

TANZANIA HUMAN RIGHTS DEFENDERS COALITION (THRDC)



THE 2019 ANNUAL REPORT

JANUARY TO DECEMBER 2019

PREPARED BY THE THRDC SECRETARIAT



LIST OF ABBREVIATIONS

| | |
|------------|---|
| AGM | Annual General Meeting |
| ANGOZA | Association of NGO's of Zanzibar |
| BRELA | Business Registration and Licensing Agency |
| COSTECH | Commission for Science and Technology |
| EAC | East Africa Community |
| CSO | Civil Societies Organization |
| HRD | Human Rights Defenders |
| HRNGO's | Human Rights Non- Governmental Organization |
| NACoNGO | National Council for Non-Governmental Organizations |
| OCA | Organization Capacity Assessment |
| SHTZ | Tanzania Peace and Legal Aid Justice |
| PO-RALGA | President's Office Regional Administration and Local Government Authority |
| PLAJC | Tanzania Peace, Legal Aid and Justice Centre |
| PEMCO | Pemba Environment and Malaria Control Organization |
| SP | Strategic Plan |
| MTWANGONET | Mtwara NGO Network |
| ICNL | International Centre for Not- for -Profit Law |
| RITA | Registration and Insolvency and Trusteeship Agency |
| UPR | Universal Periodic Review |
| SOP | Standard Operating Procedures |
| SADC | Southern Africa Development Community |
| THRLWG | Tanzania Human Rights Lawyers Working Group |
| THRDC | Tanzania Human Rights Defenders Coalition |
| UDHR | Universal Declaration of Human Rights |
| TLS | Tanganyika Law Society |
| CPJ | Committee to Protect Journalists |
| CHRAGG | Commission for Human Rights and Good Governance |
| MoU | Memorandum of Understanding |

TABLE OF CONTENTS

| | |
|--|-------------|
| <i>Table of Contents</i> | <i>iii</i> |
| EXECUTIVE SUMMARY | vii |
| PREFACE | xi |
| 1.0 INTRODUCTION | xi |
| 1.1 MAIN OBJECTIVES | xii |
| 1.2 VISION AND MISSION | xiii |
| 1.2.3 VISION..... | xiii |
| 1.2.4 MISSION..... | xiii |
| 1.3 THRDC CORE VALUES | xiii |
| 1.4 THE OVERALL GOAL | xiii |
| 1.5 THRDC PROGRAMS AREAS | xiv |
| CHAPTER ONE | 1 |
| MEMBERS' AFFAIRS AND PUBLIC ENGAGEMENT | 1 |
| 1.0 Introduction | 1 |
| 1.1.1 Rescreening and mobilizing THRDC's members..... | 1 |
| 1.1.2 Establishing, institutionalizing and coordinating zonal units..... | 1 |
| 1.1.3 Improving and taking care of Members affairs..... | 2 |
| 1.1.4 Improving members institutional management capacity..... | 2 |
| 1.2 Achieved results under outcome one | 2 |
| 1.2.1 Improved members' capacity to engage in election and other democratic processes..... | 2 |
| 1.2.2 Strengthened Zonal Units Coordination..... | 3 |
| 1.2.3 Strengthened membership networking at the grassroots level..... | 3 |
| 1.2.5 Increased THRDC's members visibility through publications (newsletters) which covers | |



| | |
|---|-----------|
| among other things, members’ success stories and welfare in general | 4 |
| 1.2.6 Organizing media programs through mainstream media, community radio and social media | 5 |
| 1.2.7 Improved members organizational management capacity | 5 |
| Table 1.2.1 below shows the number of member organizations and the types of documents supported..... | 6 |
| 1.3 Challenges under outcome one | 6 |
| 1.4 Adaptive measures..... | 7 |
| CHAPTER TWO..... | 8 |
| CAPACITY BUILDING AND EMPOWERMENT | 8 |
| 2.0 Introduction..... | 8 |
| 2.1.1 HRDs Empowerment on specific HRDs’ rights and their responsibilities | 8 |
| 2.1.2 Media practitioners’ empowerment on monitoring and reporting on human Rights abuses against HRDs..... | 8 |
| 2.1.3 HRDs empowerment on domestic legal, policy and regulatory framework related to HRDs, media and CSOs operations in Tanzania. | 9 |
| 2.1.4 HRDs Empowered in modern human rights ideas, international human rights systems and mechanism as part of continuing education..... | 9 |
| 2.2 Achieved results under outcome two | 9 |
| 2.2.1 Increased Number of HRDs knowledgeable on risks assessment and security management strategies..... | 9 |
| 2.2.2 Increased confidence and number of actions spearheaded by HRDs to safeguard their rights.. | 11 |
| 2.2.3 Increased number of cases filed by Human Rights Defenders and lawyers on various Human Rights and HRDs rights violations. | 13 |
| 2.2.4 Increased level of Compliance by the HRDs to the Domestic Legal, Policy and Regulatory Framework | 15 |
| 2.3 Challenges under outcome two..... | 16 |
| 2.4 Adaptive measures..... | 16 |

| | |
|---|-----------|
| CHAPTER THREE | 17 |
| ADVOCACY AND INFORMATION..... | 17 |
| 3.0 Introduction | 17 |
| 3.1.1 Conducting researches and publications to inform advocacy work (Research Based Advocacy) | 18 |
| 3.1.2 Engaging the parliament, judiciary, the government and other state apparatus for reform and enactment of laws, frameworks, plans and policies related to HRDs..... | 18 |
| 3.1.3 Use of Alternative Media as a means of addressing Civic Space and Human Rights issues..... | 18 |
| 3.1.4 Mobilizing and sensitizing HRDs and other stakeholders to collectively work together on HRDs issues and human rights | 19 |
| 3.2 Achieved results under outcome three | 19 |
| 3.2.1 Increased public engagement in effectively addressing Human Rights Issues | 19 |
| 3.2.2 Unity among Civil Society Organizations remain intact despite of emerging challenges in civic space | 20 |
| 3.2.3 Commitment of the Government to enact a Law to protect online data | 21 |
| 3.2.4 Amendment of the Statistics Act (2015) | 22 |
| 3.2.5 THRDC’s meaningful engagement with the African Commission on Human and Peoples Rights (ACHPR)..... | 23 |
| 3.2.6 The Ministry of Finance and Tanzania Revenue Authority’s acceptance to effectively assist CSOs compliance with tax laws | 24 |
| 3.2.7 Freedom of Expression highly promoted through THRDC’s alternative media | 24 |
| 3.3 Challenges under outcome three | 25 |
| 3.4 Adaptive measures | 25 |
| CHAPTER FOUR..... | 26 |
| PROTECTION AND LEGAL AID..... | 26 |
| 4.0 Introduction..... | 26 |
| 4.1.1 Strengthening HRDs’ Security and Protection Mechanisms..... | 26 |



