

TANZANIA WOMEN LAWYERS ASSOCIATION

Annual Report 2014



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LIST OF ABBREVIATIONS

TAWLA	Tanzania Women Lawyers Association
GFC	Gender Forum Coalition on the Constitution
CSO's	Civil Society Organizations
TOT's	Trainer of Trainers
PCCB	Prevention and Combating of Corruption Bureau
CHRAGG	Commission of Human Rights and Good Governance
TANESCO	Tanzania Electricity Supply Company
TV	Television
SRHR	Sexual Reproductive Health Rights
HIV	Human Immunodeficiency Virus
CRC	Constitutional Review Commission
UWT	Umoja wa Wanawake Tanzania
TAMWA	Tanzania Media Women Association
LHRC	Legal and Human Rights Center
WLAC	Women Legal Aid Center
RAW	Rights Action Watch
TLS	Tanzania Law Society
TAGA	Tanzania Gender Accountability
TAYOA	Tanzania Youth Alliance
CWT	Chama Cha Walimu Tanzania
WILDAF	Women in Law and Development in Africa
CWCA	Center for Widows and Children Assistance

GLTF	Gender Land Task Force
UCC	University of Dar es Salaam Computing Center
SIDA	Swedish International Development Agency
LGA	Local Government Authority.
PMORALG	Prime Minister's Office, Regional Administration & Local Government
AGOTA	Association of Gynecologists and Obstetrician Tanzania
UMATI	Chama cha Uzazi na Malezi Bora Tanzania
MEWATA	Medical Women Association of Tanzania
TAMA	Tanzania Association of Mid Wives
WPC	Women Promotion Center

FOREWORD



On behalf of the Executive Council and on my own behalf I am delighted to be able to fulfill our tenure in office, and we are sharing with you the report of TAWLA's activities for the year 2014 together with the upshot of financial statement for the period.

But before I do that, let me take this opportunity to steal a glance to our 25th anniversary commemoration, even though it is not within the reporting period. These are exciting times and it repels natural instincts to be quiet about it. With that note, I would like to warmly congratulate TAWLA members for this great achievement. Fact is, we have existed, unfailingly, for the past 25 years. That by no small measure and on its own right is delightful. Not saying, that we shall be raking stick of where we are, have and dream to be during this time. So while at it, let's indulge and celebrate a little. And all of us, in our active and not so active times, have taken our positions to make our association what it is today. Ahsante na Hongera sana.

In 2014 we managed to reach 3575 women through TAWLA legal aid clinics, facilitated community conversation where 10,582 people were reached. We also managed to educate the community at large through various radio and television programs.

The organization was able to implement successfully the restructuring process where a new team of staff with different discipline serve at TAWLA secretariat. This process was a result of a professionally informed and decided process, to achieve more efficiency, productivity and synergy.

Back in December 2010, Tanzania embarked in a very important process of Constitutional review. TAWLA joined the process wholly, with the objective of making women's voices heard and advocating for the mainstreaming

gender in the new Constitution. Therefore in partnership with Gender Forum for the Constitution we submitted recommendations to the Constitution Review Commission in May, 2013. We are proud to report that most of the recommendations were taken on board and were included in the second draft of the Constitution. And on further concerted effort, in the current Proposed Constitution (KI).

In 2015 it is our hope that review of our own TAWLA Constitution shall be finalized. This is particularly important as it is supposed to facilitate continuous focus on TAWLA six key strategic areas that are closely related to gender, good governance and accountability. These include providing legal aid services to vulnerable women; promoting land rights for women; raising awareness on child labour issues and the treatment of juvenile detainees; campaigning for good governance; undertaking research and advocacy for policy and legislative reforms and finally, strengthening the capacity and sustainability of TAWLA.

I would like to take this opportunity to thank all esteemed TAWLA members. To you, the ever committed ones - it's your absolute zeal, the feeling that we need to make a difference in uplifting our society in ways that we can; by volunteering time, ideas, creativity, and service every time you are being called upon. From serving in different capacities in committees specifically created, to making a difference within your specialized positions, to serving in the field, to attending in courts; and taking part in different specialized research and training, as trainers and trainees. It is the fact that you believe in this cause that is what is holding it all together, and we say YES WE CAN... To the secretariat, for all your commitment to ensure that we get to the next level of accomplishment, no hard work shall pass unrewarded, it's now proven. To our development partners, for your endless support and unfazed interests in ensuring we peddle ahead and realize our vision. And lastly but not least, to the members of council whom have never failed to amaze me for your insightful leadership and commitment for our cause. All of you have contributed immensely to these achievements that we can all be proud of. Ahsante sana. Let's keep on the fire burning, and conquer further ahead.

