



WILDAF
TANZANIA

Women in Law & Development in Africa

ANNUAL REPORT 2025



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2025 Annual Report
Mikocheni A

List of Abbreviation

AGYW Adolescent Girls and Young Women

BAKWATA Baraza Kuu la Waislamu Tanzania

CDO Community Development Officer

CLHY Chaguo Langu Haki Yangu

CSOs Civil Society Organizations

EISA Electoral Institute for Sustainable Democracy in Africa

ERP Enterprise Resource Planning

ERS Emergency Response System

FGM Female Genital Mutilation

GBV Gender-Based Violence

GREO Gender Responsive Election Observation

HR Human Resources

ICT Information and Communication Technology

IGM Independent Grievance Mechanism

KRA Key Result Area

LGAs Local Government Authorities

M&E Monitoring and Evaluation

MEL Monitoring, Evaluation and Learning

MKUA Mradi wa Kukuza Azaki za Kiraia

MSLAC Mama Samia Legal Aid Campaign

MUST Mbeya University of Science and Technology

NICMG-PWDs National Integrated Case Management Guideline for Persons with Disabilities

List of Abbreviation

NPA-VAWC II National Plan of Action to End Violence Against Women and Children II

PGCD Police Gender and Children's Desk

PMO-LYED Prime Minister's Office – Labour, Youth, Employment and Persons with Disabilities

PSEA Prevention of Sexual Exploitation and Abuse

PWDs Persons with Disabilities

RSP-VAWC Regional Strategic Plan to End Violence Against Women and Children

SRHR Sexual and Reproductive Health and Rights

SWOs Social Welfare Officers

TZS Tanzanian Shillings

UDOM University of Dodoma

UNFPA United Nations Population Fund

USAID United States Agency for International Development

VAWC Violence Against Women and Children

VEO Village Executive Officer

VETA Vocational Education and Training Authority

WEO Ward Executive Officer

WiLDAF Women in Law and Development in Africa

MESSAGE FROM THE CHAIRPERSON



DR. MONICA MHOJA
CHAIRPERSON, BOARD OF
DIRECTORS

It is with great pride and deep reflection that I present WiLDAF Tanzania's Annual Report for 2025—a year that tested institutions, challenged assumptions, and reaffirmed the enduring importance of courageous, principled, and transformative leadership in advancing gender justice.

The year unfolded within a complex national and global environment shaped by shifting development financing landscapes, evolving socio-political dynamics, constrained civic engagement spaces, and persistent structural inequalities that continue to disproportionately affect women, girls, and marginalized communities. These realities reminded us that progress toward equality is neither linear nor guaranteed. It requires sustained commitment, strong institutions, strategic partnerships, and collective resolve to confront injustice in all its forms.

Against this backdrop, WiLDAF Tanzania remained steadfast in its mission. Guided by our Strategic Plan (2023–2027) and anchored in feminist principles of dignity, equality, inclusion, accountability, and transformative change, the organization continued to advance meaningful progress across access to justice, prevention of violence against women and children, women's leadership and political participation, sexual and reproductive health and rights, bodily autonomy, economic empowerment, and institutional strengthening.

Throughout the year, WiLDAF demonstrated what strong feminist institutions make possible. Thousands of women, girls, children, and marginalized groups accessed legal aid, survivor-centered support, leadership opportunities, economic pathways, and platforms for voice and agency. Communities strengthened local accountability structures to challenge harmful norms. Duty bearers enhanced their capacity to respond more effectively and inclusively. Young women built pathways toward bodily autonomy and economic independence. Women leaders strengthened their participation in governance spaces. At the same time, WiLDAF deepened its own institutional resilience—modernizing systems, strengthening governance, diversifying partnerships, and reinforcing the foundations necessary for long-term impact.

MESSAGE FROM THE CHAIRPERSON

These achievements reflect more than programme delivery—they reflect the power of collective action, principled leadership, and unwavering commitment to justice. They also reaffirm an important truth: when women and girls are empowered to claim their rights, participate equally, and shape decisions that affect their lives, communities become stronger, institutions become more responsive, and societies become more just and inclusive.

On behalf of the Board of Directors, I extend sincere appreciation to our Government partners, whose collaboration remains central to advancing national commitments on gender equality and women’s rights; to our longstanding strategic partners, including the Government of Finland, Embassy of Ireland, UNFPA, and Save the Children, whose sustained investment continues to strengthen WiLDAF’s long-term vision; and to our valued partners, including Embassy of Switzerland, EISA, UNICEF, LSF, BRAC, GIZ, ITV, Coca-Cola, and TBL—whose partnership during the reporting period strengthened our collective ability to respond adaptively and effectively to emerging challenges.

I also recognize WiLDAF’s members, Board, leadership, staff, volunteers, and community structures whose dedication, professionalism, and courage continue to translate feminist vision into meaningful change on the ground. Above all, we honour the women, girls, and communities whose resilience, voice, and leadership remain at the heart of this movement for justice.

As we look ahead, our commitment remains unwavering. WiLDAF will continue to strengthen its role as a trusted national feminist institution, deepening partnerships, expanding evidence-based programming, strengthening movement-building, and advancing structural change so that every woman and girl in Tanzania can live with dignity, safety, bodily autonomy, equal opportunity, and full realization of her rights.

The journey toward equality continues, and we move forward with clarity, conviction, and hope.

Dr. Monica Mhoja
Chairperson, Board of Directors

Message from the National Coordinator

Advocate Anna Kulaya

The year 2025 was a defining year for WiLDAF Tanzania—one marked by both significant challenge and remarkable institutional resilience.

As an organization rooted in feminist principles and committed to transformative justice, WiLDAF entered the year with ambitious priorities aligned to our Strategic Plan (2023–2027). Yet implementation unfolded in a rapidly changing environment shaped by global funding disruption, operational constraints, shifting civic dynamics, and persistent structural inequalities affecting women, girls, and marginalized communities. These realities required adaptability, courage, and strategic clarity. They also reinforced the importance of building institutions capable not only of delivering impactful programmes, but of remaining resilient in the face of uncertainty.

I am proud to share that throughout this period, WiLDAF did more than endure—we continued to lead, innovate, and deepen our impact.

Across the country, women and girls accessed justice through strengthened legal aid systems and survivor-centered support pathways. Communities mobilized to challenge gender-based violence, harmful practices, and unequal social norms. Young women strengthened their bodily autonomy, leadership, and economic agency through life skills, vocational pathways, financial capability building, and collective empowerment structures. Women leaders and young feminists strengthened their participation in civic and political spaces, while WiLDAF's feminist governance work elevated national dialogue on electoral justice, digital safety, and violence against women in politics. At the same time, the organization strengthened its institutional systems through digital transformation, governance reforms, safeguarding systems, staff protection measures, strategic partnerships, and resource diversification that have positioned WiLDAF for long-term sustainability and greater impact.

Behind every milestone reflected in this report is the dedication of people whose commitment continues to drive change, our Board of Directors, WiLDAF members, staff, volunteers, local partners, government institutions, development partners, and community structures. Their professionalism, solidarity, and belief in feminist transformation have sustained our work even under difficult circumstances.

I wish to particularly recognize our programme teams and support staff, whose resilience, creativity, and unwavering commitment ensured continuity of services, strengthened community trust, and maintained institutional credibility throughout the year. I also honour the women, girls, survivors, young leaders, and communities who place their trust in WiLDAF, engage courageously in our programmes, and continue to inspire our mission through their voice, leadership, and determination.

The lessons of 2025 have strengthened our resolve. They have reminded us that sustainable change requires strong institutions, deep community ownership, inclusive partnerships, evidence-driven programming, and long-term commitment to dismantling the structural inequalities that limit women's freedom and opportunity.

As we look to the future, WiLDAF remains committed to scaling transformative approaches, strengthening feminist movement-building, deepening disability-inclusive programming, expanding strategic partnerships, and advancing bold, rights-based solutions that place women and girls at the centre of Tanzania's development journey.

We move forward with courage, purpose, and an unwavering commitment to justice, dignity, equality, and transformative change.

Advocate Anna Kulaya
National Coordinator

Executive Summary

Leading Through Complexity, Advancing Justice with Purpose

The year 2025 marked a defining chapter in WiLDAF Tanzania’s journey to advance women’s rights, gender equality, and transformative justice. Anchored in the organization’s Strategic Plan (2023–2027), WiLDAF continued to pursue a bold and integrated vision of change across its six Key Result Areas, advancing feminist, rights-based, and survivor-centered programming that seeks not only to respond to immediate challenges facing women and girls, but also to transform the structural inequalities, harmful norms, and unequal power relations that continue to shape their lived realities. Guided by feminist principles of equity, inclusion, bodily autonomy, collective agency, accountability, and intersectional justice, WiLDAF remained steadfast in centering women and girls as rights holders, leaders, and agents of transformative change.

During the reporting period, WiLDAF translated this strategic vision into action through coordinated programme implementation across its six Key Result Areas: expanding access to justice; strengthening prevention and response to gender-based violence; advancing women’s leadership and feminist movement building; promoting bodily autonomy and sexual and reproductive health rights; deepening women’s economic justice; and reinforcing institutional capacity and strategic partnerships. Working in close collaboration with national institutions, community-based structures, grassroots actors, and strategic development partners, key programmes including MKUA (Save the Children), Wanawake Sasa (Embassy of Ireland), Gender Responsive Election Observation (EISA), and Chaguo Langu Haki Yangu (Government of Finland) enabled the organization to advance integrated, feminist, and rights-based interventions that addressed immediate needs while strengthening long-term systems for justice, protection, participation, and empowerment.

The operating environment was further shaped by significant disruption in the global development financing landscape, including the closure of the United States Agency for International Development (USAID), which had far-reaching implications for civil society organizations advancing rights-based development globally. For WiLDAF Tanzania, this resulted in the abrupt suspension of an approximately USD 3 million programme portfolio for which the organization served as Prime Recipient, implemented in partnership with two sub-grantee organizations. This unexpected funding shock created substantial operational, programmatic, and partnership challenges, requiring rapid institutional adaptation, strategic reprioritization of resources, and deliberate measures to safeguard essential services, protect partnership commitments, and sustain core gender justice programming in an increasingly constrained funding environment.

At the national level, implementation unfolded within a complex and sensitive socio-political context marked by shrinking civic space, temporary communication disruptions, movement restrictions, persistent gender inequality, and deeply entrenched patriarchal norms that continue to limit women's full and equal participation in public, political, and economic life. The electoral period further intensified these challenges. Heightened pre-election tensions, post-election uncertainty, and incidents of violence that resulted in tragic loss of life created a moment of national grief and reflection. In recognition of this context, and guided by a feminist ethic of care, solidarity, safety, and contextual accountability, WiLDAF made the strategic decision to postpone major public mobilization activities scheduled for November and December including the National Launch of the 16 Days of Activism Against Gender-Based Violence Campaign, the national caravan outreach, and the Anti-GBV Awards recognizing champions working to end all forms of gender-based violence with implementation responsibly rescheduled to early 2026. This decision reflected institutional maturity, principled leadership, and a commitment to advancing advocacy in ways that remain responsive to the national moment.

Despite these significant challenges, WiLDAF demonstrated strong institutional resilience, strategic agility, and adaptive leadership. The organization embraced flexible implementation approaches, prioritized essential services, strengthened internal governance and operational systems, expanded digital engagement platforms, and deepened strategic collaboration with communities, institutions, and partners. This adaptability ensured continuity of programming while reinforcing WiLDAF's long-term institutional sustainability and capacity to lead feminist change even under uncertainty.

WiLDAF's progress during 2025 was made possible through the solidarity, trust, and strategic partnership of a diverse coalition of allies committed to advancing gender equality, women's rights, and social justice in Tanzania. The organization extends profound appreciation to its long-standing partners including the Embassy of Ireland, the Government of Finland, UNFPA, and Save the Children whose sustained support continues to strengthen transformative programming, institutional growth, and movement-building efforts. WiLDAF further acknowledges the valuable collaboration and contributions of partners including the Embassy of **Switzerland, EISA, LSF, GIZ, UNICEF, BRAC, ITV, Coca-Cola, TBL**, and other partners whose financial, technical, and in-kind support amplified advocacy, strengthened systems, expanded outreach, and deepened collective impact in communities across the country.

2025 reaffirmed a powerful truth: the struggle for gender justice is not linear but it is necessary, urgent, and deeply transformative. Even amid financial disruption, political uncertainty, and social strain, WiLDAF Tanzania remained unwavering in its commitment to advancing justice, dignity, bodily autonomy, and equal participation for women and girls. Through collective feminist action, strategic partnerships, and resilient leadership, the organization continued to lay the foundation for a more just, inclusive, and equitable society, one in which women and girls live free from violence, exercise voice and agency, access justice equally, participate meaningfully in leadership and decision-making, and shape their futures with dignity, freedom, and power.

