

ACTIONAID TANZANIA ANNUAL REPORT 2015





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ACRONYMS

AATZ	ActionAid Tanzania
CRSA	Climate Resilient Sustainable Agriculture
CSP	Country Strategy Paper
HRBA	Human Rights Based Approach
LGA	Local Government Authority
LRP	Local Rights Program
NORAD	Norwegian Development Agency
PFA	Public Financing for Agriculture
POP	Program Objective Plan
PRRP	Participatory review and eflection Process
RCH	Reproductive and Child Health
SIDA	Swedish Development Agency
TEN/MET	Tanzania Education Network
TGNP	Tanzania Gender Network Programming



ACTIONAID TANZANIA IDENTITIES

ActionAid Tanzania is a registered organization in the Republic of Tanzania (Mainland and Zanzibar) and an Associate member of ActionAid International Federation. It has started development programs in the country in 1998 and has had a National Board since 2010 and a General Assembly since 2015.

VISION

Seeing Tanzania without poverty and injustice in which every person enjoys his/her right to a life of dignity

MISSION

To work with poor and excluded people to eradicate poverty and injustice

CORE VALUES

Collective responsibility

We believe in shared responsibility in working with the poor and excluded to end poverty and injustice.

Solidarity with the poor

We believe in alignment with the poor, excluded people and their organizations in the fight against poverty

Accountability & transparency

We believe that horizontal and vertical accountability and transparency both at individual and collective levels are pivotal towards organizational effectiveness and subsequently reduction of poverty.

Honesty and integrity:

We believe in absolute honesty and integrity in utilizing and managing the organization's resources entrusted to us for the benefit of the poor and excluded

Mutual respect:

We believe that every human being regardless of race, sex, religion or political affiliation has a right to a life of dignity.

Equity and justice:

We believe in giving equal opportunity for all in accordance with their potential, irrespective of race, age gender, HIV/AIDS status, color, class, ethnicity, disability or religion.

Humility

In our presentation and behavior, we recognize that we are part of a wider alliance against poverty

Our Approaches

Human Rights Based Approach

Working with and through partners and alliances

Women at the center of our work

Working with children and youth

Use of participatory tools and methodologies

Message by the Board Chair



Building on commitments we made to ensure incremental gains in the fight against poverty and injustice, ActionAid Tanzania has moved a step ahead in 2015. The staff, the management and the Board have made collective effort towards realizing strategic goals we set out in the Country Strategic Paper that has defined the organization's programmatic and organizational development directions from 2014 - 2018.

The year 2015 witnessed unique achievements in the organization's history. The formation the General Assembly has broadened our constituency base and Board transition is realized. The courageous and bold campaign to defend the land rights of smallholder farmers and women in particular and subsequent results achieved are

worth mentioning despite serious challenges faced. The progress made in our tax justice programs towards influencing laws that favor tax justice, increased empowerment of women on the rights and entitlement and gains around securing funds from institutional sources besides improving sponsorship deliverables are among credible progresses made. All these successes were made real as a result of concerted effort made by the staff, the management and the Board. The role played by partners and shareholders at local and national level and the solidarity demonstrated by colleagues across the ActionAid federation has made significant contribution for all these to happen. We have many things to celebrate because we made contribution to country's holistic development.

The organization has also gained credible lessons from the practice it has undergone in the year and the challenge it has encountered. As 2015 is the second year of the five year Country Strategy Paper III, the review to the progress we made this year also shows the nature of the journey ahead of us. Since our vision is much bigger and broader, there is need to renew our commitments and move with courage to gain more achievements.

I would like to thank all who have contributed in one way or another towards the successes we have registered and hereby call all to join hands going forward. Let's remain courageous and united!

Regards

Mary Nsemwa

Chair Person of the National Board

Executive Summary

ActionAid Tanzania has been implementing its Country Strategic Paper III (CSP III) since the beginning of 2014. Accordingly, the 2015 Annual Report is informed by the CSP III, strategies of the local rights programs (LRPs) and those of partner organizations of the Program Objective Plan (POP)

The information consolidated in this report was generated from periodic performance reports, findings from field monitoring exercise and Participatory Review and Reflection Processes (PRRP) facilitated at LRPs and national level. Inputs were also generated from forums organized with partners and stakeholders as well as engagements made with staff and Board in multiple ways.

Through our commitment to promote sustainable agriculture and control over land and other natural resources, the PRRP reports show that women and youth have gained confidence to demand their land rights as a result of consecutive community sensitizations and trainings on land related laws provided by AATZ and its partners. There are number of cases where women have claimed and secured their land rights. In the year, the other significant achievement registered was the research we initiated on land rights of smallholder farmers and women in Bagamoyo in collaboration with the International Secretariat that was finalized and launched. Coordinated #Landfor campaign continued across the year against the threat posed by EcoEnergy, the Swedish based company to grab the land on which the livelihood of many smallholder farmers and women is based on. We closely worked with Tanganyika Law Society in particular in Bagamoyo in launching the research report and subsequent campaign works. Moreover, through our programs under Climate Resilient Sustainable Agriculture (CRSA), smallholder women have gained theoretical and practical skills and knowledge on climate resilient agriculture. In Singida and Chamwino, trainings and experience exchange visits were organized by AATz and the number of smallholder farmers and women adapting the system has increased.

Under our Governance, public & corporate accountability strategic objective, series of advocacy and lobby interventions continued following the 2014 initiative. The Value Added Bill and the Tax Administration bills to which AATZ and the Tanzania Tax Justice Coalition advocated for were enacted into laws. In the Tax Administration law, all multinational companies are no longer exempted from paying VAT. Others achievements include increased budget commitment for the provision of basic social services by local governments where we work as a result of Social Accountability Monitoring interventions. There is a lot of evidence on enhanced transparency by local government authorities because of peoples' empowerment and demand for their rights. Among others, the abolition of fees on Reproductive and Child Health (RCH) services which was charged illegally in Bumbuli district as well as realization of 5% statutory budget allocation for youth development in both Bumbuli and Lushoto, the influence made to construct science laboratory at Rafsanjani girls secondary school which has made it easy for girls who used to walk 25kms for lab experiments are few of achievements that worth mentioning.

In advancing women's rights, we have initiated forums in collaboration with our partners with regards to the constitutional review process with the aim of including clauses that promote and defend the rights of women and girls. We were able to organize high level forum in which key decision makers took part to lobby and influence bringing more women to the leadership at all levels. This initiative will continue as the review process resumes.

