



## **ORGANISATION PROFILE TAWEA**

**Updated by**

**TAWEA's Secretariat January, 2022**

## Background of the organization

### Tanzania Wote Equality Alliance (TAWEA)

TAWEA is an abbreviation which stands for Tanzania Wote Equality Alliance. The word “Wote” is derived from Kiswahili language denoting as “All”. It is locally established membership and voluntary organization based Kigoma region within the United Republic of Tanzania. TAWEA is a non-governmental, non-profit making and non partisan organization duly registered in 2014 as nationally operating NGO with legal Registration number OONGO/R1/OO488 under the Tanzania Non-Governmental Organization Act 2002. TAWEA’s current areas of operations include three districts of Kigoma region namely Kasulu, Uvinza, and Kigoma as well as Geita district in Geita region.

TAWEA works with different stakeholders for the wellbeing of women, youth, children and people with disability to address social rights and promoting gender equality in Tanzania through implementing results and evidence based interventions based on the thematic areas of gender equality, good governance, Sexual Reproductive Health and Rights, HIV/AIDS, Nutrition, Livelihoods and economic empowerment, WASH, environmental conservation and Business and Human Rights.

TAWEA is dedicated to promote dignity, well-being and rights of marginalized groups particularly, women, children and persons with disabilities. It is committed to improve the socio- economic, political, legal status of such groups, defending their interest and eradicating all forms of discrimination and violence against them.

### NETWORKING

International level	National Level
<ul style="list-style-type: none"> <li>• AWID - Association for Women’s Rights in Development</li> <li>• CIVICUS-World Alliance for Citizen Participation</li> <li>• ECPAT International-Is a global network working to eliminate all forms of Sexual Exploitation of Children</li> <li>• EWP - End Water Poverty</li> <li>• Global Partnership to End Violence against Children GBV Prevention Network</li> <li>• WGNRR -Women’s Global Network for Reproductive Rights</li> <li>• SWA - Sanitation and Water for all.</li> <li>• ODC - Open Data Charter</li> <li>• SuSanA - Sustainable Sanitation Alliance</li> </ul>	<ul style="list-style-type: none"> <li>• THRDC–Tanzania Human Rights Defenders and Coalition</li> <li>• TAWASANET–Tanzania Water and Sanitation Network</li> <li>• TAREMINET –Tanzania Refugee and Migrant Network</li> <li>• TNRF – Tanzania Natural Resource Forum Network</li> </ul> <p><b>District level</b></p> <ul style="list-style-type: none"> <li>• KIUNGONET- Kigoma and Ujiji Non Governmental Organizations Network</li> <li>• UNON- Uvinza Nongovernmental Organizations Network</li> </ul>

TAWEA has strong cooperation with the Local Government authorities within respective districts of operations and regional secretariats. When need arises, TAWEA is used to outsource specific programme expertise from various sources including government authorities.

**Contact address**

**Physical Address:**

Lumumba Road, Mwanga Kusini – Kilimahewa  
 Street P.O.BOX 251,  
 KIGOMA, TANZANIA  
**Mobile :** +255743635763 / +255719839021  
**Email :** [info@tawea.or.tz](mailto:info@tawea.or.tz)

Contact person:

Festo Mrina  
 Executive Director  
 +255719839021 / +255 743635763  
 Email: [tawea7@gmail.com](mailto:tawea7@gmail.com)

Vision	Equitable access to socio-economic opportunities and justice for all
Mission	Strengthened advocacy for human rights, gender equality and access to social welfare services to vulnerable populations and general public.
Objectives	<ol style="list-style-type: none"> <li>1. To advocate for gender equality and amplifying of voices in the community against all forms of gender-based violence to women and children;</li> <li>2. To promote and raise awareness on sexual reproductive health, HIV/AIDS prevention methods and nutrition for the wellbeing of community;</li> <li>3. To capacitate community members on socio-economic and human rights issues by accountability and monitoring mechanisms.</li> <li>4. To advocate, raise awareness and influence participation of community in environmental conservation at all levels.</li> </ol>

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**Overall Goal** TAWEA contributes to improving the socio-economic status of women, youth and children in the community in accordance with the Sustainable Development Goals (SDGs) and Tanzania Development Vision 2025.

**Target groups** Women, children, youth and persons with disability

### Shared Values

**Dignity and worth of the person:** We respect all people in the society caring and value them without mindful of individual differences and ethnic diversity.

