested in operational modernization through procurement and implementation of an Enterprise Resource Planning (ERP) system, significantly improving institutional efficiency, data management, accountability systems, and programme monitoring. Strategic collaboration with KPMG International Development Advisory Limited further strengthened programme management systems, while policy reforms related to finance, fundraising, and sustainability enhanced institutional readiness for long-term impact and organizational resilience. These investments reinforce WiLDAF's position as a trusted feminist institution capable of delivering transformative programming at scale.

These achievements were made possible through strong collaboration with the Government of Tanzania, the Revolutionary Government of Zanzibar, community structures, civil society partners, and strategic development partners whose solidarity and investment continue to strengthen WiLDAF's mission. WiLDAF particularly acknowledges the longstanding support of USAID Tanzania, the Government of Finland, the Embassy of Ireland, UNFPA, Save the Children, and other partners whose commitment to gender equality has enabled bold and transformative work across communities and institutions. Their partnership remains central to advancing shared commitments toward justice, equality, and women's empowerment.

As WiLDAF reflects on 27 years of advancing women's rights in Tanzania, the experiences of 2024 reaffirm an enduring lesson: transformative gender justice requires strong feminist movements, responsive institutions, strategic partnerships, and sustained community-led action. Looking ahead, WiLDAF remains committed to deepening its impact, strengthening inclusive systems of justice and protection, expanding women's leadership and economic agency, and continuing to shape a Tanzania where every woman and girl can live with dignity, safety, equal opportunity, and full realization of her rights.

***2024 was not only a year of progress, it was a year of structural change, strengthened voice, and renewed momentum toward transformative gender justice.***



## Message from WiLDAF Board Chairperson

Through sustained engagement with government institutions, political actors, and other stakeholders, WiLDAF contributed to the inclusion of gender-responsive provisions in the Political Parties Act, 2024, as well as the recognition of violence against women in elections under the National Elections Act, 2024. These achievements represent an important step toward building more inclusive, accountable, and gender-responsive governance systems.

At the community level, WiLDAF continued to support women and girls to access justice, challenge harmful practices, and strengthen their agency and leadership. The organization's work reached thousands of individuals across multiple regions, contributing to increased awareness, improved access to services, and strengthened community-led responses to gender-based violence and inequality.

These achievements would not have been possible without the continued collaboration and support of our partners. I extend sincere appreciation to the Government of Tanzania, the Revolutionary Government of Zanzibar, and our development partners—including USAID Tanzania, the Government of Finland, the Embassy of Ireland, UNFPA, Save the Children, and other partners—whose commitment continues to strengthen WiLDAF's work and shared vision for gender equality.

I also commend the dedication of WiLDAF's members, staff, and leadership, whose tireless efforts continue to drive the organization's mission forward. Most importantly, I recognize the resilience and courage of the women and girls we serve, whose determination remains the foundation of this work.

As we look ahead, WiLDAF remains committed to deepening its impact, strengthening partnerships, and continuing to advocate for policies and systems that uphold the rights, dignity, and equality of all women and girls.

***Together, we will continue to build a more just and inclusive society.***

*Sincerely,*

**DR. MONICA MAGOKE-MHOJA.**  
**BOARD CHAIRPERSON.**

It is with great pride and reflection that I present WiLDAF Tanzania's Annual Report for 2024—a year that marks both the continuation of our long-standing commitment to gender justice and a period of meaningful progress in advancing women's rights across Tanzania.

As we celebrate 27 years of WiLDAF's presence and impact in the country, we are reminded that the journey toward equality is both complex and continuous. While important gains have been made, women and girls continue to face structural barriers rooted in unequal power relations, harmful social norms, and systemic discrimination. These realities call for sustained advocacy, strong institutions, and collective action to ensure that gender equality is not only envisioned, but realized.

In 2024, WiLDAF continued to implement its Strategic Plan (2023–2027), focusing on six key thematic areas that remain central to our mission. Through these efforts, the organization contributed to improving access to justice, strengthening protection against gender-based violence, advancing women's leadership, expanding access to sexual and reproductive health and rights, promoting economic empowerment, and reinforcing institutional capacity.

A particularly significant milestone during the year was the contribution to national legal reforms that strengthen women's participation and protection within democratic processes.



## Message from the National Coordinator

As we reflect on the year 2024, I am proud to present a report that captures both the depth of WiLDAF Tanzania's work and the resilience that continues to define our journey toward gender justice.

This year has been one of progress, learning, and strengthened commitment. Guided by our Strategic Plan (2023–2027), WiLDAF continued to advance a feminist movement that centers collective action, community ownership, and the empowerment of women and girls particularly those most affected by inequality and marginalization.

Throughout the year, our work focused on expanding access to justice, preventing gender-based violence, strengthening women's leadership and participation, promoting sexual and reproductive health and rights, advancing economic empowerment, and reinforcing institutional systems that sustain long-term impact.

One of the defining achievements of 2024 was our contribution to important legal reforms that strengthen women's participation in political processes and protect their rights within democratic spaces. The inclusion of gender policy requirements within the Political Parties Act, 2024, and the prohibition of violence against women in elections under the National Elections Act, 2024, represent the outcome of sustained advocacy and collaboration with government institutions, political actors, and civil society partners. These milestones reflect the power of collective effort and the importance of persistent engagement in shaping more inclusive systems.

At the community level, WiLDAF continued to witness transformative change. Women and girls accessed legal aid services, gained knowledge of their rights, and received support to challenge injustice. Community members engaged in dialogues to address harmful practices such as gender-based violence and female genital mutilation, while adolescent girls and young women strengthened their knowledge, confidence, and agency through life skills, mentorship, and economic empowerment initiatives.

The strength of this work lies in the people behind it. I extend my sincere appreciation to WiLDAF's staff, members, volunteers, and partners whose dedication and professionalism continue to make this impact possible. I also acknowledge the critical support of our development partners including USAID Tanzania, the Government of Finland, the Embassy of Ireland, UNFPA, and Save the Children whose partnership enables us to reach communities and sustain our programmes.

Above all, I recognize the women, girls, and communities who continue to engage with courage, share their experiences, and lead change within their own contexts. Their resilience and leadership are the true drivers of this work. For me personally, it remains a profound privilege to serve communities especially women, girls, and children whose courage, resilience, and aspirations continue to inspire our work and deepen our commitment to justice.

As we move forward, WiLDAF remains committed to strengthening its approaches, expanding its reach, and continuing to advocate for systems that uphold justice, equality, and dignity for all.

***Our journey continues—and together, we will keep advancing change.***

*Sincerely,*

**ADV. ANNA KULAYA**

**NATIONAL COORDINATOR**



## **Part 1: About the Organization**

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### **1.1 Our History and Institutional Journey**

The year 2024 marked 27 years of WiLDAF Tanzania’s transformative work in advancing women’s rights, gender justice, and inclusive development since its establishment in Tanzania in 1997. As part of the wider Women in Law and Development in Africa (WiLDAF) Pan-African network, WiLDAF Tanzania has grown into one of the country’s leading feminist legal and policy advocacy institutions working at the intersection of law, gender equality, governance, and community empowerment to address structural barriers that continue to undermine the rights, dignity, and opportunities of women and girls.