AISHA ZUMO BADE

CHAIRPERSON

A WARD FROM THE EXECUTIVE DIRECTOR - GREATER CAPACITY TO MEET BIGGER CHALLENGES



Over the past 25 years, TAWLA has been at the forefront of championing for the rights of women and children. This has been our forte, which we take pride in. To date; TAWLA has kept the best interests of women and children at heart.

Our association has been able to advocate for the rights of women and children, through the provision of legal aid services and has a track record of success in provision of legal aid through our legal aid clinics, pro bono scheme, toll free services and self representation feedback. A total of 3575 women have benefited from our legal aid services and it is evident that our services have benefited the community at large.

Undoubtedly, it is through the support of others that TAWLA has been able to realize most of the activities set out in TAWLA action plan for 2014. For this reason, I take this opportunity to thank TAWLA members at large, Executive Council and the secretariat. My heartfelt gratitude extends to them all.

Moreover, TAWLA would not have realized its goals without the support of development partners who have continuously funded TAWLA activities. I extend my special thanks to Sida, LSF, WE EFFECT, UNAIDS, DANIDA through TAMWA, CIDA, DIAKONIA, UN WOMEN, FK,ICRW, ILC, Women Fund Tanzania, Australian Aid, Marie Stopes and our two anonymous donors for their generous support.

Further, I would like to recognize the concerted efforts of all the like-minded organizations that have worked with TAWLA to ensure that the rights of women and children are realized.

Indeed, 2014 was a year full of challenges, however we managed to work through a restructuring process and we believe that now we are strong enough to face 2015 issues with all our experienced staff members. I urge the TAWLA family to move on with the same spirit, passion, commitment and hard work.

TIKE MWAMBIPILE

EXECUTIVE DIRECTOR

1.0 BACKGROUND

TAWLA is an NGO that was founded in 1989 and officially registered in 1990. The founding members comprised of a group of professional women lawyers who felt a need for an organization that could promote an environment guaranteeing equal rights and access to justice by all, through focusing on vulnerable and marginalized groups, especially women and children. The TAWLA members also recognized the need for women lawyers to foster mutual support for each other in professional advancement and social responsibility.

Currently, TAWLA has over 500 members, who include women lawyers from diverse backgrounds such as state attorneys, judges, magistrates, corporate executives, lecturers and legal advisors in both the public and the private practitioners

TAWLA has its headquarters in Dar es Salaam, at Ilala Sharif Shamba Bungoni, Plot 31 and branch offices at Arusha, Tanga and Dodoma. TAWLA is also planning to establish a new branch office in Mwanza, in 2015.

As a way of expanding its outreach activities, TAWLA also networks with legal aid centers and paralegals to enable poor women and children access legal aid services in regions where TAWLA does not have branch offices.

1.1. Mission Statement

TAWLA is an NGO committed to the professional advancement of its members and the promotion of women and children's rights and good governance.

1.2 Vision Statement

TAWLA envisage a society that respects and upholds human rights.

TAWLA's present activities include:

1. Providing legal aid services to vulnerable women and children, in all TAWLA regional legal clinics also through the use of trained paralegals
2. Undertaking policy research and advocacy for legal reform, and campaign for women and children on issues of equality and human rights,



3. Educating the public by raising awareness on gender and legal rights issues through the media, workshops, publications, community dialogues
4. Campaign and increase awareness on good governance and accountability; gender equity; gender based violence; juvenile detainees and sexual reproductive health and rights
5. Supporting the professional development of women lawyers in Tanzania through capacity building sessions and involvement in TAWLA activities

2. THE CONTEXT

To undertake our mission the organization has been implementing a five Year Strategic Plan (2010-2014). The document sets out the programme and institutional design and operational framework. The strategy builds on the organization's experience in promoting access to justice for women and children in Tanzania.

2.1 How TAWLA Made Progress towards Achieving its Goals

To achieve goals and ensure deliverables, TAWLA focused on the following areas;

- a) **Provision of legal aid services to indigent women:** TAWLA continued to provide free and quality legal aid services to indigent women and children in Tanga, Dar es Salaam, Arusha and Dodoma. Advocates, volunteer legal officers and members were engaged in the provision of legal aid by providing legal counseling, court representation and conducted Train of Trainer's (TOTs) to paralegals on different laws and policies. Communities were also trained and empowered through the work of paralegals who worked at the grassroots levels. Moreover, regular self-representation trainings were conducted to clients who had cases in courts.
- b) **Women land rights:** TAWLA established and continued to strengthen good working relations with both formal and informal institutions dealing with land rights. These institutions include the Village Council, Village Land

Council; Ward Tribunals just to mention a few, to ensure access to justice for women and children. Under the reporting period, TAWLA produced simplified versions of the laws and procedures related to land and disseminated to the public as part of its advocacy work through seminars, community radios and public events.

