

Annual Report

2007



act:onaid



TANZANIA

Table of Contents

	Page
List of Acronym	iii - iv
Preface	v - vi
Foreword	vii - viii
1.0 Country Contextual Analysis	1-4
2.0 Programme Performance	5
2.1 Agriculture and Food Security	5 - 13
2.2 Women Rights	13 -18
2.3 HIV/AIDS.....	19 - 28
2.4 Education Theme.....	28 - 33
2.5 Governance Theme	34 - 36
2.6 International Advocacy and Campains.....	36 - 37

Table of Contents

	Page
3.0 Enabling Organizational Environment	38 - 39
3.1 Recruitment.....	38
3.2 Staff Motivation Initiatives	39
3.3 Organization Development	39
3.4 Training and Development	39
3.5 Performance Review and staff development planning	40
3.6 Rolling out security and HIV/AIDS policies	40
3.7 Staff welfare scheme.....	40
4.0 Financial performance.....	41
4.1 Income	41
4.2 Expenditure	42 - 45
5.0 Key Lessons.....	45
6.0 Key challenges	46

List of Acronyms

AAITz	ActionAid International Tanzania
AMREF	Africa Medical Research Foundation
AIDS	Acquired Immune Deficiency Syndrome
ARVs	Anti Retroviral Drugs
BAGAFADA	Bagamoyo Farmers Development Association
BAWODEA	Bagamoyo Women Development Association
BEST	Basic Education Statistics in Tanzania
CARF	Community Aids Response Funds
CBO	Community Based Organization
CDF	Community Development Facilitator
CG	Community Groups
CMAC	Council Multi-Sectoral AIDS Committee
CSP	Country Strategic Paper
CSO	Civil Society Organization
DA	Development Area
ESDP	Education Sector Development Programme
EFA	Education for All
ETP	Education and Training Policy
GDP	Gross Domestic Product
GWA	Global Week of Action
GFATM	Global Fund to Fight AIDS, Tuberculosis and Malaria
GER	Gross Enrolment Ratio
HIV	Human Immunodeficiency Virus
HBS	Household Budget Survey
HBC	Home Based Care
HR/OD	Human Resource and Organizational Development
IFM	International Monetary Fund
LDCs	Least Developed Countries
LIFA	Liwale Farmers Association
LGA	Local Government Authorities
MDGs	Millennium Development Goals
MCAFADA	Mkuranga Cashew Farmers Development Association
MKUWODEA	Mkuranga Women Development Association
NEFA	Newala Farmers Association
NGO	Non-Governmental Organization

NMSF	National Multi-Sectoral Framework
NEWORA	Newala Women Rights Association
PESEFA	Pemba Seaweed Farmers
PRRP	Participatory Review and Reflection Process
PLHAs	People Living with HIV & AIDS
PEDP	Primary Education Development Programme
PADEP	Participatory Agricultural District Development Plans
REFLECT	Regenerated Frerian Empowered with Community Techniques
RBA	Right Based Approach
RFA	Regional Facilitating Agency
RS	Regional Secretariat
RVA	Rapid Vulnerability Assessment
SACCOS	Savings and Credit Cooperative Society
SEDP	Secondary Education Development Programme
TOWORO	Tandahimba Women Rights Organization
THIS	Tanzania HIV/AIDS Indicator Survey
TAYOPA	Tanzania Young Positive Ambassadors
TANGO	Tanzania Non-Governmental Organizations
TAFA	Tandahimba Farmers Association
TMAP	Tanzania Multi-Sectoral Aids Programme
TEN/MET	Tanzania Education Network
TACAIDS	Tanzania Commission for AIDS
THSPA	Tanzania Health Service Provision Assessment
TB	Tuberculosis
VCT	Voluntary Counselling and Testing
WTO	World Trade Organization
WFP	World Food Programme
WB	World Bank
ZACPO	Zanzibar Clove Producers Organization
ZAFFIDE	Zanzibar Association of Farmers and Fishermen Development

PREFACE

Vision

A Tanzanian society where every individual is free from poverty, injustice and lives in dignity

Mission

Action Aid International Tanzania's mission is to reduce poverty by empowering the poor, excluded and their organizations to effectively claim for their rights using a Rights Based Approach (RBA).

Values

- **Teamwork:** We believe in teamwork to ensure organizational effectiveness towards addressing poverty.
- **Collective Responsibility:** We believe in collective responsibility while working with the poor and excluded, to reduce poverty.
- **Solidarity with the Poor:** We believe in solidarity with the poor, excluded and their organizations to be the key element in the fight against poverty.
- **Accountability and Transparency:** We believe that horizontal and vertical accountability and transparency, both at the individual level and collectively, are pivotal towards organizational effectiveness and subsequently poverty reduction.
- **Honesty and Integrity:** We believe in high levels of honesty and integrity in utilizing 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 Equality:** We believe in giving equal opportunity for all irrespective of race, age, gender, HIV/AIDS status, colour, class, ethnicity, disability or religion in accordance with their potential.
- **Creativity and Innovation:** We believe that creativity and innovativeness are essential attributes in adding value to our work in the fight against poverty.
- **Courage of Conviction:** We believe in being radical and bold without fear of failure in the pursuit of total elimination of the causes of poverty.
- **Independency** from any affiliation to a religious or political party.
- **Humility** in our presentation and behaviour recognizing that we are only part of a wider alliance against poverty.

AAITz Geographical Focus

In 2007 Action Aid International Tanzania geographical coverage expanded as a way of scaling up its interventions and reaching out to poor and excluded people in programme district areas. During the year, Action Aid worked in 10 districts expanding into one more district namely Chamwino District in Dodoma Region. We continued working in Pemba North and Unguja North Regions of Zanzibar Islands, Newala, Tandahimba in Mtwara Region and Liwale District in Lindi Region. In the Coast Region, Action Aid has presence in Mkuranga and Bagamoyo Districts while in Kigoma Region it has programmes in Kigoma Rural District. In the Central Zone, Action Aid works in Chamwino and Singida Rural Districts. Our current strategic plan for 2006 - 2010 is to expand our geographical coverage to two more districts. Appraisals have already been conducted for these districts - Mafia and Kilwa in Coast and Lindi Regions respectively. Programme interventions into these two new districts are due to start early in 2008.

We have continued managing the Global Fund and Tanzania Multi-Sectoral Aids Projects. A new project - Transforming Girls Education in Pastoralist Communities - to be funded by Comic Relief was introduced during the year.

Tanzania - Physical Location of Action Aid Programme Districts



Foreword

Welcome to the 2007 Action Aid International Tanzania country programme annual report. On behalf of Action Aid Tanzania I am delighted to share this report with you.

This year was the second year of implementing the Country Strategic Plan (CSP II 2006 - 2010). Based on this strategic direction, the country programme sustained and deepened its interventions in strengthening the capacity of organizations of the poor and excluded people to claim for their rights. The rights-based approach continued to be the focus of the organization in facilitating and bringing up active and effective community participation in moving forward their social and economic development agenda. To bring this to realization, significant efforts have been directed at strengthening community-based advocacy processes through community development facilitation. More than 900 community development facilitators in all our programme districts have been trained in participatory methodologies at grassroots level.

Focusing on the five thematic areas, i.e. Women Rights, HIV/AIDS, Food Security, Education and Governance, Action Aid Tanzania continued promoting the realization of the basic rights of poor women, people living with HIV/AIDS (PLHA) and farmers in our 10 programme districts. Action Aid Tanzania has made significant progress in this direction during the year. Community members have been mobilized into community organizations while in some of our programme districts communities have been supported to establish new community-based organizations. This has increased Action Aid's outreach to poor people in rural areas. Our work on policy advocacy has greatly improved with the change agents, i.e. the poor and excluded through their organizations at the forefront. Significant achievements have been registered in improving farmers' access to markets, children's access to education especially girls education and PLHA's access to treatment care and support. Women empowerment has also proved a success in our programme districts.

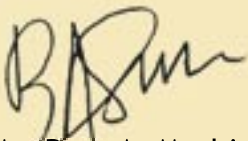
Strengthening our policy lobbying and advocacy work, significant investment has been made through model projects in our service delivery approach. In our programme districts, Action Aid Tanzania invested in girls' education rights by constructing two model girls' hostels in Tandahimba District in Mtwara and Liwale District in Lindi Region, to create conducive environment for the attainment of quality education. These projects are developed to serve as models for other stakeholders if such projects could be replicated in other schools to increase retention and contribute to higher rates of girls' transition to higher levels of the education system. Farmers' field schools have proved to be models for creating community-based extension services while our support to women's Saving and Credit Cooperative Societies (SACCOS) has proved a great success in promoting women's economic empowerment.

In realizing the above achievements, Action Aid upholds the fundamental rights of the poor and excluded in having a voice on issues that affect them. This year, Action Aid demonstrated increased engagement of the poor and excluded people in policy advocacy and campaign work at local, national and international levels. Specific engagements were made during the World Social Forum, International Women's Day, Global Week of Action on Education (GWA) and World AIDS Day. Through these campaigns Action Aid Tanzania contributed to increased awareness among policy makers and the public in general. Awareness was generated on the significant role that current international aid trade and debt policies have on national resource capacity to address poverty. Trade campaigns highlighted the possible negative impact on loss of employment and incomes from agriculture as well as loss of government revenues from reciprocal removal of trade tariffs contained in the Economic Partnership Agreements that are being negotiated between Africa Caribbean Pacific (ACP) countries and European countries.

Strengthening our internal capacity continued to be of importance as we strived to deliver our policy and programme work effectively and efficiently. Our staff numbers increased by 4.5% from 60 in 2006 reporting year to 62 this year, while our actual financial resource base expanded from £2.3 million 2006 to £2.5 million in 2007. We have been able to achieve this through the generous support from our partners and supporters.

And for that matter may I take this opportunity to sincerely thank all our supporters and partners for their moral and material support which has enabled us achieve the programme results we so very proudly present in this report.

Together we can make poverty history!



Ms. Rose A. Mushi
Country Director
Action Aid International Tanzania

1.0 Country Contextual Analysis

Tanzania is estimated to have 38 million people, including one million people on Zanzibar Island. The country's population growth is estimated at 3% a year. Tanzania is one of the poorest countries in the world with an annual per capita income of less than US\$ 300, where almost 80% of the poor people are living in rural areas. Despite the structural changes taking place in the economy, Tanzanians still depend heavily on agriculture that provides 25% of the exports, but employs almost 80% of the work force.

However, the national economic survey indicates that in 2007 Tanzania's economic performance continued to improve with positive contribution from various sectors. The real national Gross Domestic Product (GDP) during the year grew by 7.1% compared to 6.7% of the year 2006. Major contributors to this growth were agriculture, industries, construction and services. Continued donor assistance and solid macroeconomic policies supported the real GDP growth. However, this growth has not yet been fully translated in microeconomic growth, as the majority of Tanzanians are still poor and the gap between the poor and the rich is still widening.

This is partly attributed to the fact that the agricultural sector that employs the majority of the population has not grown as fast as the other economic sectors which have contributed positively to the national GDP, changing entirely the economic structure of the country. The table below shows the major sectors and how much they contributed to the national GDP during the year.

