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LIST OF ABBREVIATION

AFP	Advanced Family Planning
AGM	Annual General Meeting
CHRAGG	Commission of Human Rights and Good governance
CIDA	Canadian International Development Agency
CSO	Civil Society Organization
DED	District Executive Director
DMO	District Medical Officer
DONET	Dodoma Environmental Network
EMR	Electronic Members Register
FIDA	Federation of Women Lawyers
FK	Fredskorpset
GEWE	Gender Equality and Women Empowerment
GLTF	Gender Land Task Force
GLTF	Gender Land Task Force
HDT	Human Development Trust
ICRW	International Centre for Research on women
ICRW	International Centre for Research on Women
IEC	Information Education Materials
LHRC	Legal and Human Rights Centre
LSF	Legal Service Facility
RMO	Regional Medical Officer
SIDA	Swedish International Development Agency
TANLAP	Tanzania Legal Aid Providers
TAWLA	Tanzania Women Lawyers Association
TLS	Tanganyika Law Society
WLAC	Women Legal Aid Centre

FROM THE DESK OF THE CHAIRPERSON



On behalf of the Executive Council, I present the report of TAWLA's Activities for the year 2012 and a financial report for the period.

Tanzania Women Lawyer's Association (TAWLA) prides itself in making the women and children agenda in Tanzania one of the most topical issues in the country in the year 2012. Through its several programmatic interventions, and the support of Embassy of Sweden and other development partners, the organization has been able to both build the capacity of women and children as well as play its role in advocacy and lobbying for changes in legislation and practices

I would like to take this opportunity to express my sincere appreciation for voting me as the TAWLA Chairperson 2012 – 2014. I am humbled by the trust and confidence that members have showed me as well as the goodwill that I am enjoying from members, which goes to show that I can count on you to move our boat to new heights. I take this as an honor and a challenge. My plans for the future of the organization is to bring back the vibrancy in membership as well as increase numbers, guide organizational development, and improve administrative machinery. We are also focusing in strengthening the Legal Aid Programme especially in the service that we provide so that it can become more professional, result oriented and timely, since this is the core activity of TAWLA. I urge all members to be vigilant, take keen interest and take part in TAWLA activities.

We all acknowledge the fact that the existence and success of any membership organizations rest upon the commitment of members in achieving its objectives. Thanks to all the members who have been actively participating through payments of subscription fees, legal aid services, fund raising, awareness raising, representing TAWLA in meetings and taking part in all sorts of ways in TAWLA activities. On the other hand, we thank our sponsors, partners and well wishers who have been supporting us through thick and thin and keep us on course.

Throughout the year, the organization focused its energy on advocating for gender responsive provisions in the forthcoming new Constitution. It has participated by virtue of its membership in the Gender Forum (comprising of the Tanzanian chapter of

Women and Law in Eastern Africa, Rights Action Watch and Tanzania Gender and Accountability), in a study tour on gender mainstreaming in the Constitution making process in Ghana, Kenya, Rwanda and South Africa. From this research notable lessons were learnt and shared with the Constitutional Commission through the position paper.

TAWLA has also been largely engaged in capacity building for women and children through; conducting self representation trainings for clients, training paralegals to create awareness on several legal issues affecting women and children, participating in television and radio programs on contentious legal issues, organizing and facilitation workshops and forums on sexual and representation Rights, participating in community dialogue in different part of the country, engaging the media in positive reporting of topical issues affecting women's rights and production of IEC materials.

The organization has also continued with its core activity of providing indigent women and children with legal aid and services to enhance their access to justice. TAWLA is particularly motivated with the results of cases filed under its self representation program and intends to broaden the sphere of the program.

2013 TAWLA conduct a midterm review of its strategic plan 2010 – 2014. I take this opportunity to request members to air out their views on which direction the organization should take in order to reach its vision and mission.

Lastly, I take this opportunity to urge all members to be vigilant, take keen interest and take part in TAWLA activities, as WE MAKE IT HAPPEN, LET KEEP THE FIRE BURNING.

**AISHA ZUMO BADE
CHAIRPERSON**

MESSAGE FROM EXECUTIVE DIRECTOR.