On organizational development priorities, AATZ worked hard with the Board towards the formation of the General Assembly and Board transition. Both initiatives have succeeded and key milestone is reached towards the Affiliation process. Training was also organized to Board members drawn from AATZ and its partners on Board Governance and HRBA that has helped broadening their knowledge. By way of developing staff capacity, series of trainings were carried out for AATZ and its partners' staff at MS-TCDC

Arusha on HRBA, engaging Local Government Authorities, LRP Accountability, Project Management and Senior Leadership Training. Moreover, many staff members were offered opportunities for trainings/ workshops and workshops organized at international level as a means of developing their capacity.

The performance of the year also encountered challenges that have tested the courage and conviction of the Board, management and staff. Among others, the government's strong adverse reactions over the Bagamoyo research report threatened the staff and the organization in general and delayed implementation of planned activities in Bagamoyo LRP. The abrupt budget cut by Danish Government, inadequate progress in improving program quality and documenting impact and challenges in performance management are worth mentioning among others the management has struggled to handle.

AATZ solicited fund from two sources: (1) Child Sponsorship (Regular Giving Income) and (2) Institutional/ individual donors. Around 9,000 individual sponsors from UK, Italy, Greece, Sweden and Brazil continued committing funds through the child sponsorship mechanism. We have also secured funding from institutional donors such as OAK Foundation, Wellsprings Advisors, Melinda & Gates Foundation, NORAD and ActionAid Denmark. Besides efforts done to maintain existing supporters, we are also able in securing additional funding from new donors.

In the year, a total of **Tanzanian shillings 5,255,130,000/=** was budgeted for program and support costs. Across the year a total of Tshs. **4,765,075,000/=** was utilized which was 91% of the total.

Introduction

The 2015 Annual Report is the second of its kind since the start of operationalizing CSP III. The report is a consolidation of information gathered from communities we are working with, LRPs reports, reports and reflections from local and national partners and inputs generated from PRRP conducted at LRPs and national level.

The annual plan was developed with the active participation of all actors. Across the year, we have worked directly with communities and local partners in LRPs. National level partner such as Tanganyika Law Society, Agricultural Non State Actors Forum (ANSAF), Policy Forum, Tanzania Gender Network Programming (TGNP), Tanzania Tax Justice Coalition and Tanzania Human Rights Defenders Coalition also had a stake in the implementation process one way or another. Other project specific partners who have contributed to the outcomes include Tanga Youth Development Association (TAYODEA), Youth Partnership Countrywide (YPC), Tanzania Youth Vision Association (TAYA), Shiviwaka, KINNAPA, Naramatisho Pastoralist Organization, UKUN, Tandahimba Farmers Association (TAFA) and Chamwino NGO Network (CHANGONET).

The report is structured around the following three (3) programmatic strategic objectives and organizational development priorities

- 1. **Strategic Objective One:** Promote sustainable agriculture and control over land and other natural resources (Land rights and climate resilient agriculture)
- 2. Strategic Objective Two: Governance, public & corporate accountability and Tax Justice (Tax justice, accountability and education)
- 3. **Strategic Objective Three:** Promote women's rights & prevent violence against women (Women's social and economic empowerment)
- 4. Organizational development priorities



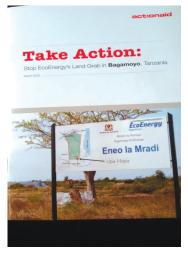
2.1 Program Achievement

2.1.1 Strategic Objective 1: Promoting sustainable agriculture and control over land and other natural resources

Key Change Promise 1: Small holder women, youths and other farmers gained access & control to land & other natural resources.

Interventions & key outcomes

In promoting land rights of small holder famers and women, we have planned to finalize the Bagamoyo research and launch the report involving internal and external partners and undertaking public sensitization and trainings on land rights with focus on women's land right in LRPs so that people are empowered to claim their land rights.



Land Rights Advocacy: The research which was started on the Bagamoyo EcoEnergy project was finalized and the report was launched courageously. The report revealed that the project has threatened to evict approximately 1,300 people leading them to losing their land and/or homes. Moreover, the report indicated that the land acquisition process was a land grab in light of internationally recognized standards as it has failed to secure free, prior and informed consent of affected communities. The report launch instigated the campaign internally and externally towards stopping the land grab including gathering petition from supporters across many countries demanding the Tanzania Government to stop the threat on smallholder farmers and women.

Following the launch of the report and coordinated #Landfor campaigns, SIDA withdrew its funding to EcoEnergy project. As a result of successive empowerment works, smallholder women, men and youth farmers were able to stand for their land rights. Moreover, the Government has given more attention to community concerns and intensified consultations with communities affected by the Eco-Energy project in the second half of the year.



The Bagamoyo EcoEnergy Report colourfully launched on Mach 17, 2015

Information gathered through participatory review and reflection process conducted in Bagamoyo LRP shows that 70 out of targeted 120 women in the year, reported to have increased control over their land

as they can defend their land rights and regain back what they have lost. This quantitative achievement however is 58% of the planned target. The major reason for achieving less is the government's negative reactions which affected a number of intended community outreach activities.

The outcomes highlighted above were made possible as a result of conducting research to base out arguments on facts, formation and capacity building of the Bagamoyo Local Taskforce, public education and trainings of community and Village Government on land related laws through the support of Tanganyika Law Society. Moreover, the oversight role by the Board and the International Leadership Team and the Board helped a lot to strategize realistic approaches.

Among planned activities, engagement with Village Land Committees was not implemented due to interference by the Government. The activity was linked to Local Taskforce members, where they provided trainings on land related laws and procedures for land acquisitions.

As a result of our interventions, 50 women out of 150 targets reported to have received support from their local leaders and husbands and they were able to control land and agricultural produce.

The program had planned to conduct dialogue between women, husbands and local leaders for improving husbands' understanding of the importance of women's access to and ownership over land and other natural resources. We also had intended to support women on how to shape their land rights agenda at community level and guiding local leaders on how to respond to women's demands. This activity was not successfully implemented in Singida and Tandahimba because most of our land right time was spent on the Bagamoyo engagements.

Generally, it was planned to reach and impact 2,130 people under the land rights interventions in the year and we have achieved 3,640 which is 170% of the planned target.

Case story 1: "My engagement in Local Task Force sharpened my knowledge on Land Rights"

"Land is everything to our life. If there is no land, there is no life too. It is for my own sake and community at large that we raise our voices on our rights to land", said Jumanne Shabani, member of the Bagamoyo land rights taskforce.