Table 1: Major Sectors that Contributed to National GDP Growth in 2007

Sectors	Growth in 2006	Growth in 2007	% change	Contribution to National GDP
Agriculture	3.8	4.0	0.2	25.5
Industries and Construction	8.5	9.7	1.2	21.2
Energy	1.9	10.7	8.8	1.6
Economic Services	7.8	8.1	0.3	43.3
Mining	15.6	10.7	- 4.9	3.2

Looking at Table 1, it is clear that the national economic structure is gradually changing. While agriculture used to be the major contributor to the national GDP, economic services, industries and construction have surpassed agriculture. This is a result of the significant economic growth in the respective sectors due to both public investment and privatization. Energy has also demonstrated positive growth caused by huge investments in gas-energy and hydro-energy rehabilitation. Despite the fact that agriculture is the major employer to the largest part of Tanzania's population, its growth is still slow posing major economic hardships to many Tanzanians especially farmers who form 80% of the national population. Although the mining sector contribution to national GDP has increased from 3.2 in 2006 to 3.5 in 2007, growth rates have started to decline from 15% in 2006 to 10.7% in 2007. However, this sector hardly employs more than 5% of the workforce and is therefore a poor income distribution sector compared to agriculture.

The inflation rate was unstable, characterized by fluctuations during the year. While it rose from 6.8% in June 2006 to 7.3% by February 2007, it fell to around 6% by December 2007 according to Tanzania Bureau of Statistics. The fluctuation is attributed to increasing oil prices in the world market, high food prices due to drought and prolonged power woes that affected industrial production. This has had an impact on both national and personal income, reducing purchasing power and hence affecting the entire household economy and livelihoods. As a result of the increased inflation, prices for both food and non-food items went up dramatically. As indicated in Table 2 below, the country experienced significant price rise in food and non-food items between September 2006 and September 2007, which put more pressure on individual people's ability to access services, especially for the middle and lower income groups of Tanzanians, as well as government's capacity to deliver basic services due to falling purchasing power. The devaluation of local currency coupled with inflationary pressure impacted negatively on Action Aid Tanzania's annual income. The rise of prices has impacted negatively on our financial capacity in programme areas and specifically our support to community projects.

Table 2: Food and Non-Food Price Index September 2007

	MAIN GROUP	Weight	Sept 2007	Aug 2007	% Change Aug 07 Sept 07	Sept 2006	% Change Sept 06 Sept 07
1	Food	55.9	147.8	145.4	+1.7	132.7	+11.4
2	Drinks and Tobacco	6.9	138.1	137.6	+0.4	130.0	+6.2
3	Clothing and Footwear	6.4	104.5	105.7	-1.1	100.0	+4.5
4	Rents	1.4	138.3	137.3	+0.7	134.5	+2.8
5	Fuel, Power and Water	8.5	155.6	159.3	-2.3	153.4	+1.4
6	Furniture and Household Equipment	2.1	111.5	112.7	-1.1	107.1	+4.1
7	Household Operations and Maintenance	2.1	113.5	114.5	-0.9	106.6	+6.5
8	Personal Care and Health	2.1	110.8	111.1	-0.3	108.4	+2.2
9	Recreation and Entertainment	0.8	108.2	108.9	-0.6	98.6	+9.7
10	Transportation		129.2	130.1	-0.7	123.9	+4.3
11	Education	2.6	103.4	102.9	+0.5	94.7	+9.2
12	Miscellaneous Goods/ Services	1.5	101.3	101.9	-0.6	102.1	-0.8
TOTAL - ALL ITEMS INDEX		100.0	138.6	137.8	+0.6	128.0	+8.3

Source: National Bureau of Statistics 2007.

The inflationary pressure also has had negative impact on the economy affecting the cost of production of goods particularly in the agricultural sector.

Politically, Tanzania is considered as one of African countries that are stable. This year marks two years of the five-year term for the new administration elected in 2005. However, political disputes on the results of the 2005 general elections between major political parties in the isles continue to pose a critical political challenge in the country. Despite the ongoing reconciliation process meetings between the two main political parties (CCM and CUF) in the islands, 2007 ended up without conclusive agreement between the two parties in resolving the disputes. This political fragility continues to be a critical challenge to Action Aid International Tanzania and other civil society organizations with respect to how they conduct their policy and advocacy work in both Unguja and Pemba islands without being seen to be engaged in partisan politics.

Despite both economic and political challenges, the government improved its performance with respect to domestic revenue collection during the year. The government revenue has grown from TShs. 2,739 trillion in 2006 to TShs. 3,541 trillion in 2007, excluding grants and loans. Grants and loans including debt relief rose to TShs. 2.5 trillion from TShs. 1.7 trillion. As a result government spending on social services delivery slightly increased during the year 2007. The National Economic Survey Report for 2007 shows that government spending on education increased by 27.8%. The expenditure increased from TShs. 432 billion in 2006 to TShs. 552 billion. Spending on health services increased by 33.3% from TShs. 281 billion in 2006/2007 to TShs. 374 billion in 2007/2008. However, the report indicates that government spending on agriculture decreased by 5.6% between 2006/7 and 2007/8 budget years which, among other factors, contributed to the dismal performance of the agriculture sector. Apart from the increased spending in the social sectors, the situation still calls for increased and effective public financing in economic and social sectors, i.e. agriculture, education and health to enable Tanzanians combat poverty. Tanzania's critical socio-economic and political challenges that exacerbate poverty among people call for sustained engagement in policy advocacy by all public, private and civil society sectors.

The Action Aid annual performance review is based on the key contributions it has made in sustaining critical policy advocacy engagements to address key socio-economic challenges. This report critically analyses Action Aid Tanzania key priority programme and policy interventions at all levels - local, national and international - and how they have contributed to strengthening institutional capacity in advocating for improved Public Policy and Governance in the delivery of quality public services to poor people with special emphasis on poor women, focusing on Agriculture, Education and HIV/AIDS.

It also highlights how our financial and human resources and organizational development have contributed to achieving these results. The report finally outlines key successes and challenges, as well as lessons learnt during the year.

2.0 Programme Performance

The Five-Year Strategic Plan for Action Aid International Tanzania - Mkakati Haki Wajibu (2006 - 2010) was the basis for the programme and policy work of the year at international, national and programme district levels. Following this key guide Action Aid Tanzania increased its momentum in strengthening and deepening grassroots initiatives, by empowering communities and their organizations to address their socio-economic rights issues as they affect their daily lives. In accordance with its CSP the organization focused on three major thematic areas: Food Security, HIV/AIDS, Education, Women Rights and Governance. The last two were key crosscutting themes. Based on these thematic areas, key intervention areas included institutional capacity building and support to partner Community Based Organizations (CBOs) for effective policy and advocacy work, as well as support for delivering services that address communities' immediate needs.

2.1 *Agriculture and Food Security*

Agriculture, as alluded to earlier, is the backbone of the national economy. It is agriculture that provides employment to over 80% of Tanzanians and in particular rural dwellers. It is among the major economic sectors in the country and a major and dependable source of food security at both national and household levels. Based on the significance of the sector to employment, livelihood and food security the government has put in place policies, strategies and programmes to develop agriculture and cooperatives in the country. The Agriculture and Livestock Development Policy, Cooperative Development Policy, Agriculture Sector Development Strategy, (ASDP) and Participatory Agricultural District Plans (PADEP) are government policy frameworks which are geared at stimulating and promoting the participation of the private sector including smallholder farmers, in developing the agriculture sector in the country.

The country has not fully achieved the objectives identified in these frameworks due to the fact that budgetary allocation to agriculture and cooperatives has been limited, reducing the capacity of the government to provide technical support to agriculture and to undertake public investments in areas such as research and irrigation farming that could mitigate the risks of the vagaries of weather, and promote productivity and profitability for better income to farmers.

There are unreliable crop markets in the country limiting farmers' ability to sustain quality production generate and guarantee adequate income for livelihood and for re-investment in agriculture. Because of these factors the country continues to experience underproduction in food and cash crops resulting in food insecurity, despite the noted growth of the agriculture economic sector by 4%. For example,

maize production which is among the major food crops in the country fell by 3.5% in 2007 compared to 2006. The same trend is also exhibited in cash crops such as sugar, pyrethrum, coffee and cotton of which production dropped by 4.0%, 51.6%, 25.08% and 25.08% respectively. The reduction of food production in some regions and failure of the country to redistribute food from more productive to less productive areas as a result of poor infrastructure brings about food insecurity. The situation is particularly critical and impacts on labour productivity negatively, as farmers' demand for food with high calorific value for preparing their farms coincides with periods of high food insecurity.

Other factors affecting food availability include high pre- and post-harvest losses due to pests, diseases and climatic conditions. Pre-harvest losses account for over 30% of all crop losses in the country. It is estimated that post-harvest losses range from 30% - 40% for cereal grains and legumes, up to 45% for roots and tubers, and 40% - 80% for fresh vegetables and fruits. In addition, poor food storage methods at household level reduce food stocks available for consumption.

In Zanzibar, cloves are a major cash crop for farmers and a major national economic sub-sector. Cloves constitute the highest share in cash crop production and export from the two islands of Pemba and Unguja. It is estimated that cloves provide employment to over 60% of farmers in Zanzibar. However, the Bank of Tanzania Quarterly Economic Bulletin ending December 2007 indicates a decrease in the production of cloves in the islands compared to the corresponding quarter for the year 2006. It has been reported that cloves marketed declined substantially by 73.3% from 2,579 tons purchased during the corresponding quarter in 2006 to 687.4 tons. This has been attributed to vagaries of weather, inadequate supervision and extension support services including marketing services, ageing of clove trees and competition from other crops like seaweed. Seaweed is emerging as the second economic crop in Zanzibar, employing about 5,000 people in Pemba Island. The bulletin referred to above indicates that seaweed production has increased because it is a lucrative alternative crop to cloves. The report shows that seaweed production increased by 7.1% from 7,544.4 tons to 8,341.7 tons during the year.

Despite these challenges, the agriculture sector continued to maintain its position as the main sector contributing to national economic earnings during the year. As one of the development agencies in the country, Action Aid Tanzania has supported farmers and advocated for the government to work towards realization of farmers' rights to food, markets and inputs at affordable prices. In this regard, Action Aid Tanzania engaged itself in three areas: i) building institutional capacity of farmers' organizations; ii) promoting and advocating for policies at both national and international levels that address better pricing marketing; and iii) establishing support services for clove and seaweed farmers in the islands. Action Aid has supported and facilitated the delivery of direct extension services to farmers' groups at field level as models for best policy practices.

2.1.1 Institutional Capacity Development

Figure 1: Members of the Executive Committee of Liwale Farmers Association in group discussion during one of the partners' capacity building sessions in Liwale District, organized by Action Aid.

Building on 2006 achievements, Action Aid working at district level directed its efforts to support farmers increase membership size at the village level as a means to expand outreach and geographical coverage. Supporting farmers' organizations to mobilize more members as an ongoing process was a key intervention during the year. Through this support almost a total of 21,000 farmers have been mobilized into six partner organizations in seven programme districts of Tandahimba, Liwale, Newala, Pemba North and Unguja North, Mkuranga and Bagamoyo. A total of almost 4,000 palm and seaweed farmers have been mobilized to become members of two organizations namely KIPAFADA and PESEFA as new emerging organizations in Kigoma Rural and Pemba North, respectively.