The Tanzania Women Lawyers Association expresses its appreciation to its clients, who have and will always remain the main focus of the organization. It is as a result of their courage and conviction that the results of the organization's engagements can be attested to. Their willingness to break the shackles of discrimination against themselves and their children and their admirable efforts to enlighten others in the community on the importance of the realization of their rights, that made the year 2012 one of great achievements to TAWLA.

We recognize the efforts of other civil society organizations and stakeholders in their direct and indirect collaboration with TAWLA in fulfilling its mandate on advocating for the rights of the women and children in Tanzania. It is through these partnerships that we have been able to learn valuable lessons, share ideas and create a strong unity for the collective execution of TAWLA roles.

We would like to extend our profound gratitude to our Executive Council for the exemplary leadership role it has executed in the organization and steered it to the heights it currently celebrates. The efforts of the Executive Council, Secretariat, FK participants 2012 and members of the organization are also recognized for their contribution in the activities of the organization throughout the year and their selfless dedication towards the betterment of the Tanzanian Society.

I must admit, much as we have achieved a lot in the 2012, it was not easy given the continuous budget deficit in reaching the goal that we had set for the year. I take this opportunity to express my heartfelt appreciation of the support from all our development partners, Embassy of Sweden, Foundation for civil society, legal service facility, anonymous donors, Danida under GEWE project, UN Women, CIDA, Open Society Initiative for East Africa, Fredskopset (FK), The Australian Aid, The international Centre for Research for women (ICRW). Their support has enable TAWLA Executive Council and secretariat be assured that the vision and mission of TAWLA will be reached as stipulated in the strategic plan 2010 - 2014.

I take this opportunity to express my sincere gratitude to all TAWLA staff, volunteers and interns for their commitments and hard work. Team work has yield the result that we are happy to report in this annual report. Let's make the sky be the limit for us in fulfilling TAWLA mission and vision.

**TIKE MWAMBIPILE
EXECUTIVE DIRECTOR**

INTRODUCTION

1.1 ABOUT TAWLA

TAWLA present its Annual report with the support of the Embassy of Sweden, Foundation for civil society, legal service facility, anonymous donors, Danida under GEWE project, UN Women, CIDA, Open Society Initiative for East Africa, Fredskopset (FK), The Australian Aid, The international Centre for Research for women (ICRW). TO achieve the results that we proudly present in this Annual report, we have invested in 31 skilled and experienced staff, 13 volunteers and interns, 120 paralegal, our members and also trained 120 local government leaders in four regions.

TAWLA has its headquarters in Dar es Salaam, at Ilala Sharif Shamba Bungoni, Plot 33 and branch offices in Arusha, Tanga and Dodoma. As a way of expanding its outreach TAWLA also networks with legal aid centers and paralegals to enable poor women and children to access legal aid services in the regions which it does not have branch offices. Currently, TAWLA has over 470 members, who include women lawyers from diverse backgrounds such as state attorneys, private advocates, judges, magistrates, corporate executives, lecturers and legal advisors in both the public and the private sector

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

Vision Statement

TAWLA envisages a society that respects and upholds human rights

1.2 TAWLA's strategic focus

Over the next 5 years (June 2011 – May 2015), TAWLA's strategic focus is on six key areas that are closely related to gender, good governance and accountability. They include; providing legal aid services to vulnerable women and children, promoting land rights for women and children, 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 advocacy and strengthening the capacity and sustainability of the organization.