'We faced challenges when the land on which our life is based was said to be given to EcoEnergy and we were instructed to prepare to vacate the area. We were told that the company's plans and intentions are good for the community development. In due course, we realized that there are many unclear issues. There is lack of transparency as many people do not know what their fate will be, where they will be resettled, what the compensation will be and when they will get it and how their lives will unfold. The company and the local government didn't make these things clear to us but ordered us not to plant permanent crops and set structures. There were lots of verbal promises by EcoEnergy but no concrete written agreements with the communities. We were left with lots of uncertainties and this situation continued to affect us until ActionAid came to our community to educate us on land rights. During the discussions we had on land right issues, communities raised a lot of worries and concerns which made ActionAid to conduct research'.

'As a result of series of discussions and trainings, we have agreed to work collectively and initiated the formation of local task force to advocates for our land rights. I and other 20 community members agreed to take part in the local task force. To me, it was a blessing to be members of the local task force. I was empowered on a number of issues on land like land policies, investment policies, land laws, strategies and steps required to conduct the campaign. It was not that easy and simple to grasp the knowledge but at last I managed to understand basic laws and procedures on land rights. I have been taught how to defend my right and also mobilize community members and to bring the issue of concern to the attention of community members and the government'.

I am much more empowered and confident to defend my right to land now more than ever before. The community at large is more conscientized and organization for collective engagement. Thanks to ActionAid for working with us towards this end.

Jumanne Shabani, member of the Bagamoyo Land Rights Taskforce

Key Change Promise 2: National Civil Society Organizations and Coalitions along with local farmers' movements actively engaged in holding the government to account for security of land tenure especially for women

Interventions and key outcomes

Mobilizing and building alliance with local and national civil society organizations that have interest in contributing towards defending the land rights of smallholder farmers and women is the major focus under this key change promise. Accordingly, AATZ worked closely with the Bagamoyo Local Task Force that brings together local organizations and community representatives around land rights advocacy. Series of trainings were organized and joint forums of the task force were supported as a result of which they have collectively and actively engaged in the #Landfor campaign.

National Task Force was also initiated that has brought together 8 CSOs that have land right and natural resource priority in their programs. The national level taskforce involved Tanganyika Law Society and Tanzania Human Rights Defenders Coalition for provision of legal support to the local taskforce and #Landfor campaigns in general. This group has contributed much in strategizing the land rights advocacy programs. Periodic meetings were organized across the year on broader national level land rights agenda and how to work on the Bagamoyo land right case. Generally, both task forces have contributed much for all achievements AATZ has gained in the year.

Key Change Promise 3: Women and small holder farmers will have adopted climate resilient agriculture concepts and practices, increased agricultural production and have fair access to markets

Interventions & key outcomes

Building on the experience we gained in 2014, it was planned to work more on model farmers to adapt climate resilient agricultural practices as agents of change so that others can learn from and influence the government to adapt the model. Trainings on concepts and practices of climate resilient sustainable agriculture adaptable to the environment and exchange visits were part of the plan.

Accordingly, series of direct trainings were organized to farmers accompanied by skills sharing. Experience exchange visit was organized to Chololo eco-village in Chamwino to selected women farmers where women learned alternative livelihood activities such as fish farming so that they adapt and replicate the practice.

• As a result of the intervention, 24 farmers (13 men & 11 women) are now practicing crop diversification, fish farming and the use of leguminous crops to improve soil fertility in Chamwino and Singida LRPs.

 The local Government in Chamwino and Singida made commitments to support climate resilient agriculture in practice. LGAs in both LRPs have invested in the production of drought resistant seeds and sell to smallholder farmers at a lower price. AATZ will document processes, achievements and the impact so that it is shared to wider stakeholders for replication.

Though it was planned to conduct Social Accountability in Agriculture in the climate resilient agriculture intervention, it was not possible because of demands for more time in the land rights advocacy work.

Through the interventions under the key change promise, it was planned to reach and impact 2,130 people. We are able to reach 3,640 which is 170% as compared to the set target.

2.1.2 Strategic Objective 2: Governance, public and corporate accountability

Key Change Promise 5: Conscientized & empowered women, men, youth & marginalized people and disabled, their movements and CSO allies on tax justice

Interventions and key outcomes

AATZ made commitments to undertake awareness raising trainings on tax justice and its relation to delivery basic public services at local level and advocate on the negative effects of harmful tax incentives and illicit financial flows as revealed by the high level panel report on illicit financial flows.

- Series of trainings were organized in LRPs and other districts where our partners operate to capacitate staff on tax justice on one hand and create a link between revenue collection and provision of basic public services on the other. The trainings have also incorporated familiarization on social accountability tools and practices as a means of empowerment towards demanding for accountability. As a result, understanding on tax justice and the linear relationship between revenue and service delivery was enhanced among communities we worked with.
- Resulting from the advocacy work conducted by AATZ in close collaboration with Tax Justice Coalition
 and other partners on the negative effect of harmful tax incentives and illicit financial flow (tax avoidance
 and evasion), the government made a commitment to publish tax exemption reports on quarterly basis
 as well as ensuring that taxes are administered transparently. We claim that our continuous advocacy
 work has made certain contribution for this result.
- AATZ has supported the Tanzania Tax Justice Coalition to become more vibrant and visible. As a
 result, it has been very active in engaging the government such that Tanzania Revenue Authority
 showed interest to work together for the introduction of Tax Justice Concepts in the national education
 curriculum. The district level tax initiatives were linked up with the national level coalition.

Generally, it was planned to reach and impact a total of 3,330 people but we only impacted 1,302 which is 39% of the intended achievement. Reasons behind under performance include among others the abrupt budget cut from Danish Government that has led to termination of funding commitments to five partner organizations leaving planned activities unaccomplished.

Key Change Promise 6: Enhanced participation of women, youth, poor and excluded and disabled people in influencing decision making processes through increased representation and active engagement into administrative governance structures

Interventions and key outcomes

It was planned to conduct social accountability monitoring, including community score cards and public expenditure tracking aimed at lobbying the local government(s) to take positive steps to improve people's access to quality basic services. Youth engagement through youth parliamentary platforms was another intervention planned for the year.