Figure 1: Members of the Executive Committee of Liwale Farmers Association in group discussion during one of the partners' capacity building sessions in Liwale District, organized by Action Aid.

Table 3: Membership in Farmers’ Partner Organizations in the Eight Action Aid Programme Districts

District	Organization	Estimated Potential farmers	Mobilized 2006	Mobilized 2007	% 2007	% Total mobilized
Tandahimba	TAFA	150,000	12,056	12,500	3.6	8.3
Newala	NEFA	120,000	6,500	12,000	54.2	10
Liwale	LIFA	36,480	7,511	8,824	17.5	24.2
Mkuranga	MCAFADA	57,000	17,680	23,560	33.3	41.3
Bagamoyo	BACAFADA	8,000	1,640	5,330	225	66.6
Kigoma rural	KANYOVU	11,000	6730	7,500	11.4	68.2
	KIPAFADA	9,141	0	2,160	23.6	23.6
Pemba North	PESEFA	5,000	0	1500	10	30
Pemba & Unguja	ZACPO	260,000	600	4500	650	1.7
TOTAL		656,621	52,717	77,874	47.7	11.9

Table 3 shows that Action Aid Tanzania has successfully supported farmers’ organizations to increase their membership by 47.7% from 52,717 in 2006 to 77,874 in 2007. Further analysis of the information indicates that Action Aid investment in community mobilization and organization has enabled farmers’ organizations in the eight programme districts to reach out to almost 12% of the total eligible members. This increased membership has continued to strengthen farmers’ unity in addressing their common interests and advocating for their rights. With this increased geographical coverage in the programme districts, Action Aid is now working directly with eight farmers’ Community Based Organizations (CBOs) with 77,874 members. However, further strategic investment is needed to mobilize more members from the current potential membership base.

2.1.2 Policy Lobbying and Advocacy

Despite the importance of agriculture to both individual farmers and the nation, farmers face various challenges which have affected productivity, income and livelihoods at the household level. These challenges have further affected the national economy as a whole. There are inadequate extension services that cannot offer technical support to farmers to improve the quality and quantity of the crops that could fetch better markets. Farmers are facing depressed markets resulting from poor marketing institutional arrangements and weak farmers’ organizations which are unable to advocate for better prices. Limited access to affordable farm inputs is another constraint affecting

improved productivity and increased production of cashew nuts, coffee and cloves.

In order to assist in addressing problems which affect the agriculture sector and farmers in particular, Action Aid International worked in collaboration with farmers' organizations to advocate for more meaningful engagement of the government and other stakeholders to increase their efforts in implementing agriculture and livestock development and cooperative policies. This advocacy was particularly targeted at inputs supply, extension services and marketing institutions in order to achieve agriculture and cooperative policy objectives. Scaling up community-based extension services through farmers' field schools was among significant interventions in the programme districts.

Using the Hunger FREE campaign platform, Action Aid organized and conducted seven Hunger FREE forums, six at local level and one at national level with participants ranging from 70 - 15,000 people making an estimate of 3.5 million people reached out by the campaign. These were meaningful platforms which were used to engage the government and advocate for quality agricultural service delivery and effective marketing institutional arrangements including funding for agriculture infrastructural investments. Coupled with effective media engagement, Action Aid managed to raise awareness of the general public on the Hunger FREE campaign and influenced government sensitivity for the need to have effective national food security policies in place. Policy commitment to ensure that food deficit regions are assured of subsidized food supplies from the Government Strategic Grain Reserves was made by the government as a result of the campaign.

Likewise the government has responded to the promotion of extension services delivery to farmers by increasing the number of extension workers in the agriculture sector. During the year, the government deployed 146 officers to increase its capacity to deliver services to farmers at district level, covering at least 20% of the current deficit. Strategically, the government increased training colleges from 7 in 2006 to 11 in 2007 to have more professionals in the sector. The government is also committed to cover the remaining deficit in the next three years.

The government has also responded to cooperative policy implementation and supported cashew nut markets by strengthening and supporting marketing cooperatives. For the first time the government has assured farmers' cooperative unions in Mtwara, Lindi and Coast Regions that it would ensure their cashew nuts fetch better prices by supporting their cooperatives to market the crop. With financial support from the government, cooperatives managed to clear their outstanding debts from financial institutions. Hence, cooperatives were able to resume their marketing services and introduced a

new cashew nut marketing system - the warehouse receipt system. This is a system that provides part payment to farmers pending final payment based on actual prices at close of the buying season. This system has provided farmers with higher prices for their cashew nuts, i.e. TShs. 610 for Grade I and TShs. 480 for Grade II, throughout the 2007/2008 marketing season. The price of cashew nuts has slightly increased by 1.6% from TShs. 600 in 2006 to TShs. 610 in 2007.

Production of some of the cash crops, especially cashew nuts, increased during the year due to better prices. For instance, production of cashew nuts, which is the main stay of the economy in the southern part of Tanzania increased by 4.94%, from 88,213 tons in 2006 to 92,573 tons in 2007 due to improved government policy support on marketing through cooperatives as well as increased supply of farm inputs through government subsidies. The value of cashew nuts also improved due to improved quality whereby in 2007 a total of 82,154 tons of Grade I and 8,587 tons of Grade II cashews were sold as a result of improved public policy support in strengthening Cooperative Marketing Institutions.

Coffee farmers in Kigoma, through KANYOVU Cooperative Society, managed to have the price of coffee doubled from TShs. 1,200 to TShs. 4,000 for special grade coffee, and TShs. 1,200 to TShs. 2,500 for ordinary grade coffee between 2006 and 2007. This achievement has been brought by Action Aid Tanzania in collaboration with other stakeholders through the support to farmers that has enabled them visit neighbouring countries, e.g. Burundi, to learn technologies on quality coffee preparation. Apart from exposure visits, further achievements have been a result of enabling and supporting farmers through their cooperative - KANYOVU to link up with a US-based NGO namely Sustainable Harvest in search for market opportunities. Dialogue between KANYOVU and Sustainable Harvest enabled farmers through the NGO to access US markets through contractual marketing arrangements for special grade coffee from the cooperative society.

Coffee is also an important crop both nationally and for individual farmers. It is an important crop for farmers in Kigoma Action Aid Programme District whereby about 10,000 farmers depend on it as their cash crop. Coffee is also produced in many other places in the country, especially the northern region of Tanzania. Coffee as a cash crop contributes a significant proportion to national export earnings. Contrary to its economic importance, coffee production countrywide declined by 25.08% from 45,534 tons in 2006, to 33,708 tons in 2007 due to poor weather conditions and ineffective implementation of public policies on marketing and farm input subsidies. There is need for Action Aid Tanzania to improve its facilitative role with KANYOVU, by focusing

more intensely on effective public policy advocacy work in the coffee sub-sector.

As a result of the support given to Zanzibar Clove Producers Organization (ZAPCO), in advocating for improved markets, the price of cloves is now picking up. An economic survey report by the Bank of Tanzania indicates that the price of cloves has gone up from TShs. 3,200 to TShs. 3,500 per kilogramme, an increase of 9.4%. The increase in prices of cloves, cashew nuts and coffee has enabled farmers improve their incomes and therefore their livelihood.



Figure 2: Farmers at a Cashew nut Market in Tandahimba

“Unlike past years, this year cashew nut marketing institutions - the cooperatives - have been regulated and supported by the government. Before the introduction of the warehouse receipt system, most farmers sold their nuts through the “Kangomba” rent seeking system, for a price which was lower than the cost of production, due to poor marketing regulations. There is a need for the government to make sure that communities are sensitized about how the new cooperative marketing system works and its benefits.” Commented Khalfan Mandanje, a farmer from Nakayaka Village, Mahuta Ward, Tandahimba District in Mtwara Region).

With increased critical engagement with the Zanzibar Government and Zanzibar State Trading Company (ZSTC), relationship between the Zanzibar Clove Producers Association (ZACPO) and the two government institutions has improved dramatically. ZSTC plans to support ZACPO with funding amounting to TShs. 25 million for development of farmers’ owned clove nurseries so that

farmers could expand outreach and production from these nurseries.

In order to strengthen the supply of farm inputs, farmers have been supported to advocate for farm inputs fund reforms in our programme districts. Towards the end of 2007, ownership and management of farm input funds in Liwale and Mkuranga Districts was transferred from the government to farmers. This was aimed at enabling farmers, on their own, to address issues related to timely access to, and control of agricultural inputs prices. Participation of farmers in decision-making will also be enhanced. In Kigoma Rural District, KANYOVU supported 7,000 farmers acquire coffee inputs through a loan of TShs. 500 million they had got from CRDB.

2.1.3 Addressing Immediate Farmers' Needs



Figure 3: JUKUMIKI members in Unguja North B District listening to a trainer during vegetable growing field training.

Figure 3: JUKUMIKI members in Unguja North B District listening to a trainer during vegetable growing field training.

Action Aid International Tanzania supported and helped farmers' organizations develop and strengthen community-based extension services in knowledge generation for improved farming in rural areas. Working with farmers groups, Action Aid supported the establishment of field farmers' schools which have emerged as significant centres for disseminating improved farming practices. In Pemba and Unguja programme districts, 12 vegetable farmers' field schools have been established and 283 farmers have been trained on vegetable farm management. Women are using the centres in greater numbers relative to men, and evidence shows that the former are replicating the knowledge on their farms. In collaboration with Mkuranga Cashew Farmers Development Association (MCAFADA), Action Aid has supported establishment of 62 farmers' field schools in 62 villages out of 101 registered villages in Mkuranga District. The farmers' field schools have been used as models to influence the government scale up extension services to the wider community. Extension officers have also used the schools to disseminate improved farming skills and knowledge to farmers. Farmers' field schools have proved to be cost effective models in delivering community-based public funded extension support services.

2.2 *Women Rights*

The Government of Tanzania recognizes the need for provision of equal rights and services to both men and women as an integral part of its Policy on Women Development and Gender 2000 and where appropriate as part of the affirmative action in addressing the gender inequality gap. Tanzania has adopted several international conventions on human rights protection. It has signed the United Nations Charter that recognizes equality of all human beings and equal rights in accessing resource opportunities and social services. The country has also ratified the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW). National policies have been developed for example the Education and Training Policy which recognizes equal access to education between girls and boys in the country. The constitution of the United Republic of Tanzania protects both women's and men's rights in property ownership and in seeking a livelihood.

Despite this policy, women are still denied their rights in the country. Discriminatory customary laws and other informal institutions, i.e. norms, values, beliefs and traditions that deny women these rights still prevail. Girls and women do not have rights to property and inheritance, safe sex in marriage, decision-making at household level, access to education etc. These are some of the rights that are

denied due to socio-cultural constraints. In education, the country experiences high dropout rates for girls and low transition rates from primary to secondary level due to early marriages attributed to norms and values of what seems to be acceptable as the social status for women in society. Infringement of girls' and women's rights include gender-based violence which exposes them to sexual violence with probable consequences of early marriage, early pregnancies and the risks of HIV/AIDS. Almost over 5% of all annual drop outs are attributed to pregnancies (BEST, 2007).