| | | |
|--|--|-----------|
| 4.1.2 | Using Emergence Protection Fund to Support Emergence Protection Services..... | 27 |
| 4.1.3 | Provision of Legal Aid to HRDs in need..... | 27 |
| 4.1.4 | Support to HRDs’ Family and survivors of the victims of violations..... | 27 |
| 4.1.5 | Documentation of HRDs Violations, Reporting and Monitoring of HRDs human rights situation, Fact Finding Missions and Interventions | 28 |
| 4.2 | Achieved results under outcome four | 28 |
| 4.2.1 | Improved self-protection capacity for Human Rights Defenders in Tanzania | 28 |
| 4.2.2 | Reviewed THRDC protection mechanism for the improved protection service to HRDs..... | 29 |
| 4.2.3 | Increased level of understanding on mitigating risks associated with HRDs work | 29 |
| 4.2.4 | Supported 26 HRDs with short term relocation, medical support and legal representation | 31 |
| 4.2.5 | Successfully managed to convene CSOs to ensure some provisions of the NGOs (Amendment) Act were removed..... | 34 |
| 4.2.6 | Successfully launched the sixth report of the situation of HRDs, 2018 and continued to documents incidents of HRDs rights violations | 35 |
| 4.2.7 | Successfully conducted 2 fact finding missions..... | 37 |
| 4.3 | Challenges under outcome four | 37 |
| 4.4 | Adaptive measures..... | 38 |
| CHAPTER FIVE..... | | 39 |
| COALITION’S PERFORMACE AND SUSTAINABILITY | | 39 |
| 5.0 Introduction..... | | 39 |
| 5.1.1 | Developing and operationalizing the Coalition’s resource mobilization strategy for its sustainability | 39 |
| 5.1.2 | Improving financial management systems..... | 40 |
| 5.1.3 | Recruiting, motivating, capacitating and maintaining skilled and sufficient staffs and volunteers..... | 40 |
| 5.1.4 | Improving the THRDC’s governance system | 40 |
| 5.1.5 | Ensuring availability of the office working facilities..... | 48 |

| | | |
|-------------------------|---|-----------|
| 5.1.6 | Designing and implementing the Monitoring, Evaluation and Learning (M, E & L)..... | 41 |
| 5.2 | Key Achieved Results under Outcome Five..... | 41 |
| 5.2.1 | Heightened partners, donors and other organizations engagement..... | 41 |
| 5.2.2 | Improved financial sustainability and development of basket fund for coalition sustainability..... | 42 |
| 5.2.3 | Enhanced improvement in financial management systems and compliance with financial reporting procedures | 44 |
| 5.2.4 | Increased in number and capacity of the Coalition’s human resource..... | 45 |
| 5.2.5 | Strengthened THRDC governance system..... | 46 |
| 5.2.6 | Improvement in IT and Communication systems..... | 47 |
| 5.3 | Challenges under outcome five..... | 47 |
| 5.4 | Adaptive measures | 47 |
| 6.0 | Analysis of the extent to which planned activities/ results were achieved | 48 |
| 7.0 | Risks associated with the 2019 coalition’s interventions..... | 48 |
| 8.0 | Lessons learnt | 49 |
| 9.0 | Annex 1..... | 50 |
| Indicator Matrix | | 50 |



EXECUTIVE SUMMARY

THRDC started the implementation of its 2018-2022 Strategic Plan (SP) from the year 2018. From the inception of this SP THRDC has been implementing various activities geared to widening the civic space which eventually protects and ensures HRD's working environment is safe and secured. Under the 2019 financial year, despite of the financial constrains the Coalition succeeded to implement 82% all activities which were planned for the year. These achievements are the result of collective supports from all of the Coalition's development partners and the collective efforts from the Secretariat, Board, Members and other stakeholders.

This 2019 progressive report is divided into two main parts; the introductory part and the part involving programs and activities conducted by the Coalition for the year 2019 including achievements, challenges/risks and adaptive measures. The Coalition programs are categorized into five Key Result Areas which are Members Affairs, Capacity Building, Advocacy, Protection and Legal Aid and the last one of Institutional Building. All KRAs have been narrated in a specific chapter within this report. Chapter one covers members' affairs issues, chapter two covers capacity building interventions, chapter three covers advocacy interventions, chapter four covers protection and legal aid interventions and lastly chapter five which covers institutional building activities.

In this year under the outcome one of members affairs which aims at maintaining close communication with members and sharing opportunities that would benefit members in encouraging their efforts in defending human rights the Coalition's conducted various activities aiming at addressing members issues. Activities implemented includes rescreening of the existing members; printing and dissemination of the members' standard operating procedures; conducting survey on institutional and organizational development capacity to THRDC's members.

In outcome, THRDC documented some key achievements as a result of the above mentioned interventions; which includes the increased members' capacity in advocating for the recognition the HRD at the various levels; the increased membership scope, 51 new members were accepted in the Coalition making a total of 200 members. Developing and printing the members' newsletters (2) to share their success and interventions which have increased their visibility. Also, the media programs increased the public awareness on the roles of HRDs and human rights issues in general. Finally, THRDC supported its 11 members to develop their strategic plan as a means of improving their programmatic and organizational management capacity.

The outcome two of the Coalition strives to create a more secured working environment for HRDs in Tanzania through various empowerment mechanisms to HRDs. For the year 2019 in this outcome THRDC empowered more than 456 HRD on various issues pertaining security management and risk assessment. Sessions were conducted to new HRDs, HRDs working on Social Rights and Journalists. Also the Coalition conducted the public awareness campaigns on the rights of HRDs, empowered Human Rights Lawyers on how to handle election Petitions, Human Rights and

Public Interest Litigation cases. Furthermore, THRDC empowered law enforcers on peace building during elections (Mainland and Zanzibar), conducted workshop to HRDs on legal compliance and accountability on law and regulation governing Tax regime and financial regulations. Lastly, THRDC empowered members on how to use online platforms for human rights promotion (digital rights session), gender inclusivity in programmatic and operational interventions.

Some of the key achievements realized includes the victory over Strategic Litigation Cases filed before Domestic and Regional Courts such as the Media Services Act 2016(MSA) filed before the East African Court of Justice, victory in the Criminal appeal No. 370 of 2018 involving Bob Chacha Wangwe Versus the Republic in the constitutional case No. 6 of 2018 filed at the High Court of Tanzania challenging the constitutionality of provisions Sections 7 and 7A of the National Elections Act (Cap.343 R.E. 2010). Also, THRDC witnessed the increased HRDs confidence and unity in advocating and defending human rights despite of the restrictive working environment such as a joint intervention and call against the Contentious NGOs Amendment Act No. 3 of 2019, and press statement issued by the African Commission on Human and Peoples' Rights on the deteriorating human rights situation in Tanzania. The Government of Tanzania's willingness to enact a Law on Online Data Protection" and Tanzania Revenue Authority agrees to collaborate with CSOs to develop the CSOs Tax Compliance tool kit.

Under the outcome three, which strives to ensure the national human rights systems, frameworks and plans on human rights and human rights defenders are effectively established, reformed and being implemented in accordance with regional and international HRDs standards. For the year 2019 the Coalition conducted various activities including conducting researches and issuing publications about HRDs issues for advocacy purposes. Through its newly established Resource Centre and Watetezi TV the THRDC has become a Centre of information about HRDs and their work in Tanzania. In addition to that, THRDC conducted several activities which were aimed at increasing networking and solidarity between HRDs/CSOs at national, regional and international level. In most cases the Coalition fully engaged the Government, regional and international mechanisms in order to influence legal and policy reforms.