“In moments of uncertainty, feminist leadership calls us not only to endure, but to reimagine, reorganize, and advance justice with courage, care, and collective purpose.”



Organizational Impact at a Glance

Advancing Rights. Shifting Power. Transforming Lives.

In 2025, WiLDAF Tanzania continued to demonstrate that gender justice is not only a development goal, it is a foundation for inclusive democracy, social transformation, and sustainable progress. Through feminist leadership, strategic partnerships, and survivor-centered programming, the organization expanded access to justice, strengthened protection systems, advanced women’s political voice, promoted bodily autonomy, deepened economic empowerment, and reinforced institutional resilience.

At the heart of this work is a simple but transformative truth: when women and girls exercise their rights, communities grow stronger, systems become more accountable, and societies move closer to justice.

“Transformative change begins when women’s rights are recognized not as privilege, but as power, dignity, and justice.”

Impact by the Numbers

Justice that Restores Dignity

Closing the gap between rights guaranteed and rights realized

Access to justice remains central to dismantling structural inequality. In 2025, WiLDAF strengthened pathways for women and communities to claim their rights through legal aid, legal literacy, referral systems, and grievance redress mechanisms. This work not only addressed immediate legal needs, it expanded agency, restored dignity, and challenged systems that often exclude women from justice.



Legal aid services

1. A total of 2911 cases were handled among which 1633 were female equivalent to 56% of all cases handled.



Mama Samia Legal Aid Campaign

204,953 community members were reached through the Mama Samia Legal Aid Campaign



Legal education

249 community members received legal education during International Social Work Week.

Impact Insight:

Justice becomes transformative when women are empowered not only to seek remedy but to claim voice, protection, and equal standing under the law.

Impact by the Numbers

2 : Communities that Refuse Violence.

From silence and stigma to protection and accountability

Violence against women and children is sustained by unequal power relations, harmful norms, and weak protection systems. WiLDAF's interventions worked at multiple levels; community, school, institutional, and policy to strengthen prevention, improve survivor response, and mobilize collective accountability against GBV, child marriage, FGM, and discrimination.



Community Dialogues

41,442 (23,198 women and girls, 18,244 men and boys, and 717 persons with disabilities) community members were engaged through community dialogues and school outreach on GBV, child marriage, FGM, and discrimination against persons with disabilities included



Children Protection Committees

101 Women and Children Protection Committees were trained on GBV prevention, response, reporting, NPA-VAWC implementation, and budgeting.



Day of the African Child.

More than 150 children, primarily girls, participated in advocacy activities during the Day of the African Child.



Village by laws

Development of village by laws and Regional Strategic plan to End VAWC in Mara and Shinyanga



Disability case management

First draft of Disability case management guideline developed with PMO –LYED

Impact Insight:

Ending violence requires more than awareness. It requires shifting norms, strengthening systems, and building communities where safety and dignity are non-negotiable.

3 : Women Leading Change

Expanding women’s voice, leadership, and political participation

Women’s leadership is fundamental to democratic inclusion and equitable governance. WiLDAF invested in strengthening women’s political agency while engaging men and faith leaders as allies in advancing inclusive leadership and dismantling barriers that silence women in public life.



women’s political participation

1.195 women aspirants were trained to strengthen women’s political participation and leadership whereby 38 women aspirants were successfully nominated by their political parties to contest in the 2025 elections.



Religious Leaders

119 male champions and 25 religious leaders were trained gender equality and women participation in leadership.



Advocacy Toolkit

WiLDAF developed and launched the advocacy toolkit “Violence against Women in Politics and Elections: Key Concepts & Statistics.”

Impact Insight:

When women lead, democracy deepens, representation broadens, and public decision-making becomes more just and inclusive.

4. Her Body. Her Voice. Her Future.

Advancing bodily autonomy and reproductive justice.

WiLDAF continued to champion adolescent girls’ and young women’s bodily autonomy by expanding knowledge, strengthening confidence, and creating safe spaces where girls can exercise informed choice, build agency, and shape their futures free from coercion, violence, and discrimination.



SRHR knowledge,

- 511 out-of-school adolescent girls and young women were empowered with SRHR knowledge, GBV prevention skills, and future planning capacities.
- 87 life skills clubs were formulated

Impact Insight:

Bodily autonomy is foundational to equality when girls have knowledge, confidence, and voice, they gain greater power over their futures.

5. Economic Justice is Gender Justice

Building independence, resilience, and economic agency

Economic dependency often reinforces inequality and limits women's choices. WILDAF's economic justice work positioned skills, entrepreneurship, and financial independence as pathways toward dignity, resilience, and freedom from violence and dependency.

Impact by the Numbers



AGYW

- 787 AGYW graduated from VETA.
- 349 AGYW were supported with start-up kits across multiple courses, including basic tailoring, hairdressing, decoration, motor vehicle mechanics, secretarial and computer studies, plumbing and pipe fitting, welding, and salon and decoration.

Impact Insight:

Economic empowerment is more than income. It is agency, security, bargaining power, and the freedom to choose one's path.

6. Strong Institutions for Lasting Change

Building systems that sustain impact

Transformative change requires institutions that are adaptive, accountable, and resilient. WiLDAF strengthened internal governance, digital systems, and strategic partnerships laying a stronger institutional foundation for sustainable feminist programming at scale.



ERP System/ Resource Mobilization

- A fully integrated ERP system was installed, strengthening finance, procurement, HR, programme tracking, M&E, legal aid documentation, and reporting.
- Resource Mobilization and Strategic Partnerships: WiLDAF successfully mobilized TZS 128,000,000 from EISA to support the implementation of the Gender Responsive Election Observation (GREO) Mission. In addition, the organization secured TZS 199,000,000 from the Embassy of Switzerland, LSF, BRAC, and UNFPA to support the commemoration of the 16 Days of Activism Against Gender-Based Violence Campaign. WiLDAF also received valuable in-kind support from GIZ, UNICEF, ITV, Coca-Cola, and TBL, which further strengthened the implementation and visibility of its programme activities

Impact Insight:

Strong systems amplify strong movements, institutional resilience ensures that feminist change is sustained, scalable, and accountable.

Across every intervention, WiLDAF's work reflects more than program delivery. It reflects a broader commitment to transforming unequal power relations, advancing justice, and building a society where women and girls can live with dignity, safety, autonomy, and full participation.



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LEADER



Woman

1. Introduction

Women in Law and Development in Africa (WiLDAF) Tanzania is a leading feminist organization committed to advancing women's rights, gender equality, and transformative justice through rights-based advocacy, legal empowerment, movement building, and institutional strengthening.

As part of the broader WiLDAF Pan-African Network, WiLDAF Tanzania works to challenge structural inequalities, discriminatory norms, and unequal power relations that continue to limit women's and girls' full enjoyment of their rights, dignity, safety, and participation in all spheres of life. Guided by a vision of a just and inclusive society where women and girls live free from violence, exclusion, and discrimination, the organization continues to champion transformative change that is rooted in justice, accountability, and collective liberation.

At the heart of WiLDAF Tanzania's work is a feminist approach that recognizes women and girls not merely as beneficiaries of development interventions, but as rights holders, leaders, knowledge bearers, and agents of change. This approach is grounded in principles of equity, inclusion, bodily autonomy, collective agency, intersectionality, accountability, and survivor-centered practice, while intentionally amplifying the voices and lived realities of women, girls, children, persons with disabilities, and other historically marginalized groups. WiLDAF's work is therefore not only about responding to inequality, it is about transforming the systems, structures, and social norms that reproduce it, while strengthening women's power, voice, and participation in shaping their futures and influencing the institutions that govern their lives.

Implementation of WiLDAF Tanzania's work is guided by its Strategic Plan (2023–2027), which provides a clear institutional framework for advancing gender justice through six interconnected Key Result Areas: increased access to justice; reduced violence against women and children; strengthening women's leadership and feminist movement building; bodily autonomy and sexual and reproductive health and rights; increased women's economic justice; and strengthened institutional capacity and strategic partnerships. These strategic pillars reflect WiLDAF's holistic understanding that gender justice is multidimensional and requires coordinated action across legal, social, political, economic, and institutional spheres in order to achieve sustainable and transformative impact.



To realize this vision, WiLDAF employs an integrated programming model that combines legal aid and legal empowerment, policy advocacy, community mobilization, movement building, capacity strengthening, evidence generation, strategic communications, digital innovation, and partnerships with state and non-state actors. Through this model, the organization works across grassroots, community, national, and policy levels, bridging immediate service delivery with long-term systems strengthening and advocacy for structural reform. This integrated approach enables WiLDAF not only to respond to pressing challenges affecting women and girls, but also to build stronger systems of accountability, protection, participation, and empowerment that endure beyond project cycles.

As Tanzania continues to navigate evolving social, political, and economic realities, WiLDAF Tanzania remains steadfast in its conviction that gender justice is foundational to inclusive development, democratic governance, and sustainable peace. Through feminist leadership, strategic partnerships, and collective action, the organization continues to create spaces where women and girls can claim justice, exercise bodily autonomy, participate meaningfully in leadership and decision-making, access economic opportunities, and live with dignity, freedom, and power.

“Transformative change is realized when women and girls are not only protected but empowered to lead, influence, and redefine the systems that shape their lives.”

OPERATING CONTEXT AND PROGRAMME ENVIRONMENT

Navigating Complexity, Sustaining Feminist Action

The implementation of WiLDAF Tanzania's Annual Programme in 2025 took place within a rapidly evolving global and national landscape that significantly shaped both the needs of the populations served and the conditions under which programme interventions were delivered. Across this dynamic environment, WiLDAF remained steadfast in advancing women's rights and gender justice through its six strategic pillars: strengthening access to justice, reducing violence against women and children, advancing women's leadership and feminist movement building, promoting bodily autonomy and sexual and reproductive health rights, deepening women's economic justice, and reinforcing institutional capacity and strategic partnerships. Guided by feminist principles, accountability, and a rights-based approach, the organization continued to center the agency, protection, participation, and leadership of women, girls, and marginalized communities in all aspects of programme implementation.

A Changing Global Development Landscape

At the international level, 2025 was marked by a significantly constrained development financing environment, characterized by shifting donor priorities, increased competition for limited resources, and declining availability of external financing for civil society programming. This changing landscape created substantial pressure on rights-based organizations globally, particularly those working at the intersection of advocacy, service delivery, and systems strengthening. For WiLDAF, these global financing shifts had direct implications for programme planning, stakeholder engagement, and the scale of community-level interventions requiring stronger prioritization, strategic efficiency, and institutional innovation in programme management and delivery.

The closure of the United States Agency for International Development (USAID) further intensified these challenges. As a Prime Recipient of an approximately USD 3 million programme portfolio, implemented through two sub-grantee organizations, WiLDAF was directly affected by the abrupt suspension of resources that had supported critical programme interventions, particularly within access to justice and rights-based programming. This unexpected disruption created significant operational, strategic, and partnership implications, compelling the organization to rapidly reassess priorities, strengthen internal planning, and adopt adaptive approaches that safeguarded essential services and sustained institutional commitments in a constrained funding environment. At the same time, growing global attention to gender equality, accountability, feminist organizing, and business and human rights continued to affirm the relevance, urgency, and strategic importance of WiLDAF's mission.

Persistent Structural Inequalities and National Realities

At the national level, programme implementation continued to unfold within a context shaped by longstanding structural inequalities that disproportionately affect women, girls, children, and persons with disabilities. Persistent patriarchal norms, harmful traditional practices, discriminatory gender relations, and entrenched economic dependency continued to limit women's and girls' access to justice, protection, health services, leadership opportunities, and economic participation. Gender-based violence remained pervasive, while weak coordination of support systems in some communities further constrained access to timely and survivor-centered protection and response services particularly in rural, underserved, and economically marginalized communities. These realities reinforced the continued urgency of WiLDAF's legal aid, protection, advocacy, and empowerment interventions across all six Key Result Areas.

Navigating a Sensitive Electoral Period

The final quarter of 2025 was further shaped by a politically sensitive pre-election and post-election environment characterized by heightened tensions, ideological polarization, movement restrictions, limitations on public gatherings, reduced civic space, and temporary communication disruptions in some areas. Public discourse increasingly reflected growing calls for transparency, civic participation, and democratic accountability, contributing to an atmosphere of heightened uncertainty and social tension. Following the elections, incidents of violence resulting in tragic loss of life deepened national grief and heightened concerns around safety, mobility, and public engagement.