- In Lushoto, our partner Tanga Youth Development Association (TAYODEA) has identified issues for change and made series of lobby and advocacy works resulting in the the Local Government Authority abolishing the mother and child health fees that were charged against existing law. In addition, the same LGA reinforced the 5% statutory allocation for youth development. Furthermore, Lushoto and Bumbuli LGAs introduced staff attendance registry to control absenteeism of health workers.
- Kiteto LGA accepted and registered Youth District Parliament to enable youth participate in decision making processes
- Tandahimba LGA increased the number of agro input suppliers from 2 in 2014 to 14 in 2015 following the accountability work by Tandahimba Farmers Association (TAFA) and this has increased access to supplies and it has increased competition amongst suppliers
- In Kibaha, the community was able to demand and restore the collapsed water project which is now directly assisting more than 700 families in three villages
- Mahanje village in Mbeya, Talawanda village in Chalinze and Soga village of Kibaha have for the first time started calling for Village Council meetings where they discuss plans and accounting for expenditure made
- In Kibaha, community demanded the LGA to construct Science Laboratory at Rafsanjani Girls secondary school. Before the lab construction, girls from this school used to travel 20kms to Ruvu secondary school to access lab for chemistry, biology and physics experiments



Youth sharing their voices on development issues affecting them during youth forums



Tanzania Youth Activista members during debates on development issues

These outcomes are results of series of activities implemented by partners. Interventions made include training citizens and Community Based Organizations on Social Accountability Monitoring (SAM), implementation of Community Score Cards and Public Expenditure Tracking Surveys (PETS). We aimed at having all 16 Local Government Authorities taking steps to improve people's access to quality basic services. For this target, we have been on track.

The planned target to impact was 82,856 while the achievement is 25,547 which is 30% of the plan. The main reason for low achievement is attributed to the abrupt budget cut by the Danish Government that has led to termination of funding partnership with five partners. Unrealistic setting of targets and poor performance by LRPs and partner organizations has also contributed for this under performance.

Key Change Promise 7: Rights to quality education improved through enhanced accountability by the government and other actors

Interventions and key outcomes

Promoting Right in Schools is the core principle of our education intervention with its linkage to broader national level advocacy works. AATZ has planned series of trainings and awareness to the community on quality education and children's rights to education, formation of school clubs, development and implementation of school improvement plan and advocacy on the rights of children with disabilities. Besides our regular programs, the Action for Children Rights in Education (ACRE) project interventions have contributed much in furthering our agenda on prompting education quality.

It was able to engage children directly through their school clubs to discuss challenges faced in accessing quality basic services in schools. We trained school club members on their rights within the education

system in 35 schools in 3 LRPs. In Zanzibar, we were able to also train girls through their clubs on their rights. By way of reinforcing complaint reporting mechanism, suggestion boxes were placed in schools so that children are able to report violence issues at both school and community. Similarly, we engaged School Management Committees towards improving school governance through active involvement of children. Under this, about 90% of schools developed their School Improvement Plans and school by-laws which are new in the school system. These processes and achievements will be documented and shared for other schools to influence replication of the system to enhance education quality.

At national level, we were able to revitalize the working relationship with Tanzania Education Network and Tanzania Teachers Trade Union (TTU) and TEN/MET to engage on policy issues around inclusive education and disability.

It was planned to reach and impact a total of 13,330 but the actual is 3,589 which is 30% of the target. Reasons assessed indicate that there was limitation in setting target and it was seen unrealistic.

Case Story 2: Changes observed as a result of implementing the ACRE Project in Mafia

Action for Children's Rights in Education (ACRE) II project is a three years project that is implemented in three LRPs of Bagamoyo, Chamwino and Mafia. The project began in December 2012 and it was expected to end in June 2016. The project focuses on three rights: (1) Right to Non Discrimination - Schools must not make any distinction in provision based on sex, race, colour, language, religion, political opinion, nationality, ethnicity, ability or any other status, (2) Right to Safe and Non Violent Environment - Children should be safe on route to and in school. Clear anti-bullying policies and confidential systems for reporting and addressing any form of abuse or violence should be in place and (3) Right to Participate - Girls and boys have the right to participate in decision-making processes in school. Appropriate mechanisms should be

in place to enable the full, genuine and active participation of children.

In May, 2015, Mafia LRP conducted follow up visits to some of intervention primary schools to assess the progress of the implementation made on the School Improvement Plans that were developed following a participatory baseline survey involving participation of pupils, teachers, parents and members of the School Management Committees under the facilitation of ActionAid. One of the major findings at Banju Primary School was unsafe environment for children due to the fact that road was crossing the school environment where vehicles and motorcycles used the road uncontrolled and in the past some children were injured by the fast moving motorcyclists. In addressing the problem, it was agreed in the school improvement plan to block the road for safety of children. During the visit, it was observed that action was taken to block the roads.

In Kipingwi Primary school, the club teacher Ms. Habiba J. Kipi had to say the following on the success of school improvement plans. "We had several cases at our school of the children Mr Onesmo, school club teacher, talking to students on safe school being knocked by bicycles and motorcycles. environment

"Together with the close assistance from the school management committee, we managed to block this road because it surely was endangering the lives of the pupils. It was not easy task but I want to thank ActionAid for facilitating the development of school improvement plan after sharing with us the results of the baseline survey of the ACRE project on the three children's rights. The baseline survey results broadened our thinking and provided us with the ability to take charge of protecting the rights of the children" - commented Ibrahim Mketo, the Banja Primary School head teacher



The road that allowed people and vehicles to cross the school compound has also led to a lot of noise and disturbance to the pupils that has been negatively affecting the learning and teaching environment. It was hard to teach the children. Before ActionAid came and facilitated the development of the school improvement plan, if a motorcycle or groups of people pass across the school compound, we had to stop teaching the pupils and wait until they pass and it was difficult to catch the attention of the pupils.

But we are now happy that children are safe and the teaching and learning environment is now safe. Other schools are also learning from the change we made. I thank ActionAid for the education on children's rights to communities.

2.1.3 Strategic Objective 3: Promoting women's rights

Key Change Promise 8: Sensitized, conscientized and organized women and girls in the fight against cultural norms and practices that perpetuate violence against women and negatively impact on women's full realization of their rights and survivals of violence have accessed to quality support services in both rural and urban areas

Interventions and outcomes

Much emphasis was given in the year to promote women rights at it stands at the center of all our works both in standalone and mainstreamed programs. We planned to support women to continue raising awareness on women's rights, initiate and nurture women institutions and continuously influence government bodies to take concrete actions to protect girls and women from violence. Furthermore, we made commitments to support setting of functional community based structures to report gender based violence to police gender desks. Moreover, we have also incorporated interventions to enable women to diversify livelihoods through economic empowerment. All LRPs have women rights programs in their priorities and we also have national level broader works.