**Integrity:** We conduct, implement and run a variety of developmental activities and interact with different stakeholders in society and behave in trustworthy manner, honesty and responsible and promote ethical practices of our organization.

**Non-discrimination:** We treat all people equally and respectfully regardless of race, gender, nationality, age, beliefs, class and physical appearance

**Best interest:** We are responsible to promote and advocate for the wellbeing of people in the society.

**Partnership:** We consider partnership as one of our key organizing principle; we are, therefore, committed to developing, maintaining and nurturing partnerships, including alliance and linkages-with institutions and individuals who identify our vision and mission.

## TAWEA's Thematic Areas

### Gender equality

TAWEA promote and advocate for gender equality and protection of human rights against abuse and violation of all forms of violence against women and girls. All people have equal rights, responsibilities and opportunities in the society, gender equality prevents violence against women, girls and children and it's essential for economic prosperity. TAWEA promote and advocate for building society with values and provide equal opportunities between women and men as equality brings safety and healthy environment. TAWEA promotes access to education, health services, employment and leadership for all people regardless their intersectuality. Gender equality is human rights hence everyone must benefit from gender equality.

### Human rights and Good governance

TAWEA promotes good governance at all levels by looking at key issues (corruption, accountability and transparency) that are significant stumbling blocks to development. TAWEA advocates for effective community participation influencing decision making processes, knowing that poor participation and excluding people in organization decisions leads to the denial of their rights and low levels of transparency and accountability on the side of government and non-state actors. TAWEA administers social accountability tools such as Public Expenditure Tracking Survey (PETS), Community Score Cards, Social Audits and Local Governance Performance Index (LGPI) in water, education and health sectors as ways of holding duty bearers accountable to delivering improved services and advancing civics paces.

**Sexual Reproductive Health and Rights (SRHR)**

TAWEA provide awareness creation and advocacy on health services for women, youth and community members to understand their rights on sexual and Reproductive Health and Rights (SRHR), Family Planning (FP), Menstrual Hygiene and accessibility of services, adolescents body changes and advocate for policy changes. These efforts increase confidence and performance of adolescent girls in schools, ensure safe delivery for women of reproductive age and support nutrition issues of community members.

**HIV/AIDS-** Information outreach particularly on HIV/AIDS prevention awareness, care, treatment and support options available in the community and at local health facilities with a view to increasing the demand for comprehensive, quality care, treatment and support services. Home-based community based care (HBCBC) and psycho-social support for People Living with HIV and AIDS (PLWHAs). SOFT offer a range of services to individuals and families infected and affected by HIV and AIDS to ensure that the basic needs of PLWHAs are met. Health promotion and BCC to communities, schools, colleges and Universities to encourage people to change their sexual behavior and to practice safe sex at all time.

**Nutrition,** TAWEA encourage and campaign for protecting and improving health, especially in poor communities that require a combination of community and facility-based activities for the improvement of wellbeing of the people through various initiatives such as raising awareness on and promotion of biological fortification of foods, industrial fortification, taking supplement nutrients, nutrition education and practices. The main targeted groups are mothers of reproductive age and children under five years as the primary focus, but others in the household are also targeted. The work aims at reducing malnutrition and hence making women and children active members of the society. In this category TAWEA's work concentrates on the promotion and utilization of improved food products such as Vitamin A orange fleshed sweet potato, Pro-Vitamin A and High Iron/Zinc beans.

**Livelihoods and Economic Empowerment:**

TAWEA advocate for socio economic rights as human rights, and as indivisible and inalienable. TAWEA promote the social and economic rights and operate according to the belief that they should be at the centre of economic development in the pursuit of human dignity, sustainable development, peace and prosperity for all including children, youth, women, person with disabilities and indigenous populations.

Socio-economic justice is based on a people-centered approach promoting the agency and power of citizens and Communities in addressing their socio- economic realities and dealing with the challenges of unemployment, poverty and inequality, poor financing of the social sectors and how to improving quality of living

**Water, Sanitation and Hygiene (WASH)**

TAWEA addresses water; sanitation and hygiene (WASH) as a vital component for women's, children's and community development. In this category, TAWEA provides training of WASH education in schools and out of school, also community awareness creation and advocate for better WASH policy/laws. TAWEA also work with duty bearers and water stakeholders for improvements of the water and sanitation sector by improving accountability and transparency in the sector.