- c) **Good governance:** TAWLA has established structured long-term grass root interventions with the view of fostering strategic relations with good governance institutions such as the Commission for Human Rights and Good Governance (CHRAGG) and the Prevention and Combating of Corruption Bureau (PCCB). TAWLA works with the Local Government Authorities (LGAs) to promote good governance and accountability at the grass root level. To this end TAWLA held community conversations in different areas during village meetings with the communities.
- d) **Legislative research and advocacy:** under the reporting period, TAWLA undertook review of various laws and policies which discriminate against women. This led to the development of a report on the review of gender based violence related laws in Tanzania Mainland which is a paramount advocacy tool to urge the government to review various laws with a view to amend/repel as they are discriminative for instance the Local Customary (Declaration) Order of 1963 Cap. 358 [R. E.] 2002 and the Law of Marriage Act Cap. 29 [R. E.] 2002.

I. OVERALL RESULTS.

- a. For the period under review, a total of 3,575 women and children were able to access TAWLA legal Aid service in Tanga, Dodoma, Arusha and Dar es Salaam offices during the legal aid clinics. A total of 444 clients had access to legal aid services through paralegals services in Tanga, Dodoma, Arusha, Dar es Salaam and Katavi. Moreover 10,582 people including men (5,077) and women (5,505) were reached through awareness raising session on human rights, gender based violence and sexual reproductive health rights through community meetings, public events and religious gatherings.
- b. TAWLA launched a **Toll free line** service to expand access to legal aid services to more women in Tanzania. The purpose of the service includes; offering prompt legal advice, guidance on self-representation and lastly, take referrals to other organizations, paralegals or lawyers depending on the nature of the case. The toll

free lines are; **0800 751010 and 0800 110017**

- c. Paralegals were trained on Sexual and Reproductive Health Rights (SRHR) in Tanga, Dar es Salaam, Dodoma and Arusha. The trained paralegals continued to collaborate with health workers in advocating for SRHR in their respective communities. Further, paralegals shared case studies related to SRHR and also shared experiences and challenges they faced in their communities while raising awareness on sexual and reproductive health rights.
- d. Under the reporting period, TAWLA continued to work with community radios to raise awareness on good governance, accountability, gender equity and sexual and reproductive health rights. Recorded and live radio sessions were used in order to respond to questions asked by community members. A total of 72 sessions were aired for the year 2014. Radio Programs are ongoing in Tanga through Mwambao FM, in Arusha through Sunrise Radio and Dodoma through Mwangaza Radio. For the period under review, TAWLA sponsored and used live program titled; "Kumepambazuka na Sheria" aired every Tuesday from 08:30a.m to 09:00 a.m. through Radio one. As a result, TAWLA publicized its work and a number of cases were received from clients as a result of the radio programs. Further, TAWLA was invited to conduct legal literacy in various forums, For instance, TAWLA was invited by students association of Dodoma University to talk to students at the University on women rights and sexual and reproductive health rights also, was requested to facilitate on various workshops for example for widows at Ukonga Lutheran church.
- e. For the period under review, TAWLA produced a SRHR manual which will be used to train identified 16 teachers and 16 champions in identified 8 schools. These champions will be trained as trainers in order for them to establish clubs within their schools and conduct peer to peer information sharing during the club days. The champions will also be focal persons for TAWLA. Each school will establish a club of 30 students who will conduct peer to peer education within and outside their schools. The teachers trained will oversee the coordination of clubs within schools and inter- school information sharing. The identified schools are; Dar Es Salaam (Kibasila and Benjamin Mkapa) Dodoma (Mudemu secondary school in Bahi and Chilonwa Secondary in Chamwino),Tanga (Nguvumali and Toledo secondary schools in Tanga District) and Arusha (Muungano secondary School in Arumeru and Arusha Secondary School).