The following achievements were realized under this outcome; amendment of the Statistics Act (2015) as a result of strategic engagement with the Government and the Parliament and declaration by the African Court of Justice that multiple provisions of the Media Services Act violates press freedoms are just some of the examples.

More strategic cases have been filled in several courts in different parts of the country as part of implementation of the resolutions of the CSOs Quarterly Meetings on Civic Space which required all members to file strategic cases in the courts of law. For example, in October 2019, the Zanzibar Legal Service Centre (ZLSC) filled two strategic cases, one of them aims at challenging Section 143 of the Election Act of 2018.



Currently, more CSOs are being engaged in the struggle for civic space including the CSOs Working Group on Civic Space under the Data Driven Advocacy Project and CSOs Working Group on Democratic Rights (Ushiriki Tanzania). In the year 2019 the THRDC has witnessed increased movement and discussions about the rights of HRDs and civic space. Through its Resource Centre and Online TV (Watetezi TV), the THRDC has continued to be a leading source of information about the work of Human Rights Defenders and incidences of violation of their rights.

Under the outcome four of HRD's protection which details various protection and legal aid mechanisms that THRDC is using to protect HRDs at risk conducted various interventions to ensure the security and protection of HRD's is ensured. Among others the Coalition established the emergency response system; developed self-protection guidelines; conducted digital security audit and some HRD's who were at risk provided with evacuation support or short time relocation. Other interventions were medical support to HRD's in need, legal representation for HRD's in conflict with the law and the preparation of the situation report.

Among the realized achievements under this outcome includes; THRDC succeed to offer legal support to 18 HRDs, evacuated/re-allocated 6 HRDs, and supported 2 HRDs on medical which has contributed to the increased confidence to HRDs. Also, the Coalition documented 58 incidents of HRDs right violation. Finally, THRDC increased a number of human rights lawyers to 101, this group responds to all HRDs cases all over Tanzania both mainland and Zanzibar.

Under outcome five which strives to ensure the Coalitions' institutional management capacity is improved among other activities THRDC started the operationalization the resources mobilization strategy, conducted financial audit, organized meeting with various development partners. Other interventions included Board members and staffs training on various governance and management issues and procuring of office operational facilities.

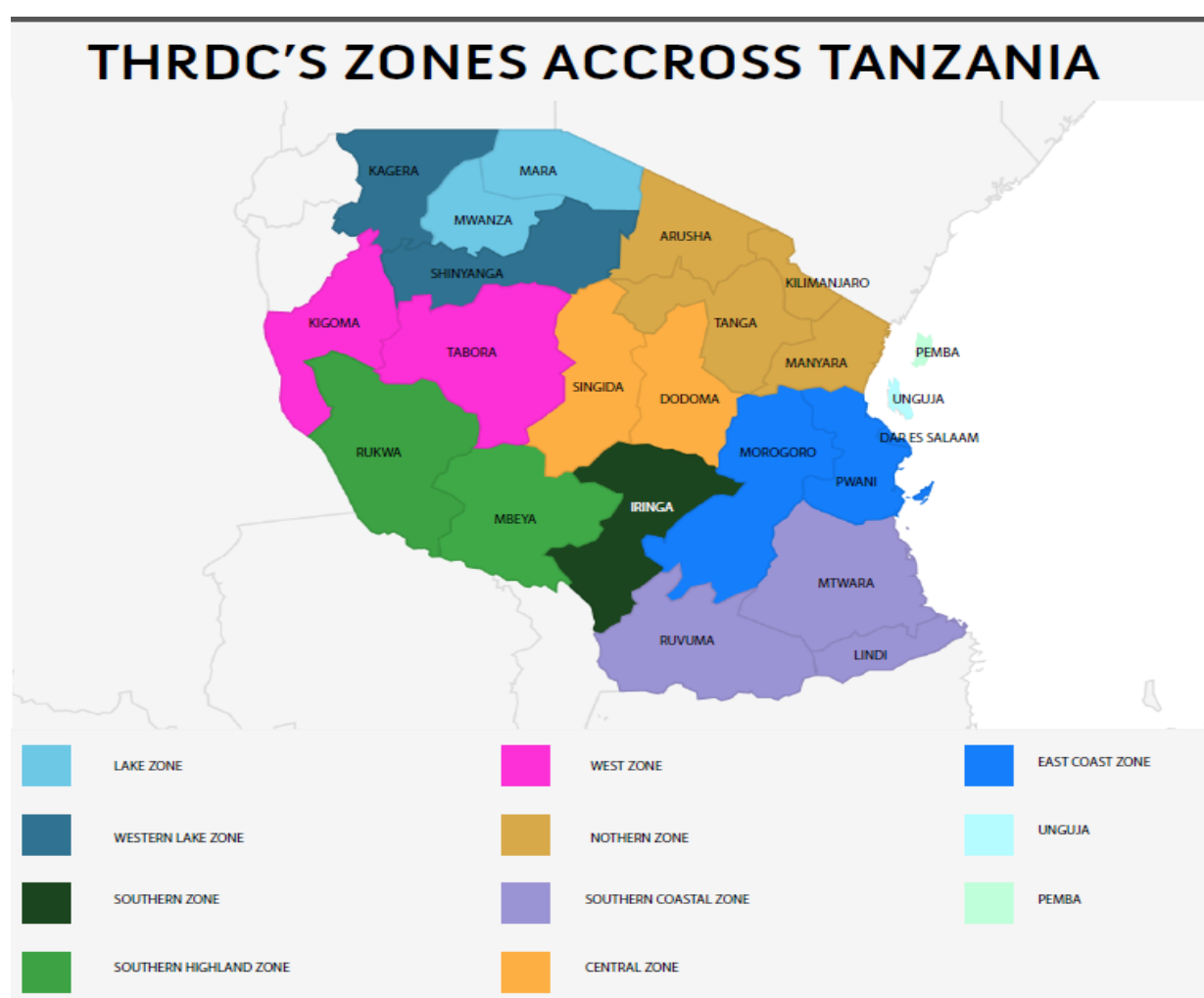
Some of the realized achievements under this outcome were; increased organization performance resulting from hiring the required skilled personnel and purchasing of the required office facilities; increased the visibility of the organization which attracted new funding opportunities (11 donors) as the Coalition received fund from the new donor DANIDA/FCS. Other were successfully forging new relation with different development partners such as Sweden Embassy, TWAVEZA, Defend Defender ICNL and Civil Rights Defenders in different activities pertaining human rights defenders and receiving unqualified 2018 financial report which has increased the donors confidence to the Coalition.

