



# CWHRD Strategic Plan

## 2022/2026



HUMAN RIGHTS DEFENDERS DAY,  
NOV 29 2021

ORANGE THE WORLD : END GBV NOW !

PROJECT WOMEN MUMIN RIGHTS



## Executive Summary

Coalition for Women Human Rights Defenders Tanzania” *is an Affiliation of women who decided to come together to defend WHRDs who promote and protect human rights in Tanzania.* Coalition for Women’s Human Rights Defenders Tanzania (CWHRDs TZ) is a registered Non-Governmental Organization under the NGOs Act 2002 in 2019 and is based in Dar es Salaam, Tanzania. Since its inception in 2019, the Coalition has established itself as the premier defender of women human rights defenders in Tanzania.

The 2022-2026 Strategy, wants to see “A, Tanzania in which all women and girls are free from all sorts of human rights abuses.” This will be achieved by empowering, protecting and strengthening a vibrant movement of WHRDs. This will be done through evidence based advocacy, capacity building of member organizations and providing protection support for WHRDs.

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The strategic focus areas for the next 5 years will be WHRDs movement and the support and promotion of a safer working environment for Women Human Rights Defenders of Tanzania. CWHRDs has a national mandate for its services but will in this strategic planning period focus on four zones at national level. The ultimate target group for CWHRD’ efforts is women and girls while the primary target group is that of all women human rights defenders. Secondary target groups will include Government (Policy makers), Legislature (law makers), the Judiciary and Donors.

In execution of the strategy, the Coalition’s programming will be anchored in a Human Rights Based approach and will thus ensure that women’s and girls rights and accountability are at the focus of all the programmes. Interventions will target both rights holders i.e. WHRDs and other relevant entities as well as the duty bearers i.e. the various Public entities at different levels. Inclusivity will be given special priority as a cross cutting issue and hence special need groups disability issues and children rights will be mainstreamed in all programmes.

The fully executed strategy will lead to the following changes by 2026: an effective and efficient secretariat; increased member capacity to network, protect and speak with one voice; and strengthened ownership of Coalition Agenda. They will also include the recognition of WHRDs by relevant Institutions; incorporating protection of WHRDs in the proposed GBV Act and other related Laws and the National Plan of Action of Violence against women and children Phase II (NPA VAWC) and the creation of a safer working environment for protection of WHRDs who may be victims of their own work.

This is the inaugural strategy and therefore formalizes the founding aspirations and sets the bench mark theory of change, strategies and interventions. A robust MEL system is expected to guide the learning process which will play a vital role in the growth of this young and vibrant organization.

The summary of the strategy framework (Strategy Map) highlighting the vision, mission, guiding values, philosophy, strategic focus areas, expected results and the approach to be implemented to enable us achieve our vision and mission is presented in Annex 1. The theory of change is presented in Annex 2 and proposed budget is presented in Annex 3.

## 1.0 Organizational Background

Coalition for Women Human Rights Defenders Tanzania” ***is an Affiliation of women who decided to come together to defend WHRDs who promote and protect human rights in Tanzania.*** Coalition for Women’s Human Rights Defenders Tanzania (CWHRDs TZ) is a registered Non-Governmental Organization under the NGOs Act 2002 in 2019 and is based in Dar es Salaam, Tanzania. The coalition was founded by a group of Seven young women human rights activists and feminists that have witnessed the plight of violence and threats of women’s human rights defenders who have been championing rights which are not yet recognized by legislations in our country; but which are recognized, promoted and protected by international human rights instruments. The coalition of WHRDs Tanzania forms a large basis for advocacy and lobbying work conducted by WHRDs across the country. The type of activities undertaken by the member organizations and individuals range from capacity building to service delivery, with focus remaining on defending the rights of the deprived and marginalized segments of the society.



## Proudly Looking Back

### Key lessons

1. The need to innovate and mitigate in the context of adversity i.e. the Covid 19 effects and shrinking of civic space.
2. Capacity building, training and awareness raising interventions were key to developing and sustaining membership interest and activism.
3. Despite the challenges presented by the political context it is possible to initiate and sustain measures for protecting WHRDs.
4. Members appreciate and experienced the benefits of working in a Coalition e.g. the power of a collective voice in advancing an advocacy agenda, a safe space for women human rights defenders among others.
5. Effective advocacy requires credible evidence.

### Challenges

1. No strategic plan, recruitment and resource mobilization strategy.
2. Members are not proactive in issues which need solidarity- Coalition did not unleash the members full potential.
3. Inadequate staff and funding.