- f. In 2014 TAWLA successfully conducted a comprehensive restructuring process after engaging a consultant to that effect. The secretariat is now completely re-structured and adequately staffed with scheme of service and salary scalesⁱ
- g. For the period under review, TAWLA continued to advocate for comprehensive rights of women and children in the second draft Constitution which was submitted to the Constituent Assembly. In joint efforts with GFC, TAWLA consistently continued to advocate for inclusion of sexual reproductive health rights, good governance and property rights in the proposed Constitution. In addition to this TAWLA also worked with Gender Land Task Force members under the “Mama Ardhi” umbrella which is coordinated by TAWLA to ensure that women land rights are included in the proposed Constitution. As a result, most of the recommendations were taken on board and are included in the Proposed Constitution.
- h. We under took a review of gender discriminative laws which formed a basis for further interventions. This report articulates the extent to which the current legal frameworks address women and children’s rights as well as identify gaps for further advocacy for reforms.
- i. We have improved our branding and visibility. Through our website we have remarkably improved our branding and access to information to members and the community at large. Further, TAWLA expanded its visibility through use of social media. TAWLA is on Facebook as Tanzania Women Lawyers Association and our Twitter handle is @TawlaTZ. A total of 1512 people liked TAWLA Facebook page and 323 posted on our wallTAWLA.



TAWLA facebook page

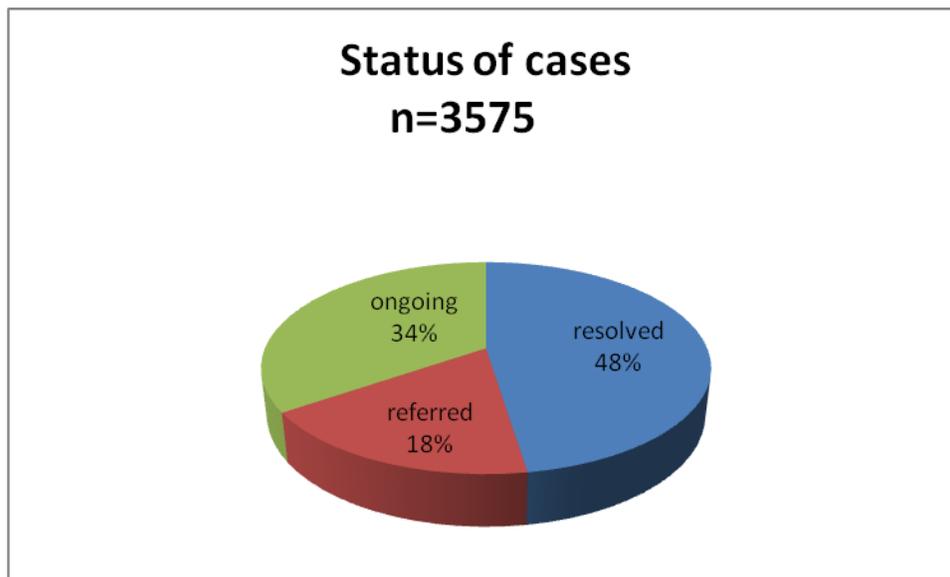
j. TAWLA strengthened Monitoring and Evaluation System (M and E) to accommodate a result based approach. With Support from the Embassy of Sweden and International Center Research for Women (ICRW) TAWLA was able to strengthen its monitoring and evaluation system. The established M & E system captured the information for all project indicators and was designed through a participatory approach with staff and paralegals. Further to this, the monitoring and evaluation implementation matrix was designed to reflect types of reports, frequency of reporting and the source of information required. Also excel data bases were created for legal Aid clients and for the main data for all activities for information storage and analysis.

4. LEGAL AID PROGRAMME

4.1 Introduction.

TAWLA provides legal aid services to indigent women and children through its offices based in Dar es Salaam, Dodoma, Arusha and Tanga regions. TAWLA staffs in the headquarters and branch offices attend to clients every Monday and Wednesday from 9.00 am to 5.00 pm. In the year 2014 a total number of **3575** clients received legal aid services. The nature of issues in the legal aid clinic include; matrimonial matters, inheritance/probate, land, civil and Gender Based Violence (GBV) s. In collaboration with TAWLA trained community paralegals, 450 clients were provided with legal aid services in 11 districts.

In provision of legal aid services, TAWLA offers counseling and reconciliation sessions for clients. Some of the clients are referred to social welfare officers and male clients are also referred to other legal aid providers. In certain instances we engage in litigation on behalf of our clients who cannot be coached to represent themselves.



Pie chart showing how cases are handled at the legal aid clinics

4.2 Self Representation Training

Our association has continued to ensure that clients are empowered in order to be able to prosecute their cases. This is done through self representation training for TAWLA legal aid clients. In the period under review 77 clients were trained from Dar, Dodoma, Arusha and Tanga. A post training evaluation from the previous year reveals that 90 % of the participants expressed that before the training they were not confident to represent themselves in court but after the training, they felt empowered and were able to represent themselves.