For civil society organizations, including WiLDAF, this environment significantly affected operational planning and programme delivery. Mobility constraints, reduced access to public spaces, and communication disruptions affected outreach, legal aid access, community dialogues, women's leadership programming, sexual and reproductive health outreach, and economic justice initiatives. In response to these realities and guided by a feminist ethic of care, solidarity, safety, and contextual accountability, WiLDAF modified, postponed, or scaled down selected activities to protect staff, partners, and communities while remaining responsive to the national context. This included the postponement of major public mobilization initiatives under the 16 Days of Activism Against Gender-Based Violence Campaign, which were responsibly rescheduled for implementation in early 2026.

Adaptive Leadership and Institutional Resilience

In the face of these intersecting pressures, WiLDAF demonstrated strong institutional resilience and adaptive leadership. The organization adopted flexible implementation mechanisms that prioritized essential and high-impact interventions, strengthened internal coordination and case management systems, expanded remote and alternative service delivery channels, and leveraged decentralized community-based structures, school-based platforms, and local partnerships to maintain outreach and engagement. Strategic use of legal aid campaigns, commemorative platforms, policy spaces, and community dialogues enabled WiLDAF to continue advancing rights awareness, survivor support, and feminist advocacy even where direct large-scale engagement was constrained.

These adaptive approaches enabled WiLDAF to sustain uninterrupted legal aid services, strengthen accountability and referral pathways, reinforce community-based prevention and response systems, and continue advancing women's rights, protection, participation, and dignity across all six Key Result Areas. More importantly, the organization's experience in 2025 reaffirmed a critical institutional lesson: transformative gender justice work requires not only immediate service delivery, but resilient institutions, adaptive leadership, and long-term systems strengthening capable of sustaining change even in moments of uncertainty and disruption.

“Resilience in feminist organizing is not only the ability to withstand disruption, it is the courage to adapt, the wisdom to prioritize care, and the collective strength to continue advancing justice under changing conditions.”

2. Status of 2025 Implementation

KRA 1: Increased Access to Justice for Women, Girls, and Other Marginalized Citizens

Strengthening pathways to justice, dignity, and rights realization

Access to justice remains a foundational pillar of gender equality, human dignity, and inclusive development. For many women, girls, and marginalized citizens in Tanzania, legal vulnerability is deeply shaped by structural inequalities, including discriminatory gender norms, unequal access to productive resources, limited legal literacy, economic dependency, and systemic barriers within formal justice systems. These realities continue to disproportionately undermine women's ability to claim rights, seek protection, and access fair and timely redress, particularly in matters relating to family relations, gender-based violence, inheritance, child welfare, and economic justice.

In 2025, WiLDAF Tanzania continued to advance a feminist, survivor-centered, and rights-based justice model that strengthens legal empowerment, expands access to responsive legal support, and reinforces pathways to remedy and accountability. Through three complementary justice delivery pathways, direct legal aid services through the Emergency Response System (ERS), community-based legal empowerment and outreach, and rights-based legal accompaniment under the Independent Grievance Mechanism (IGM), WiLDAF strengthened access to justice for women, girls, and other marginalized groups while contributing to broader systems of accountability, legal awareness, and institutional responsiveness.



1. Routine Legal Aid Services: Expanding Accessible Justice Pathways

WiLDAF continued to strengthen access to justice through its normal routine legal aid mechanism, delivering services through both physical and remote channels to ensure broad and inclusive reach across the country. Face-to-face legal aid services were provided through WiLDAF legal aid clinics in Dar es Salaam, Zanzibar, and Shinyanga, while clients in regions without physical offices accessed support remotely through mobile phone services, a toll-free legal aid line, and the Funguka App. This blended service delivery model remains an important institutional strategy for reducing geographic, financial, and logistical barriers that often prevent women and marginalized groups from accessing timely legal support.

During the reporting period, the Emergency Response System (ERS) provided direct legal aid support to 932 clients, of whom 667 were women, representing 72 percent of all routine legal aid clients served, while 265 were men. The high representation of women reflects the deeply gendered nature of legal vulnerability and demonstrates the continued need for targeted legal empowerment interventions that respond to women's lived realities of inequality, violence, and exclusion.

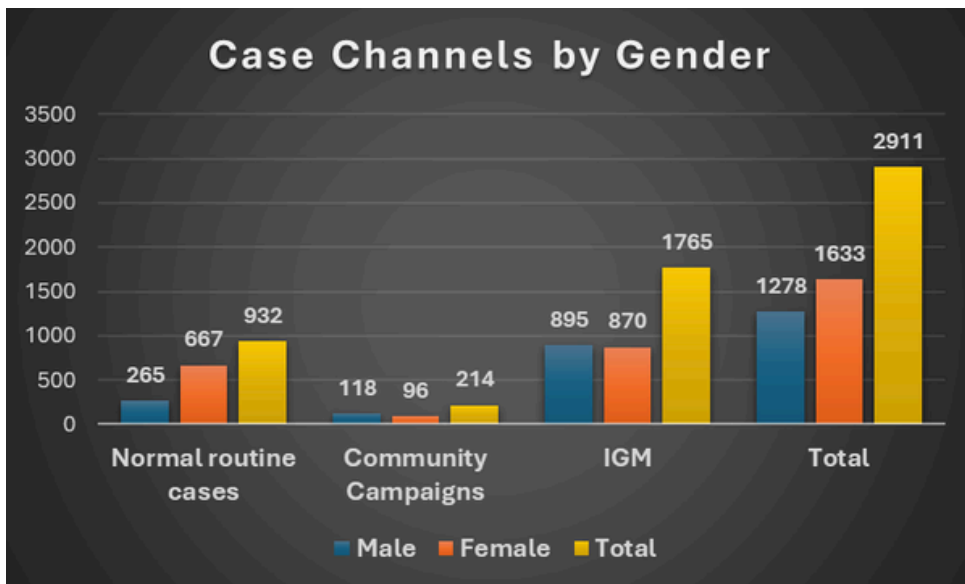


Figure 1: Case channels by gender

2. What the Routine Case Profile Reveals

Beyond cases formally categorized as gender-based violence, WiLDAF’s legal aid experience shows that violence against women is often a cross-cutting dimension underlying many of the disputes brought before justice mechanisms. In practice, cases recorded as matrimonial disputes, child maintenance and custody matters, inheritance conflicts, and probate disputes frequently contain elements of physical violence, coercive control, emotional abuse, economic violence, intimidation, abandonment, or other forms of gender-based harm that shape women’s vulnerability and ability to pursue justice.

This highlights an important institutional insight: formal case categorization does not always fully capture the lived realities of women’s experiences of violence and injustice. Gender-based violence often manifests not only as direct physical abuse, but also through unequal power relations, denial of economic rights, dispossession, neglect of child support obligations, coercive household control, and exclusion from decision-making over family and productive resources. As such, WiLDAF’s justice work increasingly demonstrates that advancing access to justice for women requires an integrated response that addresses violence, economic inequality, family power relations, and structural discrimination as interconnected dimensions of gender injustice.

The presence of land and inheritance-related disputes further reinforces the continued struggle many women face in claiming equal access to productive resources, economic security, and lawful entitlement to property, rights that remain central to women’s agency, autonomy, and long-term protection from vulnerability and abuse

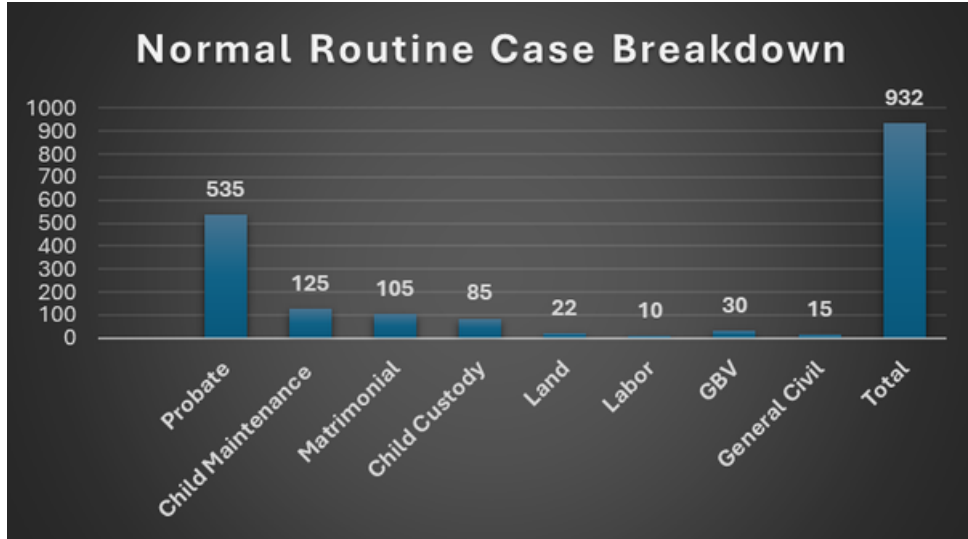


Figure 2: Normal Routine Case breakdown

Case Progression and Justice Pathways

932

routine legal aid cases handled during the year:

410

cases were filed in court

217

cases were successfully closed after receiving legal support

73

cases were referred to relevant institutions, including police and tribunals

232

cases remained under active case management through ERS

This case progression reflects WiLDAF’s comprehensive legal support model, from legal advice and direct representation to strategic referral, accompaniment, and sustained case follow-up. Importantly, the high proportion of cases filed in court demonstrates WiLDAF’s critical role in enabling women and marginalized communities to access formal justice pathways despite significant financial, procedural, and social barriers.

Cases remaining under active management reflect the often lengthy and complex nature of legal processes, particularly in matters involving gender-based violence, family conflict, child welfare, inheritance, and property rights, where justice frequently requires sustained accompaniment, multi-agency coordination, and long-term engagement.

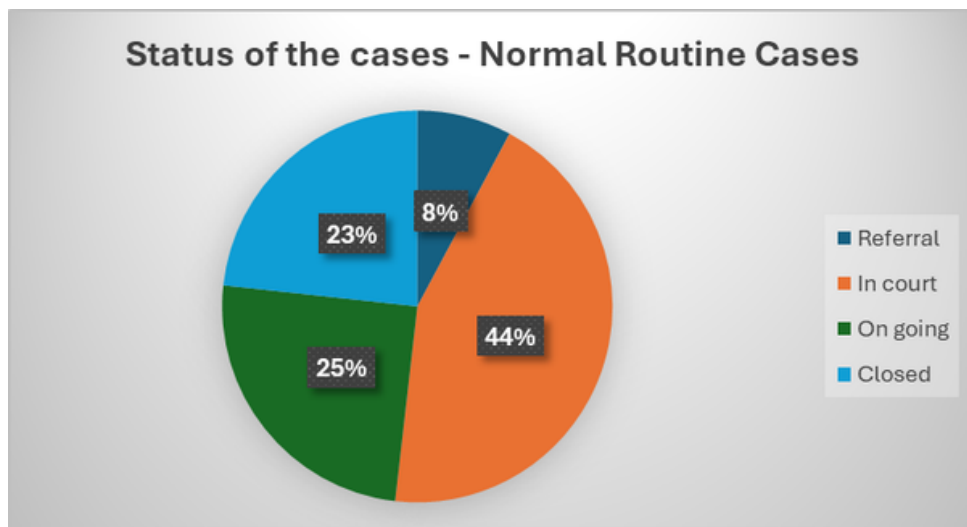


Figure 3: Status of cases for normal routine channel

“For many women, justice is not a single legal event, it is a journey that requires accompaniment, protection, and sustained support toward dignity, safety, and rights realization.”

3. Community Legal Aid Outreach: Bringing Justice Closer to Communities

Recognizing that access to justice must extend beyond formal legal clinics, WiLDAF continued to strengthen community-centered legal empowerment through outreach initiatives that bring legal information, dispute resolution mechanisms, and legal support closer to communities.

Mama Samia Legal Aid Campaign

As part of the national Mama Samia Legal Aid Campaign (MSLAC) coordinated by the Ministry of Constitution and Legal Affairs, WiLDAF extended legal aid services directly to communities in Mbeya and Dar es Salaam (Temeke District), with particular focus on women, children, and marginalized populations who often face barriers in accessing timely legal support.



The strong participation of women underscores the continued demand for legal empowerment interventions that respond to women’s disproportionate legal vulnerability, particularly in matters linked to gender-based violence, child protection, family relations, inheritance, and property-related rights.

In addition, 200 legal cases were formally received and handled during the campaign through:

- legal education on GBV and child protection,
- alternative dispute resolution,
- settlement of minor disputes, and
- referral to appropriate justice pathways where needed.

These interventions not only addressed immediate legal concerns, but also strengthened legal literacy, community awareness, and early dispute resolution, helping reduce unnecessary pressure on formal court systems while expanding access to justice at community level.