WiLDAF was founded in 1990 in Harare, Zimbabwe, emerging from the momentum of the United Nations Decade for Women and a collective call for stronger African feminist organizing to advance women’s rights through law, policy advocacy, and movement-building. Since then, the network has expanded across 26 African countries, building a broad coalition of women’s rights organizations, activists, legal practitioners, scholars, and institutions working toward a more just, inclusive, and gender-equal Africa.

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In Tanzania, WiLDAF has played a pioneering role in shaping feminist legal advocacy, community mobilization, and policy reform. For nearly three decades, the organization has worked to expand access to justice, strengthen women's leadership, challenge harmful social norms, influence gender-responsive legislation, promote bodily autonomy, and advance women's economic rights while ensuring that women and girls from marginalized communities are at the center of change processes.

Over the years, WiLDAF's work has evolved from advocacy and legal empowerment initiatives into a broader institutional approach that combines:

- legal aid and justice systems strengthening,
- policy advocacy and legal reform,
- prevention of gender-based violence and harmful practices,
- women's leadership and feminist movement-building,
- sexual and reproductive health and rights advocacy,
- economic empowerment and resilience programming, and
- institutional strengthening for sustainable feminist impact.

This integrated approach reflects WiLDAF's core belief that transformative change requires not only addressing immediate injustice but also shifting systems, redistributing power, and strengthening women's agency, leadership, and voice in shaping society.

Today, WiLDAF stands as a trusted national institution, a respected feminist voice in policy spaces, and a community-rooted movement actor committed to building a Tanzania where women's rights are protected, women's leadership is valued, and gender equality is realized in law, policy, institutions, and everyday life.



## 1.2 Our Vision and Mission

### Vision

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

### Mission

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

- WiLDAF’s mission is grounded in the recognition that legal frameworks, social systems, and development pathways must actively advance equality, protect dignity, and expand opportunities for women and girls to fully exercise their rights and participate meaningfully in society. This mission continues to guide the organization’s strategic direction and programmatic interventions, ensuring that its work remains transformative, rights-based, and rooted in feminist principles.

## 1.3 Our Core Values

WiLDAF’s institutional identity is anchored in values that shape its leadership, partnerships, and programming



### Accountability

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



### Inclusivity

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



### Solidarity

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



### Dignity

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



### Volunteerism

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

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## 1.4 Our Geographical Footprint

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WiLDAF Tanzania's work spans Mainland Tanzania and Zanzibar, with interventions reaching both urban and rural communities across multiple regions, including **Dar es Salaam, Arusha, Mwanza, Iringa, Shinyanga, Unguja, Pemba**, and other targeted programme districts. This national footprint enables WiLDAF to respond to diverse realities affecting women and girls including legal exclusion, harmful cultural practices, violence, economic vulnerability, and unequal participation in leadership and governance.



The organization's reach is strengthened through partnerships with:

- local government authorities,
- justice sector institutions,
- schools and universities,
- community-based organizations,
- traditional and religious leaders,
- grassroots women's groups,
- youth structures, and
- national and international development partners.

This locally rooted and nationally connected model enables WiLDAF to bridge community realities with policy advocacy, ensuring that lived experiences inform institutional reform while national reforms create enabling environments for grassroots transformation.

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## 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 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.



### **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.

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



Access to justice remains a cornerstone of WILDAF Tanzania’s mission to advance gender equality, protect rights, and strengthen the agency of women and marginalized communities to challenge injustice. In Tanzania, many women and girls continue to face significant barriers in accessing justice, including limited legal literacy, financial constraints, gender bias within institutions, geographic distance from legal services, and harmful social norms that discourage women from seeking redress. These barriers are often compounded by unequal power relations within households and communities, leaving many women vulnerable to violence, dispossession, and systemic exclusion from legal protection.

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In 2024, WiLDAF continued to strengthen access to justice through a comprehensive legal aid and legal empowerment approach that combined direct legal representation, community legal education, strengthened referral systems, paralegal capacity development, and digital legal support platforms. This integrated model expanded access to justice for underserved populations while reinforcing WiLDAF's role as a trusted provider of rights-based legal support across communities.

### **Expanding Access Through Inclusive and Hybrid Legal Aid Systems**

WiLDAF provided direct legal aid services to 1,148 clients during the reporting period, including 691 women and girls and 457 men, boys, and other marginalized citizens. The majority female client profile reflects the disproportionate burden women continue to bear in relation to gender-based violence, family disputes, inheritance injustice, property dispossession, and broader forms of legal vulnerability shaped by structural inequality.

To improve accessibility, WiLDAF adopted a hybrid legal aid model that combines both physical and remote service delivery channels. Clients accessed legal support through:

- WiLDAF legal aid clinics in Dar es Salaam, Njombe, and Shinyanga,
- mobile phone legal support services,
- toll-free legal aid lines, and
- digital legal access through the Funguka App.

This approach expanded WiLDAF's ability to reach communities in remote and underserved areas where formal legal services remain limited, ensuring that justice support was not restricted by geography, mobility, or financial barriers. The use of technology and remote service channels also strengthened confidentiality, convenience, and timely access to legal advice for clients facing urgent legal threats.



***provided direct legal aid services to 1,148 clients***

### **Legal Education as a Tool for Empowerment**

Beyond direct case handling, WiLDAF recognizes that sustainable access to justice requires communities to understand their rights and know how to navigate legal systems. During the reporting period, the organization reached 18,260 community members through legal education and rights awareness programmes, including 10,173 women and 8,087 men.

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## **Strengthening Paralegal Units**

*Organization reached members through legal education and rights awareness programmes, including 10,173 women and 8,087 men.*



**18,260  
community**

These outreach efforts strengthened public awareness on:

- women's legal rights,
- family and matrimonial law,
- inheritance and property rights,
- child protection obligations,
- legal remedies for survivors of gender-based violence, and
- available pathways for seeking redress through formal and informal justice systems.

Importantly, by engaging both women and men, WILDAF promoted shared understanding of rights, strengthened community accountability, and contributed to creating environments where women's pursuit of justice is increasingly supported rather than obstructed.

Legal education therefore remains not only an awareness strategy but a power redistribution tool that enables women and communities to challenge exclusion, negotiate rights, and hold institutions accountable.

## **Strengthening Community-Based Justice Systems Through Paralegal Capacity**

WILDAF continued investing in community-rooted justice systems by strengthening the capacity of 84 paralegals, including 52 men and 32 women, drawn from Kishapu, Kahama, Tarime, and Butiama Paralegal Units. These paralegals were equipped with practical skills to provide gender-responsive and disability-inclusive legal support at community level.



