



WILDAF
TANZANIA

Women in Law & Development in Africa

ORGANIZATIONAL PROFILE



www.wildaftanzania.or.tz



ABOUT WILDAF

Women in Law and Development in Africa (WILDAF) is a Pan African women's rights network that uses law as a tool to transform the lives of women and girls in order to increase women's participation and influence at the community, national, regional and international levels. In Tanzania, WILDAF operates in Tanzania Mainland and Zanzibar Island. Established in 1997, **WILDAF's** vision is: "A just society that embraces gender equality and women's rights". **WILDAF** is dedicated to achieving gender equality and thus works with the government, agencies, CSO's in particular women's rights organizations institutions and movements, grassroots activists, and local communities to achieve change.

WILDAF supports the gender justice movements to become driving forces in oppression. We work closely with policy makers and women's rights organizations to influence gender policies and practices. We facilitate dialogues on key issues and mobilizes gender equality movements to support collective actions with feminist causes. Together with our networks and coalitions, we implement projects in the communities to change the narratives, we support women's rights movements by providing platforms and advocacy platforms, we influence policy changes and make sure that women's rights are promoted and protected. So far, **WILDAF** has strengthened laws and policies to promote gender equality and women empowerment. What has been groundbreaking has been the recent provision in the election act that prohibits violence against women in elections which is **WILDAF's** brainchild.



WiLDAF also works on the capacity building and facilitating of space for women political voices at local and national levels. Through local solutions, strengthening leadership and building movements, **WiLDAF** ensures women and girls are able to drive change in their communities. In addition, **WiLDAF** conducts campaigns and engages in local activism to build community support and advocate for the government to adopt policies that would reinforce social change. Through our programs, WiLDAF has reached over million individuals including health care professionals, members of police, government officials, political parties. So far, **WiLDAF** has worked with more than 200 grass-roots organisations in Tanzania to support and advance the life choices and well-being of women and their families.

Our Vision & Mission

Vision: A just society that embraces gender equality and women's rights

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





OUR AREAS OF WORK:

(i) Access to Justice for Women, Girls, and Other Marginalized Citizens;

For more than 25 years, WilDAF has been a driving force in breaking barriers that deny women, girls, and other marginalized groups equal access to justice. We prioritize the rights of survivors of violence, ensuring they not only access legal aid and referral services, but also receive holistic support across health, legal, and social welfare systems. Our feminist approach places survivors' dignity, safety, and agency at the center, while holding perpetrators accountable and challenging impunity.

WilDAF also invests in strengthening justice systems to make them gender-responsive. We train and equip paralegals, magistrates, police, and prosecutors to deliver survivor-centered services and transform institutions that have historically excluded women and girls.

Our track record speaks for itself: from influencing the enactment of the Legal Aid Act, to successfully advocating for reforms in HIV/AIDS regulations that lowered the age of consent for testing among adolescents, and pushing for the revision of Police Form Number 3 to recognize sexual offenses. Most recently, WilDAF has been at the forefront of advancing gender-responsive reforms in political parties and electoral laws, including the National Election Act, which now recognizes violence against women in elections as an electoral offence as well as influence reforms in the Political Parties Act (Gender Policy in Gender Desks) to ensure women and young women are meaningful participate in leadership and decision making organs . These milestones are expanding civic and political spaces for women and girls, and securing their right to participate in democracy free from violence and discrimination.

(ii) End All Forms of Violence Against Women and Children;

WiLDAF has been a key ally in Tanzania's fight to eliminate violence against women and children, driving both national reforms and community-led solutions. At the policy level, WiLDAF played a leading role in **shaping and implementing the National Plan of Action to End Violence Against Women and Children**, ensuring that government strategies are gender-responsive and accountable.

At the local level, we build and strengthen structures that prevent and respond to violence. In 2023 alone, **WiLDAF empowered 23 Women and Children Protection Committees with more than 567 individuals** to effectively fulfill their mandate of safeguarding survivors and protecting communities. We also support the development of community by-laws that reinforce local protections for women and children and create a culture of accountability.