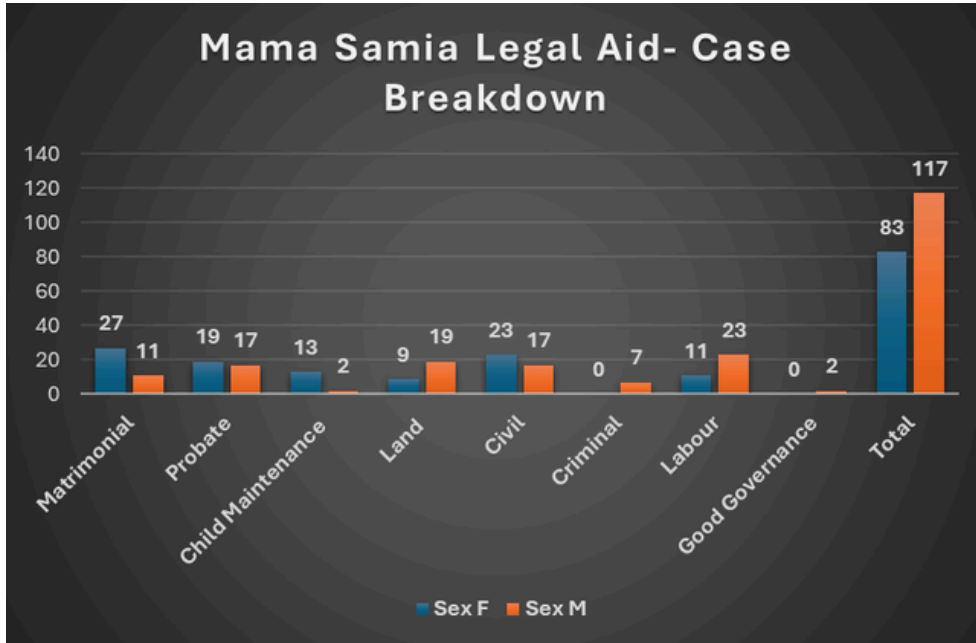


Figure 4: Mama Samia Legal Aid Campaign Case breakdown

4. Institute of Social Work – Legal Aid Campaign Week

WiLDAF further expanded community legal empowerment through collaboration with the Institute of Social Work during International Social Work Week, reaching 249 community members through legal education sessions and distribution of rights awareness materials. Of those reached:

- **184 were women**
- **65 were men**

Additionally, 14 individuals received direct legal aid support, of whom 13 were women, further reinforcing the strong demand for accessible legal aid among women and girls facing rights violations, violence, and socio-economic barriers to justice.

Combined, WiLDAF’s community outreach initiatives reached 205,202 community members and handled 214 direct outreach legal aid cases, demonstrating the organization’s ability to scale legal empowerment while remaining community-rooted, accessible, and responsive.

“Justice is most transformative when it reaches people where they are—within communities, in accessible language, and through pathways that empower them to understand, claim, and protect their rights.”

5. Independent Grievance Mechanism: Supporting Rights-Based Access to Remedy

WiLDAF continued to strengthen access to justice through its role within the Independent Grievance Mechanism (IGM) established to address grievances and harms arising from incidents in mining communities in Shinyanga Region. As part of a broader multi-stakeholder accountability framework involving multiple partners with complementary mandates, WiLDAF has been entrusted to provide professional legal aid, rights-based case support, and survivor-centered accompaniment to affected individuals pursuing remedy and legal redress. This role reflects institutional confidence in WiLDAF's expertise in legal empowerment, victim support, and rights-based accountability processes.

During the reporting period, 1,765 claims were registered under the mechanism, including:

- **870 claims associated with females**
- **895 claims associated with males**

This demonstrates broad utilization of the mechanism and growing community trust in formal accountability pathways. WiLDAF's support enabled claimants to navigate grievance processes with stronger documentation, greater understanding of rights, and improved access to structured redress systems.

Of the total claims:

- **1,305 remained under active review and case management**
- **320 were dismissed following review processes**
- **140 remained pending assessment**

The high proportion of cases under active management reflects the complexity of grievances raised, the rigorous review processes involved, and the sustained accompaniment required in rights-based grievance mechanisms.

Reported harms included:

- physical assault,
- sexual violence, and
- serious physical harm, including gunshot-related injuries linked to security incidents in mining communities.

These patterns highlight the serious human rights concerns experienced by affected communities and underscore the urgent need for survivor-centered legal accompaniment, effective accountability mechanisms, and stronger protections for communities affected by business and human rights violations. WiLDAF's contribution in this space has strengthened access to remedy, reinforced accountability processes, and supported victims in pursuing justice with dignity, protection, and informed legal guidance.

“Access to remedy is a fundamental right, especially where communities face violence, exclusion, and unequal power in seeking justice.”

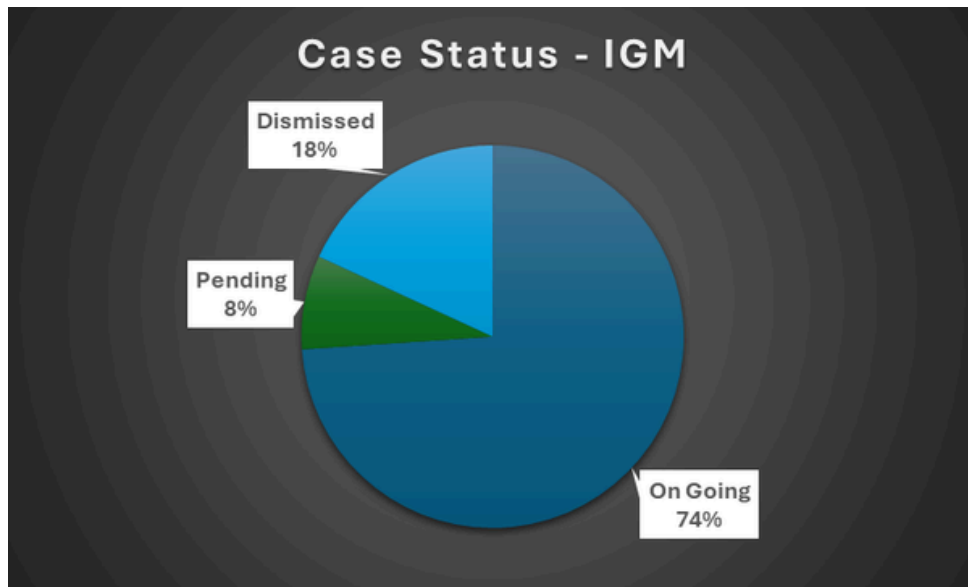


Figure 5: Status of cases under IGM

6. What the Evidence Reveals

Across all three justice pathways, WiLDAF's work under KRA 1 reveals several important institutional insights:

- Women continue to bear a disproportionate burden of legal vulnerability, particularly in matters involving family relations, child welfare, inheritance, and economic rights.
- Accessible justice requires multiple pathways, combining direct legal representation, community legal empowerment, and structured grievance redress mechanisms.
- Community outreach significantly expands legal agency, helping surface otherwise invisible legal grievances and strengthening rights awareness at scale.
- Survivor-centered accompaniment remains essential, particularly in complex and lengthy justice processes involving violence, property rights, and accountability claims.
- Justice system strengthening is critical, as legal aid alone cannot resolve structural barriers without stronger institutions, coordinated referral systems, and accountable justice processes.

7. Strategic Reflection and Way Forward

By advancing legal aid through direct case management, community-based legal empowerment, and structured grievance redress mechanisms, WILDAF continued to strengthen access to justice as a critical pillar of gender equality, rights realization, and inclusive development. These interconnected pathways demonstrate that meaningful justice requires more than legal representation alone, it requires accessible systems, informed communities, responsive institutions, and sustained accompaniment that enables women, girls, and marginalized groups to navigate justice processes with dignity, confidence, and agency.

The interventions implemented during the reporting period reaffirmed an important institutional lesson: legal vulnerability is deeply rooted in structural inequality, including entrenched patriarchal norms, unequal control over productive resources, economic dependency, discriminatory social relations, and systemic bias within justice systems. Addressing these barriers therefore requires not only responsive legal aid services, but a broader feminist approach that strengthens voice, expands legal literacy, promotes accountability, and shifts the power relations that continue to obstruct women's full enjoyment of their rights.

Through its integrated justice model, WILDAF made meaningful progress in strengthening access to justice, improving legal awareness, supporting survivors, deepening accountability pathways, and fostering community environments that increasingly support justice rather than obstruct it. Looking ahead, the organization remains committed to scaling feminist, survivor-centered legal empowerment approaches; strengthening partnerships across state and non-state actors; deepening accountability mechanisms; and advocating for institutional reforms that ensure all women and girls in Tanzania can access justice with dignity, safety, equality, and full recognition of their rights.

“Justice is transformative when it not only resolves disputes, but shifts power, restores dignity, and expands women's freedom to live, lead, and thrive on equal terms.”

KRA 2: Reduced Violence Against Women and Children in Tanzania.

Transforming norms, strengthening systems, and advancing survivor-centered protection Violence against women and children remains one of the most persistent manifestations of structural gender inequality in Tanzania. It is sustained by deeply entrenched patriarchal norms, unequal power relations, harmful traditional practices, economic dependency, weak protection systems, and social attitudes that normalize violence, silence survivors, and discourage reporting. These realities continue to disproportionately affect women, girls, children, and persons with disabilities, undermining their dignity, safety, bodily autonomy, and full participation in social, economic, and public life.

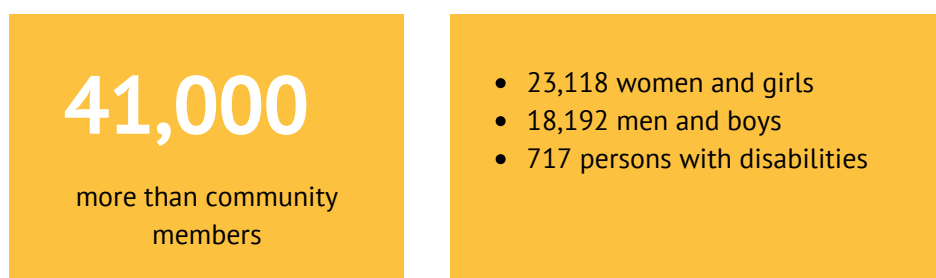
In response, WiLDAF Tanzania continued to implement an integrated and feminist-informed violence prevention and response strategy aligned with the National Plan of Action to End Violence Against Women and Children (NPA-VAWC II). Through community norm transformation, child and adolescent engagement, media accountability, institutional capacity strengthening, disability-inclusive service reforms, and multi-stakeholder collaboration, WiLDAF advanced both prevention and response pathways, addressing not only the symptoms of violence, but also the social, institutional, and structural conditions that allow violence to persist.



1. Transforming Community Norms and Strengthening Grassroots Prevention Systems

At community level, WiLDAF implemented wide-ranging interventions designed to challenge harmful social norms, strengthen local accountability, and build safer environments for women, girls, and children. Through programmes including Chaguo Langu Haki Yangu (CLHY) and Jamii Imara, community-level interventions were delivered across Mara, Shinyanga, Kahama, Butiama, and other operational districts, targeting harmful practices including gender-based violence (GBV), child marriage, and female genital mutilation (FGM).

A total of 270 community dialogues were conducted across 45 wards, engaging more than 41,000 community members, including:



These dialogues were intentionally held in accessible community spaces, including markets, village assemblies, public forums, and health facilities, to ensure broad and inclusive participation. Discussions focused on examining the root causes of violence, challenging patriarchal norms, promoting gender equality, and strengthening community awareness of existing protection mechanisms and survivor reporting pathways.

Beyond awareness raising, these dialogues contributed to concrete community action. Notable outcomes included:

- establishment of six Child Rights Clubs in schools,
- educational engagement with traditional leaders in 19 wards,
- adoption of ending FGM as a standing agenda item in community forums, and
- development of 16 village by-laws aimed at strengthening accountability for violence prevention.

These results demonstrate that community prevention is most effective when communities move from awareness to ownership, collective accountability, and locally led action for social change.

“Ending violence requires more than awareness, it requires communities willing to challenge harmful norms, reshape power relations, and actively protect the rights and dignity of women and children.”

3. Transforming Public Narratives: Media as a Force for Accountability

Recognizing the critical role media plays in shaping public discourse, social norms, and accountability, WiLDAF strengthened journalist capacity to report on gender-based violence in more ethical, informed, and survivor-centered ways.