PREFACE

1.0 INTRODUCTION

The Tanzania Human Rights Defenders Coalition is a non-governmental, non-partisan human rights organization registered under the Non-Governmental Act of 2002. THRDs-Coalition is comprised of both individual and organizational memberships, whereby as of December 2019 it has 200 members who are basically human rights defenders in Tanzania (HRDs). Its membership and representation in terms of operation is spread through designated zonal coordinating units all over the United Republic of Tanzania (Mainland and Zanzibar).

THRDC's Zonal Coordinating Units Distributions (Mainland and Zanzibar)

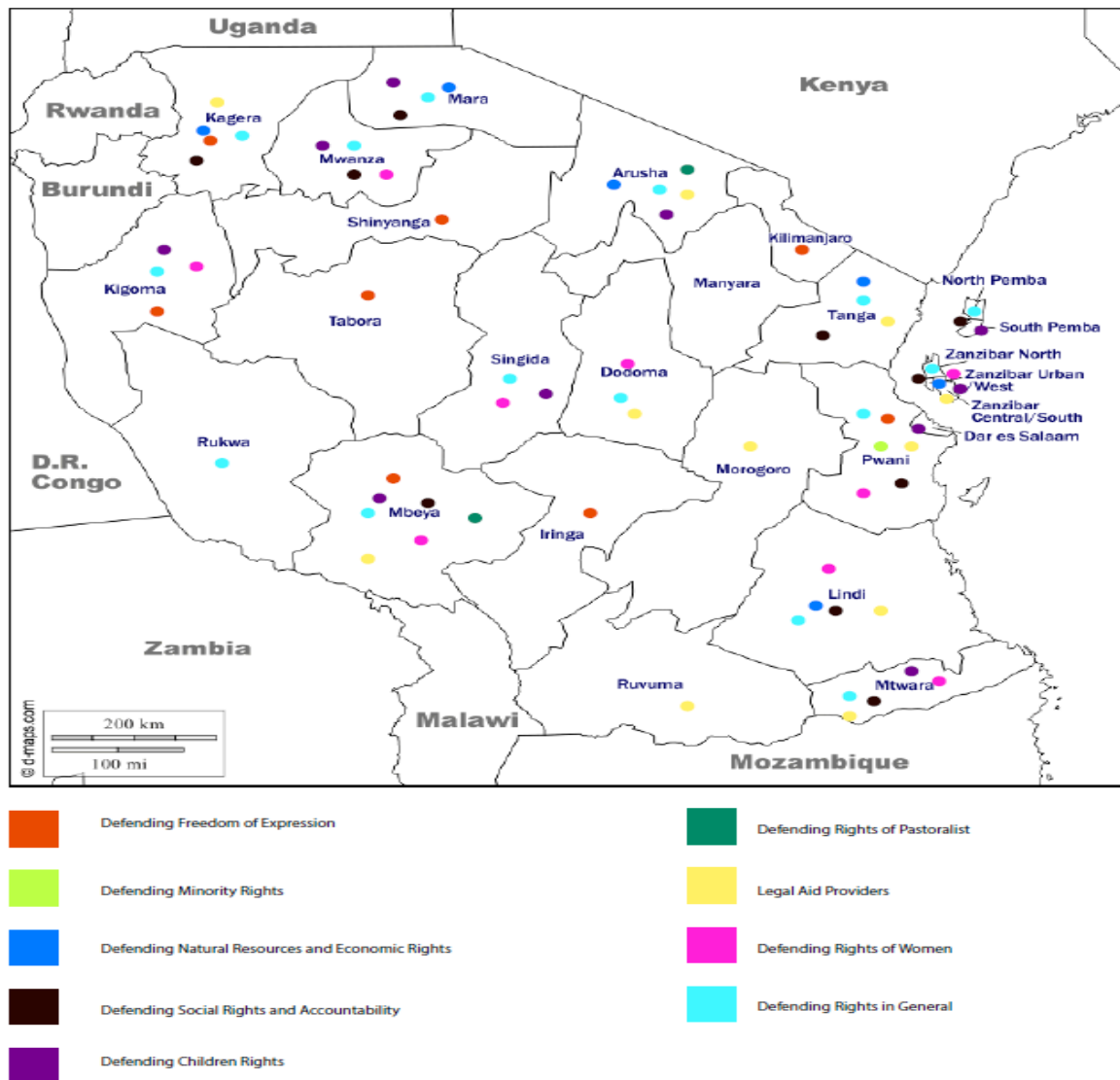


THRDC's membership has been grouped into 9 thematic areas which includes; Organizations Defending Women Rights (31); Defending Pastoralists Rights (8); Defending Natural Resources and Economic Rights (8) and Organizations Defending Minority Rights (7). Others include Organizations Defending Freedom of Expression (13); Defending Political Rights and Human Rights in General (69); Legal Aid Providers (13) and Organizations Defending Social Rights and Accountability (13) and lastly organizations defending Children Rights (39).



Members' thematic areas distribution across the Tanzania Mainland and Zanzibar

THRDC'S THEMATIC AREAS



1.1 MAIN OBJECTIVES

The main interest of the Coalition is to, inter alia, work towards enhanced security and protection of HRDs in the United Republic of Tanzania. It also intends to strengthen regional and international interventions to protect and promote rights and responsibilities of HRDs. The ultimate result of all these, as this Coalition visualizes is to contribute towards creation of a safer working environment for HRDs. The Coalition has been and still intends to work closely with different stakeholders including local, regional and international HRDs' organizations and coalitions; individual HRDs; development partners; United Nations; the Government of Tanzania being the main duty bearer and other relevant stakeholders.

1.2 VISION AND MISSION

1.2.3 VISION

The Coalition envisages a free and secured working environment for Human Rights Defenders in Tanzania.

1.2.4 MISSION

The Coalition strives to maximize the protection, respect and recognition of HRDs in Tanzania through, protection, capacity building, advocacy and connecting defenders from grassroots levels to relevant national, regional and international bodies.

1.3 THRDC CORE VALUES

Promote deep respect and empathy for defenders

Act in a very responsive, rapid, flexible manner

Result oriented organization with tangible impact

Act with independence, creativity, impartiality and integrity

Perform with dedication, professionalism, transparency and accountability

Develop participative and cooperative relations

Develop a continue learning environment for defenders

Diversity, representation and inclusion

1.4 THE OVERALL GOAL

The overall goal is to work towards improving civic space and security of human rights defenders in Tanzania, in accordance with the 1998 UN Declaration on Human Rights Defenders. Hence the Coalition works to reduce risks that Human Rights Defenders face as they promote and protect human rights. THRDC envisioning that by accomplishing the following outcomes will be realized its overall **goal through the following interventions;**

- a) THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues- **MEMBERS AND PUBLIC ENGAGEMENT**
- b) Human Rights Defenders are empowered and efficiently engaging in protection and promotion of human rights and HRDs' security - **CAPACITY BUILDING AND EMPOWERMENT**