**strengthening  
the capacity of  
84 paralegals**

This investment significantly strengthened first-line community legal response, enabling paralegals to:

- provide legal guidance,
- support case documentation,
- strengthen referrals,
- assist survivors in navigating formal institutions, and
- promote disability-inclusive access to justice services.

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By expanding community-based legal capacity, WiLDAF strengthened localized justice mechanisms that are more accessible, trusted, and responsive particularly for women and girls who may be reluctant or unable to engage formal legal institutions directly.

### **What the Legal Profile Reveals: Gender-Based Violence and Women's Economic Vulnerability**

Analysis of the 2024 legal aid caseload reveals important patterns about the nature of injustice affecting women and marginalized groups.

Out of the total cases handled:

- 555 cases involved gender-based violence (GBV)
- 367 cases involved land disputes

The prevalence of GBV cases confirms that violence against women remains one of the most urgent justice concerns in communities served by WiLDAF. However, the data also reveal something deeper: women's legal vulnerability is rarely confined to one issue.

Many disputes involving:

- matrimonial conflict,
- inheritance,
- child maintenance and custody,
- probate matters, and
- land and property rights

often carry underlying gender-based violence components, including coercive control, economic abuse, intimidation, exclusion from property ownership, abandonment, denial of livelihood resources, and unequal decision-making power.

This demonstrates that violence against women frequently manifests not only as physical harm, but also through economic dispossession, legal exclusion, emotional abuse, and structural denial of rights.

Similarly, the high volume of land disputes reflects the continued reality that women's economic security remains deeply vulnerable to discriminatory inheritance practices, unequal ownership norms, and exclusion from control over productive resources even where legal protections formally exist.

These patterns reinforce the importance of WiLDAF's integrated justice approach, which recognizes that legal empowerment is not only about resolving disputes but about restoring dignity, strengthening agency, and challenging systems that normalize women's exclusion.

## ***A Human Story of Justice Restored: Fatuma's Fight for Her Home and Dignity***

The transformative value of legal aid is best reflected in the lived experiences of women whose lives are changed through access to justice.

One such story is that of Fatuma, a mother of three whose life was thrown into crisis following separation from her husband due to persistent marital conflict. After abandoning the family and ceasing all support, her husband secretly mortgaged their matrimonial home without her knowledge or consent placing Fatuma and her children at immediate risk of losing their home and becoming homeless.

Facing overwhelming legal and financial barriers, Fatuma turned to WiLDAF's Emergency Response System (ERS) for support.

With WiLDAF's legal assistance:

- her case was filed before the District Land and Housing Tribunal,
- the unlawful mortgage was challenged, and
- the tribunal ruled in her favour.

When the decision was appealed, WiLDAF continued to provide legal representation and support. Following a thorough legal review, the High Court upheld the lower tribunal's decision, declaring the mortgage unlawful and nullifying the transaction thereby protecting Fatuma's home, land, and the future security of her children.

Fatuma's case demonstrates that access to justice is not abstract it is life-changing. It restores safety, protects livelihoods, safeguards dignity, and enables women to reclaim agency over their lives and futures.

Strategic Reflection

WiLDAF's justice work in 2024 demonstrates that access to justice remains one of the most powerful pathways for advancing women's rights and shifting unequal power structures. By combining legal aid, legal literacy, digital access, strengthened referral systems, and community-based justice actors, WiLDAF expanded pathways for women and marginalized groups to claim rights, seek protection, and challenge injustice.

The evidence also confirms that justice interventions must increasingly respond to the intersection of gender-based violence, economic exclusion, family conflict, and unequal access to productive resources, recognizing these as interconnected dimensions of women's lived realities.

Looking ahead, WiLDAF remains committed to strengthening survivor-centered legal support, expanding digital justice access, deepening community legal empowerment, and advocating for justice systems that are more inclusive, responsive, and gender-transformative.

***Access to justice is more than legal remedy, it is a pathway to dignity, protection, agency, and transformative equality.***



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

Violence against women and children remains one of the most persistent barriers to gender equality, dignity, and inclusive development in Tanzania. Despite progress in legal reform and increased public awareness, many women and girls continue to face violence rooted in deeply entrenched patriarchal norms, unequal power relations, harmful cultural practices, and systems that normalize silence, stigma, and impunity. For girls in particular, threats such as Female Genital Mutilation (FGM), child marriage, sexual exploitation, and other forms of gender-based violence continue to undermine their safety, bodily autonomy, education, and life opportunities.

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WiLDAF Tanzania recognizes that reducing violence requires more than responding to incidents after harm occurs it requires transforming the social norms, community systems, and institutional structures that enable violence to persist. In 2024, WiLDAF therefore continued to implement integrated prevention approaches that combined community dialogue, grassroots organizing, school-based protection systems, male engagement, alternative rites advocacy, and local accountability strengthening to build safer, more equitable communities for women and children.

### Transforming Harmful Social Norms Through Community Engagement

During the reporting period, WiLDAF reached 33,349 community members through social norms transformation initiatives aimed at addressing root causes of violence against women and children. These interventions created spaces for reflection, dialogue, and collective action on issues including:

- gender-based violence,
- harmful traditional practices,
- child marriage,
- unequal gender relations,
- women’s rights and bodily autonomy,
- child protection, and
- community responsibility in violence prevention.

WiLDAF reached **33,349 community** members, including **16,484** women, **16,865** men, and **166** persons with disabilities



leaders, and grassroots structures, WiLDAF strengthened community understanding that violence is not a private matter, cultural inevitability, or women’s issue alone, but a collective social injustice requiring collective action.

This approach helped shift dialogue from silence and normalization toward accountability, prevention, and shared responsibility for protecting women and girls.

### Protecting Girls from Female Genital Mutilation Through Community-Led Change

One of the most significant areas of progress during the reporting period was WiLDAF’s continued work to challenge and prevent Female Genital Mutilation (FGM) a harmful practice that violates girls’ bodily integrity, health, rights, and dignity.



## **120 families adopted Alternative Rites of Passage (ARP)**

Through sustained advocacy and community engagement, 120 families adopted Alternative Rites of Passage (ARP) as a culturally responsive alternative to FGM. This represents an important shift in community practice preserving cultural identity while rejecting violence and harm against girls.

Equally important, WiLDAF supported the rescue of 20 girls from imminent risk of FGM, protecting them from irreversible physical harm and enabling them to continue their lives with safety, dignity, and hope. These interventions demonstrate WiLDAF's capacity not only to advocate for long-term norm change but also to provide immediate protection where girls face urgent threats.

The growing acceptance of alternative rites also signals that harmful practices can be transformed when communities are engaged respectfully, informed meaningfully, and supported to identify locally owned alternatives rooted in dignity and rights.

### **Strengthening School and Community Protection Systems**

WiLDAF continued strengthening localized protection systems that help prevent violence before it escalates.