Through a three-day Gender-Based Violence Data Journalists Boot Camp held in Dar es Salaam, WiLDAF trained 31 journalists (11 women and 20 men) drawn from Shinyanga, Tabora, Tanga, Dodoma, Simiyu, and Dar es Salaam. The training focused on:

- gender concepts and women’s rights,
- survivor-centered journalism,
- ethical reporting and confidentiality,
- legal and policy frameworks on women’s rights,
- technology-facilitated gender-based violence, and
- journalist wellbeing and trauma-informed reporting.

A particularly important area of focus was technology-facilitated gender-based violence, including cyber harassment, online intimidation, cyber stalking, reputational harm, and digital exclusion, forms of violence that increasingly target women, girls, journalists, activists, and women in public life, undermining both safety and democratic participation.

The initiative produced important institutional gains, including:

- creation of a network of journalist champions against GBV,
- establishment of a WhatsApp coordination platform for peer exchange and story development, and
- development of media work plans focused on sustained advocacy and reporting on violence against women and girls.

This intervention reflects WiLDAF’s growing recognition that transforming violence prevention requires transforming how violence is narrated, understood, and publicly challenged.

“Responsible reporting does more than tell stories it exposes injustice, protects dignity, and helps shift public accountability toward survivors rather than perpetrators.”

4. Empowering Children and Adolescents as Rights Holders and Change Agents

WiLDAF continued to strengthen child-led violence prevention through Shule Salama Clubs and school-based safe spaces that empower children to understand their rights, identify protection concerns, and advocate for safer learning environments.

During the reporting period:

- **124 children** participated in advocacy discussions during the **Day of the African Child**,
- **132 pupils** engaged during the **International Day of the Girl Child**, and
- **287 students** (139 girls and 148 boys) participated in capacity-building sessions in Mikocheni and Mpakani Primary Schools on GBV prevention, reporting mechanisms, and child protection pathways.

These safe spaces created trusted environments where children were able to disclose previously unreported protection concerns, highlighting the persistent barriers of fear, silence, stigma, and lack of trusted reporting channels that often prevent children from seeking help. Importantly, disclosures made through these sessions triggered referrals to Social Welfare Officers and Police Gender Desks, strengthening early detection and response systems.

Child-led advocacy also influenced institutional change. Engagement between students and local government authorities contributed to Temeke Municipal Council allocating a budget line for the establishment of gender desks in 10 schools, a significant step toward institutionalizing child-responsive protection systems within schools.

This demonstrates a critical institutional lesson: children are not only beneficiaries of protection systems, they are rights holders, advocates, and active contributors to safer communities when meaningful participation spaces are created.

“When children are given voice, safe spaces, and responsive systems, they do more than speak—they help transform institutions.”

5. Strengthening Duty Bearers and Protection Systems

Sustainable reductions in violence require capable institutions, coordinated protection systems, and duty bearers equipped to respond effectively, inclusively, and with survivor-centered approaches.

At national level, WiLDAF strengthened government capacity through a training workshop in Dodoma involving 49 government officers from all 26 regions, including NPA-VAWC coordinators, planning officers, and social welfare officers, with focus on:

- gender-responsive planning,
- budgeting,
- reporting, and
- monitoring under the NPA-VAWC II framework.

WiLDAF also trained **107 Police Gender and Children’s Desk officers** across multiple regions on:

- survivor-centered investigation,
- child-sensitive interviewing, and
- application of standard operating procedures for GBV case response.

At community level, WiLDAF strengthened 101 Women and Children Protection Committees across Butiama, Tarime, Kishapu, and Kahama, involving:

1,314

committee
members,



67

women,



635

men



117

persons with
disabilities.

These committees were equipped to:

- conduct awareness activities,
- identify violence cases,
- support survivor referrals, and
- strengthen coordination with district government structures.

This reflects WiLDAF’s systems approach: violence prevention requires strong institutions at every level—from village structures to national policy systems.



6. Advancing Policy Reform, Disability Inclusion, and Multi-Stakeholder Action

WiLDAF continued to strengthen coordinated national responses to violence through policy engagement, coalition building, and disability-inclusive reform.

Key achievements included:

Regional Strategic Plans

Development and launch of Regional Strategic Plans to End Violence Against Women and Children in Shinyanga and Mara, informed through consultations involving:

- government institutions,
- organizations of persons with disabilities,
- traditional leaders,
- civil society organizations, and
- community representatives.

National Advocacy on Corporal Punishment

Collaboration with 14 civil society organizations to develop a national advocacy strategy to end corporal punishment, coordinated through the Technical Working Group supported by Save the Children.

Disability-Inclusive GBV Services

Partnership with the Prime Minister's Office – Labour, Youth, Employment and Persons with Disabilities to finalize the National Integrated Disability-Inclusive GBV and SRHR Case Management Guideline, later translated into Kiswahili to improve accessibility and frontline usability. This represents a significant contribution toward more inclusive, coordinated, and rights-based survivor support systems for women, girls, and persons with disabilities.

7. What the Evidence Reveals

WiLDAF's experience under KRA 2 reveals several important institutional lessons:

- Violence is structural, not incidental rooted in harmful gender norms, unequal power, exclusion, and weak accountability systems.
- Community transformation is possible when local structures lead change, particularly when traditional leaders, village systems, and communities take ownership.
- Children's participation strengthens protection systems, surfaces hidden abuse, and improves institutional responsiveness.
- Media can either reinforce harm or challenge it, ethical, survivor-centered journalism is therefore a violence prevention strategy.
- Disability inclusion must be central, not peripheral, to GBV prevention and response systems.
- Sustainable change requires whole-system reform, combining prevention, protection, policy, accountability, and survivor-centered services.

8. Strategic Reflection and Way Forward

WiLDAF's work under KRA 2 demonstrates that preventing violence against women and children requires more than reactive services, it requires transformative shifts in norms, stronger institutions, coordinated systems, and survivor-centered pathways that restore dignity, safety, and agency.

By combining community dialogue, child and adolescent leadership, media transformation, institutional capacity strengthening, policy reform, and disability-inclusive service delivery, WiLDAF strengthened both prevention and response systems while helping communities and institutions move toward greater accountability, inclusion, and protection.

Looking ahead, WiLDAF remains committed to deepening feminist prevention approaches, strengthening survivor support systems, amplifying community voice, and advancing structural reforms that challenge the root causes of violence, so that women, girls, children, and marginalized groups can live free from violence, coercion, and fear, with full dignity, equality, and power.

“Ending violence requires transforming the systems, norms, and power relations that sustain it – while ensuring survivors are met with protection, dignity, justice, and hope.”



KRA 3: Strengthened women’s and young women’s participation in leadership and feminist movements.

Advancing feminist leadership, electoral justice, and inclusive democratic participation

Women’s meaningful participation in leadership and public decision-making remains central to inclusive democracy, accountable governance, and sustainable social transformation. Yet in Tanzania, women and young women continue to face persistent structural barriers that limit their effective engagement in civic and political life. These barriers include entrenched patriarchal norms, unequal access to political financing, gender stereotypes around leadership, violence against women in politics, digital harassment, weak accountability systems within political institutions, and restrictive civic environments that constrain democratic participation and public voice. Together, these conditions not only undermine women’s political agency, but also weaken the quality, legitimacy, and inclusiveness of democratic governance itself.

During the reporting period, WiLDAF Tanzania advanced women’s leadership and feminist movement building within a complex and politically sensitive pre-election environment ahead of Tanzania’s October 2025 General Elections. While recent legal reforms, including the Political Parties (Amendment) Act, 2024 and the Presidential, Parliamentary and Councilors Elections Act No. 1 of 2024, introduced important openings for more gender-responsive electoral governance, WiLDAF’s experience demonstrated that legal reform alone is insufficient without effective implementation, stronger institutional accountability, and practical systems that protect women’s participation throughout the electoral cycle both offline and online.

In response, WiLDAF implemented a multi-level feminist leadership strategy that combined legal and institutional reform engagement, violence prevention, digital safety, women’s leadership development, community norm transformation, male allyship, feminist care and resilience, and movement strengthening. Through these interconnected pathways, the organization strengthened women’s agency, built leadership pipelines, advanced electoral justice, and reinforced feminist solidarity at a time when democratic participation required both courage and collective action.

1. Strengthening Gender-Responsive Electoral Governance

WiLDAF played a strategic role in strengthening the institutional environment necessary for women’s meaningful and safe political participation. Working in collaboration with UN Women, women’s rights organizations, civil society actors, media, and law enforcement agencies, WiLDAF convened a national engagement on 22 August 2025 to apply a feminist analysis to Tanzania’s 2025 Election Code of Conduct and assess its ability to meaningfully protect women in politics. This process identified critical gender gaps within electoral accountability frameworks, particularly in relation to:

- reporting and referral systems for violence against women in politics,
- clarity of institutional mandates for response and enforcement,
- survivor-centered protections,
- ethical media standards, and
- operationalization of Section 135 of Act No. 1/2024 throughout the electoral cycle.

The engagement produced a model gender-responsive Code of Conduct framework and generated practical advocacy materials that simplified reporting pathways, clarified legal protections, and strengthened public understanding of rights and available remedies. These outputs contributed to stronger alignment between national electoral standards and feminist protections while improving institutional readiness to respond to violence, exclusion, and discrimination affecting women candidates and women voters.

“Democratic inclusion requires more than legal recognition, it requires systems that actively protect women’s voice, safety, dignity, and equal right to lead.”

2. National Leadership on Violence Against Women in Politics

WiLDAF strengthened national dialogue on violence against women in politics through strategic convenings that placed women's safety, dignity, and democratic participation at the center of electoral discourse.

On 3 October 2025, WiLDAF convened a National Dialogue on Technology-Facilitated Violence and Violence Against Women in Politics and Elections, bringing together 177 participants, including:

- 109 women
- 68 men
- 5 persons with disabilities

Participants included representatives from:

- government ministries,
- electoral institutions,
- embassies and development partners,
- women's rights organizations,
- organizations of persons with disabilities,
- academia,
- media,
- legal institutions,
- religious leaders, and
- local government authorities.



The dialogue recognized that online harassment, reputational attacks, intimidation, coordinated disinformation, and digital abuse are increasingly used to silence women leaders, discourage political participation, and reinforce unequal gender power relations in public life. Participants emphasized that while legal reforms increasingly recognize violence against women in politics, implementation remains uneven, particularly in digital spaces where enforcement, reporting, evidence preservation, and survivor support remain weak.

The convening produced practical recommendations to:

- harmonize legal protections,
- strengthen enforcement and prosecution,
- operationalize political party gender desks with budgets and monitoring systems,
- expand accessible reporting channels, and
- strengthen codes of conduct across the full electoral cycle.

A second high-level engagement, the Workshop on Gender, Safety and Electoral Justice, held on 22 October 2025, further deepened dialogue among **38 participants** drawn from law enforcement, political parties, civil society, media, religious institutions, women aspirants, and development partners. The workshop elevated the importance of psychosocial wellbeing, digital safety, coordinated protection systems, and institutional accountability as essential components of women's safe political participation.

3. Gender Responsive Election Observation (GREO): Advancing Electoral Accountability Through a Gender Lens

WiLDAF's Gender Responsive Election Observation (GREO) Mission represented one of the organization's most significant governance interventions during the reporting period. Implemented in a politically contested and highly regulated electoral environment, the mission provided an important evidence base for assessing women's participation, inclusion of marginalized groups, accessibility, and gender dynamics throughout the electoral cycle. Despite operational constraints, including accreditation requirements, heightened political sensitivity, security concerns, post-election curfews, movement restrictions, and intermittent internet shutdowns, the mission achieved substantial coverage:

- 36 trained observers
- 25 Short-Term Observers
- 11 Long-Term Observers
- 433 polling stations observed



Coverage across 6 regions:

- Dar es Salaam
- Lindi
- Singida
- Mara
- Mwanza
- Kagera

• Observation across 11 constituencies nationwide

The mission successfully captured robust gender-, age-, and disability-disaggregated data across:

- pre-election preparations,
- campaigns,
- polling,
- counting, and
- post-election developments.

This evidence strengthened national understanding of both progress and persistent structural barriers affecting inclusive democratic participation.

Importantly, the mission demonstrated WiLDAF's capacity to undertake credible, evidence-based feminist governance observation under complex and sensitive operating conditions.

4. Digital Spaces, Democracy, and Online Gender-Based Violence

A major insight emerging from the GREO Mission was the growing scale and severity of Online Gender-Based Violence (OGBV) as a form of electoral violence.

Systematic monitoring conducted between 2 August and 28 October 2025 found that highly visible women political leaders experienced disproportionate levels of gendered hostility, derogatory attacks, psychological intimidation, sexualized abuse, and reputational violence across digital platforms, particularly on highly interactive spaces such as X, which accounted for 45.6% of abusive content tracked.