4.0 LEGAL AID PROGRAMES

4.1.1 Provision of Legal Aid to Women and Children

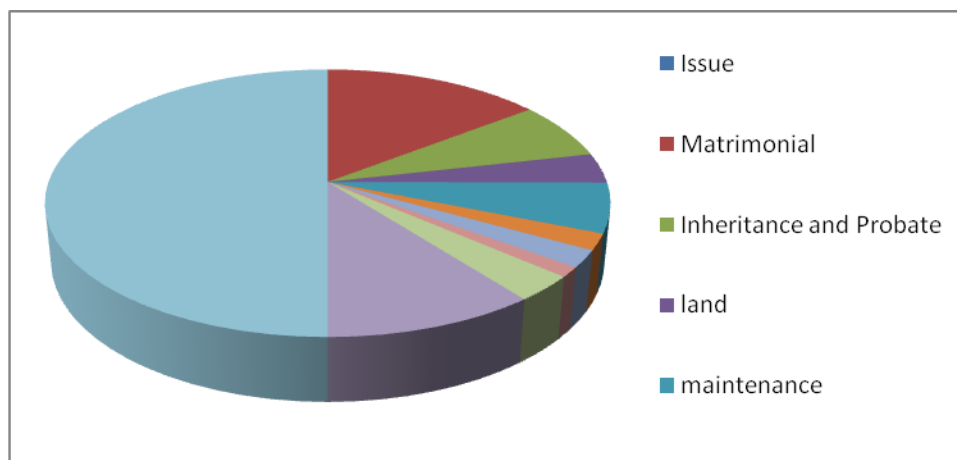
TAWLA core activity is to provide Legal Aid to vulnerable women and children who cannot afford the services of advocates. TAWLA assists in the preparation of legal documents for clients, Coach the client to represent themselves in court, conduct reconciliation through its advocates and volunteer legal officers.

For the year 2012, a total of 7224 women and children were able to access justice through legal aid in Tanga, Dar es Salaam, Dodoma and Arusha.

Table showing legal matters record from January 2012 to December 2012

No	Issue	Number of cases		Remarks.
1	Matrimonial	2106	29.2%	The matrimonial cases includes issues of divorce, distribution of matrimonial property/assets, custody of children, separation of couples.
2	Inheritance and Probate	996	13.8%	Dying inteste has been a big problem especially where it's the husband who dies leaving behind a widow(s) and children who have to assert their right of inheritance in the light of a discriminative legal regime.
3	Land	521	7.2%	Most of the land cases that came in our clinics relate to matrimonial cases where the land titles have been registered in the name of one party yet the other party also contributed. A few case on land originated from inheritance and probate cases.
4	Maintenance	868	12%	These also relate or are as a result of matrimonial cases where one party (a man) is required to provide for his wife and the children.
5	Civil cases	284	3.9%	These are cases that relate to insurance.
6	Criminal	299	4.1%	Related to Gender Based Violence

7	Labour	171	2.4%	The cases related to employment and labor relations.
8	Reconciliation	453	6.2%	This is a process where TAWLA has informally been assisting to solve the matter before going to courts of law. In the year under review 104 reconciliation cases have been successful.
9	Others(including advice)	1526	21.1%	These included legal advice, representation, acting those who do not fall under our mandate, contracts etc
	Total	7224	100%	



4.1.2 Self representation Training

The core mission of TAWLA has always been providing legal advice and services to the underrepresented population of Tanzanian women and children. To accomplish this goal, TAWLA created an interactive training program to empower women to be able to represent themselves when circumstances are permissive and conducive. TAWLA trained 19 clients in total (17 female and 2 males) in Dar es Salaam on Self representation. The training included lessons on the legal significance of self-representation, levels of court within the Tanzanian judiciary, contents of legal documents, litigation procedures, evidentiary requirements, the benefits of giving all possible evidence to the courts along with presenting all possible witnesses, and the contents/meaning of a judgment. Adjudicating disputes without involving the court system was also stressed as an important way to mitigate the cost of settling a dispute.

Success story

TAWLA client was given a plot as a gift by her parent. Later on a a man came claiming ownership of the same land after making development in the said land. TAWLA through self representation assisted her to get her land and now she is happy and enjoying her property.¹

4.1.3 Capacity Building to Paralegals

120 paralegals that are based in Tanga, Arusha and Dodoma were trained to enhance their knowledge on a wide range of laws and topical legal issues. The topics covered included land laws, labor laws, law of marriage, Inheritance laws, child law, law of disability and laws protecting those who are afflicted with HIV/AIDs. The training was designed to educate paralegals on the finer points of legal aid so that they can better serve the community.. These kinds of training seminars increased awareness of legal services for women in Tanzania. A detailed manual, prepared by the Tanganyika Law Society was distributed to paralegals all over the country. The criteria used to select the paralegals was; that they had to at least be known to the people in the society like local leaders, teachers, form four leavers, religious leaders and clan leaders. The rationale behind this selection is we believe that the knowledge obtained in the sessions is likely to spread through them as they are highly respected and can influence the society.