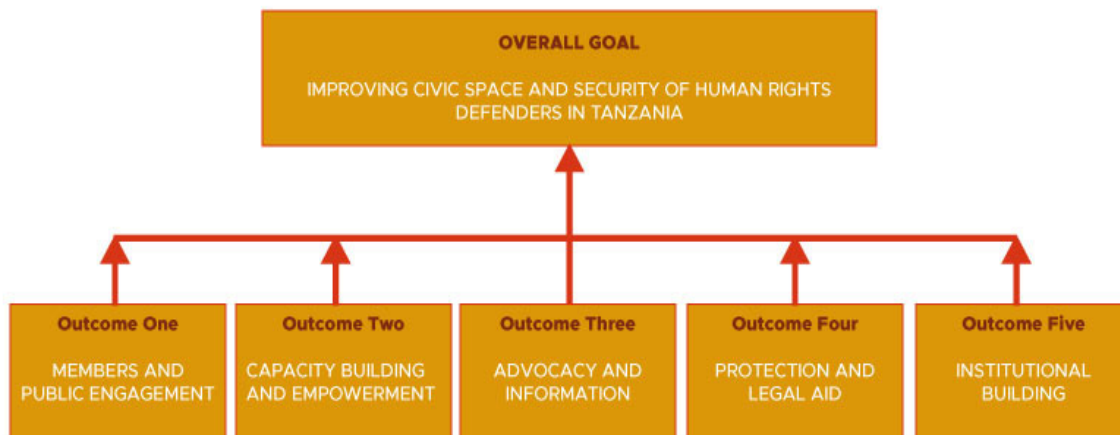


- c) National systems, frameworks, and plans on human rights and HRDs are effectively established, reformed and being implemented in accordance with Regional and International standards – **ADVOCACY AND INFORMATION**
- d) HRDs’ security and protection mechanisms are strengthened – **PROTECTION AND LEGAL AID**
- e) Performance and sustainability of THRDC enhanced- **INSTITUTIONAL BUILDING**

1.5 THRDC PROGRAM AREAS

THE WORKING FRAMEWORK/PROGRAMS

In translating its mission, objective and goals, the Coalition clearly identified five outcome areas and developed a framework which is mainstreamed in main programs to guide the daily activities of its secretariat for the whole period of five years of its Strategic Plan. Hereunder we introduce the five outcome areas and their response to the overall goal:



CHAPTER ONE

OUTCOME ONE

MEMBERS' AFFAIRS AND PUBLIC ENGAGEMENT

1.0 Introduction

The members' affairs and public engagement portfolio aims at strategizing on various ways to ensure members and the general public are mobilized and effectively addressing human rights promotion and protection issues. It is a new portfolio which was introduced in the new Coalition's five years strategic plan (2018-2022). This can be realized through maintaining close communication with members and sharing opportunities across the world that would benefit members in encouraging their efforts on defending human rights. It is from the above background that, this new outcome one on members and public engagement was introduced.

Aiming to ensure the realization of the overall outcome broad goal, THRDC for the year 2019 conducted various interventions geared at ensuring members are mobilized and rescreened, Zonal Coordinating Units are institutionalized, member's affairs are taken care and improve, and lastly to ensure members institutional management capacity is improved. Particularly, Coalition used the following approaches to realize the overall outcome goal;

1.1.1 Rescreening and mobilizing THRDC's members

Under this approach THRDC continued to ensure new qualified members are recruited and the existing are assessed to explore their eligibility as members. By doing so THRDC have managed establish a new member's database which shows the status of each member including the newly recruited members. Also, the defaulters were given a temporal membership cessation, newly recruited members were trained on the membership guidelines and the operating standards.

1.1.2 Establishing, institutionalizing and coordinating zonal units

For a long term vision, THRDC established Zonal Coordinating Units to strengthen members' capacity at the zonal level. In 2019 financial year the Coalition established eleven zonal units from both Tanzania Mainland and Zanzibar which have now become the contact point for the HRDs/



members operating within the respective regions/ Zones. To ensure the zonal units' capacity is strengthened THRDC designed support mechanisms including trainings, delegating more mandates to them in order to strengthen outreach services to members, stakeholders at grassroots levels and the general public as well.

1.1.3 Improving and taking care of Members affairs

Understanding the prevailing complexity in managing the members' requirements and expectations THRDC has been developing various guiding principles/ code of conducts as a regulator and standards for members' operation. From time to time THRDC has been developing guiding documents including standard operating procedures, membership policy and for the year 2019 developed the election code of conduct. The election code of conduct was developed to guide the members during the election and other democratic processes including on the procedures to engage in the election processes. Also THRDC printed the standard operating procedures for the zonal coordinating units to soften the members' means of communication at their zones and timely addressing of members required support.

1.1.4 Improving members institutional management capacity

THRDC as an umbrella organization has obligation of ensuring members organizations capacity is improved through various interventions. Under this reporting period the Coalition conducted a thorough survey on various members' organizational capacity management aspects to identify the existing gaps and provided the required support to selected members. Survey was conducted to 20 members and 11 members were supported in developing their strategic plan as one of the means to empower them on organizational management.

1.2 Achieved results under outcome one

1.2.1 Improved members' capacity to engage in election and other democratic processes

For the year 2019 THRDC witnessed the increased members' involvement in electoral and democratic processes including application for the accreditation to provide civic education and election supervision in general. In year 2019 more than 18 members applied for the accreditation to participate in the Local Government electoral processes at various levels. Four (4) out of thirteen (13) members were accredited to provide election civic education and election processes monitoring. This has been contributed by the increased THRDC members and other HRDs awareness on the guiding principles, procedures and standards for the involvement in democratic processes including the procedures to be followed for participating in the political activities.

For the year 2019 THRDC developed the Code of Conduct for Human Rights Defenders during elections and democratic processes in Tanzania. The Code of Conduct established the core values

and principles that shall guide /regulate the conduct and operations of HRDs/ members in Tanzania during the election and other democratic processes. Also the code provided a strategic guidance to HRDs toward addressing the democratic processes challenges and to strengthen the enabling environment to participate in both Local Governments and General Elections in Tanzania. Among other sections within the code provides for the procedures for any HRD/ member to take before joining the political activities including taking a form for nomination in any political party. For more information about the code of conduct visit <https://thrdc.or.tz/wp-content/uploads/2019/11/ELECTION-CODE-OF-CONDUCT-FOR-HRDs-2019-Swahili-English.pdf>

1.2.2 Strengthened Zonal Units Coordination

Presence of operational manual for the zonal units coupled with the training offered to them on the use of the manual has increased the overall zonal offices performance. All 11 THRDC's zonal units are now complying with the operational standards which includes collecting and developing the zonal report, responding to members requests within the zone including the security requests and coordinating and supervising all Coalition's interventions within the zone as directed by the Coalition. Additionally, for the year 2019 some of the ZCU held the zonal meeting (including the Lake Zone Unit) to discuss and deliberate on the human rights defenders roles, challenges and strategizing on how to spearhead the human rights defenders protection within the Lake Zone.

For the year 2018, THRDC under the new five years strategic plan (2018-2022) established 11 Zonal coordination units to coordinate members at the zonal level. Toward institutionalizing the established units THRDC developed the operational guideline "Standard Operating Procedures" to be used by the Zonal Coordinators as an operational manual. For the year 2019 THRDC printed 200 copies of the SOP manual and distributed a total of 100 copies of the same to all 11 THRDC's zonal units. Among other key issues the SOP have described the roles of zonal coordinating units which includes reporting of the zonal activities implementation status, coordinating members within the zone, giving the preliminary support to HRD at risk within their respective zones, supervising and administrating all THRDC's interventions falling within the respective zone.