### **Environmental conservation**

TAWEA implement activities contributing to local environmental conservation and climate change adaptation; actions which also contribute to women's prosperity and their reproductive health. TAWEA promote environmental conservation, through empowering women, youth and children to be friendly to the environment, provision of education on the importance of planting fruit and nutritious trees so as to protect health status of the people and also provision of community sensitization on importance of environmental conservation for the present and future generation.

### **Business and Human Rights**

Human rights are the basic rights and freedoms that belong to everyone. International laws, including treaties, contain the provisions which give human rights legal effect. The Declaration sets out for the first time the human rights and fundamental freedoms shared by all human beings without discrimination of any kind.

TAWEA promote and advocate on Business/workplace respect human rights and adhere to the working environment, the right to fair remuneration and equal pay for equal work, the right to organize and participate in collective bargaining and the right to be protected from forced labour and trafficking. The corporate responsibility for human rights includes the "Do no harm" principle that makes it necessary to carry out due diligence in identifying and addressing the human rights impacts of business practices. Companies need to take all necessary and reasonable precautions to prevent harm.

### **Strengths of the TAWEA**

Over 5 years of working with women, youth and children we believe that one of our strengths lays in our acceptance among the beneficiaries and the capacity to mobilize them.

Furthermore, long term presence in our traditional operating areas in Kigoma, Kasulu and Kakonko districts within Kigoma region as well as and Geita district in Geita region have become TAWEA's strong holds which guarantee us with power to mobilize and influence actions for and with beneficiaries.

TAWEA also boast of strong community support, including both public authorities as well as traditional and religious leaders. Beneficiaries active involvement in our programs is another strength (person centered-approach), so we do not speak for them, we let them lead their own actions and give them both voice and choice.

This has been the key to the success of our programs with women, children and youth in the regions.

### **Challenges**

- Limited funds for the implementation of planned activities as per strategic objectives.
- Limited staffing and basic incentives to operate at full organization's capacity.
- Inadequate equipment to support the implementation of projects/programs.
- Inadequate capacity to solicit and strongly diversify internal sources of funds.

## **Achievements**

- TAWEA managed to advocate and promote gender equity and equality and thereby reducing the gender gap and gender based violence among women, children, girls and disabilities in the communities for improving the social and economic status of targeted groups in Kigoma and Geita region.
- TAWEA provided public education awareness on the importance of child protection and reporting child abuse cases to the respective offices in order to improve the wellbeing of children, whereby the organization managed to reach 16238 community members in Kigoma district, Kasulu and Geita districts;
- TAWEA reached 516 parents/guardians/youth and community members with education on safe menstruation at Nyamidaho and Makere wards in Kasulu district;
- TAWEA helped 57 community members suffering from Gender Based Violence, sexual and reproductive health and rights issues to get referral form to link them to relevant organizations so as to get adequate assistance;
- TAWEA conducted awareness sensitization meetings in the community on HIV/AIDS prevention awareness in order to eliminate all forms of discrimination towards PLWHAs;
- TAWEA provided education to 9650 students in secondary schools on correct information about SRHR and family planning methods as well as basic life skills education;
- TAWEA provided education awareness to 2,023 community groups members on pregnant mother nutrition, WASH, male parent care and after delivery exclusive breast feeding and complementary foods for 1000 days.