4.1.4 Counseling Services to Clients.

TAWLA engaged social workers (volunteers and interns) to conduct counseling sessions with clients who need the service. The counselors were involved during the reconciliation sessions to assist the clients to control emotions. It was observed that there is a need to have a full time counselor to deal with the psychological aspects and legal officer to assist on the legal aspects of matters that are brought to TAWLA. This will bring effectiveness and efficiency in the delivery of legal aid services.

4.1.5 Challenges

1. Delay of cases in courts which hinders follow up of legal aid cases and feedback from clients
2. Reaching out clients who cannot manage to visit our legal aid clinics

¹ Bahi, Dodoma Region

4.1.5 Lessons Learnt

1. Paralegals usage in our areas of operation is very important for the paralegal have helped the organization to provide legal assistance to women and children where the lawyers could not be present. Therefore, it is very important as an organization to advocate for recognition of paralegals and enactment of the paralegal act/legal aid act to facilitate the access to justice to the target group women and children in the community we w
2. To keep proper records of clients attended in and outside TAWLA. This will help to know the actual number of people that TAWLA has helped and it will also assist to measure results.

5. PUBLICITY AND ADVOCACY FROGRAMES

5.1 Media Engagements

TAWLA participated in the preparation of a TV programme on the correlation between Gender Based Violence, health, and the Law. The purpose of the programme was to continue raising awareness to the public that domestic violence is not acceptable and that it can lead to health issues. The programme was aired on a segment of 'Zungumza' on ITV. Educated the public through TV and Radio program on Inheritance and will writing. The programs are aimed at educating the community through Radio one, Channel Ten, Magic FM Radio and Sunrise Radio Fm(Arusha) on issues of inheritance and will writing. Furthermore, participated in the Television program commonly known as **Malumbano ya Hoja program**. The program was with ITV regarding the Safe motherhood draft Bill. The program assisted the organization to identify areas of improvement in the Safe Motherhood Bill. Through the television program the public begun to change their perception toward the Bill.

5.2 Media Training

TAWLA Organized and facilitated the training for media personnel on Sexual and Reproductive health rights in the Constitution making process and Safe Motherhood Bill. The meeting was held in May, 2012 at the Blue Pearls Hotel, Dar es Salaam. Through this training, TAWLA formulated a channel of communication between the organization and the media for ease flow of information on the Safe Motherhood Bill to the public. Further the team managed to involve the media in researching the issues affecting women health and have started to report positively on SRHR.

5.3 Publications

1. Introduction of TAWLA newsletter known as **TAWLA quarterly** newsletter. Three issues were produced in 2013. TAWLA realized the need of updating its members on quarterly basis.
2. 3000 copies Children in Detention Manual, 1000 in English and 2000 in Kiswahili were produced and published.
3. 600 copies of the research on land cases to evaluate access to justice for women on land issues.
4. 50 copies of the history of Gender land task force

5. 200 copies of DVD on the history of Gender Land task force
6. Different types of leaflets were produced and disseminated.
7. The TAWLA also produced feature articles in the following:
 - a) Giving women land cases a biting edge- Daily news Thursday May 17,2012
 - b) There rights of women and children in prisons, Daily News, 8th March, 2012
 - c) Campaign on rights of Children who are in detention, Daily news March,2012
 - d) Goodies luring children into cities- The citizen, Tuesday 8th January 2013
 - e) Tanzania Juvenile Justice System, the citizen Monday,21 January 2013.
 - f) Articles on Gender Forum in different print media houses after the lunch of Consolidated Report on the comparative study visits on mainstreaming Gender in the Constitution.

5.4 Safe Motherhood Bill

Under the good governance programme, TAWLA was involved in policy advocacy for sexual reproductive health rights and the creation of the Safe Motherhood Bill. The following the activities were conducted in this thematic area; A 2-day sensitization workshop was organized and the participants were from NGO's, Government, Ministries, Human rights defenders, members and staff from TAWLA. The workshop aimed to increase the understanding of the Safe Motherhood Bill for the stakeholders/participants and show the need for the Safe Motherhood Bill in Tanzania.