- Across all LRPs, series of sensitization works and trainings were organized to women and other community members at large to raise awareness on women's rights, negative effects of violence against women and legal processes that promote and protect women's rights. Moreover, women are conscientized and organized in various groups for sustainable action on their rights.
- More women organizations emerged and existing institutions were strengthened through trainings, training part in joint forums to exchange experiences and supports provided to improve their internal governance systems.
- In Unguja and Pemba (LRPs), the government has established Child Protection Units at district



School girls during an exercise of identifying key challenges they face in school environment and beyond



School block in Mrama Village (child sponsorship area), Chamwino district which is constructed in response to community demand, The community played a leadership role in mobilization and demand the local government support

level while in Mafia LRP, the LGA provided training on entrepreneurship to complement efforts of AATZ on women's rights to which AATZ has made credible contribution.

 High level forum was organized involving Members of Parliament and decision makers to lobby towards bringing more and more women to leadership at all levels in connection to the national election. Women MPs took active part in the forum. The intervention has stimulated debate among women aspirants and builds confidence on framing agenda for campaign. As a result, 2 of the special seats MPs contested for the representative seats and won the election.



One of high level forums organized in Dodoma on promoting women leadership

Key Change Promise 9: Women's movements, coalitions and networks and CSOs will have influenced changes in legal reform, policies and institutions to reflect special provisions for women and practical mechanisms to address violence against women in society

Interventions and key outcomes

AATZ has worked with Tanzania Gender Network Programming (TGNP) and other organizations that have women focused programs to influence reinforcement or initiation of laws in favor of women's rights. Accordingly, we took active part collectively in the constitutional review process by providing recommendations on addressing legal provisions that support the rights of women to the Constitution Review Commission. As a result, a clause that protect women rights including GBV as well as Sexual and Reproductive Health Rights have been included in the proposed constitution.

Moreover, AATZ supported forums to influence incorporation of a clause that harmonize the Law of Marriage Act Cap 29 of 1971 with the Law of the Child Act No 21 of 1999 especially amending Section 13 &17 of the Marriage Law that allows for a girl child below 18 to get married. This was done through analysis of the laws and sensitisation meetings with women and local leaders.

AATZ has also set a target to influence the government to have legislative and policy frameworks that support women and girls to claim their right to live free of violence, and penalise those who interfere with those rights. In this case, the issues have been taken care by the proposed constitution.

Under the women rights strategic objective, we managed to impact 3547 people out of the 9850 planned equal to 36% of the annual target. The underperformance is attributed to a number of challenges faced including national election campaigns and election activities which in one way dragged lot of our plan. In addition, the underperformance was also contributed by delays on funding by the donors.

3 Emergency Response

ActionAid Tanzania has engaged in emergency response to address the urgent needs of Burundian refugees who fled the political tension and arrived in Kigoma, Tanzania. We made an assessment of the situation at the field level and provided emergency heath and sanitation materials support on the basis of the need. This action is part of the organization's annual plan but the decision to intervene is made by the management and the Board to save lives. The organization has committed around TZS 70 million for the emergency support.



The scene of the handing over process of emergency support in Kigoma where the Board Vice Chair briefed journalists on the emergency support



Communication is an instrument for promoting the organization's mission works through sharing of information, evidencing achievements and impacts, mobilization and advocacy. It is through effective communication that the voices of people whom we are working with can be heard widely.

The Organizational Development Objective Five Key Change Promise 14 of its Country Strategy Paper outlined the importance of communication in evidence building, deepening knowledge and improving organizational visibility. It has further coined commitments to '... raise its profile and visibility as the most trusted organization fighting for the rights of poor people in Tanzania' through communication works.

In 2015, ActionAid Tanzania planned to raise the profile of the organization and its brand through strengthening relations with national and international media, increase effective documentation and dissemination, promote advocacy and lobby works around Tax Justice and #Landfor Campaigns and contribute towards effective integration of communication work in programme planning and implementation.

Key achievements:

- Organizational achievements and impacts of were documented and disseminated internally and externally using Monthly updates, Hive and our website.
- Engaged with media houses during the Bagamoyo report launch and 10 local media houses participated in the launch and 23 international media covered stories on the matter
- 1000pcs of AATZ profile brochure, 30 pcs of core identities, 500 copies of CSP III short and 100 copies of long version published and disseminated.

In the year AATZ engaged with various local and international media houses.

ActionAid launches petition to stop land grab in Bagamoyo

By Songa wa Songa The Citizen Reporter

Dar es Salaam. ActionAid Tanzania yesterday launched a public petition "to stop land grab in Baga-

In a press release, the NGO called In a press release, the NGO called upon people from all over the world "to email President Jakaya Kikwete to suspend the EcoEnergy project and get the company to first con-duct a full consultation with the

local communities," The petition follows publication of a report by the entity on Tuesday night claiming that a Swedish com-pany was developing a Sh900bn bio-

fuel project in Bagamoyo that could impact negatively on the locals. The new development follows a fierce debate on Tuesday in Dar es Salaam at a forum where the high-lights of its study, which found that Aero EcoEnerye (T) Ltd a subsidi lights of its study, which cound that Agro EcoEnergy (T) Lid, a subsidi-ary of the Swedish firm EcoEnergy Africa AB that is implementing sugar cane plantation and factory project in Bagamoyo, had grabbed over 20,000 hectares of the land and coerced victims into a resettlement scheme. scheme.

Government officials however protested, saying most of the infor-mation in the report was not cor-rect and urged ActionAid not to

In the statement, ActionAld pro-vided what it referred to as "email action" through which petitioners can write to President Kikwete to intervene and halt the project in which Tanzania government holds

which Tanzania government holds 25 per cent stake. "ActionAid's research report shows that approximately 1,300 people will lose some or all of their land or homes in the initial phase of the project. More are likely to be displaced as the project develops," the statement reads in part.

It further noted that although EcoEnergy has conducted consulta-tions with affected villagers, Action-Aid's research indicated that many Aid's research indicated that many have not been offered the choice of whether to be relocated, and they have notbeen given crucial informa-tion about the impact of the project on their ability to make a living off. the land and lead their families. The attempts media "One of the

The statement reads: "One of the The statement reads: "One of the ways that EcoEncryp proposes the project will benefit the communi-ties is through an 'outgrower' or contract farming scheme in which 1,500 farmers grow sugarcane and supply the company at an agreed price."

wa Shirika la Action Aid, A sephat Mshigati, alisensa kwenye hafla hiyo kaswa shirika hilo limetna dawa, vitentianishi, magndoro variance many magnetic for groups (medicines) and medical supplies/ equipment() kwa Semisali ya Micos wa Kugoma vyenye thamani ya zaidi ya sh milikan 63.