1.2.3 Strengthened membership networking at the grassroots level

As result of the physical visits conducted to members, compliance has increased which has smoothed the coordination and operationalization of the zonal units and performance as well. This has been observed through increased in members' reports submission, addressing human rights issues in their areas of operation, increased in annual fee subscription as provided by the Constitution. Also, a total of 51 organizations joined into the THRDC membership for the year 2019. The increase has made total number 200 members. The increase in members has strengthened membership networking at the grassroots level and eventually improved the protection of HRD and human rights in general within their zone.



The achievement has been spearheaded by the physical visits and technical supports conducted to THRDC's members. For the year 2019 THRDC conducted 18 physical visits to its members aiming to provide technical supports on various issues pertaining organizational and programmatic management. The visit was conducted in its five zones including Western Zone, Central Zone, West Lake Zone, East Coast Zone, and Zanzibar (Unguja and Pemba). During the visit among other roles, THRDC/ZC supported members on various areas pertaining organizational management, increasing members' engagement through sharing some Coalitions interventions and offering some direct support to improve their performance. Also the visits were conducted to screen new organizations which requested for the membership under the Coalition.

1.2.4 Strengthened members' solidarity to advocate for human rights

The joint intervention by the THRDC's members in collaboration with other HRDs conducted a visit in Njombe Region for making follow up regarding the killings of children. The purpose of the visit was to interview both local and central government leaders, the community members and gather information and strongly advocate for the stop of such killings and also insisting the Government interventions.

Also, THRDC members released a joint statement calling the Government of United Republic of Tanzania participate effectively in the African Commission on Human and Peoples' Rights and in the East African Court of Justice.

1.2.5 Increased THRDC's members visibility through publications (newsletters) which covers among other things, members' success stories and welfare in general

The increased public understanding and recognition of THRDC's Members interventions at various levels within their areas of operation has been attributed by the publications/ newsletters which are produced by the Coalition as a means of communicating members' successes, lessons and challenges in promoting and protecting human rights.

Geared at increasing member's intervention visibility to the general public, THRDC developed two quarterly newsletters which covers the various activities conducted by THRDC members for the year 2019. Also, the newsletters covered key achievements and success stories from the members. The newsletters have been used as an awareness tool to other partners and stakeholders aiming at increasing their understanding on the roles of the THRDC's members. The Coalition printed a total of 500 copies of the newsletters out of 326 copies have been disseminated to members, Zonal Coordinating Units and other partners. For the more information about the newsletters access through <https://thrdc.or.tz/wp-content/uploads/2019/07/MembersAffairsNewsletter.pdf> and <https://thrdc.or.tz/wp-content/uploads/2019/12/JARIDA-LA-WANACHAMA-WA-MTANDAO-WA-WATETEZI-WA-HAKI-ZA-BINADAMU-TANZANIA-Juni-Septemba-2019.pdf>

1.2.6 Organizing media programs through mainstream media, community radio and social media

Toward ensuring members interventions are well communicated and human right issues are widely communicated to the public, for the year 2019 THRDC organized fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The programs captured various areas of members' intervention including rights for people with Albinism, Child rights, Women rights, new NGOs bill and roles of HRDs in Tanzania. Also, the programs provided an avenue for the members to increase their visibility and as well as discussing key issues contributing to the civic space shrinking in Tanzania. The THRDC members used various media programs including Clouds TV, Kwanza TV, Bomba FM and Joy FM to mention but a few.

The following are the members who were engaged in the programs: Under The Same Sun (UTSS), Union of Press Club Tanzania (UTPC), Door of Hope for Women and Youth in Tanzania, TAWEA, Kigoma Paralegal Centre (KIPACE), KOK Foundation, Sauti ya Wanawake Ukerewe, OJADACT, YAAPA, Kigoma Women, Women Promotion Centre and Children Dignity Forum, WAHAMAZA, ZAFAYCO.

1.2.7 Improved members organizational management capacity

For the year 2019 THRDC engaged a consultant to conduct a survey on organizational management capacity to members. The objective of this activity was to review Organization managerial capacities of the selected THRDC's member and empower them on the same. The activity was conducted in some of the Coalition's zones including Southern Coast Zone, Western Zone, Eastern Lake Zone, Southern Highland, East Coast Zone, Central Zones and Northern Zone

The survey was conducted to 20 members to assess the organizational management capacity and 11 members were supported to develop their SPs. The surveyed members include C-Sema, Faidika Wote Pamoja (FAWOPA), and Initiative for Good Governance and Transparency in Tanzania (IGT), Youth against Aids and Poverty, Save the Mother and Children of Central Tanzania (SMCCT) and Kigoma Ujiji Non-Governmental Organization Network (KIUNGONET). Other members includes Community Support Initiatives –Tanzania (COSITA), Rowodo, Volunteer for Youth in Health and Development (VOYOHEDDE), CESOPE, Tanzania Women Empowerment in Action (TAWEA), Uvinza NGO's Network (UNON), Tushiriki, Agape Aids Control Program, National Union of Mine And Energy Workers of Tanzania (NUMET), Sauti ya Haki Tanzania (SHTZ), Women's Promotion Centre (WPC), Sauti ya Wanawake Ukelewe (SAWAU), Prosperous Health Life Initiatives (PHLI), The African Institute for Comparative and International Law (AICIL).

In strengthening member's capacity the selected members were supported to develop their Strategic Plans to improve the organization management and the overall performance. Among the members surveyed, 11 members were supported in developing their Strategic Plan. As a result of THRDCs support to its members for the year 2019 a total of 6 members secured funds from the Foundation for Civil Society which is among the THRDC's role to ensure members financial stability.



Table 1.2.1 below shows the number of member organizations and the types of documents supported

| Sn | Organization | Document supported |
|----|---|--------------------|
| 1 | TANZANIA WOMEN EMPOWERMENT IN ACTION (TAWEA) | Strategic Plan |
| 2 | KIGOMA UJJI NON GOVERNMENTAL ORGANISATION NETWORK (KIUNGONET) | Strategic Plan |
| 3 | VOLUNTEER FOR YOUTH IN HEALTH AND DEVELOPMENT (VOYO-HEDE) | Strategic Plan |
| 4 | UVINZA NGOS NETWORK (UNON) | Strategic Plan |
| 5 | COMMUNITY SUPPORT INITIATIVES -TANZANIA (COSITA) | Strategic Plan |
| 6 | WOMEN'S PROMOTION CENTRE (WPC) | Strategic Plan |
| 7 | SAUTI YA WANAWAKE UKELEWE (SAWAU) | Strategic Plan |
| 8 | SAUTI YA HAKI TANZANIA (SHTZ) | Strategic Plan |
| 9 | PROSPEROUS HEALTH LIFE INITIATIVES (PHLI) | Strategic Plan |
| 10 | THE AFRICAN INSTITUTE FOR COMPARATIVE AND INTERNATIONAL LAW (AICIL) | Strategic Plan |
| 11 | INITIATIVE FOR GOOD GOVERNANCE AND TRANSPARENCY IN TANZANIA (IGT) | Strategic Plan |

As one of the Coalition's major obligation of empowering members on various organizational management aspects, after a number of previous year's empowerment on the same, some of the supported THRDC members have received funds from various local supporters. The eligibility and capacity to develop proposals have been the result of the empowerment session provided in year 2018 on financial management and fundraising skills. In year 2019 among the 10 members who were supported in year 2018 six (6) members received funds from the Foundation for Civil Societies. The members include; Association for Non-Governmental Organization in Zanzibar, Tanzania Peace Legal Aid Justice Center, Door of Hope and Mtwara, Non-Government Organizations Network, Tunduru Paralegal Center and Paralegal Primary Justice.