Through initiatives such as Shule Salama Clubs and other child protection platforms, schools increasingly became safe spaces where girls and boys could:

- learn about their rights,
- recognize abuse and harmful practices,
- build confidence to speak out,
- access referral support where needed, and
- participate in creating safer school environments.

At community level, WiLDAF strengthened protective structures that connect schools, families, local government, and community leaders creating stronger referral pathways and improving coordinated responses to violence, abuse, and child protection concerns.

This systems-based approach recognizes that children's safety cannot depend solely on individual resilience; it must be supported by protective institutions, informed communities, and functioning accountability systems.

## Engaging Men and Local Leadership as Partners in Prevention

WILD AF continued to promote the involvement of men, boys, traditional leaders, religious leaders, and local government actors in violence prevention efforts.

This work is important because harmful norms are sustained not only through individual attitudes, but through broader social structures that define masculinity, authority, and women's roles in unequal ways.

By engaging influential community actors, WILD AF helped strengthen:

- positive male engagement in violence prevention,
- community leadership against harmful practices,
- support for girls' education and bodily autonomy,
- accountability for violence within households and communities, and
- stronger local ownership of gender equality commitments.

The inclusion of men and community leaders helped move prevention from isolated programming toward broader social norm transformation.



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## Strengthening Local Accountability Through Community Structures and By-Laws

A notable aspect of WILD AF's approach is its emphasis on building local systems that institutionalize protection.

During the reporting period, WILD AF supported community structures and local governance mechanisms to strengthen gender-responsive by-laws and local accountability processes that reinforce prevention of violence, child protection, and community responsibility for safeguarding women and girls.

This is significant because when protection is embedded within local governance systems, prevention becomes more sustainable, socially legitimate, and community-owned.

Community accountability systems also strengthen enforcement of collective commitments and reduce tolerance for harmful practices that were previously normalized.

### What the Evidence Reveals

WILD AF's experience in 2024 reveals several important lessons about violence prevention:

- **Violence is sustained by systems, not isolated incidents:** Harmful practices persist where inequality, silence, weak accountability, and unequal power relations remain unchallenged.
- **Community ownership drives sustainable change:** The adoption of Alternative Rites of Passage by 120 families demonstrates that communities are willing to abandon harmful practices when credible, culturally respectful alternatives are available.
- **Girls need both prevention and immediate protection:** The rescue of 20 girls from imminent FGM risk highlights the continuing urgency of direct protection interventions alongside long-term prevention work.
- **Schools are strategic protection spaces:** Child-centered safe spaces strengthen awareness, confidence, and early reporting.
- **Men and leaders are critical allies:** Norm change accelerates when influential actors become champions for equality and protection.

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## Strategic Reflection

WILDAF's work under KRA 2 demonstrates that ending violence against women and children requires changing norms, shifting power, strengthening protective systems, and building collective accountability.

The organization's integrated prevention model, combining grassroots dialogue, alternative rites advocacy, school protection systems, local governance engagement, and male partnership, continues to generate meaningful social change while strengthening communities' capacity to protect women and girls.

Looking ahead, WILDAF remains committed to scaling survivor-centered and prevention-focused approaches that advance dignity, bodily autonomy, safety, and freedom from violence for every woman and child.

***Reducing violence is not only about responding to harm, it is about transforming the conditions that allow harm to persist.***





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

*Advancing women's political voice, institutional reform, and feminist leadership*

Women's meaningful participation in leadership and decision-making is essential to inclusive democracy, accountable governance, and sustainable development. Yet women and young women continue to face persistent barriers to political participation, including patriarchal norms, limited access to campaign resources, violence and intimidation, discriminatory party practices, weak protection mechanisms, and social attitudes that question women's legitimacy as leaders.

In 2024, WiLDAF Tanzania strengthened women's political participation and feminist movement-building through a dual approach: empowering women candidates and aspirants to participate more effectively in electoral processes, while also influencing the legal and institutional environment needed to protect and promote women's leadership.

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## **Preparing Women for Political Leadership**

Through the Wanawake Sasa Programme, WiLDAF supported 311 women candidates and aspirants from various political parties to strengthen their preparedness for the 2024 Local Government Elections in Misungwi, Dar es Salaam, and Kinondoni. The training enhanced women's confidence, leadership skills, political awareness, campaign readiness, and ability to engage more effectively within political processes.

This work was grounded in the recognition that women's underrepresentation in leadership is not caused by lack of ambition or capacity, but by structural barriers that limit women's access to information, networks, resources, visibility, and institutional protection.

## **Landmark Legal and Institutional Reform**

A defining achievement in 2024 was WiLDAF's sustained contribution to gender-responsive legal reform within Tanzania's political and electoral framework. Through long-term advocacy and strategic engagement with government institutions, the Office of the Registrar of Political Parties, the Council of Political Parties, individual political parties, Members of Parliament, parliamentary champions, Electoral Management Bodies, and civil society allies, WiLDAF contributed to reforms that strengthened women's protection and participation in political life.

Under the Political Parties Act, 2024, WiLDAF's advocacy contributed to the inclusion of mandatory gender policy requirements for political parties. These provisions require political parties to develop gender policies, establish mechanisms for women's empowerment, and operationalize gender desks to receive and address complaints related to abuse, harassment, and discrimination within party structures.

Equally significant, under Section 135 of the National Elections Act, 2024, explicit protections were introduced prohibiting violence against women in elections. This reform positions Tanzania among pioneering countries in Africa to establish clear statutory prohibition of violence against women in electoral processes, marking a major step toward safer, more inclusive, and gender-responsive democratic participation.

Together, these reforms move women's political participation from voluntary commitment toward legal obligation, institutional accountability, and enforceable protection.

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## Shifting Social Norms Around Women's Leadership

WiLDAF also addressed the community-level beliefs and social norms that continue to undermine women's leadership. Through engagement with 20 religious leaders and 120 men and boys as change agents, WiLDAF promoted positive narratives around women's leadership and challenged perceptions that restrict women's participation in public decision-making.

Male champions used community platforms, including football tournaments and local dialogues, to reach 2,331 participants with messages on gender equality, women's leadership, and inclusive political participation. This approach helped create more supportive community environments for women candidates and strengthened public understanding that women's leadership benefits families, communities, and democratic institutions.



community platforms, including  
football tournaments and local  
dialogues reached **2,331**  
participants



**20** religious leaders and  
**120** men and boys as  
change agents,

## Strengthening Feminist Leadership and Movement Infrastructure

WiLDAF continued investing in feminist leadership through the CSOs Women Directors Forum, mentorship initiatives, and documentation of women's leadership journeys. The WAWA Mentorship Programme supported intergenerational feminist learning, with 35 out of 58 mentees graduating after gaining skills in leadership, organizational management, resource mobilization, and digital security.