5.5 Train Champions on Reproductive Health Rights

TAWLA trained champions with the objective of enhancing capacity among stakeholders for sexual and reproductive health. Lawyers, media personnel, NGOs personnel, and service providers we trained and they have become champions. The champions are given task to advocate and be ambassador on SRHR in their respective professionals and offices.

5.6 Awareness Rising on Child Labour and Juvenile Detainees.

TAWLA with support from Foundation for Civil Society has been able to implement a project on Child labour and juvenile detainees. The project aims to provide access to legal support for children detainees as well as addressing the growing problem of child labour. TAWLA conducted a knowledge sharing seminar on Child labour and juvenile detainees with key stakeholders like Police Officers, Social welfare personnel, Local government Authorities and ministry of community development, gender and children.

5.7 Courtesy Visits

The office continued conducting courtesy visits to LGAs in the Arusha Municipality and Meru District. These visits aimed to introduce TAWLA and programs and also build a strong working relationship with the LGAs. The organization has thereafter been

involved in municipal events and community activities such as village meetings and also refers clients to TAWLA.

Challenges

1. Inadequate funds to conduct more awareness programs has been a challenge.
2. Increase demands for TAWLA publications, due to limited resources TAWLA could not meet the demand.

Lessons Learnt

1. Collaborating with government officials is important to bring policy/ law reform since the government is the key actor and implementer of policies and laws.
2. Use of media can make effective and rapid changes because media reach many people at the same time. It is also important to use the local media of the region to make the message that one wants to deliver to be understood by the community members.
3. The need to expand our services to reach many women and children through community outreach programme.
4. Monitoring and reporting on the status of good governance and accountability for instance through conducting PETS that measure community satisfaction on social services delivery.

6 TAWLA INITIATIVES IN THE CONSTITUTION REVIEW PROCESS

6.1 Observer Status

TAWLA acquired an observer status during the constitutional review process in Rukwa, Singida, Dar es salaam and Arusha. The observation status was undertaken by Ms. Khajida Tekka and Ms. Ashura Mnzava in Singida, Zainabu Mwatawala and Janesia Mavere in Rukwa, Markphason Buberwa in Arusha and Ashura Mnzava, Christer Chonga in Dar es salaa. The team accompanied the members of the Constitutional Review Commission to the mentioned regions while collecting view from the public. It was observed in the meeting that women participation was very low and even when present they keep quiet. This was observed to be a challenge and women are urged to participate and air out their opinion

6.2 Gender Forum on the Constitution

The Gender Forum which encompasses a variety of NGOs including Eastern Africa Tanzanian Chapter, Right Action Watch, Tanzania Gender and Accountability and TAWLA which is the main coordinator of the forum. The forum began its duties by undertaking comparative studies in four countries; Rwanda, South Africa, Ghana and Kenya. Through the studies, the forum familiarized itself with the best practices for Tanzanians in ensuring that the new constitution will mainstream gender. Various workshops and meetings with other stakeholders resulted in the publication of a 'Position Paper on Gender Mainstreaming Constitution for Tanzania'.

6.3 Comparative Study Visits

Gender Forum Members under the coordination of TAWLA conducted a comparative study visits in Ghana, South Africa, Kenya and Rwanda. Sixteen members of coalition went to the field to conduct the study. The aim of the study visits was to learn strategies applied in the respective countries for incorporation of gender issues in the Constitutions. The study findings were shared with members of the coalition and thereafter consolidated all the four reports from the four visited countries.



From left Bernadetha Mkandya, Cecilia Rugimbana, Athanasia Soka, Naseku Kisambu and Members of the Parliament of Rwanda, (also members women Parliamentarians Forum) during a study visit in Rwanda

6.4 Launching of the Consolidated Report

A two day conference was held in November at the Karimjee Hall in Dar es Salaam. This was yet another successful step for the GFC and towards ensuring Tanzanians have a gender mainstreamed Constitution. As a way of not only celebrating women but also ensuring that women are aware that the Constitution is an important aspect in protecting their rights, the Gender Forum has truly become an anchor during this constitutional review process.