Our feminist approach is rooted in transformation, not charity. At the community level, WiLDAF works with men and boys, as well as traditional and influential leaders, to shift harmful norms, dismantle patriarchal practices, and foster new models of equality. In schools, our **Shule Salama** (Safe Schools) Clubs are creating safe and inclusive learning environments where girls and boys can thrive free from violence, fear, or discrimination.

Our **16 Days of Activism Campaign Against Gender Based Violence** reaches more than **40,000** individuals in the span of 16 Days while media and social media campaigns impact more than **15,000,000** online citizens. We also coordinate the Anti-GBV MKUKI Coalition, a vibrant network of over 200 members nationwide, united in addressing all forms of Violence Against Women and Children in Tanzania. Through this coalition, we amplify collective advocacy, strengthen community mobilization, and drive systemic change to prevent and respond to gender-based violence.

Our 16 Days of Activism Campaign Against Gender Based Violence reaches more than 40,000 individuals in the span of 16 Days while media and social media campaigns impact more than 15,000,000 online citizens.

(iii) Women Leadership and Strengthening Feminist Movements;

Increasing women's leadership is not only central to gender equality, it is also a proven driver of social transformation and sustainable development. WiLDAF works with communities to challenge patriarchal mindsets that limit women's roles, while equipping women themselves with the skills, confidence, and knowledge to claim and exercise leadership in all spheres of life.

At the institutional level, WiLDAF engages government, political parties, and decision-making bodies to build enabling environments for women's meaningful participation. In 2022, WiLDAF supported eight political parties to develop and adopt gender policies, laying a strong foundation for women's active participation and leadership within political spaces.

With over 25 years of movement building, WiLDAF has cultivated robust networks that foster collective power through learning, solidarity, and mentorship. A flagship example is the CSOs Women Directors Forum, which through a transformative mentorship program has strengthened the feminist leadership of more than 100 women leaders across civil society.

This initiative is not only reshaping individual leadership trajectories but also transforming organizations to be more feminist, inclusive, and effective in advancing gender justice and social change.



(iv) Bodily autonomy and sexual and reproductive health and rights (SRHR);

Every woman and girl has the fundamental right to make decisions about her body, fertility, and sexuality. Yet in Tanzania, too many are denied access to essential sexual and reproductive health services and information leaving them vulnerable to unwanted pregnancies, unsafe abortions, and sexually transmitted infections. For women and girls with disabilities, these challenges are compounded by systemic barriers to accessible healthcare, assistive devices, and medicines further entrenching inequality and exclusion.

WiLDAF confronts these injustices by advancing bodily autonomy and reproductive justice as non-negotiable rights. Our work includes intensive knowledge sharing and awareness raising at community level, strengthening the capacity of service providers, and engaging women and girls to know and claim their rights. At the policy level, we advocate for laws, policies, and budgets that guarantee inclusive and equitable access to SRHR services ensuring that no woman or girl, regardless of ability or circumstance, is left behind.

(v) Women's Economic Justice and Rights;

WiLDAF is closing the economic gender gap by empowering women to build sustainable livelihoods, generate income, and create businesses that not only provide jobs but also stimulate local economies. We work with women and women's groups to implement income generating programs, develop market linkages, and strengthen their financial decision making and recognition within households and communities.

For out-of-school young women and adolescent girls, WiLDAF provides vocational training, mentorship, and seed funding, equipping them with the skills and resources to build financial resilience, pursue entrepreneurial opportunities, and reduce vulnerability to economic exploitation and violence. Through these initiatives, WiLDAF fosters economic independence as a key driver of women's empowerment, agency, and social transformation.





(vi) Partnership and Institutional Strengthening.

WiLDAF's programming is anchored in a philosophy of partnership, complementarity, and collective action, working closely with like-minded civil society organizations, the Government of Tanzania, and regional and international bodies. We create and support platforms for collaboration, learning, and advancing shared agendas, recognizing that systemic change is achieved through solidarity and coordinated action.