The programme strengthened sisterhood, peer learning, and collaboration among women leaders, while the documentation of the Herstory Journal Volume II celebrated women's leadership and preserved feminist institutional memory. These efforts contributed not only to individual leadership growth, but also to a stronger and more connected feminist movement.



### **What the Evidence Reveals**

WiLDAF's work under KRA 3 reveals that women's leadership requires more than training individual women. It requires transformation across multiple levels:

- Legal reform to guarantee protection and accountability.
- Political party reform to institutionalize gender equality.
- Community norm change to build acceptance of women's leadership.
- Male and religious leader engagement to challenge patriarchal narratives.
- Feminist mentorship and movement-building to sustain women leaders beyond election cycles.

The 2024 reforms also demonstrate that persistent feminist advocacy can translate into national legal change, especially when rooted in coalition-building, evidence, and sustained engagement with institutions.

### **Strategic Reflection**

KRA 3 represents one of WiLDAF's most significant contributions to Tanzania's democratic and gender equality landscape in 2024. By preparing women candidates, influencing national laws, strengthening party accountability mechanisms, engaging community allies, and building feminist leadership networks, WiLDAF contributed to a more enabling environment for women's meaningful and safer participation in leadership.

Looking ahead, the priority will be to ensure that these legal gains are fully implemented, monitored, and translated into practical protection for women within political parties, electoral processes, and public leadership spaces.

Women's political participation becomes transformative when leadership is not only encouraged, but protected, resourced, respected, and embedded within accountable institutions.

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



*Advancing informed choice, dignity, and the right of girls and young women to shape their futures*

Bodily autonomy is fundamental to gender equality, dignity, and the realization of rights. It is the ability of women and girls to make informed decisions about their bodies, health, sexuality, relationships, and life choices, free from coercion, violence, harmful practices, and structural barriers that limit opportunity and self-determination. Yet for many adolescent girls and young women (AGYW) in Tanzania, bodily autonomy remains constrained by unequal gender norms, limited access to information, harmful practices, economic vulnerability, disability-related exclusion, and restricted access to youth-friendly sexual and reproductive health and rights (SRHR) services.

Recognizing that agency is built through knowledge, confidence, supportive systems, and enabling environments, WILD AF Tanzania continued to strengthen adolescent girls' and young women's autonomy through targeted life skills development, SRHR education, mentorship, and community-based support structures under the Chaguo Langu, Haki Yangu initiative, an approach designed to ensure that girls and young women are equipped not only with information, but with the power and confidence to make informed choices about their lives and futures.

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## **Expanding Knowledge and Agency Through Chaguo Langu, Haki Yangu**

During the reporting period, WiLDAF reached 824 out-of-school adolescent girls and young women, including girls and young women with disabilities, through structured learning and empowerment interventions focused on strengthening knowledge, agency, and life decision-making capacity.

Participants were equipped with critical knowledge and practical life skills on:

- sexual and reproductive health and rights (SRHR),
- menstrual health and hygiene,
- nutrition and personal wellbeing,
- prevention of gender-based violence,
- harmful cultural practices,
- healthy relationships and self-protection, and
- confidence-building, voice, and informed decision-making.

These interventions helped girls and young women better understand their rights, strengthen self-esteem, and build practical capacity to make decisions that protect their health, safety, dignity, and future opportunities.

Importantly, the inclusion of girls and young women with disabilities reinforced WiLDAF's commitment to inclusive feminist programming recognizing that bodily autonomy must be realized by all women and girls, regardless of ability, background, or circumstance.

***WiLDAF reached 824 out-of-school adolescent girls and young women, including girls and young women with disabilities,***

## **Establishing Sustainable Peer Support Through Life Skills Clubs**

A major achievement during 2024 was the establishment of 87 Life Skills Clubs, creating structured community-based platforms where AGYW can continue learning, mentoring one another, and collectively strengthening their confidence, agency, and resilience.

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These clubs provide safe spaces for girls and young women to:

- discuss SRHR and wellbeing openly,
- strengthen peer support networks,
- build leadership and communication skills,
- share experiences and solutions to common challenges,
- access mentorship and referral support, and
- reinforce positive life choices through collective learning.

By establishing these clubs, WiLDAF moved beyond one-time training toward institutionalized community support systems that sustain empowerment over time. This is significant because bodily autonomy is not strengthened through information alone, it grows where girls have ongoing support, trusted spaces, and collective solidarity.

### **Strengthening Community-Based Support Systems**

WiLDAF also worked closely with trained social welfare officers and local structures to strengthen supportive ecosystems around AGYW, ensuring that girls' empowerment is reinforced by responsive community institutions rather than undermined by hostile environments.

This ecosystem approach strengthens:

- early identification of vulnerability,
- referral pathways for girls needing support,
- access to youth-friendly information and services,
- local mentorship structures, and
- stronger community accountability for girls' wellbeing.

The result is a more enabling environment in which adolescent girls and young women are increasingly supported to exercise voice, choice, and agency.

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## What the Evidence Reveals

WiLDAF's experience under KRA 4 reveals several important lessons:

- **Knowledge strengthens agency:** When girls understand their rights, bodies, and available choices, they are better positioned to make informed decisions and protect themselves from exploitation, violence, and harmful practices.
- **Peer solidarity matters:** The establishment of 87 Life Skills Clubs demonstrates that collective learning and peer support are powerful tools for building confidence, leadership, and sustained empowerment.
- **Inclusion strengthens justice:** Ensuring girls and young women with disabilities are intentionally included improves programme equity and strengthens the principle that autonomy and dignity are universal rights.
- **Agency requires systems, not isolated interventions:** Girls thrive when supportive families, trained officers, peer groups, and community structures reinforce empowerment messages.

## Strategic Reflection

WiLDAF's work in 2024 demonstrates that strengthening bodily autonomy is fundamentally about expanding girls' power to make choices over their lives, futures, and opportunities. Through Chaguo Langu, Haki Yangu, WiLDAF helped create spaces where adolescent girls and young women can access knowledge, build confidence, strengthen solidarity, and exercise informed agency over decisions affecting their bodies and wellbeing.

Looking ahead, WiLDAF remains committed to deepening adolescent girls' empowerment, strengthening inclusive SRHR programming, and expanding community-rooted support systems that enable girls and young women to live with dignity, confidence, safety, and freedom of choice.

Bodily autonomy is realized when girls and young women are informed, supported, respected, and free to make choices about their own lives and futures.

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

*Expanding economic agency, dignity, and pathways to independent livelihoods for adolescent girls and young women*

Economic empowerment is central to women's rights, bodily autonomy, and long-term freedom from violence, exploitation, and dependency. For many adolescent girls and young women (AGYW), particularly those living in marginalized and underserved communities, limited access to education, skills, productive resources, finance, and employment opportunities continues to reinforce cycles of poverty, exclusion, and vulnerability to harmful practices. Economic dependency often weakens women's bargaining power within households and communities, limits decision-making autonomy, and increases exposure to gender-based violence, exploitation, and unequal life opportunities.