4.3 Paralegals services

We managed to coordinate 402 paralegals in eighteen districts of Tanzania, which include Bahi, Chamwino, Mpwapwa, Kongwa, Muheza, Tanga, Arusha, Arumeru, Monduli, Karatu, Longido, Longido, MpandaRural, MpandaUrban, Mvomero, Kisarawe, Ilala, Kindondoni and Temeke. These paralegals have proved effective in enhancing access to justice through provision of legal advice as well as legal and human rights education to people in their communities. In 2014 we conducted refresher training for 267 Paralegals in Chamwino, Mpwapwa, Kongwa, Arusha, Arumeru, Monduli, Karatu, Longido, Mpanda rural, Mpanda Urban. The training covered human rights issues, marriage, inheritance, will writing, Child rights, civil and criminal procedure. Paralegals are empowered to: improve access to justice, provide legal support to the most vulnerable (women and men alike) and openness around reporting injustices at the community.

In 2014, data received from paralegals revealed that; a total of 444 male and female accessed legal aid services through paralegals in Tanga, Dodoma, Arusha, Dar es Salaam and Katavi. The common issues included matrimonial 154, Land 97, Inheritance and probate 47, Child maintenance 57, civil matters 45 etc. Also 10582 people were reached through sensitization meetings.

4.4 Toll free services.

TAWLA launched Toll free lines **0800 751010** and **0800 110017** service to expand access to legal aid services to more women in Tanzania. The purpose of the service includes; offering prompt legal advice, give guidance on self representation and to undertake referrals to other organizations, paralegals or lawyers. The toll free service was launched in July 2014. TAWLA

receive clients from Dar es Salaam, Tabora, Kagera, Pwani, Mtwara, Morogoro and Mbeya. Most of their inquiries were on: matrimonial property, divorce, inheritance, land, child custody and maintenance. Most of the common actions undertaken by TAWLA legal officers were giving general advice, drafting documents and giving referral to other institutions like ward tribunals, police, and reconciliation/mediation board.

4.5 Pro bono scheme

TAWLA runs a pro bono scheme comprising of advocates who have undertaken to provide legal services to TAWLA clients on a pro bono basis. TAWLA referred ten (10) cases to pro bono advocates in Dar es Salaam, Mwanza, Singida and Mtwara. One criminal case from Mwanza was finalized successfully while another case in Singida was struck out on technical grounds. Five probate cases are ongoing (four in Dar es Salaam and one in Mtwara, one matrimonial case is ongoing in Dar es Salaam and in Kibaha, one Professional negligence case and one land case are still ongoing in court.

5. PUBLICITY AND ADVOCACY PROGRAMME

5.1 Media Advocacy

5.1.1 Radio Program

TAWLA has aired 72 radio programmes in the period under review. Of these, forty eight (48) were recorded while twenty four (24) were live programmes. The programmes were aired in Tanga through Mwambao Fm, in Arusha through Sunrise Radio, Dodoma through Mwangaza Radio and in Dar es Salaam through Radio one “kumepambazuka na sheria” every Tuesday.

5.1.2 TV Programs

TAWLA participated in different Television programs in a bid to foster efforts on promoting public legal literacy. The issue of sextortion and its impact to women rights was discussed by TAWLA and TAWJA through Tuambie program on TBC. TAWLA participated in the Malumbano ya Hoja program which discussed the patriarchy system and efforts being made to bring about a change in mindset regarding women rights; this was during the sixteen days of activism against gender based violence.

A documentary which shows the impact of paralegal activities was aired through TBC, ITV and Star Tv, which aimed to promote the work done by paralegals in the community and advocate for their recognition at the national level.

5.1.3 TV spots

For the period under review, TAWLA has continued to air two Tv spots. These spots are intended to raise awareness on reproductive health rights and good governance respectively. The spots are aired through ITV Kipima Joto program every Friday and through radio one kumepambazuka na sheria every Tuesday morning.

5.2 Research and Publications

The report on ‘Review of laws and policies on GBV in Tanzania mainland’ was launched during the sixteen days of activism against gender based violence. The report was disseminated through a press conference and other big events and forums.

During the year under review, TAWLA printed 1,000 copies of posters and 500 copies of Kiswahili manual on sexual and reproductive health rights and good governance. These publications aim to increase knowledge among

different stakeholders on issues that affect women in Tanzania.