During the two day conference, the gender forum presented the published Consolidated report and shared the position paper to other stakeholders, creating an opportunity to discuss recommendations, suggestions and the five key areas that the Gender Forum regards as most vital.

6.5 Identification of Thematic areas and Development of a Position paper

Through several consultations with stakeholders and a number of working sessions by the Gender Forum Task Force Committee, Gender Forum under the coordination of TAWLA successfully published a 'Position Paper on Gender Mainstreaming Constitution for Tanzania'.

The Position paper identified and highlighted ten thematic areas which are more imperative and needs intensive advocacy to be considered in the new Constitution. The thematic Areas identified are;

- I. Women property rights
- II. Supremacy of the Constitution, Equality and non discrimination
- III. Comprehensive Protection of Rights for the dignity of women and children
- IV. Women Representation in decision making bodies
- V. Good Governance and Accountability
- VI. Integration of equity and equality principles
- VII. Marriage, Family and Social welfare
- VIII. The need for a strong institutional framework for monitoring the protection of rights
- IX. Consumer rights
- X. Constitution Making Process Enhancement

6.6 Presentation of the Position Paper to the Constitution Review Commission

On the 19th of November 2012, the Gender Forum Coalition under TAWLA coordination presented its recommendations through the position paper: **The 'Position Paper on Gender Mainstreaming Constitution for Tanzania'** to the Constitution Review Commission. It is with hope, that the vision and aim of the coalition that has been expressed through the position paper will be highly regarded by the Review Commission and be included in the Constitution that is to be unveiled on the 26th April 2014.

7. LAND RIGHTS PROGRAMS

7.1 Coordinating the Gender Land Task force

The TAWLA conducted training for the Gender Land Task Force on land Laws and its implication to women in Tanzania. The training aimed at building the capacity of the GLTF members on Land laws including challenges in implementation of the Land Acts of 1999, Mortgage Financing Special Provision Act and Unit Titles Act of 2008. Quarterly meetings of the Gender land task force have been organized to share experiences on Land rights interventions and discuss current land issues. 2012 GLTF came up with the action plan and the joint proposal for the constitutional review.

7.2 Community Conversations

TAWLA organized and attended village meetings and conducted conversations with members of the community on women land rights and sensitize them on the legal protection of women rights to access land in Tanga and Dar es Salaam. TAWLA has also engaged different people in community conversation strategically to hear problems that people face in presence of their leaders. The main targets in this project are women, men, local government authorities and members of the tribunals.

7.3 Research on land cases in the District land tribunals

TAWLA commissioned a consultant to undertake the review of land cases in Tanga and Dar es Salaam. The research aimed to evaluate the level of access to justice for women in the area of land disputes and to identify common sources of land disputes. The findings of the research were shared with the member of judiciary land department.

7.4 Research, production and publication of the History of the Gender Land Task Force

Research on the History and success of the Gender Land Task Force (GLTF) was done through interviews to key people who were involved in the activities of the GLTF during the process of enacting the Land laws of 1999. A 45 minutes video documentary was produced and a handbook on the same. Two hundred (200) Dvds were produced and fifty (50) handbooks published. The documentary was also posted on our website www.tawla.or.tz.

7.5 Round table discussion with judicial officials

Roundtable discussion was held at Holiday Inn on 25th September 2012 to share findings of the research and identify advocacy issues on women's access to land rights. This research was conducted in the High court, District land and housing Tribunal in Temeke, Ilala and Kinondoni, and ward tribunal in Bunju. The same were also conducted in Tanga conducted at the High Court, District Land and Housing Tribunal in Muheza and Tanga. The audience was Tawla members, TAWJA and Chairperson's of District Land and Housing Tribunal and a representative from TAMISEMI. This aimed at discussing the advocacy issues and recommendations emanated from the research.



Justice Eusebia Munuo, and Judge Patricia Fikirini, during the round-table discussion

Challenges

1. TAWLA has initiated community conversation in all the target areas to enable participation of the community in the statutory meetings. However low attendance from the community in the village is the main issue.