The observation identified three dominant forms of abuse:

Derogatory verbal abuse

Insults, slurs, and comments questioning women's competence, morality, and suitability for leadership.

Psychological intimidation

Threatening, humiliating, and fear-inducing language designed to silence women or drive them from public life.

Sexualized abuse

Objectifying and degrading commentary that reduced women's political identity to their bodies, sexuality, or perceived morality.

These attacks targeted women across levels of leadership, including presidential candidates, parliamentary aspirants, and highly visible women public figures, demonstrating that patriarchal hostility remains deeply embedded even where women attain positions of power and visibility.

The impacts were severe:

- stress, anxiety, and psychological harm,
- reputational damage,
- reduced confidence,
- political withdrawal, and
- discouragement of future women leaders from entering public life.

More broadly, online gender-based violence weakens democratic institutions by normalizing exclusion, narrowing women's public voice, and reducing fairness in political discourse.

WiLDAF's work in this space has positioned the organization at the forefront of feminist analysis on digital democracy, gendered political violence, and online civic safety in Tanzania.

"Digital spaces must expand democratic participation, not become new arenas for patriarchal violence and political exclusion."



5. Building Women's Political Agency and Leadership Pathways

WILDAF invested significantly in strengthening women's knowledge, confidence, strategic readiness, and political agency.

Through phased leadership trainings conducted in Unguja, Pemba, and Dar es Salaam, WILDAF trained 195 women and young women aspirants drawn from six political parties. Participants were equipped with skills in:

- democratic governance,
- ethical leadership,
- peaceful campaigning,
- campaign management,
- public speaking,
- speech writing,
- digital literacy,
- digital safety, and
- violence prevention.

An innovative AI-based digital safety module strengthened participants' ability to identify gendered disinformation, protect their digital presence, and respond more effectively to technology-facilitated violence.

As a result:

- 195 aspirants advanced through nomination processes, and
- 38 were selected by their political parties as official candidates for different elective positions.

This demonstrates important progress in strengthening women's political competitiveness and readiness, while also revealing continuing barriers, including patriarchal gatekeeping, money politics, sextortion, unequal networks, and limited access to political capital, that continue to constrain women's advancement.

WiLDAF further trained:

- 40 young women in feminist leadership, and
- 25 women politicians in digital safety and online protection, while mentorship circles strengthened peer learning, confidence, and political resilience.

6. Transforming Social Norms: Religious Leaders and Male Champions as Allies

Recognizing that women's leadership is also shaped by community beliefs and cultural norms, WiLDAF engaged trusted social influencers and accountable male allies to transform attitudes toward women's leadership.

This included:

- training 25 religious leaders in Zanzibar to promote gender-responsive community messaging, and
- strengthening 119 male champions across Dar es Salaam, Misungwi, and Unguja to actively challenge patriarchal barriers that limit women's political participation.

Male champions supported:

- peaceful campaigning,
- protection against harassment,
- navigation of nomination processes,
- digital safety awareness, and
- community sensitization on women's equal right to lead.

Notably, in Buza, their support contributed to a woman candidate advancing successfully through local political processes, demonstrating how accountable allyship can help dismantle practical barriers that marginalize women leaders.

7. Feminist Care, Resilience, and Movement Strengthening

WiLDAF also recognized that feminist leadership must be sustained by care, resilience, solidarity, and movement infrastructure.

Through:

- six regional mentorship sessions,
- psychosocial wellbeing sessions for women leaders, and
- a two-day Re-Think and Re-Energize Convening involving 30 women CSO directors from Tanzania, Uganda, and Zambia, WiLDAF strengthened regional feminist solidarity, intergenerational learning, and leadership resilience.

This work affirmed an important feminist principle:

women's leadership is strengthened not only by public visibility, but by spaces of care, reflection, healing, and collective power-building.

WiLDAF also strengthened movement influence through:

- feminist engagement on Vision 2050, and
- an accountability-oriented feminist assessment of implementation of the Beijing Declaration and Platform for Action, reinforcing women-led organizations as central actors in shaping Tanzania's democratic and development future.



8. What the Evidence Reveals

WiLDAF's work under KRA 3 reveals that:

- Violence against women in politics is both offline and online, and digital abuse is now a major democratic inclusion challenge.
- Women's leadership barriers are structural, not individual, rooted in unequal power, financing gaps, gatekeeping, and gender bias.
- Leadership pipelines matter, but must be matched by institutional reform and protection systems.
- Male allyship and religious engagement can support norm transformation, when rooted in accountability and feminist principles.
- Care, resilience, and solidarity are strategic, not secondary, components of sustainable feminist leadership.
- Inclusive democracy depends on women's equal voice, safety, and freedom to participate without violence or intimidation.

9. Strategic Reflection and Way Forward

WiLDAF's work under KRA 3 demonstrates that advancing women's leadership requires more than increasing representation, it requires transforming the political, social, digital, and institutional conditions that shape women's ability to lead safely, confidently, and with full agency.

By combining legal reform engagement, electoral justice, leadership development, digital protection, accountable allyship, feminist care, and movement strengthening, WiLDAF has helped build stronger foundations for gender-responsive democracy and feminist political participation in Tanzania.

Looking ahead, the organization remains committed to deepening feminist leadership pathways, strengthening protections against violence in politics, advancing digital civic safety, expanding women's political agency, and supporting collective feminist organizing so that women and young women can participate in public life with dignity, safety, equality, and power.

"Democracy is strongest when women participate fully, not despite resistance, but with equal voice, protection, and power to shape the nation's future."

KRA 4 & 5: Bodily Autonomy, Sexual and Reproductive Health Rights, and Women’s Economic Justice

From bodily autonomy to economic power: advancing agency, dignity, and feminist transformation

Women’s bodily autonomy and economic justice are deeply interconnected foundations of gender equality. For many adolescent girls and young women in Tanzania, particularly those living in rural communities, out of school, or living with disabilities, agency over one’s body is often constrained by the same structural forces that limit economic opportunity: harmful gender norms, unequal power relations, early and unintended pregnancy, child marriage, gender-based violence, stigma around sexual and reproductive health, limited access to youth-friendly services, economic dependency, and exclusion from productive opportunities. These barriers reinforce cycles of vulnerability, silence, and limited decision-making power over both body and livelihood.



Recognizing this intersection, WiLDAF Tanzania implemented a holistic feminist empowerment pathway under the Chaguo Langu Haki Yangu (CLHY) Programme, integrating sexual and reproductive health and rights (SRHR), bodily autonomy, vocational skills development, financial capability, mentorship, and enterprise support to strengthen women's and girls' ability to make informed choices, build dignified livelihoods, and shape their futures on their own terms.

This integrated model acknowledges a fundamental feminist truth: economic justice and bodily autonomy are mutually reinforcing, and both are essential for freedom, dignity, and equal power.

1. Building Bodily Autonomy, Knowledge, and Informed Choice

WiLDAF strengthened bodily autonomy by expanding access to inclusive, community-based life skills education for out-of-school adolescent girls and young women (AGYW), particularly those facing heightened vulnerability to GBV, child marriage, harmful practices, and exclusion from essential sexual and reproductive health information.

During 2025, WiLDAF delivered comprehensive life skills training to **511 AGYW**, including 21 girls with disabilities, across Butiama, Kishapu, and Kahama Districts. This brought the cumulative number of AGYW reached under the CLHY programme to **1,742, including 123 girls with disabilities**.

Training covered:

- sexual and reproductive health and rights,
- puberty education,
- menstrual health and hygiene,
- nutrition,
- prevention of early and unintended pregnancy,
- recognition and reporting of GBV,
- challenging harmful practices such as child marriage and FGM,
- healthy relationships grounded in equality, communication, and consent, and
- future-oriented planning linked to self-reliance and independence.

The results extended beyond knowledge acquisition. Many participants reported increased confidence to initiate conversations on family planning, negotiate SRHR decisions within relationships, and challenge harmful expectations that deny girls voice over their own bodies. These are important early indicators of strengthened bodily autonomy and shifting interpersonal power relations.

“Empowerment begins when girls recognize that decisions about their bodies, health, and futures belong to them.”

2. Creating Safe Feminist Spaces for Collective Agency

To sustain learning and deepen empowerment, WiLDAF established 87 Life Skills Clubs across programme districts:

- 30 in Butiama
- 30 in Kishapu
- 27 in Kahama

These clubs function as structured, safe, and community-rooted spaces where AGYW meet regularly to:

- reflect on rights and bodily autonomy,
- discuss gendered power dynamics affecting their lives,
- identify advocacy priorities,
- support peers facing violence or discrimination,
- strengthen leadership and confidence, and
- cultivate collective accountability for rights realization.

Supported by trained matrons and patrons, these clubs have become community-embedded feminist spaces of solidarity, reflection, and collective agency, where girls not only learn, but organize, support one another, and build voice.

This is particularly significant in contexts where silence, shame, and restrictive norms often isolate girls from support systems.

3. Skills for Dignified Work: Expanding Women's Economic Possibilities

WiLDAF strengthened economic justice by investing in vocational pathways that enable young women to transition from vulnerability to productivity, self-reliance, and long-term livelihood security.

Between 2022 and 2025, a cumulative 787 AGYW, including 45 young women with disabilities, completed vocational training through VETA Colleges across programme districts. Of these, 326 AGYW, including 15 young women with disabilities, graduated in 2025 alone.

Participants received practical training in:

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

No	Courses	Kishapu	Kahama	Butiama	Total
1	Tailoring	78	71	56	205
2	Hairdressing	20	23	17	60
3	Decorations	0	0	0	0
4	Electrical	5	10	8	23
5	Motor vehicle mechanics	0	4	1	5
6	Secretarial and computer course	2	3	11	16
7	Pumbling and pipe lifting	4	4	3	11
8	Driving	3	0	0	3
9	Motor Grader and Wheel loader	0	0	0	0
10	Welding	0	0	0	0
11	Catering	0	0	3	3
	Total	112	115	99	326

Reaching 326 AGYW in this quarter brings the cumulative total to 787 AGYW reached between 2022 and 2025, including 45 AGYW with disabilities, as illustrated in the chart below;

2022-2023	2023-2024	2024-2025
263 AGYW	198 AGYW	326 AGYW

Summary of Start-Up Equipment
Distributed

Courses	Type of Purchased Equipment	No of Purchased Equipment
Tailoring	Tailoring Machine	212
Hair Dressing	Hand Dryer, Body Dryer, Rollers, Combs	67
Decorations	Decoration Fabric And Flower Serves	2
Electrical	Tool Box, Multimeter	24
Motor Vehicle Mechanics	License, Tool Box	10
Secretarial And Computer Course	Desktop Computer, Photocopy Machine, Printer, Lamination Machine	19
Catering	Baking Equipments (Ovener, Mixture Machine,	13
Total		349



In addition, participants received entrepreneurship education, digital literacy, business innovation skills, and value-addition training to strengthen their readiness for self-employment and market participation.

An important institutional insight emerged from participation trends: while enrolment remained strongest in traditionally feminized sectors such as tailoring and beauty services, the participation of young women in electrical installation, plumbing, driving, and motor mechanics reflects an important shift toward challenging occupational gender stereotypes and expanding women's participation in non-traditional economic sectors, an essential component of long-term economic justice.

“Economic empowerment becomes transformative when women are free not only to earn, but to choose, innovate, and lead in sectors traditionally closed to them.”

4. Financial Capability, Digital Inclusion, and Enterprise Readiness

Vocational skills alone do not guarantee economic independence. Recognizing this, WiLDAF strengthened the financial and digital capabilities needed for long-term resilience, enterprise growth, and meaningful economic participation.

A total of 693 AGYW, including 25 young women with disabilities, received training in:

- financial literacy,
- business planning,
- savings and investment,
- digital transactions,
- digital entrepreneurship,
- innovation, and
- financial management.

5. Transitioning Skills into Livelihoods and Economic Power

WiLDAF translated skills into practical economic opportunity by supporting graduates to establish livelihoods and generate income within their communities.

During 2025, 349 AGYW who completed vocational training received start-up equipment and enterprise support packages, enabling them to transition from training into income-generating activities and dignified work. Support included:

- tailoring machines,
- hairdressing equipment,
- electrical toolkits,
- mechanical toolboxes,
- business equipment for secretarial and computer services,
- catering equipment, and
- trade-specific start-up tools.

This investment is transformative because it directly confronts one of the greatest barriers young women face after training: the inability to convert skills into economic opportunity due to lack of start-up capital, productive assets, and market entry support.

By resourcing young women directly, WiLDAF is challenging patriarchal systems that confine women to dependency while expanding their bargaining power, economic resilience, and capacity to make safer and more autonomous life choices.