The first lady Hon. Salma Kikwete viewing TAWLA's publications during Exhibition at Mnazi mmoja

5.3 Sexual and Reproductive Health Rights

5.3.1 Review of Gender Discriminative Laws

For the year 2014 TAWLA launched its report on review of Gender Discriminative laws and policies including the constitution, Law of marriage Act 1971, the Law of child Act 2009, penal code as amended by SOSPA 1998, Anti Trafficking Peoples Act, 2008, Land Act 1999, Village Land Act 1999, Employment and Labour Relations Act 2004, Women and Development and Gender Policy 2000, National Youth Development Policy 2007, Cultural Policy, 1997 and National Research and Development Policy 2010. This report articulates the extent which the current legal and institutional frameworks address women and children's rights issues and identify gaps for further advocacy for reforms.



TAWLA chairperson Aisha Zumo Bade launching a review of laws and policies related to gender based violence report at TAWLA house.

5.3.2 Round table discussion with policy makers

TAWLA conducted an advocacy meeting with 50 policy makers to share a policy brief on SRHR in Tanzania in order to empower them on issues of good governance, Gender and SRHR. A policy brief was shared and a report of the analysis of the laws related to SRHR was shared. The participants discussed the issue of budget allocation to SRHR.



Ms. Bernadetha Mkandya facilitating an advocacy session with policy maker in Dodoma

5.3.3 TAWLA Staff Training on SRHR

TAWLA conducted training to all staff in order to improve their knowledge on sexual and reproductive health rights. Staff were trained on policies, laws and international conventions which are related to SRHR. In addition, staff received training on legal framework on HIV & AIDS and gender based violence. The main objective of the training was to enable staff to understand and appreciate SRHR and then raise awareness in communities. TAWLA staff engaged with paralegals, health workers, local government officials and even TAWLA members on SRHR.

5.3.4 Refresher Training for Health Workers

In the period under review, TAWLA conducted refresher training to 90 health workers in Arusha, Dodoma and Tanga. The training focused on human rights and SRHR issues as a follow up on the training conducted in the previous year. Health workers collaborated with TAWLA and Paralegals in raising awareness in the communities. The trained health workers were used to train community members during community conversations.

5.3.5 Refresher training for Paralegals on SRHR

Refresher training for 61 paralegal was conducted in Dar Es Salaam, Dodoma, Tanga and Arusha. Paralegals were trained to raise awareness on SRHR and provide better services to vulnerable women in their communities.

5.4 Training of Local Government leaders on good governance and accountability.

In 2014 TAWLA trained a total of one hundred (100) leaders in Dar es Salaam, Tanga, Arusha and Dodoma. The training influenced leaders to respect and adhere to the principles of good governance such as participation of people in development activities, conduct meetings with community members as required, improving transparency in public resources management, enhancing provision of public services, and allowing for greater participation and engagement in decision making and development at the community level. The training also influenced individual attitudes towards good governance



5.5 Community Conversations

In collaboration with district health workers, community health workers and paralegals, TAWLA conducted community conversations in Dodoma Region to raise awareness of community members on SRHR. The community conversations are intended to equip the communities with knowledge on SRHR as Human Rights, policies, laws, guidelines and facts about various issues including family planning and use of contraceptives, harmful practices and antenatal care.



Community conversations session and engagement of sanaa groups to pass human rights messages to the community members.

6. TAWLA INITIATIVES IN THE CONSTITUTIONAL REVIEW PROCESS

The Gender Forum for the Constitution (GFC), which is coordinated by TAWLA, is a forum of civil society organizations working in the area of advocating for inclusion of gender and women rights in the constitution review process. The Gender Forum envisions a new constitution that effectively and articulately addresses gender, women and youth issues. The GFC member organizations are; Women and Law in East Africa (Tanzania) – (WLEA- T), Rights Action Watch (RAW), Tanzania Gender Accountability (TAGA) and Women Creative Solutions Association.

The GFC has been actively involved in the constitutional review process through civic education training and research on gender and constitutional. Under the reporting period, TAWLA conducted seminars with Members of the Constituent Assembly and stakeholders to enhance their capacity to advocate for inclusion of gender issues within the proposed Constitution. TAWLA printed and disseminated GFC recommendations on the second draft constitution with regards to marriage, probate, inheritance, citizenship, sexual and reproductive rights and 50% women representation.