### Key achievements

1. Full registration, launching and recognition of Women human rights defenders by development actors and the Government.
2. Hosting the East Africa Women HRD Coalition from 2022.
3. Successfully defending and protecting more than 68 Women Human Rights Defenders across the country.
4. Strong and strategic partnerships that include TGNP, WILDAF and THRDC.
5. Ability to attract funding
6. Addressed women human rights specific issues that are not addressed by mainstream HR orgs. For example, provided support to WHRDs Victims of Sexual gender based violence to WHRDs, false arrest and detentions, relocation, family support to WHRDs who were at threats and risks while defending rights of others.
7. Conducted research and studies that supported our advocacy work. Example in 2020 Coalition conducted study on incidences of Gender Based Violence for and WHRDs and Women candidates during Tanzania general election.



## 2. State of and trends of the Human Rights of women and girls in Tanzania

### 2.1 National Legal framework

Despite incorporating the Bills of Rights in Tanzanian Constitution, the Constitution lacks specific provisions which promote women's rights socially, politically and economically. Over the last six years, peaceful assembly and freedom of associations has declined in Tanzania. This has largely been occasioned by changes in laws such as the amendment of Non-Governmental Organizations Act, 2002 and Society Act (amendment 2017) which aimed at prohibiting civic spaces in the country; the enactment of National Statistics Act 2016 that inhibit CSOs not to conduct in-depth research; and the enactment of Media Services Act; and the Online Content Regulation of 2018 which inhibit freedom of expression<sup>1</sup>. As a result of these legislations, women rights activists and women rights organizations started to work in silos to avoid government restrictions which threatened women's human rights defenders and activists. This is an opportunity for the coalition to build a resilient and robust coalition that will stand for women's and girls rights in the country. The Coalition should advocate for review of some of the outdated laws which contains such provisions as well as those related to the protection of women human rights defenders to ensure their safety and security. The coalition can work better through networking with other like-minded organizations in Tanzania and beyond to pull resources together such as funds, time and technological resources as well as to speak with one voice.

### 2.2 Gender Based Violence

Incidents of GBV are still high in Tanzania due to lack of awareness of laws, the delay of cases in legal courts and many women and children fearing to speak out against acts of GBV. According to Legal and Human Rights Centre Report, 2019, women's rights were mainly affected by the acts of violence against women, especially physical and sexual violence. According to the report, more than 88,612 GBV incidents were recorded by police from 2017 to 2019 and by June 2019, a total of 3,709 incidents of rape of women and children were reported to police stations. According to the report, FGM is prevalent in Tanzania; practiced in a number of regions and constitutes a form of discrimination and human rights violations.<sup>2</sup> The absence of a single comprehensive legislation to deal with gender based violence creates rooms for law enforcers not to handle GBV cases as critical issues.

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<sup>1</sup> THRDC Compendium of laws of 2020

<sup>2</sup>[Legal and Human Rights Centre. Tanzania Human Rights Report 2019: State of Human Rights in Tanzania Mainland](#). Cited in 25 February 2022

As for school dropouts, when launching the National Agenda for Investing in Health and Development of Adolescents in Dodoma in April 2020 and quoted by Xinhua News Agency, Prime Minister, Hon. Kassim Majaliwa, said in a statement that at least 6,475 schoolgirls in Tanzania dropped out of school in 2020 over pregnancy.<sup>3</sup> Lack of awareness and outdated government policies and the presence of laws contribute to the situation.

From 2017 to 2021, Tanzania embarked on the implementation of a National Plan of Action on Violence against Women and Children (NPA-VAWC). The action plan which is now entering into its second phase focuses and addresses issues on household economic strengthening, social norms and values, safe environment and public spaces, parenting, family support and relationships, implementation and enforcement of laws, promote response and support services and safe schools and life skills. This is another opportunity for the Coalition to contribute to the implementation of the government's action plan and to influence for protection of women human rights defenders who play significant roles of preventing and responding to gender based violence instantly.