1.3 Challenges under outcome one

- i. As a result of restrictive laws governing CSOs/ NGOs operations in Tanzania, some of members are still operating in a low profile which has led to the existence of the few vibrant members.
- ii. Financial constrains among member organization leading to low activeness in advocating for the Human Rights Defenders and human rights issues.

1.4 Adaptive measures

- i. The Coalition has planned to capitalize on empowering members/ HRDs on the legal and policy frameworks governing their operations in Tanzania to improve their compliance and confidence.
- ii. THRDC in collaboration with other actors are engaging in dialogues with the Government to influence for the harmonization of the restrictive laws.
- iii. Allocation of more funds for supporting members in organizational development and management including the development of the key operational documents/policies/manuals

CHAPTER TWO

OUTCOME TWO

CAPACITY BUILDING AND EMPOWERMENT

2.0 Introduction

THRDC strives to create a more secured working environment for HRDs in Tanzania. Among security, challenges to HRDs in Tanzania include the low level of domestic laws governing HRDs conducts and low level of security management skills leading to insecurity and loss of confidence to defend human rights.

THRDC's 2019 interventions under this outcome have resulted to increased knowledge of domestic laws and policies governing HRDs operations in Tanzania, knowledge of security management hence increased HRDs confidence and unity in advocating and defending human rights despite of the restrictive working environment. Also, the interventions have led to the increased HRDs interests in PIL cases hence victory over Strategic Cases filled before Domestic and Regional Courts to mention but a few. To realize the outcome two overall goal, THRDC employed the following the approaches;

2.1.1 HRDs Empowerment on specific HRDs' rights and their responsibilities

This approach aims at equipping HRDs with techniques, tactics on how to carry out the activism safely. HRDs both existing and upcoming are empowered in security management skills both physical and digital to new and existing human rights defenders.

2.1.2 Media practitioners' empowerment on monitoring and reporting on human Rights abuses against HRDs.

Media practitioners are most targeted HRDs due to the nature their work. Enhancing their confidence and capacity to monitor and report on HRDs rights abuses, THRDC works jointly with media houses, journalist institutions such as Editors Forum, Misa-Tan, MCT and Union of Tanzania Press Clubs to empower this group of HRDs on security management skills, human rights monitoring and reporting.

2.1.3 HRDs empowerment on domestic legal, policy and regulatory framework related to HRDs, media and CSOs operations in Tanzania.

In Tanzania, the major constraint for HRDs operations is the legal and policy framework. Apart from the absence of legal and policy framework governing HRDs protection, there is a bunch of enacted laws restricting their operations.

This approach therefore aims at empowering HRDs on the available domestic legal and policy framework for HRDs to align clearly with them, without losing their focus as watch-dogs of human rights violations and possibly lobby against or challenging arbitrary laws before courts.

2.1.4 HRDs Empowered in modern human rights ideas, international human rights systems and mechanism as part of continuing education

Essentially, many HRDs are not conversant with the modern human rights ideas and modern human rights system mechanism. This approach aims at enhancing HRDs participation to the promotion of human rights at various regional and international levels such as utilizing the regional and sub-regional courts.

2.2 Achieved results under outcome two

For the year 2019, through the capacity building program the Coalition managed to achieve the following impacts as against the interventions undertaken. The narration below presents the detailed explanations of the results achieved followed by the summarized table.

2.2.1 Increased Number of HRDs knowledgeable on risks assessment and security management strategies

For the year 2019, a total of about 461 Human rights defenders from 11 HRDs zones across the country were empowered in security management sessions, dialogues and trainings.

For the year 2019, THRDC went beyond the target set. At the beginning of the year, the target was to reach about 450 HRDs throughout the year. The total number of HRDs reached was about 461 HRDs, which is 102% of the total number of expected HRDs.

Among the factors leading to exceeding the target was the increased interest of HRDs especially journalists who had been faced with jeopardizing working environment following a number of laws affecting their work. In addition, the high need of HRDs to comply with domestic laws as a means of adaptation to the working environment made it necessary for THRDC to empower more HRDs in the laws and regulations related to CSOs taxation.



Picture 2.2.1 the two above photos provides for the security management training for the newly accepted THRDC members as HRDs. The below photo is a group of Zanzibar HRDs during the security management training.

Generally, despite the fact that for the year 2019 there have been a notable increase of number of trained HRDs hence become knowledgeable of security and risk assessment, the security situation of these HRDs in Tanzania is still appalling. A number of HRDs especially journalists who were not the target in most of the security training sessions for the year 2019 are increasingly being arrested, some tortured and baseless charges have been brought against them before courts of laws.

Following these situations, for the year 2020, considering it is the year when general political elections will be conducted, most of the security training sessions will cover journalists who are assessed to be most at risk group especially during the election cycle. In addition, THRDC has restructured its protection mechanism, designating the protection desk to work in conjunction with the preventive protection providing victims with assistance such as legal aid, and relocation when there are threats for the life of the victim.

2.2.2 Increased confidence and number of actions spearheaded by HRDs to safeguard their rights

As stated above, the major objective of the security management trainings is to build the capacity of HRDs on their rights and responsibilities so that they defend themselves. For the year 2019, THRDC has documented about nine (9) joint actions by HRDs ignited to spearhead and defend their rights. This actions including joint dialogues, reflection sessions and statement condemning HRDs rights violations and calling upon authorities to consider regional and international standards on human rights and human rights defenders protection. The following below key documented joint actions in 2019.

i. **Joint Intervention and Call against the Contentious NGOs Amendment Act No. 3 of 2019**

On 30th of June 2019, the contentious amendment, the Written Laws (Miscellaneous Amendments) No. 3 was assented to by the President to be a full enforceable law. The new law among others issues redefines how non-governmental organizations (NGOs) should operate in the country. In addition, the amendment was brought for the debate before the national assembly under the certificate of urgency' to speed up its passage. The amendment had some contentious features, which would restrict the rights to freedom of association as guaranteed in the constitution of the united republic.

Expressing their dissatisfaction to the manner the amendment was brought and some contentions provisions, HRDs jointly came out in unity and solidarity to have a common stand on the amendment, which later on was passed with some contentious features being abandoned. This unity and confidence was to the large extent contributed by the security management and risk assessment trainings conducted to HRDs.