Lessons Learnt

1. It is important to conduct regular and strategic awareness programs on different laws and policies that affect the community members. During the community conversations meeting and training we noted most government officials are not aware of most of the laws and policies. A lot has to be done in this area to facilitate the local government official to implement their daily activities with knowledge of the relevant laws, policies and practice.

8.0 STRENGTHENING THE CAPACITY AND SUSTAINABILITY OF THE ORGANIZATION.

8.1.0 Networking

8.1.1 Workshop on Reproductive Health Right.

FIDA-KENYA in collaboration with TAWLA, conducted a workshop on Reproductive Health Rights in Tanzania, by discussing on the procedure and processes that Kenya went through during its constitution review, participant agreed that there was the need of creating network/ coalition between lawyers and Health /service providers

8.1. 2 Conference on strategically Positioning Reproductive Health within the Tanzania Constitutional Review Process.

TAWLA in collaboration with IPAS and FemNet, conducted the 1st conference on 'strategically Positioning Reproductive Health within the Tanzania Constitutional Review Process' was held at the Sea Cliff Hotel, Zanzibar from the 19th to the 20th of November

2012. The aimed audiences were Members of Parliaments. Attended by about 20 Parliamentarians, including Hon. Pindi Chana and Hon. Angela Kariuki, the conference concentrated on discussing the factual understanding of reproductive health and rights in the hopes of building champions for Women's reproductive health rights among parliamentarians.



A consensus was reached, stating that the new constitution needs to hold that 'quality, accessible reproductive health care' should be available for all Tanzanians. It is with this they see that it will be possible to enact laws that further define 'quality, accessible, reproductive health care'.

8.1.3 Partnership with the University of Miami Law School

TAWLA Arusha received five students of the pilot project titled "African Probate and Policy Initiative Project" from the University of Miami Law School. The office was tasked to assist them to find venues to hold will-writing clinics for women and volunteer Advocates to assist them in the clinics. The office organized for them to visit University of Tumaini (Makumira University), Ngarenaro Health Clinic and several other centers and non-governmental organizations dealing with Women and Children's issues and the community in general.

8.2. 1. Staff Capacity Building

8.2.1 Training of Individual Staff

In keeping with one of our strategic objective, '**support the professional development of women Lawyers in Tanzania**', TAWLA supports and encourages capacity building of its staff, through trainings, attending of seminars and conferences.

	Title of the training	Name of participant	Name of the institution and place
1	TOT on 'Gender and Children's Desks Officer Training Manual'	Ms. Salome Assey	UNICEF in Dar es Salaam.
2	'Young Women and Governance'.	Ms. Mwimbe Fikirini	MS-TCDC, Global Platform Tanzania
3	a six weeks intensive training on	Naseku Kisambu	at Landesa centre

	women land rights		in Seattle, Washington.
4	M&E Training	Mr. Juma Mwenga and Naseku Kisambu	International Centre Research for Women (ICRW) in Uganda
5	Human and good governance	Ashura	MS-TCDC, Global Platform Tanzania
6	TOT on facilitation Skills	Staile Kiko, Christa Chonga and Judith Mpira	MS-TCDC, Global Platform Tanzania
7	Right of the child	Jovin Sanga and Yusuf Abood	MS TCDC in Arusha
8	Financial management	Michael Kyande and Elirehema Mlengu	Ernest and Young
9	African Paralegal Network Workshop in Uganda	Jamila Lugembe	Namati and Global rights
10	Learning Route on making rangelands secured the experience of Northern Kenya and Tanzania	Naseku Kisambu	International land Coalition and reconcile Kenya
11	Land use planning and women involvement	Latifa Mwabondo	Tanzania natural resources forum

8.2 2 In-house trainings are carried out every Thursday by various individuals, including staff as well as qualified facilitators on a variety of topics. Each session lasts for about an hour or two depending on the topics.