It should be noted that TAWLA under gender forum prepared a Position paper in 2013 proposing 10 thematic areas for advocacy and incorporation of a gender perspective in the proposed Constitution. Following the Constituent assembly passing the 2nd draft of the Constitution as the proposed Constitution, TAWLA engaged an external consultant to conduct a analysis called '**Gender Analysis of Proposed Constitution of United Republic of Tanzania**' which assessed how the 10 thematic areas of the Position paper had been incorporated in the proposed Constitution. This analysis reported that 75% of the thematic areas proposed had been incorporated and were gender gains in the proposed Constitution. The 10 thematic areas were as follows;

- I. Women's access to land and property rights in the context of inheritance – included under Art 7 (2)(d), art 37 (1)
- II. Supremacy of the Constitution, Equality and non discrimination – included
- III. Comprehensive protection of rights of women and children to ensure their dignity – included
- IV. Women representation in decision-making bodies – included under Art 113(3)
- V. Good governance and accountability **missing in the Constitution

- VI. Integration of equity and equality principles throughout the constitution – included
- VII. Marriage, Family and Social Welfare – included under Art 10(3) b (iv), Art. 43(1) (g), Art. 47(1)(g)
- VIII. Institutional Framework for promotion, protection and monitoring of gender based rights - included in a way
- IX. Consumer rights included
- X. Constitution making process enhancement**

The analysis was also used as advocacy tool that was shared with the members of the constituency assembly during the constituency assembly sessions in Dodoma. We are proud to say that most of our recommendations were taken on board and were included in the second draft Constitution which is now agreed on by the Constituent Assembly and awaiting the referendum in April, 2015.

To top it up in recognition of TAWLA effort in the constitutional review processes the president His Excellence Dr. Jakaya M. Kikwete appointed TAWLA member Magdalena Rwebangira to sit in the constituency assembly as a member. Mrs Rwebangira is an active TAWLA member and also was the chairperson of Gender forum on the constitution.

In addition to above TAWLA also worked with Gender Land Task Force members under the “Mama Ardhi” umbrella to ensure that women land rights are included in the draft constitution in the effective wording. The Mama Ardhi Alliance – is a new coalition that consists of five organizations: the Tanzania Women Lawyers Association (TAWLA) (coordinating organization), Women Legal Aid Centre (WLAC), Envirocare, Pastoral Women Council (PWC) and Ujamaa Community Resource Team (UCRT) – formed to ensure that more is done towards women’s equitable access and ownership of customary land and property in the country. An indispensable first step was to make sure these rights are enshrined in the new Constitution. The coalition members noted that there was no language in the second Draft Constitution specifically guaranteeing women the same rights as men in relation to land and property rights. It was because of that therefore, the coalition urged the Constituent Assembly to add specific language to Article on property rights, guaranteeing women’s equal right to own and inherit property. The recommendations were taken on board and article 47(1) read *every one including men and women has a right to own properly and keep it as per the laws of the country.*

7. LAND RIGHTS PROGRAM

7.1 Training of paralegals and local government leaders on Land laws

TAWLA conducted training on land laws and protection of women, dispute settlement mechanisms, marriage law and inheritance laws. The aim was to strengthen the knowledge of paralegals to address the issues and empower the leaders to respond positively to women land rights and gender equality. This training was conducted in Ilemela and Magu districts in Mwanza region.

7.2 Research on Gender equitable and participatory decision making on Land investments

TAWLA in partnership with World Resource Institute is implementing a project on Promoting Gender-Equitable and Participatory Community Decision-Making Processes on Land Investments. In 2014 TAWLA collaborated with LEAT in a research to identify gaps between the available legal frameworks and the practice. Two members attended an inception meeting in Philippines to meet other partners and share preliminary findings of the research. The research paper was selected for presentation at the Annual World Bank land and property Conference, Washington held in March 2015

7.3 Building the capacity of Institutions on Land rights

TAWLA facilitated workshops for local government leaders in Bahi district to increase women access to land rights. This aims to strengthen the capacity of local government leaders in insuring vulnerable women access their land rights, and influence formal and informal institutions to be more responsive to women land rights

8. STRENGTHENING THE CAPACITY AND SUSTAINABILITY OF THE ORGANIZATION

8.1 Executive Council and Committees Meetings

Executive Council is comprised of seven members who serve for a term of two years. The composition of the Executive Council for the period under review includes: Chairperson (Aisha Zumo Bade), Vice chairperson (margaret Rigo), honorary treasurer (Asina A. Omari), honorary secretary(Athanasia Soka), and members including Annmaria Mavunjina, Benardetha Mkandya and Sarah Mhamilawa. The Council meet on quarterly basis for ordinary meetings but may hold any extra ordinary meeting where there is an emergency issue to resolve.

During the reporting period, the executive council made a big milestone by implementing the recommendation of the HR consultant regarding TAWLA restructuring. TAWLA has been able to recruit new staff. We are convinced that the association will be able to deliver better.

8.2 New Strategic Plan 2015/2016 – 2019/2020

TAWLA has developed a new strategy which highlights priorities and key result areas for the next five years. The new strategy has four objectives which are; Create sustainable access to justice for vulnerable women and children, Advocate on laws and policies hindering gender equality, build the capacity of TAWLA for sustainable service delivery to clients and Professional advancement of TAWLA members.