Figure 4: Women from BAWODENE in Bagamoyo District attending capacity building training organized by Action Aid Tanzania

To address the discriminatory situation our strategic plan calls for engagement in strengthening the capacity of women/girls and their organizations to eliminate violence and ensure equity and equality in socio-economic development, with emphasis on girls' rights to education and women's rights to property inheritance. Our engagement aims at interventions that reduce violence against women and discrimination against girls' education with increasing focus on women's rights in relation to HIV/AIDS pandemic, enhancing women's rights to participation in decision-making including women's rights to access and control resources and income.

2.2.1 Institutional Capacity Development

In pursuit of promoting a common position and action among women in the programme districts, Action Aid Tanzania supported women through their organizations to mobilize more members to demand their rights. Two new women organizations in Wete and Micheweni Districts in Zanzibar have been established through mobilization. The two organizations namely JUWAWI (Jumuiya ya Wanawake Wilaya ya Wete) and JUWAMI (Jumuiya ya Wanawake Wilaya ya Micheweni) have more than 2,000 members. Action Aid is now working with eight organizations in its six programme districts (Pemba, Unguja, Bagamoyo, Mkuranga, Tandahimba and Newala). Technical support has been given to these organizations in building their capacity to advocate and influence policies that promote women's rights.

2.2.2 Policy Lobbying and Advocacy

During the year, Action Aid supported women CBOs to strategically use various platforms to address issues of major concern to women. Emphasis was put to ensure that the government and communities take initiatives to protect and honour women's rights. International Women's Day, Global Week of Action, Sixteen Days of Activism and National Gender Festival were the important platforms that Action Aid and women partner organizations used for advocacy and campaigns.

Women organizations, with technical and financial support from AAITz, have been mobilized to campaign against gender-based violence on women and girls. As a result, the government is beginning to take seriously issues related to girls drop out due to pregnancy. Top government leadership has taken the onus to campaign against gender-based violence calling on families, communities, district and regional administrative authorities to ensure the law takes its cause so that all offenders of gender-based violence are dealt with properly. It has also called upon judges to give serious punishment to the culprits so that would-be offenders are deterred from such acts. The leadership has also called upon local governments, communities and all stakeholders to promote a learning environment for girls by building hostels close to their schools so as to protect and ensure their safety. This is a result of sustained advocacy and campaign initiatives by our partners both at national and grassroots levels.

Currently, there is increasing awareness among communities, government and other development actors on the need to review laws that hinder the promotion of gender equality. While addressing the 2007 Gender Festival in Dar es Salaam, the Minister for Law, Justice and Constitutional Affairs, Hon. Mary Nagu voiced government commitment to review laws that undermine

women's rights including the Marriage Law of 1971 that promotes girls marriage below the adult age of 18, contrary to the definition as contained in other laws.

2.2.3 Support to Women Economic Empowerment

With support from Action Aid, women associations in Bagamoyo, Newala, Tandahimba and Unguja have worked to form women economic groups from which members have access to resources and income. Two women organizations (one in each district) **promoting gender issues** have been formed. In Unguja through Jumuiya ya Wanawake na Maendeleo Wilaya ya Kaskazini A (JUWAMKU) and Jumuiya ya Kumkomboa Mwanamke Kimaendeleo Wilaya ya Kaskazini B (JUKUMIKI), women have established SACCOS with a total membership of 907. Ten (10) women Saving and Credit Cooperative Societies (SACCOS) have been formed with support from Action Aid Tanzania. Action Aid has also trained SACCOS members on management and entrepreneurship skills, which have enabled SACCOS mobilize TShs. 47.8 million and can access credit.



Figure 5: Mrs. Mkasi Hassan Wesa from Unguja had this to say during 2007 PRRP

“This time we have shown other people in the community that we can do things, especially those men in the community who always make us feel small and incapable of doing even the simplest things. In our Shehia/village (Chaani Kubwa) some women dropped from the SACCOS because their husbands discouraged them. Now that we are progressing and have access to loans, those women now feel cheated. These women and their husbands have now come together to establish another SACCOS. Our success has shone light on the men as well. They now allow their wives to work with us and with other groups too. We are happy that we have demonstrated that women can do important things that men can appreciate.....”

“.....Our husbands now allow us to join working groups and carry out discussions. If this continues we are sure one day women in Zanzibar will be somewhere there as we are full of hope. Thanks to ActionAid for bringing us together.....”



Figure 6: Women groups precessing cashew nuts using small scale machines. Through processing women are able to add cashew value by 100% and earn income through it

The provision of cashew nut processing machines to women groups in Tandahimba, Newala and Bagamoyo Districts has enabled them create employment among themselves and raise income. A total of 100 women groups with an average of 1,500 members (0.5% of the women population in the programme districts) have been supplied with small scale cashew nut processing machines. This has added value to cashew product from TShs. 3,000/= to TShs. 6,000/= for every 5 kilogrammes of raw and processed cashew nuts respectively. From this initiative women are able to get around TShs. 1,800 per kilogramme as profit after deducting TShs. 1,200 per kilogramme as processing and operating costs.

Through income generating projects women are now able to contribute to their family needs such as buying school uniforms for their children. Men have started supporting women in developing projects and providing them with opportunities to preside over family matters and decision-making.

Zainab Rajab (38), a married woman with one child and a member of Juakali Women Group that deals with processing cashew nuts in Luchingu Ward Newala District, has this to say:

“Our group was established in 1999 and we are currently 50 members, with one man. We have since then been involved in a number of activities including cashew, cassava and maize



Figure 7 Zainab Rajab

flour processing. In 2007 we received four hand-operated machines for cashew processing from Newala Farmers Development Association as a grant from Action Aid. We appreciate the gesture. We have been able to increase our income. Previously we used to realize about 15 kg of processed cashew nuts per week but after getting the machines we are able to realize 30 - 40 kg per week. We have been able to double both our production and income.”

“.....With increased income, our capital has increased and we are currently doing other activities such as processing fruits. We are also able to buy raw materials for our plant and hence our production is guaranteed and our contribution to family income is significant”.

“.....In fact, even matrimonial relationships have improved. It is not a secret that the very frequent divorces are influenced by our culture. But none of our members has faced such a problem since we started our group and the reason is obvious. We are contributing to the maintenance of our families. Just think of a situation where a husband comes home and finds that the wife has provided for her children’s school requirements. This kind of relationship strengthens the bond between the two. We feel we are not a burden to our husbands and this actually brings about good relationship where husband and wife are supporting one another.....”

2.3 HIV/AIDS

According to the National Poverty and Human Development Report 2007, the national HIV/AIDS prevalence rate stands at 7% while prevalence among youths aged 15 - 24 is 3% and 4% between male and female respectively. According to the same report, HIV/AIDS prevalence has slightly but not significantly declined from 9.6% to 8.2% for women of all ages attending antenatal care and from 7.6% to 6.8% for women aged 15 - 24 years.

There are many factors influencing the spread of HIV/AIDS pandemic in Tanzania. These include socio-economic factors, i.e. property ownership and decision-making as well as social factors such as stigmatization and discrimination against PLHA and affected families. Negative influences on the younger generation due to globalization as a result of media and information technology, and vulnerability of high-risk groups to STD/HIV infections are also mentioned as some of the social factors that contribute to the spread of the scourge. Measures to deal with the pandemic have been constrained by inefficient public policy resulting from limited institutional capacity to scale up the delivery of prevention programmes, including treatment, care and support. This was noted after the implementation of Government of Tanzania's first National Multi-Sector Strategic Framework (NMSF). The strategy aimed at strengthening institutional capacity to prevent and mitigate the effects of the pandemic. This focused on provision of treatment, care and support services relative to prevention.

However, the Tanzania Public Health Assessment Survey 2006 (TPSA) shows that only about a quarter (26%) of health care facilities in Tanzania provide counselling and testing services. This implies that coverage of VCT services is still low compared to the increasing demand in the country. The implementation of the Care and Treatment Plan (2003-2005) was designed to provide access to anti-retroviral therapy (ARV) and care to more than 400,000 Tanzanians by the end of the fifth year of the programme. Current statistics show that less than half (145,000 PLHA) are under ARV so far. It is also shown that while 80% of health facilities provide care and support services for people with HIV infection only 4% of health care facilities offer anti-retroviral therapy (TPSA, 2006). This situation calls for improved institutional capacity to scale up the HIV/AIDS programmes so as to effectively address the effects and impact of the pandemic. Building on the first NMSF, Tanzania launched its second National Multi-Sector Framework (NMSF) on HIV/AIDS for the period 2008/2010. The framework gives priority to prevention measures and services to marginalized groups as well as the wider community.

2.3.1 Institutional Capacity Development

Working to enhance and bring long-term systemic change through community empowerment in the rural context, during the year AAITz mobilized resources to strengthen engagement of community structures in eight development areas provide community-based and appropriate solutions to HIV/AIDS prevention and impact mitigation. One of the major interventions was scaling up of STAR methodology (Society Tackling AIDS through Rights) whereby 908 community development facilitators (CDFs) were equipped with the methodology through training. Through this participatory approach 422 community development facilitation circles (CDFCs) have been formed to facilitate community dialogue on various issues related to HIV/AIDS. CDFCs are primary groups in hamlets or villages that are part of the CBOs structures. The establishment of CDFCs at grassroots level has provided platforms for the democratic engagement of women, men and youths, to critically identify underlying reasons of poverty and HIV/AIDS prevalence in their areas and propose solutions by involving government authorities at village, ward and/or district level. One of the effective solutions identified involves advocating for reforms in traditional institutions - norms, values, beliefs and practices - that promote HIV/AIDS infection, as a major intervention to scale up preventive measures.

promote HIV/AIDS infection, as a major intervention to scale up preventive measures.

Table 4: CDFs Trained on STAR Methodology in Programme Districts

District (DA)	Villages	CDFs 2006	CDFs 2007	% increase in 2007	CDFs ratio per village
Kigoma Rural	75	5	45	40	1
Mkuranga	101	5	164	159	2
Bagamoyo	183	5	169	164	1
Pemba North	52	0	38	38	1
Unguja North	59	39	71	32	1
Tandahimba	120	5	163	158	1
Newala	155	5	165	160	1
Singida	146	5	5	0	0
Liwale	41	4	88	83	2
Total	932	73	908	92.5	1

Note:

Based on the statistics tabulated above the analysis shows that at least every village among the 932 reached out by community development facilitation has one trained Community Development Facilitator and one Community Development Facilitation Circle.

2.3.2 Policy Advocacy-Local and National Levels

Action Aid has used various opportunities at local, national and international levels to campaign and advocate for the rights of poor and excluded people living with HIV/AIDS. Facilitating the three-tier community structures built within Action Aid partner organizations PLHA have managed to advocate for wider access to VCTs and ARVs especially among rural communities. They have used these opportunities both to advocate for change in cultural practices within communities, as well as part of preventive strategies.

Local and national level campaign and advocacy forums have been conducted to influence the government to widen access to services. Awareness and sensitization meetings in communities regarding availability and accessibility of VCTs and ARVs have been conducted to mobilize community's positive response in accessing these services as a part of the multi-sector strategy in fighting the HIV/AIDS pandemic.