Sh1 trillion sugar project in crisis n page 1 to irregularly imported sugar

Continued from page	flooding the market despite	
project has some high-pow-	the 100,000-tonne annual	
cred supporters: The Swed-	deficit Given that the inves-	
ish International Develop-	tor has not been given a cor- id	
ment Agency (Sida) commit-	porate tax waiver, doom is all	
ted more than \$100 million,	but certain.	
the International Fund for	"The government has	
Agricultural Development	done a lot but, considering	
(Ifad) set aside \$65 million	the fow remaining days and	
and the African Develop-	what still needs to be done, 'n	
ment Bank (AfDB) was ready	what still needs to be done, 'n we are very concerned," Mr	
to put in some \$30 million.	Carstedt said.	
Come Thursday, no cent will	EcoEnergy has already	
be released if the precondi-	injected \$45 million (about	
tions remain unmet, dealing	Shao billion) in the project	
a killer blow to the project's	which, come Thursday, will 2	
lifeline.	enter the firm's books of to	
According to Mr Carstedt,	account as loss.	
three main issues remained	The multi-billion project is	
unsettled as of yesterday.	one of the investments being	
Given the time left, the	co-ordinated under Presi-	
chances are high that they	dent Jakaya Kikwete's Deliv-	
will not he solved. The con-	ery Bureau's Big Results Now	
tentious issues include a land	(BRN). A top BRN official	
dispute in the project area,	privy to the project and who	
control of sugar importation	hasbeenworkingclosclywith	
and cornorate tax exemption	EcoEnergy towards sort-	
for the investor. All three	ing out the issues, declined	
items fall in the government's		
to-do list.	a lot," he said. "I cannot say set	
In the joint venture com-	much on the phone." 13 The Presidential Delivery 13	
pany that was registered in	Bureau's deputy chief execu-	
2007 to run the project, Baga-	tive, Mr Peniel Lyimo, who	
moyo EcoEnergy Ltd (BEE),		
the government was given 25	key actors as far the EcoEn- 1	
land-for-equity shares as it	ergy project is concerned, sh	
provided the former 22,300	said he was in a meeting and do	
hectare Ranch of Zanzibar in	asked that questions be sent	
Bagamoyo (Razaba).	via text message. He had not	
But some residents, who	t responded as we went to	
had settled on the land that	105ponteres and the month	

Kigoma yapungukiwa vifaa vya tiba ngu Mikun wa Mikua wa ma Dik Leonard Subi

nchini Burundi wanaoingaa mkooni hapa kutatuta biradh kutaataa machatako ya kisiasa yanayoendelea katika nchi hiyo jirani. Die Suiti Jusi alseerna adha htyo ya upungulu wa vitaa inatiskana na kaswipo kwa wupile kubwa la rata katoka Alizema kuwa hise Alizema kuwa hise sasa vituo singi vya kutoa huduma za alya mkoam Kugoma vimakaliziwa ma

toivers va Kuhara na tel availation ipotiona kastarika Kiwa upande wake Mining ina Programu na Sera

Tanzanian

soldiers

killed in

DR Congo

By Mkinga Mkinga and Agencies DaresSalaam, Two Tanzanian



"The Citizen' reported last week that the scheme would effectively collapse by April 30

Key financiers drop Shltr sugar project

he Swedish International Development Agency, which ad pledged more than \$100 million towards the giant roject, has explained why it has decided to pull out

By Songa wa Songa prime projects. The Swedish

mented by the government, with 25 shares, and the Swed-ish investor Agro EcoEner-gy and the news of the lead financier's withdrawal reads remarkably like a "Best in

120m The sum in dol-lars that was was set aside 13

soldiers serving as UN peacekeep-ers in the Democratic Republic of Congo (DRC) were killed when their convoy was attacked by sus-pected Allied Democratic Forces (ADF) rebels in North Kivu on Monday,



he Guardian, Friday March 20, 2015 2

ActionAid Bagamoyo report false,

 By Sylivester Domasa
 Backed the government's tiasproval of law reading
 Tazania," was published stirred up to controversy whose dirit sy up to controversy whose the power ment in the controversy whose to controversy whose the power ment in the controversy the sy to controversy to controversy whose the power ment in the controversy whose the power ment in the controversy whose the power ment in the controversy the power ment in t

early this week and stirred up in controversy whose drit is yet of to settle. The report was strongly opposed by the Ministry of Lands, Housing and Human Settlement and also by that Presidential Delivaying the residential Delivaying the claim that Delivaying the communities in order to lease dome 20,000 hectares of land to the investor. Following launch of the

report, ActionAid announced latest nuniqué that uct a public pe the alleged bing.

stop the alleged land grabbing. Speaking to press yesterday in the city, ACT Chairman Driving the council does not support any according to him 'want to turn the nation into: a hostage an 'We don't support the idea of humiliating small scale to to city, Y.

THE CITIZEN THE CITIZEN

SPECIAL REPORT: Land grabbing in Tanzania: The truth and fallacies behind land acquisition



is, spread the dears has private land sequilibrian thanks to private arises, which model the resis or a lockup you on inside rises on facts, anythe basical the mark debated fact, and goaldwing in I associate Dur es Salaam. For prers now, the decision by the government to invice and accommodate investors in land bar divided the satiss int en also sought to wenify the finding of the name black etha ddwiwala farm at Mannara Witam in blavarene Findin's Mannara in Source

> Print **THISDAY** Sugarcane farms in Bagamovo govt property - Minister The Guardian Reporter The government has said land allocated for the sugarcane investor Bag Bagarnoyo District, Coast Region does not belong to the villagers but the In his statement that was availed to this paper yesterday, Kidata said the gov He however noted with concern that ActionAid is avoiding to engage some key stakehol According to the PS the research conducted by Action Aid was flawed and did not involve repress from the villages in the project and the local government leadership in Bagarnoyo District as well. Kidata said that even officials from Development and the Hisrintry of Agriculture, Food and C d by the necessar eAid to involve the farmers in the relevant villages in a non discriminatory way, Bagamoyo District elevant ministries, in particular the Ministry of Agriculture, Food and Cooperatives and the Ministry of In another development, the organisation yesterday called on the gov ActionAid Land and Agriculture Manager, Elias Minda said their research that involved 153 people shows the government will have 25 per cent ownership in the project for the first 18 years and thereafter its shares will drop to only 10 nor cent. He was presenting the research findings conducted last year and finalised in February 2015 to stakeholders at a dialogue forum on implications of Large Scale Agro Investment on Smallholder Frankes. The findings further indicate that since the inception of the project the investor had ever issued perfi-government it also cited lack of transparency in the acquisition process. According to Minda, there is no information on benefits sharing and taxes that the investor should p In January this year, the Parliamentary Committee for Lands, Natural Resources and Environment ordered the Ministry of Lands Housing and Housing Obtained is Oversignment to recover JORO tectaines of Lands Housing the Lands Housing to According to the committee, the JORO herctees are white JORO tectaines of Gaussi National Park in the district d EcoEnergy Ltd acquired the hectares of land from the former investor - RAZABA Ranch who The committee said Ecobergy Las Moymers on reviews on each section of Makarunge, located 40 kilomethes from Spreadness bid year, thousands of villagers of Dama Makarun, Mattevill and Makurunge, located 40 kilomethes from Bagarroyo, expressed their concern over the government's plan to forcefully evict them from their village land and give it 9