8.3 Monitoring & Evaluation Plan (M & E)

Monitoring is done into two levels including programme and financial Aspect.

8.3.1 Programme aspect.

Strengthened Monitoring and Evaluation System to accommodate result based approach. With Support from the Embassy of Sweden and International center for Research on women (ICRW) TAWLA strengthened its monitoring and evaluation system to incorporate all projects basing on its strategic plan. The new M&E system captures the information for all projects

indicators. The monitoring and evaluation implementation matrix was designed to show types of reports, frequency of reporting and the source of information etc. Also excel data base were created for legal Aid clients and the main data for all activities for information storage and analysis. The M&E system was designed through participatory approach with staff and paralegals.

Our organization also has introduced Monitoring and Evaluation tools that have enabled staff analyze the delivery and execution of various programmes in different departments. We have a centralized system for all branch offices at the head office. This has enabled TAWLA as an organization to evaluate services delivered to clients and work on areas which needs improvement.

8.3.2 Financial Aspect:

On quarterly basis financial aspects of the project was also monitored and shared with Executive council. Also an external auditor has been engaged to evaluate the financial aspect of the programs for TAWLA financial year 2014.

8.4 ADMINISTRATION

8.4.1 Recruitment.

TAWLA has undergone a restructuring process and developed a new effective organizational structure. This organizational structure is now operational with new staff recruited in order to meet the objectives of the organization. TAWLA is proud of having skilled core staff in different areas of competencies. This include legal and human rights, SRHR, high level advocacy, communication and public relations, program management, Monitoring and Evaluation, outreach services, paralegals coordination and administrative staff.

The organization uses a substantial network of members who work with staff on collaborative basis or consultancy.

Procurement of Equipment

TAWLA believe the importance of procuring of goods/services appropriate and at the best possible cost to meet the needs and value for money. It is because of this that TAWLA adopted the Embassy of Sweden procurement guidelines. During the year January –November 2014 the following goods and services have been procured.

- I. Health insurance for staff
- II. Insurance for TAWLA house and property
- III. Laptops
- IV. Office Furniture

8.5 Networking

Networking is very important strategy for TAWLA. It is the platform through which TAWLA meets members of likeminded organizations to share ideas and best practices.

Our association is coordinating CAMMAC (a coalition for addressing maternal mortality issues in Tanzania. The coalition is made up of Association of Gynecologists and Obstetrician Tanzania (AGOTA), Umoja Malezi Tanzania (UMATI), Marie Stops, Women Promotion Center (WPC), Pathfinder, Medical Women Association of Tanzania (MEWATA) and Tanzania Association of Midwives (TAMA). The mandate of the coalition is to collectively advocate for reduction of maternal mortality. The Coalition is in its initial stages of finalizing its strategic plan. TAWLA also coordinated the Gender Land Task Force and Mama Ardhi alliance which advocates for women land rights. Mama Ardhi alliance is a subcommittee of the Gender Land Task Force which was formed specifically to advocate for women land rights provision in the new Constitution.

TAWLA is also part of Tanzania refugee and migration network (TAREMINET) which is a coalition to be to promote the human rights and seeking humanitarian assistance for migrants including asylum-seekers, refugees and other international migrants.

9. OVERALL CHALLENGES

- I. Passing the messaging across on SRHR has been a challenge due to cultural socialisation, perception and values on Sexual and reproductive health rights.
- II. Due to vulnerability many women end up giving up on their cases especial victims of gender based violence.

10. LESSONS LEARNT

1. The use of Edutainment approach (Non formal) e.g. Drama Group. This was evidently shown during the Sexual reproductive health community conversation whereby more audiences were attracted with the drama group and they expressed that the message was understood easily.
2. TAWLA learnt not to treat the justice sector in isolation but integrate for the enhancement of rights, awareness, enablement and enforcement in other sectors.
3. TAWLA learnt that as state accountability is central, we should work on improving trust and confidence in the state as the duty-bearer – a relevant contribution to good governance and pro-poor growth.
4. Media is a powerful agent of change. We can make effective and rapid changes because of the wide coverage offered by media. It is also important to use the local media specific for different regions for easier understanding by the community members.
5. Paralegals are very essential for project sustainability as they are based within the communities and will ensure that project interventions continue beyond the life of the project.
6. The use of relevant bottom-up approaches and puts people at the grass roots at the centre of its approach from the level of planning, programming to implementation and execution of a project.

. Please see annexed new TAWLA organization chart. i