### **2.3 Challenges Faced by WHRDS**

WHRDs around the world face unique challenges compared to other HRDs. These challenges are driven by deep-rooted discrimination against women and stereotypes based in appropriate role in the society<sup>4</sup>. Apart from the risks, threats, attacks and violence, WHRDs face additional risks such as male chauvinism and gender-based violence,<sup>5</sup> lack of appropriate protection, lack of access to justice as well as lack of financial resources within their organization also create threats and risks to most of WHRDs. They also face challenges due to the rise of fundamentalisms of all kinds such as political populism, unchecked authoritarian rule and uncontrolled greed among the leaders. The WHRDs at heightened risks are those who are working in hardship patriarchal societies, those working on women's sexual and reproductive health and rights, LGBTQ, Sex workers, extractive industries and businesses as well as working on environments and climate change. Shrinking of civic spaces for Civil society makes WHRDs at highest risk of being attacked and face GBV. Factors that drive these challenges in Tanzania include, WHRDs being regarded as opponents to the

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<sup>3</sup> Xinhua News Agency. 2021. More than 6,000 Tanzanian Schoolgirls Dropping Out in 2020 Over Pregnancy. PM. [http://www.xinhuanet.com/english/africa/2021-04/18/c\\_139887721.htm#:~:text=DAR%20ES%20SALAAM%2C%20April%2017,and%205%2C340%20from%20secondary%20schools](http://www.xinhuanet.com/english/africa/2021-04/18/c_139887721.htm#:~:text=DAR%20ES%20SALAAM%2C%20April%2017,and%205%2C340%20from%20secondary%20schools). Cited in 24 February 2022

<sup>4</sup><https://www.ohchr.org/EN/Issues/Women/WGWomen/Pages/WomenHumanRightsDefendersGender.aspx>

<sup>5</sup>Gnhri. org

Government, non-recognition of the works of WHRDs in Tanzania and the absence of a protection mechanism of WHRDs in the nation legal framework.

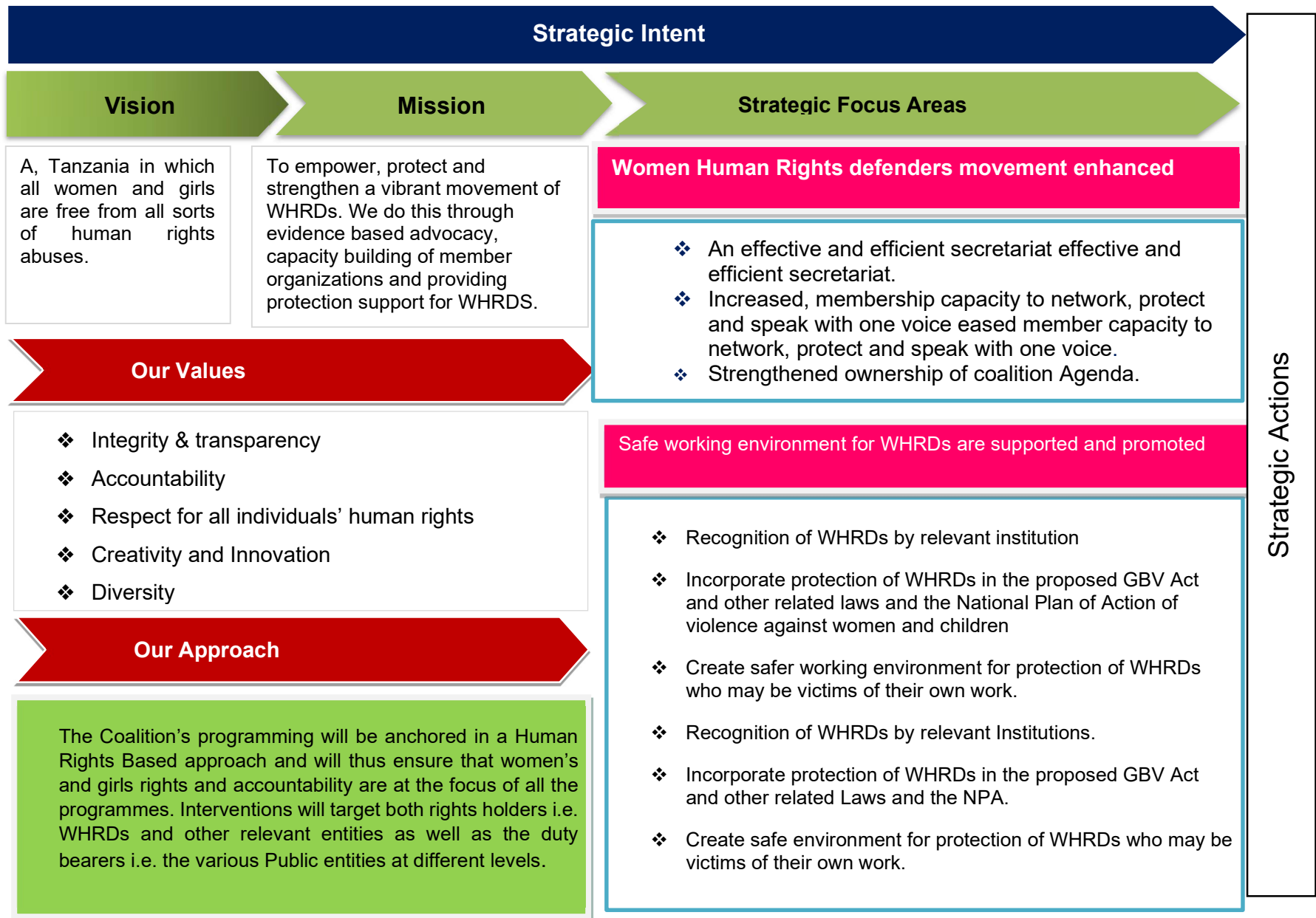
Women Human Rights defenders lack self care and wellbeing programs that could make them get out from psychological traumas which resulted from dealing with extreme gender based violence cases and other issues that put their lives at risks. Most programs planned by women human rights defenders are programs to support victims of gender based violence and forget about self care and wellbeing for WHRDs. The coalition may take this as an opportunity to conduct self-care and wellbeing session to its members to reduce psychological trauma that may lead to insufficient performances of their defending works as well as mental health issues. This selfcare and wellbeing program can enhance effectiveness and efficiency of WHRDs performance of promoting human rights.