6. Collective Economic Organizing and Long-Term Support Systems

To strengthen sustainability, WiLDAF organized VETA graduates into 87 Economic Empowerment Clubs, where members receive continued mentorship and coaching from Ward Community Development Officers (CDOs) and Ward Executive Officers (WEOs).

These clubs meet regularly to:

- share enterprise experiences,
- strengthen business skills,
- build peer accountability,
- access information on government opportunities,
- improve linkages to district and regional markets, and
- expand pathways to employment, credit, and investment.

This collective model is important because it moves beyond individual empowerment toward collective feminist economic organizing, where young women build economic power together, strengthen mutual support systems, and increase visibility within local development structures.

7. What the Evidence Reveals

WiLDAF's experience under KRA 4 & 5 reveals several important institutional lessons:

- Bodily autonomy and economic justice are inseparable, girls cannot exercise full agency where they lack economic independence, and economic opportunity is weakened where bodily autonomy is denied.
- Safe feminist spaces matter, peer-led learning and collective reflection deepen confidence, leadership, and solidarity.
- Skills must be linked to capital, mentorship, and market access for empowerment to translate into sustained livelihoods.
- Disability inclusion must remain central, as girls with disabilities face layered exclusion in both SRHR and economic participation.
- Economic empowerment is also violence prevention, because financial autonomy reduces vulnerability to exploitation, coercion, and harmful dependency relationships.
- Collective organizing strengthens resilience, visibility, and long-term transformation.

8. Strategic Reflection and Way Forward

WiLDAF's integrated approach under the CLHY programme demonstrates that transformative feminist change requires strengthening the full continuum of agency from knowledge of rights, bodily autonomy, and voice to skills, economic opportunity, collective organizing, and independent decision-making power.

By investing in girls' leadership, safe spaces, vocational capability, financial literacy, enterprise support, and collective economic empowerment, WiLDAF is helping build a generation of young women who are increasingly able to shape their bodies, livelihoods, and futures on their own terms.

Looking ahead, WiLDAF remains committed to deepening disability-inclusive empowerment pathways, expanding livelihood opportunities in both traditional and non-traditional sectors, strengthening mentorship and market systems, and advancing structural reforms that ensure all women and girls can live with agency, dignity, economic power, bodily autonomy, and full realization of their rights.

“When girls gain voice over their bodies and power over their livelihoods, they do not simply improve their circumstances—they transform the possibilities of what women’s freedom can mean.”



KRA 6: Strengthened partnership and institutional capacity that is supported by a good governance framework that is gender inclusive and sustainable.

Building institutional resilience, accountable systems, and sustainable feminist leadership

The 2025 reporting period tested the resilience of institutions across the development sector. For WiLDAF Tanzania, the year was shaped by a complex operating environment marked by global funding disruption, national political uncertainty, post-election operational constraints, and heightened risks affecting programme delivery, staff mobility, communication systems, and institutional planning. Yet amid these pressures, WiLDAF demonstrated strong organizational leadership by not only sustaining programme implementation, but by using the period to strengthen the systems, partnerships, and institutional foundations necessary for long-term feminist impact.

Institutional strengthening therefore emerged not as a back-office function, but as a strategic pillar of resilience, ensuring that WiLDAF remained stable, adaptive, accountable, and capable of continuing to deliver transformative gender justice programming despite external shocks. Through investments in governance, safeguarding, digital transformation, staff wellbeing, strategic partnerships, communication, learning systems, and diversified financing, WiLDAF strengthened its ability to lead with credibility, agility, and long-term sustainability.

“Strong movements require strong institutions, resilient, accountable, values-driven, and capable of advancing feminist change even under pressure.”

1. Governance, Stewardship, and Institutional Leadership Under Pressure

During the reporting period, WiLDAF’s governance structures played a critical role in maintaining strategic direction, accountability, and institutional coherence. The organization convened regular quarterly Board meetings, ensuring continued oversight of programmatic performance, fiduciary management, organizational risk, staff wellbeing, and safeguarding obligations during a period of heightened operational uncertainty.

Board deliberations focused on:

- programme performance across result areas,
- financial position and expenditure oversight,
- organizational risk exposure,
- staff protection and safeguarding obligations,
- adaptive planning in response to contextual shifts, and
- institutional alignment with WiLDAF’s feminist mandate and strategic priorities.

This governance engagement strengthened strategic clarity, reinforced prudent financial stewardship, and enabled timely institutional decision-making during a period when external pressures could easily have weakened organizational focus. Importantly, WiLDAF’s Board demonstrated that feminist governance is not only participatory and values-based, but also capable of disciplined oversight, strategic responsiveness, and accountable leadership.

2. Embedding Feminist Values in Institutional Systems and Safeguarding

WiLDAF continued strengthening internal accountability systems by revising its Human Resources Manual to better align with safeguarding standards, compliance obligations, and feminist institutional values. Key reforms introduced:

- clearer safeguarding prevention, reporting, and response procedures,
- strengthened contract management and termination processes,
- improved transparency in payment and benefits systems,
- clearer institutional definitions and administrative guidance, and
- stronger non-discrimination, procedural fairness, and accountability mechanisms

These reforms reduced ambiguity, improved predictability in staff management processes, and institutionalized safeguarding as a core operational principle rather than a reactive compliance measure.

WiLDAF also strengthened staff understanding of ethical conduct and survivor-centered institutional practice through organization-wide orientation on its Prevention of Sexual Exploitation and Abuse (PSEA) Policy, reinforcing duty of care, professional accountability, and safer organizational culture.

Together, these reforms deepened WiLDAF's identity not simply as a women's rights organization—but as a feminist institution whose internal systems increasingly reflect the justice principles it seeks to advance externally.

3. Digital Transformation for Accountability and Operational Excellence

A major institutional milestone during the reporting period was WiLDAF's successful installation and migration to a fully integrated Enterprise Resource Planning (ERP) system, marking a transformative step in organizational modernization.

The ERP consolidated previously fragmented systems into a single institutional platform integrating:

- finance and procurement,
- human resources management,
- programme planning and reporting,
- legal aid documentation,
- Monitoring, Evaluation and Learning (MEL) dashboards, and
- organizational performance management systems.

This digital transformation significantly strengthened:

- real-time access to information,
- workflow efficiency,
- internal controls and audit trails,
- documentation quality,
- approval systems and accountability pathways,
- reporting timeliness, and
- evidence-based institutional decision-making.

Complementing ERP rollout, WiLDAF strengthened its MEL architecture through:

- development of an Indicator Performance Tracking Table (IPTT),
- establishment of programme-aligned Key Performance Indicators (KPIs),
- quarterly adaptive review meetings, and
- integration of programme monitoring into digital dashboards.

The introduction of 360-degree staff feedback systems further strengthened accountability, transparency, and organizational learning.

“Institutional excellence is built when systems generate not only efficiency, but accountability, learning, and better decisions.”

4. Staff Wellbeing, Safety, and Feminist Duty of Care

Following operational challenges experienced during election observation, including staff injuries, curfews, mobility restrictions, and communication disruptions WiLDAF undertook significant reforms to strengthen staff safety and operational continuity.

The organization developed and operationalized a Contingency and Safety Plan, supported by staff orientation on:

- emergency communication systems,
- field safety protocols,
- digital security practices,
- protection of sensitive organizational information,
- structured incident reporting, and
- lawful engagement protocols with security actors.

These measures institutionalized preparedness and significantly strengthened coordination in volatile contexts.

WiLDAF also invested in physical infrastructure by renovating and expanding office facilities, including:

- confidential counselling rooms for survivors,
- enhanced coordination and meeting spaces,
- digitally enabled workstations, and
- improved collaborative work environments that support staff wellbeing and feminist practice.

These investments reinforce an important institutional principle:

Care, safety, and dignity are not secondary considerations they are essential components of feminist organizational leadership.

5. Learning, Movement Collaboration, and Network Strengthening

WiLDAF strengthened movement-building and institutional learning through strategic peer exchange, network strengthening, and internal capacity development.

A key milestone was a two-day learning and exchange engagement with HAKIARDHI, which deepened institutional reflection on:

- gender-inclusive legal empowerment,
- land rights governance,
- safeguarding systems,
- Emergency Response Systems,
- strategic planning, and
- movement collaboration for women’s rights and justice.

Internally, staff capacity was strengthened through:

- Gender Marker Training, improving organizational capacity in gender analysis, disability inclusion, and inclusive programme design;
- development of Gender and Inclusion Checklists; and
- strengthened gender-responsive data systems.

These investments improved programme quality, institutional coherence, and network-wide readiness to implement inclusive and transformative programming.

6. Communication, Public Voice, and National Visibility

WiLDAF significantly expanded its public communication footprint during the reporting period, strengthening national visibility and advocacy reach at a time when physical convening was increasingly constrained.

Communication efforts reached:

- **1,761,302 people** through awareness activities, and
- an additional **3.9 million people** through coverage of the National Dialogue on Technology-Facilitated Violence, bringing total estimated communication reach to approximately: **5.6 million people nationwide**

The organization also secured coverage from 23 traditional media outlets, spanning television, radio, newspapers, and online media platforms.

Digital engagement continued to grow steadily:

- Instagram: +7.5% average monthly growth
- Facebook: +3.2% average monthly growth
- X: +2.8% average monthly growth

This strengthened WiLDAF’s public profile as a credible national voice on:

- gender justice,
- governance reform,
- women’s rights,
- GBV prevention, and
- feminist policy advocacy.

7. Financial Resilience and Strategic Partnership Diversification

One of the most significant institutional challenges during 2025 was the global termination of USAID programming, which resulted in the discontinuation of approximately USD 3 million in programme resources previously awarded to WiLDAF under a Prime Recipient arrangement with sub-grantee implementation partners. This created a major financing shock that threatened continuity in key areas of women's leadership, empowerment, and rights programming.

WiLDAF responded with strategic discipline through:

Immediate stabilization: Protecting core institutional functions and priority programmes.

Resource diversification: Pursuing new partnerships beyond concentrated donor dependency.

Long-term sustainability repositioning: Strengthening fundraising systems, strategic relationship-building, and resilience planning. These efforts yielded important results.

Long-term strategic financing anchors: WiLDAF's institutional strength continues to be supported by longstanding strategic partners, including:

- Government of Finland – TZS 1,000,000,000
- Embassy of Ireland – TZS 600,000,000
- UNFPA – long-term strategic and programmatic partner
- Save the Children – long-term strategic and programmatic partner

Additional diversified financing mobilized

WiLDAF secured:

- TZS 199,000,000 – Embassy of Switzerland
- TZS 128,000,000 – EISA
- TZS 30,000,000 – UNICEF
- TZS 10,000,000 – LSF
- TZS 3,000,000 – BRAC

Total diversified financing mobilized: **TZS 370,000,000**

In-kind strategic partnerships

Valuable implementation support was also received from:

- GIZ
- ITV
- Coca-Cola
- TBL

This diversification demonstrates strong institutional agility and growing confidence in WiLDAF's leadership among diverse partners.

“Resilience is measured not only by surviving disruption but by adapting, learning, and emerging institutionally stronger.”

8. Strengthening Legitimacy and Long-Term Sustainability

A major institutional milestone during the reporting period was WiLDAF's attainment of charitable status, following successful completion of required registration and compliance procedures.

This achievement:

- strengthens legal standing,
- improves donor confidence,
- expands eligibility for foundation and philanthropic financing,
- reinforces governance standards, and
- broadens long-term sustainability pathways.

Achieving this milestone during a period of funding disruption reflects strategic foresight and institutional maturity.

What the Evidence Reveals

WiLDAF's institutional experience in 2025 reveals that:

- Strong governance is foundational to resilience
- Safeguarding and duty of care are core feminist leadership practices
- Digital transformation strengthens accountability and strategic agility
- Institutional learning improves programme quality and responsiveness
- Diversified financing reduces vulnerability to donor concentration risk
- Movement collaboration strengthens collective feminist power
- Resilient institutions are essential for resilient movements

10. Strategic Reflection and Way Forward

WiLDAF's progress under KRA 6 demonstrates that institutional strengthening is ultimately about building an organization capable of sustaining transformative feminist change over time.

By modernizing systems, strengthening governance, embedding safeguarding, protecting staff, deepening partnerships, diversifying financing, and investing in organizational learning, WiLDAF has reinforced its position as a credible, adaptive, accountable, and future-facing feminist institution.

Looking ahead, the organization remains committed to deepening sustainability, strengthening strategic partnerships, expanding digital innovation, and reinforcing movement-centered institutional leadership so that its work for women's rights, justice, equality, and freedom continues to grow in reach, depth, and transformative impact.