During the process to develop the second phase National Multi-Sector Framework 2008-2010 at national level, Action Aid supported partners to engage in advocating for greater emphasis on prevention. In Zanzibar, effective CSO policy influencing and lobbying enabled PHLA secure representation in the Zanzibar National Aids Commission, as a step towards greater involvement of PLHA in policy decision-making.

Also as a result of the policy advocacy and campaign work, more and more people are accessing VCT, ARVs with more PLHAs declaring their status in communities. Statistics show that access to ARVs has increased from 125,139 people in 2006 to 145,000 in 2007, partly as a result of Action Aid campaigns as well as the National Campaign on Voluntary Testing and Counselling that was launched by the government and led by President Jakaya Kikwete.

PLHA organizations have been creating awareness and sensitizing the local communities on counselling and testing services. These activities have started to show results in the programme districts. With facilitation from Action Aid, in Liwale, Bagamoyo, Zanzibar and other programme districts, PLHAs have become active community mobilizing agents against HIV/AIDS. Tables 5 and 6 show trends on HIV/AIDS testing and prevalence in two districts where Action Aid has been engaging with communities

Table 5: Decreasing HIV Prevalence in Tandahimba between 2004 - 2007

YEAR	BLOOD DONORS			POSITIVE			PERCENTAGE
	MEN	WOMEN	TOTAL	ME N	WOMEN	TOTAL	
2004	386	421	807	16	19	35	4.3
2005	165	67	232	10	14	24	10.3
2006	365	1098	1463	39	48	87	5.9
2007	2686	2583	4226	68	101	169	3

Table 5 indicates that while the overall regional prevalence is 7%, the district data indicate that prevalence rate is currently at 2 - 3%. ARV provision centres have increased from one centre to three centres, which will increase the number of PLHA receiving ARVs. Between 2006 and 2007 the prevalence rate has decreased significantly.

My name is Salama Jumanne. I am 35 years old a mother of 3 children, 2 boys 1 girl. I live in Magomeni Bagamoyo District and I am a farmer while my husband is a carpenter. I live with my children named Zawadi John who is 17 years old and a Form One student. Godfrey is 12 years and he is in Class Four, while the girl Victoria John who is 9 years old is in Class Two. I have one grand child Fred Hamis who is 4 months old.

HIV/AIDS is prevalent in our district but most of us are not aware of the preventive measures due to lack of accurate information about HIV/AIDS. Some people do not go for voluntary testing due to lack of proper counselling, and fear of being stigmatized by friends and relatives if they happen to be infected. Many people are dying without proper care and treatment.



Figure 8. Salama Jumanne

I went for HIV/AIDS testing in 2000 after a prolonged endless fever. I started falling sick after the delivery of my last child. I was suffering from mental disease and I would go around shouting like a mad person.

I had hard time deciding whether to go for the test because I didn't know what I would do if was found to be HIV positive. I used to go to the witchdoctor for treatment. One day I decided to go for HIV testing at the Hospital; the results proved positive and I was traumatized.

I gained confidence with lots of hope immediately after an AAITz sensitization campaign. I decided to go to the Action Aid's office to get more counselling on how I could live better with HIV. I started to attend various seminars under the support of Action Aid where I gave

my testimony. In 2005, I managed to convince other people who came to seek advice to form a PLHA organization. Action Aid supported us to mobilize as many people as we could in the district. We decided to prepare a draft constitution for our organization and called for a general meeting to approve the constitution. I was elected the Deputy Chairperson of the organization. Currently, we are 168 registered members, altogether.

Today, I have to admit that Action Aid has saved my life and I can live longer. I am doing well in my business and my children are attending school. I am aware that being HIV positive does not mean an end to life. I am a community facilitator, sensitizing people about preventive measures, care, treatment and related rights. My aspiration is to go for further studies especially to learn English which I could use during my sensitization work. As PLHA we have access to ARVs and we are able to go to public health facilities and request for such facilities.

2.3.3 Special HIV/AIDS Projects

Direct programming to strengthen community response to the pandemic was one of the significant activities for the organization during the year. Two large projects - Regional Facilitation for HIVAID Community Response and Global Fund - were part of the direct programming activities.

2.3.3.1 Community Response Project

This year was the final year for the implementation of the community AIDS response project in four regions, i.e. Coast, Morogoro, Dodoma and Singida in collaboration with Ernst and Young Advisory Services Limited, a consultant representing Tanzania Commission for AIDS (TACAIDS). The Community AIDS Response Fund (CARF) is one of Tanzania's AIDS Multi-Sectoral Project (TMAP) contracted to Action Aid by TACAIDS and implemented with a grant support from the World Bank (WB) through the International Development Agency (IDA) to the Government of the Republic of Tanzania. Capacity building to the regional secretariat, local authorities, community groups, civil society organizations, and private sectors is the other assignment undertaken by the TMAP.

Through the project, Action Aid worked in the four regions on prevention, care and support, and impact mitigation in addressing the HIV/AIDS pandemic. In the four regions, divided in two zones, of Dodoma/Singida and Morogoro/Coast, a number of achievements have been registered, as illustrated below.

(i) Dodoma and Singida Zone Achievements

Table 6: Population Reached by Thematic Interventions between 2006/2007

Theme	Focus	Target Population	2006	2007	Cumulative % of planned target
Prevention					
Dodoma	Community	43,062	20,000	23,062	57
Singida	Community	65,420	35,000	30,420	66
Care and Support					
Dodoma	PLHA	350	200	150	20
Singida	PLHA	62	40	22	32
Impact Mitigation					
Dodoma	PLHA	25	10	15	30
	Youth-OVC	154	54	100	50
Singida	PLHA	135	75	60	30
	Youth-OVC	241	141	100	50

Table 7: Disbursement Made for CARF in 2006 and 2007 in Dodoma and Singida (TShs)

Region	CARF Funds Disbursed 2006	CARF Disbursed 2007	Cumulative Disbursement
Dodoma	177,279,590.00	217,167,179.00	394,446,769.00
Singida	149,668,280.00	373,867,959.00	523,536,239.00
Total	326,947,870.00	591,035,138.00	917,983,008.00

(ii) Coast and Morogoro Zone Achievements

Table 8: Population Reached by Thematic Interventions in 2006/2007

Theme	Focus	Target Population	2006	2007	Cumulative % Increase	
Prevention	Morogoro	Community	100,000	40,000	60,000	60
	Pwani	Community	100,000	35,000	65,000	70
Care and Support	Morogoro	PLHA	8,000	2,000	6,000	25
	Pwani	PLHA	6,000	3,000	3,000	70
Impact Mitigation	Morogoro	PLHA	5,000	1,500	3,500	55
		Youth-OVC	5,000	2,300	2,700	67
	Pwani	PLHA	6,000	3,000	3,000	65
		Youth-OVC	14,000	6,000	8,000	50

Table 9: Disbursement Made for CARF for 2006 and 2007 in Morogoro and Pwani (TShs)

Region	Funds disbursed 2006	Funds Disbursed 2007	Cumulative disbursement
Morogoro	162,030,600.00	90,089,000.00	252,119,600.00
Pwani	205,200,000.00	114,159,500.00	319,359,500.00
Total	367,230,600.00	204,248,500.00	571,479,100.00

In September 2007, RFA7 conducted Participatory Review and Reflection Process (PRRP) on the project performance, an AAITz tool for project assessment/ planning. Two staff from AAITz and all RFA7 staff including Council Multi-Sectoral AIDS Committee members (CMAC), Ward Council Multi-Sectoral AIDS Committee members (WMAC) and Regional Secretariat (RS) participated. The AAITz team and RFA7 staff visited Bagamoyo District, Chalinze Ward in the Coast Region, and Kilombero District in Morogoro Region to discuss and collect views on the performance of RFA7. The information gathered was shared and discussed during a stakeholders meeting that was attended by 43 participants

consisting of CMAC members and district AIDS health coordinators from 13 districts. RFA shared concerns expressed by communities during PRRP and the stakeholders prioritized the major concerns that would be included as part of the 2008/9 district plans.

Working through CSOs the RFA project interventions were directed at four key thematic areas specifically prevention, impact mitigation, care and support. Significant achievements have been observed as indicated in Tables 7, 8, 9, and 10. However, in its broader context the project has managed to strengthen the capacity of Regional Secretariats and Local Government Authorities in the four regions (Morogoro, Coast, Singida and Dodoma) to effectively plan, promote and administer community initiatives on HVI/AIDS prevention, provision of care and support in the course of building capacity of community-based organizations in responding to HIV/AIDS. At district and community levels, six CSOs have been reached with capacity building programmes on technical and financial aspects to enable them to engage effectively in responding to HIV/AIDS spread and mitigate the impact at community level. These organizations play a facilitative role to collective and individual response to the fight against HIV/AIDS spread at community level.

2.3.3.2 Global Fund

The Global Fund Against AIDS Tuberculosis and Malaria (GFATM) round three project objective is to increase the number of PLHA and TB patients accessing community care and support. The 'Stepping Stones' approach which has a number of effective participatory tools for analysis and planning on how to address gender relations in the face of HIV/AIDS has been applied to facilitate community engagement in addressing HIV/AIDS. Currently, it has covered eight wards in Kinondoni Municipality with a total population of more than 300,000 and an average HIV prevalence of 8.3%. The district has approximately a PLHA population of 25,000.

Since June 2005, AAITz in collaboration with a local NGO WAMATA has been working with communities in these areas, conducting community forums and providing home-based care and socio-psycho support to PLHA patients. All together the project has reached out to almost 50% of PLHA adult population in the eight wards. PLHA have been empowered to face and challenge stigma and discrimination by effectively being involved in community facilitation processes. In the eight wards 30% of the facilitators are PLHA, taking the lead in combating HIV/AIDS by creating awareness on preventive measures.

Despite the fact that there was a nine-month delay in the disbursement of funds in 2007, community sensitization forums were held and the project

reached out to a total of 2,640 adults and youths. A total of 240 HIV/AIDS critically ill-patients have been served and supported by home-based care service providers. A total of 72 community facilitators and 60 individuals skilled in home-based care services provide support to communities in eight wards. The community is sensitized and aware of the services and as such the number of PLHA that come forth to be attended by the outreach team has been surpassing the project capacity to serve them. This positive response has increased the number of home visits to 360 which is an increase of over 100%. A total of 126 community facilitators and home-based care providers received their quarterly honoraria. This has been great motivation as proved by the increasing number of home visits and community forums. Home based visits went up to over 200% of the planned forums for the year.

Table 10: Achievements

Activities	2006 Achieved	2007 Achieved	Cumulative	Remarks
Training of community facilitators	72	0	72	Funding constraints limited the activity
Community forums at ward level	156	48	204	Low level of activities due to funding delays
Networking meetings at ward level	12	20	32	Meetings for sharing experience
PLHAs forum	12	0	12	Delay of funds
Training of home-based care givers	60	0	60	Delay of funds
Home-setting PLHAs support	445	360	805	Limited outreach due to delay of funds
Honoraria provision to facilitators and home-based care givers	132	126	126	Drop out due to death and lack of interest

Figure 8: PLHA Benefits from Global Fund Project (Kinondoni)



Figure 9: Tunza, a PLHA patient who nearly died is proud of her recovery after using ARVs and receiving food support from the global fund project which is implemented by Action Aid in Kinondoni District.