NO	TOPICS	DETAILS	FACILITATOR
	REPORT WRITING	Basically the Training was based on Methods of collecting information and Reporting writing especially for office Meeting held in every Tuesday.	Ms. Kaitlin McNaughton
	Products from African Life Assurance	The session concentrated on the introduction of collective company products for TAWLA as an organization, and explanations were given on benefits on Private/individual insurance.	Mr. Wilson Mnzava and Mr. Sizya Mgongo Fimbo.(Africa Insurance Sales Team)
	-Basic concepts on Monitoring and Evaluation -Logical Model -Theory of change	-Sharing with TAWLA staff the knowledge acquired in Uganda workshop organized with International centre Research for Women (ICRW).	Juma Mwenga and Naseku Kisambu
	Zimbabwe University application.	Sharing information on how to apply scholarship in Zimbabwe University.	Salome
	Logical frame work	-Detailed session on logical frame work approach.	Juma Mwenga
	Safe Motherhood Bill	Discussing on challenges and the need of it in Tanzania	Julius Titus and Mwimbe Fikirini
	Viccoba	Sharing information on how to establish Viccoba and its advantage.	Jovin and Ashura

Challenges

2. Delay in establishment of hotline services due to break down of telecommunication network monitoring equipment owned And managed by TTCL, the only provider of landline telephones in the country. TAWLA has been in need of this kind of service from TTCL because it allows interlink with a computer thus giving ability to track calls and other communication records

for Monitoring reasons. This delay has affected the targeted number clients (13,000) that we envisaged to attend in legal aid provision. TAWLA had already installed a new PABX system which is connected to a computer with ability to track calls. The hotline service would have covered a wide coverage in terms of provision of legal aid as the clients would receive legal aid through a phone call without physically visiting TAWLA offices and the cost of their calls would have been borne by TAWLA (toll-free facility to clients.)

3. Electronic Financial management System not working for the greater part of the year due to hardware/software problems.
4. We still need a bigger office space in Arusha and Dodoma; we need to move into a better office, but subject to availability of finances.
5. Due to increased number of activities, one car we have at DSM office is insufficient to cover follow up of all clients, administration activities and program work. Initially, SIDA budget had two motor vehicles, but funds could only suffice for one unit.

Lessons Learnt

2. Networking and coordinating with partners and other likeminded organization can bring effective results and solidarity
3. It is important to find out the actual prices of goods and services before making budget for an activity.

Appendix 2: Summary of the projects 2012

No	Title of the project	Supported by	Target area	Period	Amount
1.	Enhancing good governance, Accountability and Gender equity	Embassy of Sweden	Arusha, Tanga, Dodoma and Dar es salaam	June 2011 – May 2015	TSHS 4,000,000,000
2.	Increasing access to justice through the establishment of Paralegals Network in 11 districts'	Legal Service Facility	The project focuses on training Paralegals in Arusha district, Arumeru, Karatu, Moduli, Longido, Mpanda rural & urban, Kongwa, Mpwapwa and Chimwino.	2012-2015	Tsh 720,000,000
3.	Promoting women's access to land rights 2 submitted March 27 th 2012, 90,000usd	Anonymous	Dar es salaam and Tanga	August 2012-July 2013	USD 90,000
4.	Advancing Sexual and reproductive health rights	Anonymous	Dar es salaam	August 2012-July 2013	USD 60,000
5.	Advocating on Sexual Reproductive Health Rights to key stakeholders	IPAS	Dar es salaam	3 Weeks	USD 7500
6.	Gender Equality Gender Empowerment (GEWE II)	DANIDA/TAMWA	Ilala, Kisarawe and Morogoro	2012-2014	TSHS 200,000,000
7	Ensuring a gender mainstreamed Constitution by increasing women's awareness and	UN Women			

	participation in the Constitutional review process'				
8.	//	UN Women			TSHS 66,000,000
9.	//	CIDA			TSHS 167,600,000
10.	//	Open Society Initiative			USD119,360
11	M&E capacity building for women property rights organization	the International Centre Research for Women (ICRW)	Dar es salaam	2012-2014	USD 13000
12	Strategic plan support-Raising awareness on child labour and juvenile Detainees & Enhance capacity of organization	Foundation for Civil Society	Dar es salaam and Tanga	2011-2014	TSH 365,000,000
13	Enhancing access to justice through the establishment of a paralegal network.	The Australian Aid, Human right grants scheme		USD 93,548	USD 93, 548
14	Exchange program with FIDA Kenya.	Fredscopset (FK)			