"Institutions that endure are those that adapt with courage, lead with values, and build systems strong enough to carry movements forward."

4. SUCCESS STORIES AND HUMAN STORIES

WOMEN ASPIRANT STORY

“I Took the Form, Not My Husband” – Nyasoro’s Stand for Leadership

It was early morning in Busulwa Hamlet, Buhingo ward, when we arrived at the home of Nyasoro Mshindikwa Zuuba. She greeted us with warmth, surrounded by her daughter and grandchildren. Her house, modest but full of life, stood as a quiet testament to resilience.

Nyasoro is a widow, her husband passed away years ago, and she now lives with her extended family, farming small plots and have few goats and chickens to sustain them.

Nyasoro is one of the women who attended the WiLDAF training aimed at Capacitating female political to bost their participation ahead of the 2024 elections. She says the training changed her perspective. “I never thought of myself as a leader,” she told us, “But when I saw how far women walk to reach health centers, how we struggle for clean water, I knew I had to try.”

Motivated by the gaps in her community, Nyasoro decided to contest for Hamlet Chairperson. But her journey was anything but smooth. Her marital status became a weapon used against her. “Some men said I couldn’t solve family problems because I’m not married,” she recalled. “I asked them, what does marriage have to do with leadership? I’m the one who took the form, not my late husband. So, what’s the connection?”

Her voice held steady, but her eyes betrayed a quiet storm, years of being overlooked, judged, and silenced. Nyasoro was one of six individuals who expressed interest inbecoming Hamlet Chairperson. She was the only woman in the group, and the only one whose name never made it past the ward office after submitting the form. It was as if her ambition had been dismissed before it could even be considered.

“They said I’m not educated,” she told us, her tone calm but firm. “But I know my community. I’ve lived here all my life. I’ve seen women give birth on the roadside trying to reach a clinic. I’ve fetched water from muddy holes when the taps ran dry. I think my experience is more than their education. I know what we need.”

There was no bitterness in her voice, only clarity. She wasn’t asking for pity. She was asking for recognition. For her, leadership wasn’t about titles or certificates. It was about knowing the heartbeat of her village, the struggles of mothers, the silence of widows, the weight of walking miles for clean water. Yet, her name was quietly buried in bureaucracy, never forwarded to the party committee. No explanation. No chance.

SUCCESS STORIES AND HUMAN STORIES

Nyasoro didn't cry. She didn't shout. But in that moment, her story spoke volumes. It was the story of countless women whose lived wisdom is ignored, whose courage is unseen, and whose voices are filtered out before they reach the table. And still, she stood, unshaken, uninvited, but undeniably ready.

Despite the rejection, Nyasoro carries herself with quiet pride, a kind of dignity that doesn't depend on titles or approval. Her decision to contest for leadership was not just hers alone; it became a family effort. Her eldest son, seeing her determination, stepped in to pay the nomination fee. "He didn't even hesitate," she said, "He just said, 'Mama, if this is what you want, we'll find a way to support you with little money for taking form. She later repaid him by selling her cashew harvest, a modest but meaningful gesture that symbolized her independence. "I didn't want to owe anyone," she explained. "Even my own children. I wanted to show them that I'm serious, that I'm capable."

In a community where many questioned her worth, her children became her anchor. "My children support me," she smiled, her voice full of warmth. "Even when the community doesn't." That support wasn't just financial, it was emotional, spiritual, and unwavering. They listened when others mocked her, stood by her when neighbors whispered, and reminded her that leadership begins at home.

She described how deeply entrenched gender norms shape her village. "Here, men are supposed to be respected. And respect means doing what they want, even if you're not married to them. They believe every woman belongs to every man. You're not allowed to challenge them, especially not in leadership."

This pressure isn't limited to men. Nyasoro shared how even other women criticized her for speaking up in community meetings. "They say I'm going too far. That I'm losing my respect. But I ask questions because I care."

Her daughter, who was around during the discussions, added quietly, "I know my mother. When she wants something, she'll get it. At first, I wasn't sure if I should support her campaign. My friends said she was crazy to compete with men. They said she should be humiliated. But when I saw her take that form, I knew, I had to stand with her."

Nyasoro may not have won the seat, but she won something deeper: the courage to challenge norms, the strength to speak truth, and the power to inspire her family and community. Her story is a reminder that leadership begins with

5. Strategic Reflections: Challenges, Learning and Institutional Good Practice

The 2025 reporting period provided important opportunities for institutional reflection, adaptive learning, and strategic repositioning. While WiLDAF Tanzania recorded significant progress across access to justice, violence prevention, women's leadership, bodily autonomy, economic empowerment, and institutional strengthening, implementation also took place within a complex operating environment shaped by political uncertainty, global funding disruption, operational restrictions, entrenched patriarchal norms, and widening socio-economic vulnerabilities affecting women, girls, and marginalized communities.

These conditions reinforced an important institutional reality: transformative feminist programming requires not only strong interventions, but also resilient systems, adaptive leadership, strategic partnerships, and sustained community ownership. WiLDAF's experience during the year highlighted both the structural barriers that continue to affect gender justice outcomes and the institutional strengths that enable meaningful progress even under pressure.

The reflections below summarize the key challenges encountered, lessons drawn from implementation, and institutional good practices that will inform future programming and organizational growth.

5.1 Operating Challenges and Adaptive Response

Institutional Systems and Operational Efficiency

At the start of the reporting period, fragmented operational systems across finance, procurement, programme management, approvals, documentation, and reporting created workflow inefficiencies, delayed decision-making, and increased the risk of inconsistency in institutional management. These inefficiencies placed pressure on programme responsiveness and limited the organization's ability to generate timely, integrated data for decision-making.

WiLDAF responded through a major systems modernization effort, including installation and operationalization of a fully integrated Enterprise Resource Planning (ERP) platform, accompanied by staff training and internal systems strengthening. The new system significantly improved workflow management, documentation quality, internal controls, audit trails, and real-time institutional reporting.

This experience reaffirmed that:

strong systems are not administrative luxuries, they are strategic enablers of programme quality, accountability, and institutional resilience.

Political Context and Operational Restrictions

The post-election operating environment presented significant implementation challenges, including curfews, mobility restrictions, communication disruptions, heightened security concerns, and reduced flexibility for physical convening and field engagement. These conditions affected timelines, delayed some planned activities, and constrained direct community engagement in several programme areas.

WiLDAF responded through adaptive planning, stronger internal coordination, flexible implementation scheduling, digital engagement platforms, and strategic use of national media channels to sustain visibility, communication, and stakeholder engagement where physical outreach was constrained.

This demonstrated the importance of:

operational agility, context-sensitive programming, and diversified engagement approaches in politically sensitive environments.

Staff Safety, Duty of Care, and Operational Preparedness

Operational experiences during election observation and post-election restrictions, including staff injuries, restricted movement, and security uncertainty, highlighted the importance of stronger institutional preparedness for operating in volatile contexts.

In response, WiLDAF developed and operationalized a Contingency and Safety Plan, supported by organization-wide orientation on:

- emergency communication protocols,
- field safety procedures,
- digital security,
- structured incident reporting, and
- lawful engagement with security actors.

This strengthened institutional readiness while reinforcing a core feminist organizational principle:

duty of care is not reactive it is a central leadership responsibility.

Persistent Harmful Social Norms and Structural Gender Barriers

Across programme areas including GBV prevention, SRHR, women's leadership, bodily autonomy, and economic empowerment, deeply rooted patriarchal norms, child marriage, FGM, sexual exploitation, gender stereotypes, and unequal power relations continued to limit progress for women and girls. These barriers remain structural and often require long-term engagement beyond short programme cycles.

WiLDAF strengthened sustained norm-change work through:

- community dialogues,
- engagement with traditional leaders,
- partnerships with religious leaders,
- male champion networks,
- survivor-centered advocacy, and
- stronger local government engagement.

The experience confirmed that:

lasting transformation requires shifting social norms, power relations, and institutional accountability, not simply increasing awareness.

Funding Disruption and Resource Uncertainty

A major institutional challenge during the year was financial disruption caused by the global termination of USAID programming, which created uncertainty in programme continuity and exposed institutional vulnerability associated with donor concentration.

WiLDAF responded by:

- intensifying donor diversification,
- strengthening strategic fundraising,
- expanding partnerships, and
- attaining charitable status to broaden funding eligibility and long-term sustainability pathways.

This reinforced an important lesson:

financial resilience is central to programme resilience.

5.2 Institutional Learning

Implementation across all Key Result Areas generated important lessons that will shape WILDAF's future strategic direction.

Diversified Financing Is a Strategic Necessity

Heavy reliance on one major donor creates significant institutional vulnerability. Long-term sustainability requires a broader financing architecture that combines strategic donor partnerships, diversified grants, philanthropic financing, private sector partnerships, and flexible funding streams.

Institutional Resilience Depends on Systems as Much as Programmes

Governance systems, HR reforms, safeguarding structures, ERP integration, MEL dashboards, compliance systems, and internal accountability mechanisms proved just as important as programme interventions in sustaining institutional effectiveness during disruption.

Strong institutions strengthen strong programmes.

Duty of Care Must Be Institutionalized

Operating in sensitive and volatile environments requires proactive safety planning, regular orientation, clear operational protocols, psychosocial support systems, and organizational cultures that prioritize staff wellbeing and protection.

Institutional care is feminist leadership in practice.

Digital Transformation Strengthens Continuity and Accountability

Integrated digital systems significantly improved:

- documentation quality,
- workflow efficiency,
- monitoring and reporting accuracy,
- internal controls,
- evidence generation, and
- real-time decision-making.

Digital transformation is now essential institutional infrastructure not an optional enhancement.

Community Ownership Strengthens Sustainability

Community-rooted structures including:

- Life Skills Clubs,
- Economic Empowerment Clubs,
- Women and Children Protection Committees,
- Child Rights Clubs, and
- Male Champion Networks proved particularly effective because they are locally embedded, socially trusted, and connected to community leadership systems.

This confirms that:

locally owned change mechanisms are often the most sustainable drivers of transformation.

Survivor-Centered, Rights-Based Approaches Build Trust

Accessible legal aid, respectful service delivery, survivor-sensitive case handling, youth-friendly SRHR engagement, school gender desks, and community protection systems increased reporting, strengthened confidence, and improved uptake of services among women, girls, AGYW, and marginalized communities.

Trust remains central to service effectiveness.

5.3 Institutional Good Practices Worth Scaling

WiLDAF's implementation experience highlighted several effective models that demonstrate strong potential for scaling and institutionalization.

Multi-Sectoral Community Dialogues as Transformative Platforms

Integrated dialogues addressing GBV, SRHR, disability inclusion, FGM, child protection, economic empowerment, and women's leadership attracted broad participation and stimulated locally owned solutions, including village by-laws, community commitments, and child rights structures.

Strong Government Collaboration and Co-Ownership

Partnerships with:

- PMO-LYED,
- Local Government Authorities,
- Police Gender Desks,
- schools,
- universities,

- CSOs,
- judicial actors, and
- development partners improved coordination, strengthened referral systems, increased policy alignment, and enhanced sustainability of programme outcomes.

Disability Inclusion as a Cross-Cutting Institutional Practice

Ensuring girls and women with disabilities are included across justice, SRHR, leadership, and economic empowerment interventions improved programme equity, strengthened accountability, and positioned WiLDAF as a stronger advocate for inclusive feminist programming.

Feminist Movement Building and Youth Leadership

Mentorship circles, feminist convenings, youth leadership programmes, safe school initiatives, and peer support networks strengthened women's and young people's capacity to organize, advocate, challenge patriarchal systems, and lead change within their communities. Collective voice remains transformative power.

Digital Systems and Evidence-Based Programming

ERP integration, MEL strengthening, data dashboards, and ICT-enabled documentation improved service quality, organizational learning, donor confidence, and institutional credibility.

Evidence strengthens advocacy—and strengthens institutions.

5.4 Strategic Outlook

The experiences of 2025 reaffirmed that advancing gender justice requires strong institutions, adaptive leadership, resilient financing, feminist organizing, and sustained community-rooted change efforts. WiLDAF's journey during the reporting period demonstrates that even within constrained environments, transformative impact remains possible when institutions remain values-driven, accountable, innovative, and deeply connected to the communities they serve.



Looking ahead, WiLDAF will continue to:

- deepen institutional resilience,
- strengthen strategic partnerships,
- expand inclusive and disability-responsive programming,
- scale effective community-owned models,
- invest in digital transformation and evidence systems, and
- strengthen feminist leadership and movement building across Tanzania.

“The lessons of 2025 confirm that transformative change is sustained when feminist vision is matched by strong institutions, collective action, and unwavering commitment to justice, dignity, and equality.”