**326**

adolescent girls and young women accessed vocational and technical skills training

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WiLDAF Tanzania recognizes that strengthening women's economic power requires more than income generation, it requires expanding skills, strengthening financial capability, building confidence, increasing access to productive assets, and creating supportive systems that enable women and girls to transition toward dignified and sustainable livelihoods. In 2024, WiLDAF continued to advance this vision through integrated economic empowerment interventions that combined technical and vocational training, financial literacy, entrepreneurship development, digital capability strengthening, mentorship, and direct livelihood start-up support for adolescent girls and young women.

### **Creating Pathways to Skills and Economic Opportunity**

During the reporting period, 326 adolescent girls and young women accessed vocational and technical skills training across Kishapu, Kahama, and Butiama Districts, equipping them with practical skills that improve employability, entrepreneurship potential, and long-term income generation.

Training opportunities were intentionally diversified to expand girls' participation beyond traditionally gendered occupations, including pathways in:

- tailoring,
- hairdressing,
- electrical installation,
- motor vehicle mechanics,
- plumbing and pipe fitting,
- secretarial and computer studies,
- driving, and
- catering and other livelihood-oriented trades.

This diversification is significant because it challenges occupational stereotypes that restrict women's economic participation and opens access to sectors with broader income potential, increased independence, and stronger long-term livelihood prospects.

By supporting AGYW to acquire marketable and practical skills, WiLDAF strengthened pathways toward dignified work and reduced economic vulnerability among young women who often face intersecting social and structural barriers.

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## **Strengthening Financial Capability and Enterprise Readiness**

Recognizing that skills alone are not sufficient for economic success, WILDAF also strengthened the financial capability and entrepreneurial readiness of 693 AGYW, including girls and young women with disabilities, through training in:

- financial literacy,
- business innovation,
- digital skills, and
- financial management.

These investments strengthened participants' ability to:

- manage personal and business finances,
- understand saving and investment principles,
- improve business planning,
- engage digital platforms for opportunity and enterprise growth, and
- make more informed financial decisions.

This is important because financial knowledge strengthens economic confidence and reduces vulnerability to exploitation, debt dependency, and unstable income pathways.

For girls and young women with disabilities who often face compounded barriers to economic participation, these opportunities represent critical pathways toward inclusion, dignity, and greater economic independence.

## **Building Collective Power Through Economic Empowerment Clubs**

A major systems-strengthening achievement under this KRA was the establishment and support of 87 Economic Empowerment Clubs, bringing together AGYW graduates into structured peer groups for mentorship, learning, and collective advancement.

These clubs serve as platforms for:

- peer mentorship and coaching,
- business experience sharing,
- collective problem-solving,
- access to government opportunities and local financing pathways,
- networking with district and regional economic actors, and
- strengthening solidarity among young women entrepreneurs.

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By organizing AGYW into economic groups, WiLDAF moved economic empowerment beyond individual success toward collective economic resilience, where girls and young women build networks of mutual support, confidence, and long-term sustainability.

This club model also strengthens community-level ownership and creates locally rooted structures that continue generating impact beyond project cycles.

### **Direct Livelihood Support: Turning Skills into Opportunity**

To bridge the critical gap between training and livelihood application, WiLDAF provided start-up equipment and enterprise support to 349 AGYW who completed vocational training.

This practical support enabled graduates to transition directly from learning into productive economic activity by providing essential tools and equipment aligned to their areas of training, including:

- tailoring machines,
- salon and hairdressing equipment,
- electrical toolkits,
- mechanical starter kits,
- secretarial and ICT equipment, and
- catering equipment and other enterprise tools.

This support is transformational because many AGYW possess skills but remain excluded from opportunity due to lack of start-up capital and productive assets. By addressing this gap, WiLDAF enabled girls and young women to begin generating income, establish enterprises, and strengthen economic independence.

Economic empowerment therefore moved from training → capability → productive enterprise → livelihood opportunity.

### **Inclusion and Long-Term Impact**

**WiLDAF's economic empowerment model remains intentionally inclusive.**

Between 2022 and 2025, a cumulative **787 AGYW** were reached through vocational pathways, including **45 AGYW with disabilities**, demonstrating WiLDAF's commitment to ensuring that economic opportunity is expanded to those most often excluded from labour markets and livelihood systems.

This inclusive approach strengthens both equity and impact recognizing that economic justice must reach all women and girls, regardless of disability, socio-economic background, or geographic location.

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## What the Evidence Reveals

WiLDAF's work under KRA 5 reveals several important lessons:

- **Economic power strengthens agency:** When girls and young women have skills, income pathways, and productive assets, they gain greater control over life decisions and reduced vulnerability to dependency and abuse.
- **Skills must connect to opportunity:** Vocational training becomes transformative when paired with enterprise support, financial capability, and productive assets—as demonstrated through support to 349 AGYW.
- **Collective organization strengthens resilience:** The 87 Economic Empowerment Clubs show that peer solidarity and group-based economic structures improve sustainability, confidence, and market linkage opportunities.
- **Inclusion strengthens economic justice:** Girls and young women with disabilities must be intentionally included if empowerment efforts are to be equitable and transformative.

## Strategic Reflection

WiLDAF's work in 2024 demonstrates that women's economic empowerment is not simply about increasing income, it is about shifting power, expanding choice, strengthening dignity, and enabling girls and young women to shape their own futures.

By combining vocational skills development, financial capability, enterprise support, inclusive mentorship, and collective organizing, WiLDAF created stronger pathways for AGYW to move from vulnerability toward resilience, from dependency toward independence, and from exclusion toward economic participation.

Looking ahead, WiLDAF remains committed to strengthening women's economic justice by expanding access to dignified work, productive resources, inclusive livelihood systems, and opportunities that allow every woman and girl to thrive.

***Economic empowerment becomes transformative when women and girls are equipped not only to earn, but to choose, lead, build, and shape their own futures.***



## Thematic Area 6: Institutional Strengthening

*Building resilient systems, strategic partnerships, and sustainable institutional leadership for long-term feminist impact*

Strong institutions are essential to sustaining transformative social change. For feminist movements and women's rights organizations, long-term impact depends not only on programme delivery, but also on the strength of internal systems, strategic leadership, accountable governance, operational efficiency, and the ability to adapt, grow, and remain sustainable in a changing development landscape.

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In 2024, WILDAF Tanzania made significant progress in strengthening its institutional foundations investing in systems modernization, strategic organizational development, policy reform, and partnership strengthening that collectively reinforced its capacity to deliver transformative programming at scale. These investments reflect WILDAF's growing institutional maturity and its commitment to building an organization that is not only impactful today, but resilient and sustainable for the future.

### **Modernizing Systems Through Enterprise Resource Planning (ERP)**

One of the most significant institutional milestones during the reporting period was WILDAF's investment in an Enterprise Resource Planning (ERP) system, a major step toward organizational modernization and operational excellence.