Again, there are disparities between rural and urban women human rights defenders in receiving support and accessing information that aligns with works of defending human rights of women and girls. Coalition should take this as an opportunity to expand its works to reach women human rights defenders in rural based to increase support and strong voice. Coalition for WHRDs TZ can expand through establishment of zonal centres.

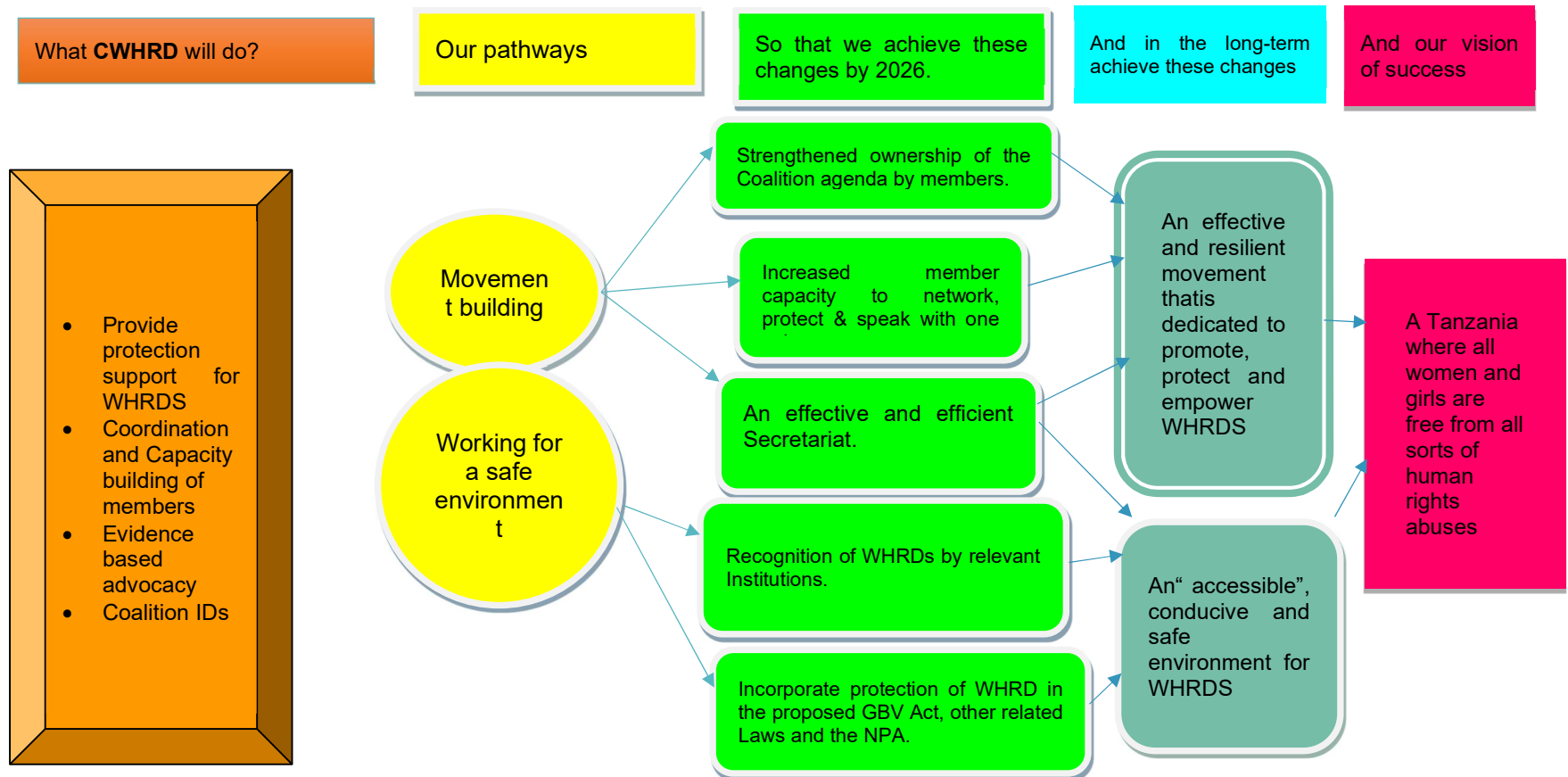




## Annex 1: CWHRD 2022-2026 Strategy Map



## Annex 2: Theory of change



**Assumptions:** Partners and donors willing to support the coalition, Relevant laws and policies that protect, WHRDS will be enforced by Government & Positive political will by government on WHRD issues will be sustained.

### ANNEX 3: BUDGET ESTIMATE 2022-2026 STRATEGIC PLAN

	Year 2022		Year 2023		Year 2024		Year 2025		Year 2026		TOTAL	
<b>[A] PROGRAM SUPPORT</b>												
CWHRDs Capacity Building	26,500		29,150		29,150		31,800		31,800		148,400	
Facilitate and support members engagements	25,600		28,160		28,160		30,720		30,720		143,360	
Facilitate and support Research and Analysis	15,000		16,500		16,500		18,000		18,000		84,000	
Support efforts for WHRDs recognition	60,500		66,550		66,550		72,600		72,600		338,800	
Advocate for Legal and Policy reforms	36,500		40,150		40,150		43,800		43,800		204,400	
Support mechanism/initiatives to defend, protect WHRDs	48,000		52,800		52,800		57,600		57,600		268,800	