### The ongoing and previous donor funding projects experience

Sources of funds	Project type	Duration and Status	Donor contact information
HARVESTPLUS	Promotion of Commercialization of Biofortified Crops (CBC)	2021-2022	Name: Ester Jimmy Position: Project Officer Organization: Harvestplus Email: <a href="mailto:E.Jimmy@cgiar.org">E.Jimmy@cgiar.org</a>
End Water Poverty (EWP)	Social Accountability Monitoring for improved water and sanitation services, climate change adaptation and human rights among gold small scale mining communities in Geita region.	2021-2022	Name: Sam Taylor Position: Engagement Officer Organization: End Water Poverty Email: <a href="mailto:SamTaylor@endwaterpoverty.org">SamTaylor@endwaterpoverty.org</a>
CIVICUS FOR GLOBAL ALLIANCE	Media Partnerships in addressing land and human rights issues among villages adjacent to protected areas in Kigoma region.	2021 -2022	Name: Paul Mulindwa Position: Advocacy and Campaigns Officer Organization: CIVICUS For Global Alliance Email: <a href="mailto:paul.mulindwa@civicus.org">paul.mulindwa@civicus.org</a>
Co-funded by the European Union and KAS	Great Lakes Youth Networks for Dialogue and Peace	2020-2023	Name: Jimmy Luhende Position: Country Coordinator-Tanzania Organization: Actions for Democracy and Local Governance Email: <a href="mailto:jimmy.luhende@greatlakesyouth.africa">jimmy.luhende@greatlakesyouth.africa</a>
Weworld	Sauti Mpya. CSOs –media partnership for amplifying youth and women’s voices <b>For participation in the activities of the “SAUTI MPYA” project</b>	2020-2022	Name: Ms Roberta Coratella Position: Project Coordinator Organization: Weworld Tanzania Office Email: <a href="mailto:roberta.roratella@weworld.it">roberta.roratella@weworld.it</a>
IPIS	<ul style="list-style-type: none"> <li>• Research on Socio-Economic and Human Rights issues among small scale miners in Kigoma and Geita</li> <li>• Land and Human Rights issues In villages adjacent to protected areas in Kigoma region</li> </ul>	2017-2019	Name: Elard Mawala Position: Researcher and Tanzania Project Coordinator Organization: IPIS Email: <a href="mailto:elard.mawala@ipisresearch.be">elard.mawala@ipisresearch.be</a> Mobile: +255787159493
WGNRR AFRICA	Tanzania Youth Champions Academy: Awareness creation on sexual reproductive health and rights in Kasulu district	2019-2020	Name: Nondo Ejano Position: program coordinator Organization: WGNRR Africa Email: <a href="mailto:Nondo@wgnrr.org">Nondo@wgnrr.org</a> Mobile: +255 763662333
WGNRR AFRICA	Awareness creation on sexual and reproductive health and rights through youth agents of change in Kigoma-Ujiji/Municipality	2018	Name: Nondo Ejano Position: Programcoordinator Organization: WGNRR Africa Email: <a href="mailto:nondo@wgnrr.org">nondo@wgnrr.org</a> Mobile: +255763662333
LUSH POT	Raising awareness on SRHR for women and adolescent youth	2018	Name: Administration team Organization: LUSH POT –UK Email: <a href="mailto:charitypot@lush.co.uk">charitypot@lush.co.uk</a>
Raising Voices	Raising awareness on GBV prevention against women and children	2017	Name: Hope Harriet Position: Program Officer Organization: Raising Voice Email: <a href="mailto:hope@raisingvoices.org">hope@raisingvoices.org</a> Mobile: +256772648973

## TAWEA's GOVERNANCE

- **TAWEA** has developed well-defined governing structures which promote for checks and balances within organization. These include the Annual General Meeting (AGM) which is supreme organ of the organization led by Chairperson. The Board of Directors is governing body and reports to AGM. The Secretariat (Management Team) is the subordinate organ of the Board of Directors led by Executive Director who is overall in-charge of management affairs and also serve as Secretary to the Board.
- The structure determines chain of command and hierarchy of responsibilities within TAWEA
- The Annual General Meeting is the highest decision making organ approving policies and reviewing achievement and plans and meets once every year for the regular meetings.
- The Board of Directors is responsible for the general management of the organization and guarantees accountability and integrity in the organization. Furthermore, the Board of directors employs the Executive Director, and approves the employment of all other executive staff upon proposition by the Executive Director.
- The Executive Director is the head of Secretariat team that is responsible for the implementation of the programs and daily management activities.

### TAWEA STRUCTURE (Organogram)

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## Members of Board of Directors

S/N	Full Name	Gender	Title	Qualification
1	Elina Mushi	F	Chairperson	Bachelor Degree in International Relations
2	Elard Mawala	M	Member	Masters in Natural Resources Management
3	Martha Jerome	F	Member	Diploma in Business Administration
4	Anna Joseph	F	Member	Diploma in Education
5	Eva Leo	F	Member	Bachelor Degree in Accountancy

## Staff Present

Categories	#	Female	Male	Issue appointment (Yes/No)	Remarks
Permanent staff	5	3	2	Issued(Yes)	Located at Kigoma HQ
Staff Volunteers	3	2	1	Issued(Yes)	Located at Kigoma HQ and Geita
Part-time	2	1	1	Issued(Yes)	Located at Kigoma HQ
Volunteers /Field animators	14	8	6	Issued(Yes)	Located at Kasulu and Geita district