I am Tunza and I am 34 years old living in Mbezi Ward. I have been sick since July 2005. In November 2005 the doctor had diagnosed me with Tuberculosis. I saw the symptoms and suspected it was AIDS. After the confirmation tests I knew why I was having health problems so frequently. To me it was a challenge since I had to spend most of my money on medication.

In early 2006 Action Aid started activities in our area and that was the time I was visited regularly and given soap, cloves and medication from the medical outreach team who normally visit us twice a month. My health has improved and now I can work in the field to get my daily bread. Today I have more hope and I thank these people for assisting me.

2.4 Education

In the year 2000 Tanzania joined other countries world-wide in signing the Education for All plan in Dakar Senegal with the following six major objectives:

- Expanding and improving comprehensive early childhood care and education;
- Ensuring that by 2015 all children, particularly girls in difficult circumstances and those belonging to ethnic minorities have access to, and complete free and compulsory primary education of good quality;
- Ensuring that the learning needs of all young people and adults are met through equitable access to appropriate learning and life skills programmes;

- Achieving a 50% improvement in levels of adult literacy by 2015 especially for women and equitable access to basic and continuing education for all adults;
- Eliminating gender disparities in primary and secondary education by 2005 and achieving gender equality in education by 2015 with a focus on ensuring girls' full and equal access to, and achievement in basic education of good quality; and
- Improving all aspects of the quality of education and ensuring excellence for all so that recognized and measurable learning outcomes are achieved by all especially in literacy, numeracy and essential life skills.

The country has made substantial progress towards implementing EFA targets through two national education programmes, i.e. Primary Education Development Programme (PEDEP), and Secondary Education Development Programme (SEDEP) by increasing enrolment at primary and secondary school levels. Deployment of teachers has also increased as shown in Table 12.

Table 11: Education Sector Enrolment Performance - 2003/2007

Description	2003	2004	2005	2006	2007
Enrolment- Primary	6,562,772	7,083,063	7,541,208	7,959,884	8,316,925
Teacher deployment	115,340	121,548	135,013	151,882	156,664
Teacher: Pupil ratio	1:57	1:58	1:56	1:52	1:1:53
Number of schools	12,815	13,689	14,257	14,700	15,624

Source: Basic Education Statistics in Tanzania (BEST, 2007).

The table above shows that there has been notable improvement in the sector despite some challenges.

The fact that the year 2007 was mid-way towards achieving the EFA goal, Tanzania still faces significant challenges to address if it is to attain the six developmental targets by 2015. One of the serious problems responsible for dropouts is girls getting pregnant. The magnitude of the problem stands at 5.6%, which is the third major factor after truancy, which stands at 77.6%. Lack of school uniforms stands at 8.7%, while death is the fourth factor rated at 4.7%. Poor teaching due to inadequate number of teachers is worth mentioning as

another pressing issue. For instance, while the number of secondary schools has increased mostly at the ward level only few schools have more than five teachers. Lack of user fees for poor families has also contributed to drop out by 8.7%. Given the current situation it is also a fact that there is inadequate community participation in influencing decision-making in a more effective manner, to improve education development and related issues at both national and local levels.

Working to address the key sector challenges mentioned above, Action Aid International Tanzania devoted significant efforts to support the government and communities at national and district levels towards achieving the EFA goals. Action Aid International Tanzania worked under its two strategic objectives, i.e. supporting efforts of the poor and excluded and their organizations to improve access to quality education for all, and secondly advocating for quality education for all. To address these objectives Action Aid worked on three key strategic interventions to strengthen capacity of partner organizations for policy research lobbying and advocacy towards quality service delivery in the education sector with a focus on basic education.

2.4.1 Policy Lobbying and Advocacy

The 2007 Global Week of Action was an important platform through which Action Aid Tanzania and partner organizations presented campaign messages to the government, community and other stakeholders on the need to improve the quality of education in the country by effectively addressing the EFA goals. Action Aid in collaboration with partners in Tandahimba, Liwale and Newala Districts organized 20 community campaign forums at village and ward levels to sensitize communities to provide meaningful support that would promote girls' education and reduce dropouts because of pregnancy. At district level girls' education campaign forums with effective media engagement were conducted to call on the attention of the local councillors, the judiciary and local government executives to take action against violence hampering access to quality education for girls. A number of achievements have been registered through the campaign.



Figure 10: The coast region commissioner Dr. Ishengoma stressing a point to the media on government commitment to improving girls' education. Ishengoma was the guest of honour during GWA campaign in Coast region.

Through the Global Week of Action, ActionAid's campaign reached out to about 3 million people (GWA Reports, 2007) with its campaign messages delivered in meetings, forums and media broadcasts. Raising the profile of the girl child's education issue at community, district and national levels has increased and sustained community and government discussions around improving quality access to girls' education. The President of the United Republic of Tanzania, top government leaders, district and regional commissioners, have continuously stressed the need for the community to invest in quality education for girls and protect them from gender-based sexual violence.

In Bagamoyo, Liwale and other parts of the country legal action against offenders who put girls in the family way has been taken, and a number of cases have been filed and few culprits found guilty and jailed. Communities have been sensitized and are taking action to deal with violence against school girls. In Tandahimba and Newala communities task forces were formed by village communities to address the matter. Makukwe Village in Newala District is an exemplary village that acted soon after the GWA village forum by establishing a task force. In Pemba, Community Police (Polisi Jamii) groups have been formed in every village to provide community protection against rape and early pregnancies to school girls.

Using the Global Week of Action platform at national level, Action Aid in collaboration with partners - Tanzania Teachers Union and Tanzania Education Network (TTU and TEN/MET) and other stakeholders - campaigned for increased teaching workforce in schools. National statistics reveal that the government increased the deployment of teachers by 3% in primary school from 151,881 in 2006, to 156,664 in 2007. The campaigns have influenced increase in the education sector budget allocation from 16% in 2006 to 18% in 2007. This has resulted in improved quality of basic education although a lot still needs to be achieved. Enrolment of pupils has increased to 8,316,925 in 2007 from 7,959,884 in 2006, which implies more eligible children (both girls and boys) have had access to education during the year (BEST, 2007). The percentage of girls enrolled has increased from 4.9% in 2006 while that of boys has increased by 4.0%, an indication of progress towards gender parity in basic education.

2.4.2 Supporting Communities Deliver Services

While exhorting the government to deliver quality services in education, AAITz recognizes the need to support communities' immediate needs with the objective of promoting models on best practices for policy advocacy. Service delivery programmes have been implemented in nine programme districts to support communities and the government in delivering quality education services to the poor and excluded communities.

Action Aid has supported primary school projects which include construction of classrooms, toilets, teachers’ houses and offices with the aim of complementing government efforts in improving the learning and teaching environment. A total of 37 classrooms furnished with a total of 235 desks, 34 pit latrines, 4 teachers’ houses and 4 offices have been constructed with support from Action Aid, in nine programme districts. These projects will benefit 1,665 pupils annually. The total contribution by Action Aid is TShs. 360 million

Table 12: Types of Projects Implemented in each Programme District

Programme District	Type of project				
	Classrooms	Desks	Teachers’ houses	Teachers’ offices	Toilet holes
Tandahimba	0	0	0	0	0
Newala	7	105	0	4	24
Liwale	4	60	1	4	0
Mkuranga	6	70	1	1	0
Bagamoyo	8	0	0	0	0
Kigoma	4				8
Singida	0	0	0	0	0
Pemba	6	0	2	1	2
Unguja	0	0	0	0	0
Total	37	235	4	6	34

As previously underscored, girls’ access to quality education is one of the key areas of engagement by Action Aid International Tanzania. During the year, Action Aid increased investment on girls’ hostel projects aiming at providing safe accommodation for girls in secondary school. This significant investment was aimed at increasing retention for girl learners and developing exemplary projects for government and other stakeholders that could be scaled up in the project districts. *Action Aid Tanzania engagement in promoting girls’ education is based on the fact that throughout the country girls’ access to education is limited. A number of girls have dropped out of school at all levels, as said before, due to various factors, e.g. pregnancies, early marriages and non-supportive cultural values that are inherent in the local community traditional values and norms, and which undermine their performance.*

Tanzania societies have continued holding on to unsupportive social and cultural practices that greatly influence marriages and pre-marital pregnancies at young age. There is also limited knowledge and understanding amongst parents on the importance of providing education opportunities equally to girls and boys



Figure 11: Some students of Sepuka Secondary School in Singida rural district in a cheering mood in front of their hostel which was constructed with support from Action Aid.

Collaborating with respective communities in respective project areas, Action Aid has supported the construction of one hostel with the capacity of accommodating 80 girls at Kibutuka Secondary School in Liwale District. Two hostels have been constructed at Sepuka and Mtunduru Secondary Schools in Singida Rural Districts with the capacity of accommodating 100 girls, while at Ilagala Secondary School in Kigoma Rural District, one hostel has been constructed with the capacity of accommodating 60 girls. All four hostels have all the necessary furniture, e.g. beds, mattresses etc.

Apart from the hostels, Action Aid has supported the construction of eight classrooms and bought furniture for two secondary schools at Mahembe and Ilagala Villages in Kigoma Rural District enabling 432 students to enrol for secondary education. The projects have contributed 8% of the total district secondary school enrolment for the year 2007.

2.4.3 Special Education Project Initiatives (Comic Relief Project)

Towards the second half of the year, Action Aid International secured a GBP 4 million fund from COMIC Relief of the United Kingdom to undertake a five-year education project, covering Tanzania and Nigeria.

The project objectives are to promote girls' education in pastoralist communities in Northern Tanzania by building the capacity of a local NGO - Maarifa ni Ufunguo - to facilitate the transformation of schools and communities into social environments which value and support girls' education, challenges sexual discrimination and fosters attitudes and values that reduce girls' vulnerability to HIV/AIDS. The project covers six districts in three regions namely Kilimanjaro, Manyara and Arusha. The overall project goal is to increase girls' enrolment, retention and transition to secondary level education in pastoralist communities, in Tanzania.

Our work for the year included introducing the project and creating awareness among stakeholders about its objectives, strategies and goals as well as establishing project management structures and logistics.

2.5 Governance

Governance is an overarching concept with many dimensions and institutional and political implications. The process of governance is increasingly influenced by market forces as well as civil society processes and initiatives by citizens. Public policies are formulated, legitimized and implemented through governance by powerful institutions such as parliaments and the judiciary. Hence, addressing, intervening, influencing and participating in the process of governance are important steps to advance strategic goals and mission.

Tanzania, like many other African countries, has been devoting its resources to address governance issues in the country. It has made significant attempts in formulating of laws and policies that ensure that good governance and transparency are promoted and upheld. One of these attempts has been the Local Government Reform Programme (LGRP) that focuses on empowering local authorities through devolution by decentralization to deliver development on the basis of the four tenets of good governance namely participation, transparency, accountability and rule of law.