The ERP strengthened institutional capacity by improving:

- operational efficiency,
- programme planning and coordination,
- financial management systems,
- internal controls and accountability mechanisms,
- data management and reporting quality, and
- cross-departmental integration of organizational processes.

This digital transformation is strategically important because strong systems enable better decision-making, improve transparency, reduce operational fragmentation, and strengthen the organization's ability to manage increasingly complex programmes with greater accountability and effectiveness.

In practical terms, ERP investment moved WILDAF toward a more integrated institutional model, where systems support strategy, data strengthens decision-making, and operational efficiency enhances programme impact.

Strategic Organizational Development and Capacity Strengthening

During the reporting period, WILDAF strengthened its institutional architecture through strategic collaboration with KPMG International Development Advisory Limited, which provided broader organizational development support focused on systems strengthening, strategic capacity building, and institutional development.

This partnership supported WILDAF to strengthen:

- organizational systems and operational structures,
- strategic planning and institutional readiness,
- programme management capacity,
- internal accountability systems, and
- long-term organizational resilience.

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The significance of this investment lies in WiLDAF's recognition that strong feminist programming requires equally strong institutions, organizations capable of translating vision into sustained impact through robust systems, strategic leadership, and institutional discipline.

This reflects organizational foresight and a deliberate commitment to institutional excellence.

### **Strengthening Governance, Financial Stewardship, and Sustainability Systems**

WiLDAF also undertook important policy and systems reforms aimed at strengthening long-term sustainability and institutional accountability.

This included review and strengthening of:

- financial management systems,
- fundraising and resource mobilization frameworks, and
- organizational sustainability policies and strategic planning tools.

These reforms are important because they strengthen institutional resilience in a development environment increasingly shaped by funding uncertainty, donor shifts, and growing expectations for accountability, transparency, and measurable impact.

By investing in sustainability systems, WiLDAF positioned itself more strongly to:

- diversify partnerships,
- improve long-term resource mobilization,
- strengthen fiduciary accountability, and
- protect organizational continuity over time.

This is particularly important for feminist institutions whose work requires long-term commitment to structural change rather than short project cycles.

Deepening Strategic Partnerships for Greater Impact

Institutional strengthening was also reinforced through continued collaboration with government institutions, development partners, civil society networks, and technical allies whose support continues to expand WiLDAF's reach, credibility, and collective impact.

These partnerships strengthened WiLDAF's ability to:

- influence policy,
- strengthen implementation quality,
- expand geographic reach,
- mobilize technical expertise,
- improve systems and institutional learning, and
- sustain transformative programming.

WiLDAF's partnership model reflects an important institutional principle:

Transformative change is strengthened through solidarity, collaboration, and shared accountability.

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## What the Evidence Reveals

WiLDAF's experience under KRA 6 reveals several important institutional lessons:

- **Strong systems strengthen strong programmes:** Programme impact is sustained when institutions invest in systems, governance, and operational architecture.
- **Digital transformation improves accountability:** ERP modernization strengthens efficiency, transparency, and evidence-driven management.
- **Institutional development requires deliberate investment:** The strategic collaboration with KPMG International Development Advisory Limited demonstrates WiLDAF's commitment to building organizational capacity intentionally, not reactively.
- **Financial sustainability is strategic:** Policy reform and fundraising strengthening are essential for long-term resilience.

**Partnerships expand institutional power:** Collaboration strengthens scale, influence, and impact.

## Strategic Reflection

WiLDAF's progress in 2024 demonstrates that institutional strengthening is not a support function it is a strategic pillar of feminist transformation.

By modernizing systems, strengthening organizational capacity, reforming internal policies, and deepening partnerships, WiLDAF reinforced its position as a credible, accountable, and future-facing feminist institution capable of sustaining transformative impact at community, national, and policy levels.

Looking ahead, WiLDAF remains committed to strengthening institutional resilience, deepening strategic partnerships, investing in systems that improve accountability and learning, and building long-term sustainability architecture that ensures feminist change remains strong, adaptive, and enduring.

***Lasting social transformation requires institutions that are visionary in purpose, disciplined in systems, and resilient in leadership.***

## **Part III: Strategic Reflections – Challenges, Learning and Institutional Good Practice**

The year 2024 was one of important achievement, institutional growth, and transformative progress for WiLDAF Tanzania. At the same time, implementation took place within a complex operating environment shaped by regulatory processes, politically sensitive programming contexts, entrenched harmful social norms, operational constraints, and persistent structural inequalities affecting women and girls. These experiences reinforced an important institutional lesson: transformative feminist work requires not only strong programmes, but adaptive leadership, resilient systems, strategic partnerships, and sustained community ownership.

WiLDAF's implementation journey during the reporting period generated important lessons that continue to strengthen institutional practice, sharpen strategic thinking, and inform future programming.

### **1. Navigating Regulatory Processes and Institutional Alignment**

One of the significant operational challenges experienced during the reporting period involved delays in securing required regulatory clearances for implementation of the USAID-supported Wanawake Sasa Programme. The approval process involved extensive institutional engagement and multiple consultations with relevant regulatory and government authorities before implementation could commence, resulting in delayed programme rollout and compressed implementation timelines. While this affected planned sequencing of activities, WiLDAF responded through sustained engagement, proactive institutional communication, and adaptive planning to ensure implementation readiness once approvals were secured.

#### **This experience reinforced several lessons:**

- proactive regulatory engagement is essential for timely programme rollout;
- politically sensitive programmes require strong stakeholder alignment and institutional trust-building;
- implementation models must be flexible enough to absorb timeline disruptions; and
- adaptive planning is critical in dynamic operational environments.

Institutional patience, diplomacy, and strategic engagement remain essential leadership tools in complex implementation contexts.

## **2. Sustaining Protection Beyond Emergency Rescue**

WiLDAF's work to protect girls at immediate risk of Female Genital Mutilation (FGM) generated important safeguarding lessons. While emergency rescue interventions successfully protected girls facing imminent risk, sustaining long-term protection remained challenging where some girls later returned to family and community environments in which underlying social pressures, traditional expectations, and harmful norms remained deeply rooted.

This highlighted an important programming reality:

Emergency rescue saves lives, but long-term safety requires sustained family engagement, community accountability, reintegration support, and deeper social norm transformation.

As a result, WiLDAF strengthened reflection around:

- family-level behaviour change work,
- reintegration and follow-up mechanisms,
- community protection structures,
- alternative rites of passage expansion, and
- stronger local accountability systems that sustain protection beyond crisis response.

***This learning reinforces WiLDAF's commitment to prevention-focused and community-owned solutions that address root causes rather than symptoms alone.***

## **3. Working Effectively in Politically Sensitive Contexts**

Implementation of governance, observation, and civic participation programming during politically heightened periods including activities linked to local government elections encountered varying levels of cooperation across local contexts. These experiences reflected the complexity of operating within politically sensitive environments where institutional caution, local interpretation, and operational uncertainty can influence programme access and engagement modalities.