To this end, WiLDAF has established and nurtured several influential coalitions and movements, including:

- **GBV MKUKI Coalition**, a network of over **200** organizations working to prevent and respond to gender-based violence.
- **KIKUHAMI Taskforce**, a network of more than **20** organizations advancing inheritance rights for women and girls.
- **CSOs Women Directors Forum**, a network of over **100** women leaders across civil society dedicated to building a stronger, sustainable feminist movement in Tanzania.

Beyond these, WiLDAF actively participates in coalitions and networks at the national, regional, and global levels, amplifying advocacy efforts and fostering knowledge exchange. As a network organization, WiLDAF invests in institutional strengthening at two levels: enhancing its own capacity and supporting the growth of network members. We lead capacity building initiatives across coalitions, focusing on gender transformative programming, effective governance, and organizational sustainability. By strengthening these networks, WiLDAF is cultivating a powerful, resilient feminist movement capable of driving systemic change and improving the lives of women and girls across Tanzania and beyond.

As a law and development organization valuing women empowerment, we value and seek inspiration from the following tenets:



Accountability

We believe in accountability as essential to ensuring equal access for everyone, free from discrimination based on gender, race, or religion, especially for marginalized groups such as women and girls. We hold our government accountable to ensure women's rights are promoted and protected, we as an organization are accountable to our beneficiaries and therefore we are working hand in hand with our partners and communities to push the women agenda forward. Through being transparent and responsible, we uphold our commitment to fairness and build trust in our efforts to create an equitable environment where women and girls have access to all resources.



Inclusivity

We cherish inclusivity as a core value, striving to create an environment where everyone has equal access and opportunities, free from discrimination and thrive through embracing diverse perspectives and ensuring all voices are heard, we build a supportive and equitable community where everyone is allowed to thrive.

OUR CORE : VALUES



Solidarity

We believe in solidarity as a key principle, standing together to support and uplift one another. By fostering a united and compassionate community, we ensure that everyone's struggles and successes are shared, driving collective progress and enabling empowerment to be nurtured, creating an environment where women and girls can thrive.



Dignity

We uphold dignity as a fundamental value, ensuring that everyone is treated with respect and worth. As we maintain this principle in all our interactions, we create a community where every individual feels valued and empowered to reach their full potential.



Volunteerism

We value volunteerism as a driving force for positive change, recognizing the powerful impact of dedicated individuals giving their time and skills and it stands firm from the institutional level within the organization. By embracing and encouraging volunteer efforts, we strengthen our community and advance our mission through collective commitment and action.

OUR TARGET GROUPS

Our work is rooted in advancing gender justice and dismantling barriers that perpetuate inequality. We prioritize women, young women, youth, and people with disabilities in all their diversities, recognizing the intersecting challenges they face in relation to gender-based violence, access to justice, and systemic discrimination. We are committed to centering the voices and leadership of those most affected, amplifying women's rights, and driving structural change to end violence and oppression. Our efforts focus on empowering marginalized communities, addressing the root causes of inequality, and ensuring that every woman and girl especially those in vulnerable contexts such as poverty can claim their rights, access justice, and thrive in equitable and inclusive societies.



OUR APPROACHES



Driven by strong determination, a clear vision, and deep empathy, we are using transformative change to promote gender equality and women empowerment. We end violence against women through intervention, education, and advocacy. We challenge abusive systems, raise awareness, and push for transformative change. Our efforts are aimed at dismantling barriers, supporting survivors, and creating a safe, equitable environment where every woman can thrive and reach her full potential. We focus on practical approaches that lead to real, positive change and help people achieve their goals. Here, we open more on how we reach these goals:

APPROACH 1: CAPACITY BUILDING

WiLDAF transforms communities by building the capacity of individuals and institutions to defend women's rights and advance gender equality. We train policymakers to mainstream gender and champion women's rights, while fostering a broad network of gender justice champions—from grassroots organizers to members of parliament—who embody our vision. We equip paralegals with expert legal training to deliver critical legal aid. Our dynamic 'Training of Trainers' programs on gender-based violence (GBV) and women's rights advocacy strengthen both personal leadership and institutional accountability. Through targeted training and mentorship, we amplify women's voices, nurture feminist leadership, and drive economic and social empowerment.