<b>SUB TOTAL - PROGRAM SUPPORT</b>	<b>281,100</b>	<b>66.0 %</b>	<b>233,310</b>	<b>66.0 %</b>	<b>233,310</b>	<b>66.0 %</b>	<b>254,520</b>	<b>66.0 %</b>	<b>254,520</b>	<b>66.0%</b>	<b>714,560</b>	<b>53.8 %</b>
<b>[B] MONITORING, EVALUATION and LEARNING</b>	<b>30,000</b>	<b>9.3%</b>	33,000	<b>9.3%</b>	<b>33,000</b>		36,000	<b>9.3%</b>	36,000	<b>9.3%</b>	168,000	<b>12.7 %</b>
<b>[C] COMMUNICATION AND REPORTING</b>	<b>10,000</b>	<b>3.1 %</b>	11,000	<b>3.1%</b>	<b>11,000</b>	<b>3.1%</b>	12,000	<b>3.1%</b>	12,000	<b>3.1%</b>	56,000	<b>4.2%</b>
			-									
<b>[D] ADMINISTRATION COSTS</b>			-									
Strategies, policy and structure	9,000		9,900		9,900		10,800		10,800		50,400	
Zonal desk offices	7,300		8,030		8,030		8,760		8,760		40,880	
Human Resources and Administration	46,700		51,370		51,370		56,040		56,040		261,520	
Governance Strengthening	6,500		7,150		7,150		7,800		7,800		36,400	

<b>SUB TOTAL - ADMINISTRATION COSTS</b>	<b>69,500</b>	<b>21.6 %</b>	<b>76,450</b>	<b>21.6 %</b>	<b>76,450</b>	<b>21.6 %</b>	<b>83,400</b>	<b>21.6 %</b>	<b>83,400</b>	<b>21.6%</b>	<b>389,200</b>	<b>29.3 %</b>
<b>TOTAL EXPENDITURE</b>	<b>343,300</b>	<b>100. 0%</b>	<b>353,760</b>	<b>100. 0%</b>	<b>353,760</b>	<b>100. 0%</b>	<b>385,920</b>	<b>100 %</b>	<b>385,920</b>	<b>100%</b>	<b>1,327,760</b>	<b>100. 0%</b>
<b>Notes:</b>												
<i>1) This is budget designed to be flexible to respond to varying funding levels</i>												