ActionAid Tanzania on Media

Fundraising and sponsorship

Child Sponsorship is one of funding mechanisms in ActionAid Tanzania which constitutes 65-70% of the overall funding annually. The remaining fund is solicited from institutional donors. The organization has linkage to supporters in Greece, Sweden, Italy, UK and Brazil. Currently, AATZ has 8,500 sponsorship links (supporters linked to children). Supporters and children have regular linkage through child messages, photo updates and reports.

Sponsorship Unit is mandated to facilitate all tasks related to sponsorship activities engaging with local rights programs. The summary below indicates the performance status of the annual plan.

No	Planned activity	Achievement
1	Collection of 500 new child profiles for Brazil supporters from Chamwino LRP	 500 new profiles collected, processed and dispatched for Funding Affiliates. 250 first lots delayed the submission date which was 1st March 2015 from LRP. The second lots(1st May 2015 were submitted on time All profiles were accepted by Funding Affiliates for linking
2	Roll out the Community Development Facilitator working model in all Local Right Programs	 All LRPs were familiarized with the Community Development Facilitator Model and the model is now is in use Training organized to 8 LRPs. The Community Development Facilitators (CDFs) were trained about child sponsorship requirements as per Sponsorship guiding tool. Child sponsorship requirement in most LRPs is understood by CDFs
3	Prepare 22 supporters report from LRPs as per child sponsorship guideline	 22 supporter reports were prepared, reviewed in light of the guideline and submitted to Funding Affiliates Reports mailed with child message to supporters on June and December 2015
4	Collection of 9,119 child messages and 6,597 photo updates for sponsors	 7,975 child messages collected; out of the number 5,834 messages were sent to Supporters with 5,541 photo updates. 2,141 child messages were sent to supporters after the end of the period. Quality of communication checked and processed in NK as required
5	Facilitation of second year phase-out in Bagamoyo LRP	• 53% child links moved from Bagamoyo to Mafia done as per plan

In the year, AATZ is able to raise fund from various institutional sources for four projects. These include;

- 1. NORAD Promoting Quality Education through Progressive Domenstic Resource Mobilization Norwegian Government
- 2. SNAP Singida Nutrition and Agriculture Project Mackgknight University
- 3. PFA: Public Financing for Agriculture Melinda Gates Foundation
- 4. SDC: Strengthening Social Accountability for Public Resource Management in Health and Agriculture in Southern Africa

In the year, AATZ has been managing six donor funded projects.

Achievements of Organizational Development Priorities

6.1 Governance

As part of the membership development program, ActionAid Tanzania has moved one step forward towards the Affiliation process in the year. After series of participatory processes, its General Assembly was formed on July 25, 2016 composed of 16 members with equal ratio of women and men. The staff, Board and partner organizations have taken active part in the nomination process of potential candidates. During its first meeting, the General Assembly has elected nine members Board. Some of the previous members were re-elected.



ActionAid Tanzania General Assembly Members

It was possible to organize four Board meetings (Jan 24, April 4, July 24 & Nov 21, 2015) in 2015. The three meetings were regular while the one on April 4, 2015 was extraordinary that was organized specifically on emerged issues associated to the Bagamoyo case and AATZ's registration. Calls were made on time, reading materials shared ahead of time, logistics preparations were made, minutes of the meetings were prepared and circulated for comment and subsequent approval.

6.2 Human Resources and Organizational Development

Core tasks performed under the Human Resources and Organizational Development consist of the following:

- Recruitment was done for 14 vacant positions
- 8 staff meetings were organized at the head office
- Staff Security Plan was prepared and rolled out guest pack was updated
- Performance appraisal was done to all staff and staff development needs identified and some of them addressed.
- The existing performance evaluation format was reviewed to improve its objectivity, the SMT and staff consultations done and the 2014 performance evaluation done to all staff.

- Performance plan was put in place for all staff and midyear and annual evaluation was done.
- Staff retreat was organized in August 2015 with good achievement of team building exercise and organizational learning

Human Resources Movement in the Year

Staff category	Male	Female	Total
1. Existing staff by end of December 2015	26	21	47
2. Resignation	1		
3. Termination	2		2
4. Recruitment	11	3	14

Staff Capacity Building Interventions

Intervention	Male	Female	Total
1. In-country training/workshop	23	9	32
2. Training/workshop abroad	10	6	16
3. Promotion	1		

7 Financial Performance

During the current year, there was very minor variance between current year income and previous year income which is about 5% decline. The decline of 2015 income as compared to year 2014 is contributed to the decline in regular giving income which has been the case and decline in flexible income. The actual income during the reporting period was less than budget by 8%. This was mainly caused by delays of commencement of new donor funded projects.

The actual expenditure was almost the same as previous year expenditure. However, it was less than budgeted expenditure by 9% mainly due to low program spending as a result of decline in regular giving income and delay in commencement of implementation of some donor projects.

By the yearend, the reserve at LRP level was 1,469,891 which is less than prior year that was 1,893,427. This indicates improvements in the reserve level from 14 months in 2014 to only 6 in 2015. National level reserve as at 31 December 2015 was (761,041) which is an improvement as compared to previous period which was (1,217,075). Hence, the overall country reserve level has improved from 676,352 in 2014 with 10 months of reserve to 676,352in 2015 with 2.48 months reserve which is within compliance level.

More efforts were made by Management on fundraising and AATZ won three new projects. Moreover, Fundraising Manager was employed in order to strengthen fundraising efforts to improve the organization's funding base.

INCOME PERFORMANCE

The Income Performance as compared to the budget was relatively good in the year 2015 as the total income was 99% of total budget. While there was very good performance in regular giving income, low performance is observed in institutional funding. However, the bottom line was generally good.