APPROACH 2: NETWORKING, COALITION AND MOVEMENT BUILDING

Networking and movement building are central to WiLDAF's feminist approach to advancing women's rights and gender justice. We believe that collective power drives lasting change. Through vibrant networks and coalitions, we create spaces to exchange knowledge, spark policy dialogue, and mobilize communities around dismantling gender inequalities. By investing in solidarity and collective organizing, we strengthen the voices of women and gender justice activists, enhance peer learning, and amplify advocacy for transformative reforms. As a networking organization, WiLDAF leads and contributes to powerful coalitions including the GBV MKUKI Coalition, CSO Women Directors Forum, and KIKUHAMI that embody feminist solidarity, challenge oppressive systems, and build momentum for gender equality and women's empowerment. Our collaborative, movement-centered approach ensures that advocacy is not only inclusive but also transformative, shifting power towards women in all their diversities.





APPROACH 3: COMMUNICATION AND ADVOCACY FOR LEGAL RIGHTS FOR WOMEN

WiLDAF, in collaboration with our network members and government partners, works relentlessly to review, enact, and transform laws and policies so they are gender-sensitive, inclusive, and uphold women's rights. We have successfully contributed to significant legal reforms in Tanzania, including:

- **Enactment of the Legal Aid Act No. 1 of 2017**, which expanded people's access to free legal services.
- **Revisions to the Political Parties Act (CAP 258, R.E. 2019)** and the National Elections Act (CAP 343, Revised 2015) to strengthen women's political participation and protect their rights in electoral processes.
- **Advocacy that shaped the reviews of the Law of Marriage Act (1971)** and the Customary Laws of Inheritance (1963) toward removing discriminatory provisions, such as allowing girls under 18 to marry, and ensuring women, widows, and girls have equal inheritance rights.
- **Ratification of international/regional instruments like ILO Convention No. 190 (2019)** on violence and harassment in the world of work.
- **Development and operationalization of gender desks** in higher and middle learning institutions, giving women and girls safe, accessible spaces to report gender-based violence.

Beyond reforming laws, we use strategic communication through public hearings, policy submissions, media engagement to challenge harmful norms, shift public attitudes, and ensure that the implementation of these laws is monitored and enforced. These reforms not only protect legal rights but also catalyze social change, turning law into lived justice for women and girls across Tanzania.



APPROACH 4: EMERGENCY RESPONSE:

In the struggle against Gender-Based Violence (GBV), timely and survivor-centered responses are essential to safeguarding women’s and children’s rights. WiLDAF leads with a feminist, rights based approach to both prevention and emergency response, with a strong focus on ending Violence Against Women and Children (VAWC). Our Emergency Response (ER) mechanism ensures that survivors receive immediate protection and holistic care when their rights are violated. In partnership with government agencies, community structures, and our network members, we provide a comprehensive package of services including legal aid, psychosocial and emotional support, medical assistance, safe shelter, and referral pathways tailored to survivors’ needs. Beyond immediate support, we use each case as a call to action, advocating for systemic reforms that strengthen accountability, dismantle harmful norms, and create safer, more equitable communities.

APPROACH 5: AWARENESS CREATION ON GENDER BASED VIOLENCE

WiLDAF is committed to transforming communities by raising awareness of women's rights through dynamic sensitization and advocacy campaigns. By equipping people with critical knowledge and tools, we inspire collective action to defend women's human rights and demand accountability. Our work goes beyond awareness we challenge patriarchal norms, confront harmful practices, and cultivate a culture of zero tolerance for gender-based violence (GBV).

Central to this approach is engaging men and boys as allies and change-makers. We foster inclusive dialogues that encourage men to critically reflect on power dynamics, reject harmful masculinities, and actively support gender equality. Through community dialogues, media campaigns, and grassroots mobilization, we promote healthy, non-violent relationships and advance a vision of justice where women and men share power, opportunities, and dignity.





LET'S WORK TOGETHER

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