The National Strategy for Growth and Poverty Reduction (MKUKUTA) acknowledges good governance as one of the three pillars on which the strategy is propped. It is embodied in Cluster III of MKUKUTA as the government key policy to ensure rule of law and accountability by leaders through deepening of democratic principals as a

means towards peace, stability, national unity and social cohesion.

Despite these positive developments in addressing governance, the government faces a number of challenges towards attaining the desired policy objectives and goals. Information from various documents such as national evaluation reports and our own PRRP processes cited key issues that need action from CSO stakeholders. Improving performance of public service in accountability and transparency remains a key challenge. The 2006 study by Action Aid International Tanzania on the Effectiveness of Local Government Reform Programme has evidence that there is inadequate awareness among communities on the overall poverty reduction strategy and reforms that support the implementation of the strategy. As a result, very few people have been involved in decision-making particularly with the local level decision-making structures.

Meanwhile, a study by an NGO - Research on Poverty Alleviation (REPOA) - unearths the inadequacy of transparency among government institutions as one of the problems militating against good governance. The report indicates that less than 10% of the surveyed citizens had never seen any public financial information posted. Moreover, when the information is made available, it is not user friendly. It is also evident that the community does not have the culture of demanding information/ explanation from their leaders regarding matters of interest to their own welfare. Hence, the capacity of most CSOs and CBOs in the country to influence and improve governance is limited indeed.

In order to realize these challenges and given the policy of the government to ensure good governance, Action Aid International Tanzania's focus on governance work aims at strengthening government and community efforts in realizing the goals of the National Strategy for Growth and Poverty Reduction (MKUKUTA). Action Aid's work for the year focused on strengthening citizens' and CBOs' engagement in development processes so as to hold local authorities accountable. Two main activities were undertaken in scaling up community score card methodology and building the capacity of CBOs in good corporate governance including leadership and management skills. The following sections describe achievements made by Action Aid on these activities.

2.5.1 Scaling Up Community Score Card as an Accountability Methodology

ActionAid Tanzania country programme considered governance a cross-cutting theme. The major engagement during this reporting year was to improve organizational capacity in enabling communities to undertake budget tracking initiatives, as a way to hold the government accountable to community needs. Training was conducted

to staff on the community score card methodology for budget tracking and plans are underway for field staff to scale it down to our partners in the communities.

2.5.2 *Improving CBOs' Governance, Leadership and Management Capacity*

Figure 12: Theresia Ruvuma, one of the women elected to occupy a high leadership position in a partner organization. Theresia is the Vice Chairperson to KIPAFADA, the palm growers in Kigoma Rural.

Action Aid worked to strengthen partners' leadership and management skills as part of strengthening their capacity on good governance building from last year's achievements. In an effort to transfer capacities to lower level structures, Action Aid organized a number of training sessions to ward level leadership in the programme districts. A total of 1,000 ward level PLHA, farmers and women leaders from Action Aid partner organizations in Pemba Unguja, Newala, Tandahimba and Bagamoyo were trained on good corporate governance, leadership and management skills. Exemplary partner organizations have made progress towards practising good governance in their organizations by recognizing women's potentials in leadership positions and as equal members and shareholders. The KANYOVU organization in Kigoma Rural District has made a constitutional provision that



Figure 11: Theresia Ruvuma, one of the women elected to occupy a high leadership position in a partner organization. Theresia is the Vice Chairperson to KIPAFADA, the palm growers in Kigoma Rural

ensures that women can hold shares within the organization as a basic right. The palm growers' organization has 30% of its leadership as women and LIFA in Liwale has 42% of its leaders as women, as well. These achievements have certainly increased women's participation in decision-making within the organizations.

2.6 International Campaigns and Advocacy

2.6.1 World Social Forum

In scaling up policy advocacy at international level, Action Aid supported community representation from all partner organizations to attend the world social forum which took place in Nairobi. A total of 25 representatives from cashew nuts, coffee and cloves growing communities as well as from PLHA organizations participated fully at the forum. AAI which is a strong advocate of reforms in the multilateral development institutions and policies, and AAITz and its partners took active participation in the forum to advocacy for these reforms. In order to ensure effective participation, CSOs were mobilized and supported to voice demand for their rights. Our goal was to enable farmers, PLWHA, women and girls put forward their demands against policies and policy practices that impact on their livelihoods and social wellbeing.

The following are some of the major demands presented by our partners at the forum:

- Developed countries should increase unconditional aid for addressing poverty.
- Policies that impinge on agricultural development such as structural adjustment programmes which compel developing countries not to subsidize their agricultural sector need to be reconsidered.
- Imposed definitions and approaches of developing Africa, and Tanzania in particular, need to be revisited. Donors need to provide space for locally owned and defined approaches to development so as to let Africans decide on their own development.
- Support is needed for developing countries to get access into the European Union markets and promote trade as a means to address poverty.

2.6.2 Campaign on Economic Partnership Agreement (EPA)

Tanzania Association of Non-Governmental Organizations (TANGO) working in collaboration with the Tanzania Trade Coalition Group for which Action Aid Tanzania is a member, held a campaign aimed at ensuring that Tanzania's interests are safeguarded and that the country benefits from the ongoing negotiations on Economic

Partnership Agreements (EPA). The overall objective of the engagement was to raise awareness about the negative impact of EPA on Tanzania's economy especially in the industrial and agriculture sectors. Such impact includes income and job losses including government revenue losses, because EPA is based on reciprocal removal of trade barriers between EU and ACP countries while underdeveloped ACP countries have limited capacity to compete in trade with developed countries of the European Union.

The engagement further sought to make the public aware of the status and progress made in the negotiation processes. Organizations managed to engage with the media to raise awareness on EPA issues and stimulate discussions between policy-makers the media and the public in general. As an outcome of these campaigns, two key results have been achieved. There is increased media engagement in following up on the EPA negotiation processes and subsequently informing the public on progress and outcomes. Secondly, Tanzanian parliamentarians are now more sensitive and aware of the negative impact of EPA and hopefully this awareness and sensitivity will feature in parliamentary debates and other debates on trade issues in Tanzania and internationally.

3.0 Enabling Organizational Environment

The organization's work on programmes and policy ran concurrently with significant investment in creating an enabling organizational environment for staff development and retention. Priority activities during the year focused on:

- Staffing through recruitment;
- Enhancing staff effectiveness through staff rotation;
- Managing and developing staff technical capacities;
- Providing a supportive working environment; and
- Improving delivery of human resources support services.

3.1 Recruitment

Recruitment continues to be informed by the organization's staff needs analysis and staff annual plans. Six new staff were recruited. There has also been significant progress in increasing the proportion of women staff during the year where currently the organization has a total of 62 staff of which 36% are women an increase of 4.5 % from last year. Total staff turnover for the year was 18% compared to 16.4% last year. Factors responsible for this increase staff included, among others, competitive remuneration within and outside the NGO sector

During the year, Action Aid International Tanzania developed an internship programme as a strategy to address staff turnover and shortage, as well as provide learning opportunity for new graduates. Six new graduates from the University of Dar es Salaam and the Institute of Finance Management were deployed under this programme.

Table 13: Organizational Staff Capacity as of December 2007

Management Level	Female		Male		Totals
	No	%	No	%	
Senior Management	2	40%	3	60%	5
Middle Management	4	27%	8	73%	12
Other Staff	17	38%	28	62%	44
Total	23	36%	39	64%	62

3.2 Staff Motivation Initiatives

Staff promotions were initiated based on staff performance and organizational needs. This has also worked out well as an incentive and as part of a staff retention strategy within the organization. Three members of staff from programmes were promoted to higher positions based on good performance demonstrated over a period of two consecutive years.

3.3 Organization Development

AATz began the process of transforming the country programme into an autonomous national organization that will be affiliated to the international organization AAI. The first step is to work towards developing a national organization that will attain associate status with Action Aid International prior to becoming a fully-fledged affiliate of Action Aid International. This is part of Action Aid International strategy to strengthen the governance of the organization by promoting democratic and legitimate representation of all countries in the governance structure of AAI.

The process began in March as part of implementing the Country Strategic Plan 2006-2010. Action Aid organized an orientation meeting attended by the entire senior management team, middle level managerial staff and representatives from head office and field offices. The internationalization taskforce comprising of five staff members was selected by the meeting and charged with the responsibility of developing a planned process and ensuring that the members of the organization achieve consensus both in process and outcome of the whole internationalization process.

3.4 Training and Development

Several initiatives on staff development and capacity building have been undertaken during the year. A range of developmental opportunities to support staff in leadership and specific development needs were provided. Based on individual and organizational capacity needs, three training sessions were conducted; these include:

- i) Understanding Local Government structure, a course offered to all programme staff.
- ii) Communication Skills training offered to both programme and support staff.
- iii) Budget tracking training offered to both programme and support staff.

3.5 Performance Reviews and Staff Development Planning

Staff performance appraisal processes were conducted for all staff during the year. The review and planning started in early January 2007 and ended in April 2007. Training based on leadership and individual staff performance development needs were identified, prioritized and implemented within the limited resources that were available.

3.6 Rolling Out Security and HIV/AIDS Policies

A staff annual retreat was organized and implemented at the end of the year. This retreat meeting was an opportunity to discuss the first quarter plans and budgets for the year 2008. Another major issue that was addressed during the retreat was rolling out the Security Policy. All participants were trained on First Aid and Fire Fighting techniques and procedures so as to raise the level of awareness among staff about workplace security and safety measures. The retreat was also an opportunity for the organization to roll out the second phase of the HIV/AIDS Policy at the work place. HIV/AIDS counselling and testing was conducted by AMREF Tanzania. Consequently, 50% of the staff members decided to undertake HIV/AIDS testing voluntarily.

3.7 Staff Welfare Scheme

Recognizing the importance of having access to financial support, to address personal financial needs, Action Aid International Tanzania established a Savings and Credit Cooperative Society (SACCOS) that all staff were free to join and could, as members, benefit by having access to loans at low interest rates to meet their individual and family immediate needs. At the end of year the SACCOS had a total of 38 active members, almost 50% of the total staff number in the organization.

4.0 Financial Performance

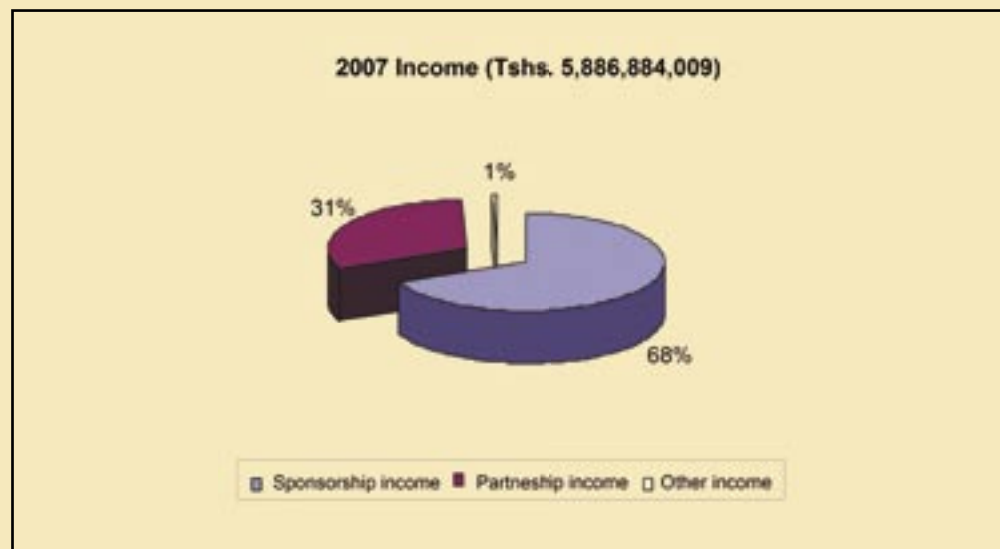
4.1 Income

Total income realized during the year was TShs. 5,900 million against the expected TShs. 7,400 million. This was 21% below the planned income. The main reason why the planned income was not realized was that the income expected from two official projects - Regional Facilitating Agency (RFA) and Global Fund - was not fully realized. However, it is worth noting that the total income for 2006 was TShs. 5,258 million indicating a rise of 12% for 2007. This is attributable to the emergence of new sponsorship links from UK and Italy.