There was also a slight decline of income during the reporting period as compared to 2014 by 5% as indicated in the table below. This is caused by the decline in Flexible Income which dropped by 69%. The institutional income has remained constant and Regular Giving Income declined by 5%.

	CURRENT YE	AR 2015 TSHS	000'		PREVIOUS YE TSHS 000'	AR 2014	
INCOME	ACTUAL	BUDGET	VARIANCE	VARIANCE In %	ACTUAL	ACTUAL INC Variance	OME
Supporter		0 = 40 000	(100, 100)	(1-0()		100 505	= = (
Marketing -	3,210,493	2,748,000	(462,493)	(17%)	3,397,000	186,507	5%
Regular Giving Supporter							
Marketing -	16,967	-	(16,967)	(100%)	-	(16,967)	(100%)
Other				· · ·			. ,
High Value	-	-	-	0%		-	0%
Institutional	1,266,911	1,961,669	694,758	35%	1,266,435	(477)	0%
Other Income	189,420	-	(189,420)	(100%)	54,406	(135,014)	(248%)
Flexible Income	95,786	95,786	0	0%	305,929	210,143	69%
TOTAL	4,779,577	4,805,455	25,878	1%	5,023,769	244,193	5%

INCOME SUMMARY TABLE

REGULAR GIVING

The actual Regular Giving Income is less than that of prior year by 5%. This is mainly caused by decline in Regular Giving Income allocation from International Secretariat. There is a projection that the declines of regular giving income will continue and we recognize that more emphasis should be given to fundraising activities in order to secure more partnership income (Institutional Income).

INSTITUTIONAL INCOME

The actual institutional income is less than budgeted one by 35%. This is mainly caused by the late startup of implementation of donor projects such as NORAD, PFA and SNAP. Most of these projects were commenced late 2015.

The delay in commencement of those donor projects is attributed to the following reasons

- (a) NORAD is a multi-country project and some of implementation arrangements go together with other countries especially at the initial stage where there should be harmonization in some aspects which has contributed for the underutilization of funds.
- (b) Recruitment of NORAD project coordinator took long time beyond expectation.
- (c) There were delays in release of funds for OAK project.
- (d) There were delays in concluding agreement with ActionAid Denmark on Program Objective Plan.
- (e) Poor capacity and financial management of some partners has contributed for the underperformance.

FLEXIBLE INCOME

The flexible income allocated during the year 2015 was fully utilized. However, as compared to year 2014, the current year allocation was less by 69%.

OTHER INCOME

Other income is made up of various miscellaneous incomes including mileage charge, foreign exchange gains and others various donations. The high income in this regard is therefore attributed to mileage charges and donations from LANDESA and fund secured for Bagamoyo land right work.

KEY SUCCESS STORIES IN FUNDING

Improvements were towards growth in institutional funding in the year. In 2014, institutional funding constituted 25% of the total income while regular giving went up to 68%. This year, the institutional funding increased to 27% and regular giving decreased to only 67%. The 27% of institutional income is attributed to the new donor funded projects which include NORAD, SNAP and PFA. These projects started late and this suggests that percentage of institutional income could have been more than 27% had the new project been implemented as planned for the year.

The increase in institutional income reduces dependence on regular giving which is good as far as financial sustainability is concerned and building up of reserves.

INCOME CATEGORY	2015 INCOME MX	2014 INCOME MIX
Supporter Marketing - Regular Giving	67%	68%
Supporter Marketing - Other	0%	0%
High Value	0%	0%
Institutional	27%	25%
Other Income	4%	1%
Flexible Income	2%	6%

EXPENDITURE PERFORMANCE

In general terms, the overall expenditure was less than the budget by 9% and slightly less than prior year (2014) expenditure by 1% as indicated in table below. This is mainly due to the decline in funding and late commencement of donor funded projects.

DETAILS	2015 ACTUAL TSHS 000'	2015 BUDGET TSHS 000'	VARIANCE		2014 ACTUAL TSHS 000'	VARIANCE IN Actuals
Programme	3,095,841	3,641,065	545,224	15%	2,802,577	(10%)
Fundraising	452,289	353,183	(99,106)	(28%)	454,687	1%
Governance	113,511	118,596	5,086	4%	67,130	(69%)
Support	1,103,434	1,142,286	38,852	3%	1,385,884	20%
TOTAL	4,765,075	5,255,130	490,055	9%	4,710,278	1%

The variance is further explained below:

Actual programme expenditure is less than the budget by 15% and less than prior year by 10%. These variances are mainly caused by the following:

- (a) Delays in commencement of implementation of new donor funded projects (SNAP, PFA and NORAD)
- (b) Delays in funding for OAK and ACRE project in first semester of the year.
- (c) Delays in receiving remittance from International Secretariat
- (d) Lack of effective monitoring and follow up

RAF PERFORMANCE INDICATORS

	2015 ACTUAL TSHS 000'	2015 BUDGET TSHS 000'	2014 ACTUAL TSHS 000'
Programme > 65% of total spend on programme, policy advocacy, campaigns & communications	65%	69%	59%
Fundraising < 22% of total income invested in fundraising, Voluntary + Institutional	9%	7%	10%
Support < 15% of total spend will be on support costs	26%	24%	31%
Total Expenditure	100%	100%	100%



Challenges

- The Bagamoyo land right campaign triggered threats from the government. This has drawn attention and consumed time and resources in which the management and the Board were intensively involved
- The abrupt budget cut by the Danish Government has led to uncertainties and under performance
- Delay in funds disbursement by donors and the International Secretariat in some months affected the implementation pace,
- Procurement processes have contributed to the delay of program implementation
- Limitations in HRBA uptake by staff and the partners
- Attention to election processes has also contributed for the delay of some activities in the second half of the year

Lessons

- There is the need to be more realistic in setting targets.
- We need to build facts on issues of engagement before engaging in any campaign and advocacy work
- Regular monitoring and follow is needed to ensure we are on the right track.
- Building coalition and alliances is needed more as we move towards a campaigning organization
- Working more with media is important for campaign and advocacy organizations like ours
- The need for more engagement in fundraising as the regular income is increasingly declining
- We need to strategize our staff capacity building intervention so that knowledge and skills gained are practiced







ARAS VU

ACTIONAID TANZANIA Plot No. 35 Garden Street Mikocheni B Area P.O. Box 21496 Dar es Salaam, Tanzania Tel: +255 (0)22 2700596/694/699 Fax: +255 (0)22 2700710 Email: admin.tanzania@actionaid.org www.actionaid.org/tanzania