WiLDAF responded through:

- strengthened local engagement strategies,
- adaptive field planning,
- enhanced institutional coordination, and
- sustained relationship-building with relevant authorities and stakeholders.

These experiences reinforced the importance of:

- diplomacy in stakeholder engagement,
- context-sensitive operational planning,
- trust-building with institutions at national and local levels, and
- flexible programming approaches that protect both relationships and programme integrity.

***Transformative advocacy requires both principled courage and strategic engagement.***

#### **4. Adapting Programme Delivery Under Operational Restrictions**

During the 16 Days of Activism Against Gender-Based Violence campaign period, evolving guidance on outreach modalities required WiLDAF to adjust implementation approaches shifting from broader community outreach activities toward more controlled indoor engagement formats. While this affected the scale and immediacy of planned outreach interventions, WiLDAF adapted implementation models to ensure continuity of awareness raising, advocacy, and stakeholder engagement within approved operational parameters.

This experience highlighted WiLDAF's institutional agility and reinforced an important lesson:

***Programme effectiveness increasingly depends on flexibility in delivery models, including the ability to pivot between community outreach, structured convenings, and strategic communication platforms as context requires.***

This adaptive capacity remains a growing institutional strength.

#### **5. Deeply Rooted Social Norms Require Long-Term Engagement**

Across programme areas including GBV prevention, FGM prevention, SRHR, women's leadership, and economic empowerment, WiLDAF's experience reaffirmed that deeply rooted patriarchal norms and harmful cultural practices remain among the most persistent barriers to gender equality.

These norms continue to shape:

- violence against women and girls,
- harmful traditional practices,
- restrictions on bodily autonomy,
- resistance to women's leadership, and
- unequal access to economic opportunity and productive resources.

However, important signs of change were evident through:

- adoption of Alternative Rites of Passage by 120 families,
- growing engagement of men and boys as allies,
- stronger school-based protection systems,
- increased community dialogue on rights and equality, and
- improved community ownership of protection structures.

### **The key lesson is clear:**

*Transforming harmful norms requires long-term engagement, trusted community relationships, and locally owned change processes not one-off awareness campaigns.*

## **6. Institutional Good Practices Worth Strengthening**

Implementation during 2024 highlighted several approaches that proved particularly effective and should continue to be strengthened:

- **Community-rooted protection systems:** Local structures create sustainable accountability.
- **Hybrid legal aid and digital access:** Expands justice reach and accessibility.
- **Girls' peer support platforms:** Life Skills Clubs and Economic Empowerment Clubs strengthen long-term resilience.
- **Male engagement models:** Broadens ownership of gender equality work.
- **Institutional systems modernization:** ERP and organizational development investments improve accountability and resilience.
- **Multi-stakeholder policy engagement:** Sustained coalition-building delivers structural reform.

## **7. Strategic Outlook**

The lessons of 2024 reaffirm that WiLDAF's strength lies in its ability to combine grassroots transformation, feminist advocacy, institutional credibility, strategic partnership, and adaptive leadership.

Looking ahead, WiLDAF will continue to:

- deepen institutional resilience,
- strengthen regulatory and stakeholder engagement,
- expand long-term safeguarding approaches,
- scale community-owned solutions,
- diversify implementation models, and
- sustain bold feminist advocacy that advances justice, dignity, and equality for women and girls across Tanzania.

The experience of 2024 confirms that transformative change is sustained not only by vision, but by resilience, learning, adaptation, and collective commitment to justice.

## Part IV: Conclusion and Looking Ahead

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The year 2024 marked an important chapter in WiLDAF Tanzania’s institutional journey—one defined by meaningful progress, strategic influence, strengthened partnerships, and deepened impact in the lives of women, girls, and communities across Tanzania. Across all six Key Result Areas, WiLDAF continued to demonstrate that transformative change is possible when feminist advocacy is grounded in community realities, strengthened by evidence, supported by strategic partnerships, and sustained through resilient institutions.

During the reporting period, WiLDAF advanced access to justice for women and marginalized groups, strengthened community protection systems against violence, expanded adolescent girls’ agency and bodily autonomy, promoted women’s economic empowerment, influenced landmark legal reforms that strengthen women’s participation and protection in political processes, and invested in institutional systems that will sustain long-term impact. These achievements collectively reflect an organization that is not only responding to immediate needs, but actively shaping systems, norms, and institutions toward greater equality, accountability, and justice.

Importantly, 2024 also demonstrated WiLDAF’s growing institutional maturity. The organization’s contribution to reforms under the Political Parties Act, 2024 and the National Elections Act, 2024, including statutory recognition of violence against women in elections, represents a significant national milestone in advancing gender-responsive democratic governance. At the same time, grassroots work from legal aid provision and rescue of girls at risk of FGM, to community dialogue, AGYW empowerment, and livelihood support, continued to ensure that national progress remains connected to the lived realities of women and girls in communities.

The experiences of 2024 also reaffirmed that transformative work is rarely linear. Delayed approvals, politically sensitive implementation contexts, safeguarding complexities, and operational restrictions highlighted the importance of adaptability, strategic engagement, and long-term institutional resilience. Rather than weakening momentum, these experiences strengthened WiLDAF's learning, sharpened its strategic approaches, and reinforced the organization's commitment to responsive, context-sensitive programming.

Looking ahead, WiLDAF remains committed to deepening feminist leadership, strengthening community-rooted protection systems, expanding access to justice, advancing women's economic agency, promoting bodily autonomy, and continuing to influence laws, policies, and institutions that shape women's rights and opportunities. The organization will also continue investing in institutional sustainability, digital transformation, and strategic partnerships that strengthen its long-term capacity to deliver meaningful change.

As WiLDAF moves forward, one truth remains clear:

Gender justice is not achieved through isolated interventions, it is built through sustained collective action, courageous leadership, accountable institutions, and the unwavering determination of women and communities to claim their rights, dignity, and equal place in society.

WiLDAF remains proud to stand alongside women and girls across Tanzania in that journey.

The work continues, and so does the movement for justice, dignity, equality, and transformative change.

## Acknowledgements

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Special appreciation goes to WILD AF's Board of Directors, management, staff, members, volunteers, paralegals, mentors, and community facilitators, whose professionalism, dedication, and unwavering commitment continue to drive the organization's mission forward.

Above all, we honor the women, girls, and communities who continue to demonstrate extraordinary courage, resilience, and leadership in challenging injustice, claiming their rights, and shaping a more equal future. Your voices, experiences, and determination remain at the heart of WILD AF's work and the inspiration behind our continued commitment.

Together, we are building a Tanzania where justice is accessible, leadership is inclusive, dignity is protected, and equality is realized for all women and girls.