The organization's main sources of income include the following:

- Sponsorship income and related sources that realized TShs. 4,030 million against a forecasted figure of TShs. 3,779 million a 7% increase above the planned figure. The CP had planned to receive an income of TShs. 818 million from Greece but ended receiving 572 million.
- Partnership income from Global Fund and RFA projects was TShs. 1,821 million against TShs. 3,627 million of the planned income, which is 50% below the planned partnership income due to delays in disbursement from funding sources.
- Another source of income included bank interests, donations, gain/loss on exchange on foreign currency and profit on sale of capital assets. This source realized TShs. 35.5 million.

Figure 1: Proportion of AAITZ Income by Source



4.2 Expenditure

Total expenditure has been TShs. 5,677 million against the income of TShs. 5,887 million. The expenditure incurred last year was TShs. 4,652 million. This is a 22% increase in expenditure; an increase which is mainly attributed to the country programme expansion of two new field offices in Singida and Chamwino and the new Comic Relief Education project. Expenditure as per statutory and natural cost categories has been shown on Table 15.

Table 14: Analysis by Statutory Cost Classification

Cost Classification	Actual amount (TShs.)	% of Utilization
Project costs	4,394,715,312.00	77%
Support costs	1,022,561,731.00	18%
Fundraising	234,106,088.00	4%
Governance	27,278,022.00	1%
Total	5,678,661,153.00	100%

Figure 2: AAITz Statutory Cost January - December 2007

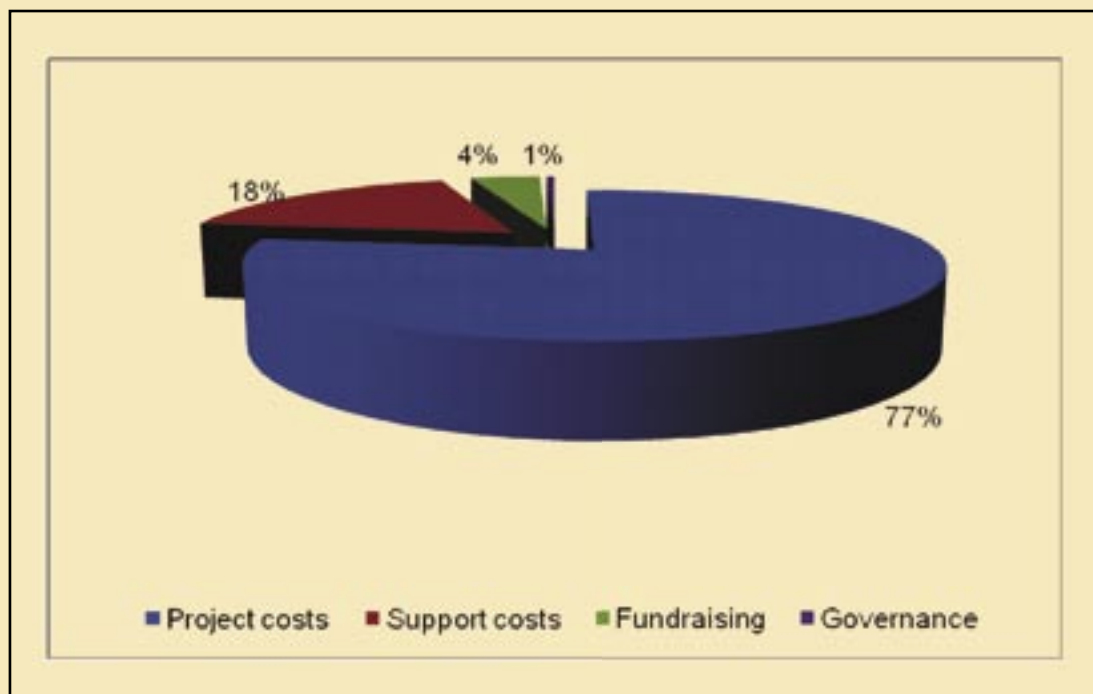


Table 15: Analysis by Natural Cost Classification

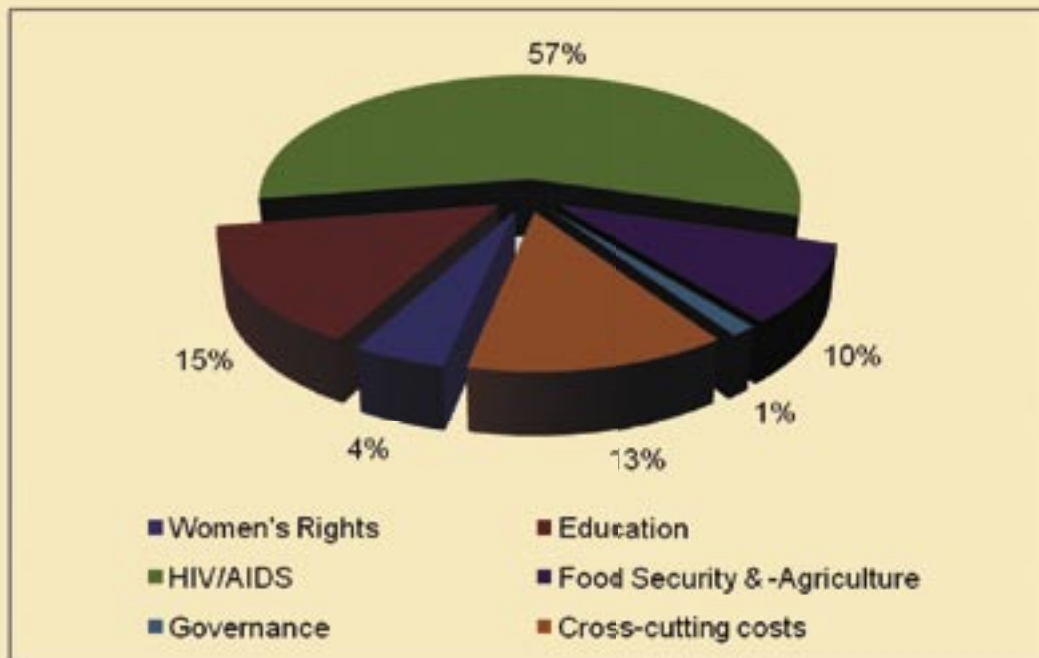
Cost Classification	Actual Amount (TShs.)	% of Utilization
Grants and Community input	3,415,285,377.00	60%
Staff Costs	948,949,365.00	17%
Transport and Transportation	613,913,528.00	11%
Office and service costs	617,007,396.00	11%
Capital costs	83,505,487.00	1%
Total	5,678,661,153.00	100%

The analysis of expenditures by natural classification indicates good financial performance during the year in which the grants and community inputs have grown to 60% in 2007 from 59% of the year 2006, while staff salaries expenditure has declined to 17% from 18%. Office and service costs have declined to 11% from 12% while capital expenditure declined from 2% in 2006 to 1% in 2007 (Table 16).

Table 16: Analysis of Cost by Thematic Focus

Theme	Project Cost in TShs.	Cost Ratios
Women's Rights	200,110,401.00	5%
Education	642,187,954.00	15%
HIV/AIDS	2,511,323,954.00	57%
Food Security and Agriculture	420,414,082.00	10%
Governance	56,947,215.00	1%
Cross-cutting costs	563,731,706.00	13%
Total	4,394,715,312.00	100%

Figure 3: Year 2007 AAITz Utilization by Thematic Focus Costs in %



Due to RFA and Global Fund projects, HIV/AIDS continued to be the leading thematic area in budget utilization during the year with 57% of the total budget utilization. The Comic Relief project with a focus on strengthening girls' education raised the education thematic expenditures to the second position in budget utilization while governance and women rights expenditures were relatively lower.

Table 17: Income Vs Expenditure for 2006 and 2007

Income	Year 2006	Year 2007
Sponsorship income	3,778,900,000.00	4,029,933,023.00
Partnership income	3,627,100,000.00	1,821,445,445.00
Other income	38,800,000.00	35,505,541.00
Total Income	7,444,800,000.00	5,886,884,009.00
Expenditure		
Project costs	3,625,101,497.40	4,394,715,312.00
Support costs	802,834,046.60	1,022,561,731.00
Fundraising	203,696,958.00	234,106,088.00
Governance	20,146,935.00	27,278,022.00
Total Expenditure	4,651,779,437.00	5,678,661,153.00
Surplus	2,793,020,563.00	208,222,856.00

5.0 Key Lessons

To address poverty through the human rights approach, we need to build confidence and trust at all levels as well as build our legitimacy, credibility and public image. This calls for building our knowledge base and capacity for policy analysis on key policy developments and the impact these policies have in addressing development challenges nationally and internationally. Significant efforts have been made to enhance institutional capacity of partner organizations as to enable them play their roles and responsibilities effectively in influencing national and international development policy agenda.

Our efforts to introduce new thinking and practices in the local environment have been successful through exposure visits that facilitated experience sharing and trust building between our partners and our target communities. We have used all possible opportunities to promote the primacy of the agency.

We have systematically endeavoured to strengthen our engagement with national level organizations namely NGOs and CSOs to develop a strong coalition so as to improve our effectiveness in influencing policy at both national and international levels.

6.0 Key Challenges

Despite the fact that Action Aid International Tanzania has made tremendous progress in terms of achieving both programmes and institutional development results, there have been various constraints and challenges. The major challenges the organization faced during the year include the following:

- Staff turn-over has continued to be a challenge for the organization. During the year 11 (18%) staff out of 62 left the organization compared to 10 (16.4%) out of 61 in the year 2006. As explained earlier in this report, the turn-over has been attributed to several factors including personal reasons and remuneration competitiveness with other organizations inside and outside the country.
- Delayed funding for special projects specifically Global Fund and RFA was a key challenge in striving to meet the organizational target for the year, making it financially strenuous for the country programme to implement all the projects as planned.

MAP OF AFRICA



KEY



Tanzania

Actionaid Tanzania

P.O. Box 21496 Dar es Salaam, TANZANIA

Tel: +255 22 2700596/710/699, Fax: +255 22 2700710

E-mail: admin.tz@actionaid.org, Website: www.actionaid.org/tanzania