Picture 2.2.2 an extract from Twaweza website putting up the Joint CSOs statement and stand over the NGOs Amendment. (Misc. amendment No.3 of 2019)



ii. **Joint statement on the violation of laws and due process in the arrest and detention of Journalist Erick Kabendera**

Erick Kabendera is an investigative journalist working on freelance basis for various local and international news agencies. On July 29th 2019, he was forcefully removed from his home at Mbweni in Dar es Salaam by unidentified people who claimed to be the police. He was for several days held incommunicado in undisclosed location without the knowledge of members of his family and his lawyers.



Picture 2.2.3 Mr. Erick Kabendera crying in court after being denied to attend the burial ceremony of his beloved mother

Since his arrest on the evening of 29th July 2019, Mr. Kabendera was being held incommunicado without access to his lawyer and members of his family. In the first instance, the police did not disclose the location where Kabendera was being held, thus provoking public outrage and doubts. However, the police later stated that he was being detained at Kilwa Road police station.

Kabendera was then charged with money laundering contrary to the Anti-Money Laundering Act No. 12 of 2006, failure to pay tax of Tanzanian shillings 173 million contrary to the Income Tax Act and leading organized crime contrary to the Economic and Organized Crime Control Act. Up to the writing of this report, Kabendera's case had been mentioned and adjourned at least 13 times.

Condemning the violation of the due process of the law from arresting to charging Mr. Eric, four HRDs and Media organization namely the Tanzania Human Rights Defenders Coalition, Union of Tanzania Press Clubs, the Media council of Tanzania and the Tanzania Editors forum issued a joint statement on the 11th of August 2019.

The statement called upon among other things the police force to follow the due procedure when arresting people, including informing them of the reasons for their arrest and informing relatives the police station where the person is taken and being held, so as to avoid confusion and suspicion that the person is abducted while he is arrested by security agents.



The Executive Secretary of the Media Council of Tanzania (MCT), Kajubi Mukajanga speaks at a press conference during which three media bodies, MCT, Tanzania Editors Forum (TEF) and the Union of Tanzania Press Clubs (UTPC) in collaboration with the Tanzania Human Rights Defenders Coalition (THRDC) jointly came out with a strong statement challenging the now common trend of arbitrary arrests. Others From left is the Acting chairperson of TEF, Deodatus Balile, 3rd is the National Coordinator of THRDC, Onesmo Olengurumwa and right is the President of UTPC, Deogratius Nsokolo.

Generally, an assessment of the level of confidence following the joint interventions and actions ignited to spearhead and defend their rights has gone down compared to 2018. This is because there have been noted increasingly enforcement of draconian laws limiting the space for HRDs. Moreover, negative perception to the HRDS from some public officials has led to threats from politicians especially from the ruling party and threats from the community embracing unfriendly and harmful cultural and traditional beliefs.

For the year 2020, THRDC despite the above challenges it still sees an opportunity for HRDs to persistently continue to protect and promote human rights and rule of law in the Country. Therefore, THRDC under this outcome has planned to capitalize much on the security management trainings emphasizing on the use of CSOs International Advocacy. This entails the importance of attend regional and international meetings.

In addition, the review of the protection mechanisms, which brings in advocacy and engagements as a strategy to acceptance protection approach, will emphasize more on a series of meetings and dialogues with government officials regarding the current situation of HRDs in Tanzania.

2.2.3 Increased number of cases filed by Human Rights Defenders and lawyers on various Human Rights and HRDs rights violations.

THRDC conducted two successive training to the human rights lawyers working group on October 2018 and June 2019 in Dar es Salaam. Both training aimed to empowering these lawyers on how to effectively litigate human right cases, handling election petitions and public interest litigations in Tanzania and other jurisdictions. As an outcome of the trainings conducted, to mention but a few, THRDC documented about 8 cases filed or handled by trained human rights lawyers. While only five cases were documented in 2018, in 2019 THRDC has documented 8 PIL cases. Some documented cases are;

- i. Onesmo Olungurumwa (trained lawyer) Vs. the Attorney General Misc. Civil Cause No. 36 of 2019. A Human Rights Defender Mr. Onesmo petitioned on 16th December 2019 before the High Court of Tanzania at Dar es Salaam. The petitioner specifically challenged the constitutionality of various provisions of the Criminal Procedure Act Cap 20 R.E 2002 that they in violation of fundamental rights and freedoms of people, suppresses the rule of law and the due process of the law, and encourages abuse of power and authority. The case is ongoing before the court.
- ii. Paul Kisabo (trained lawyer) Vs. the Attorney General Misc. Civil Cause No. 35 of 2019. A Lawyer and Human Rights Defender Mr. Kisabo petitioned on 16th December 2019 before the High Court of Tanzania at Dar es Salaam. He challenged the denial of the right to bail for people charged with money laundering offence in Tanzania. The case is ongoing before the court.
- iii. The Attorney General and 2 Others Vs Bob Chacha Wangwe Civil Appeal No. 138 of 2019 [Appeal from the Ruling and Drawn Order of the High Court of Tanzania in Misc Civil Cause No. 17 of 2018]. Mr. Bob petitioned seeking a declaration order that sections 6(1), 7(1) and (3) of the National Elections Act, [Cap. 343 R.E. 2015] are unconstitutional for allowing the City, Municipal and Town Directors to serve as returning officers in overseeing the elections in Tanzania. The High Court held in his favor but the Court of Appeal on 16th October 2019 held in favor of the Appellants. Bob Chacha Wangwe was represented before the Court by the trained human rights lawyers from the pool of human rights lawyers under THRDC.

Despite the increased number of cases filed by HRDs and Human Rights Lawyers, there have been documented challenges and risks, which draw back fully achievement of set targets. Some of the notable challenges and risks include insufficient lawyers who are interest in PIL cases and insufficient of funds to run cases. In most of the PIL cases, human rights lawyers receive modes payment as the work involves passion and volunteerism. This might have impact to the success of the case since some of the lawyers' loose interest on the case especially to those high risk cases.

For the year 2020 THRDC have planned to capitalize more on working through partnerships and consortium with other like-minded organization to improve the HRDs security. For example, THRDC is planning to implement a project aiming at promoting Freedom of Expression, Rule of Law and Access to Justice in Tanzania and Uganda. In the project THRDC with support from the American Bar Association, Rule of Law Initiative (ABAROLI) and the International Center for Non-Profit Law (ICNL) will collaborate with the University Of Makerere School Of Law's Network of Public Interest Lawyers

(NETPIL) and East Africa Network of University-based Law Clinics (EANULAC-U).

Other partners include Pan African Lawyers Union (PALU) and the Media Institute of Southern Africa –Tanzania Chapter (MISA-Tan). THRDC will work with all these partners to implement this project, which includes lawyers training, and conducting public interest litigations. This collaboration will help in cost and expertise sharing amongst partners.

2.2.4 Increased level of Compliance by the HRDs to the Domestic Legal, Policy and Regulatory Framework

Although threats to HRDs operations increased in 2019 compared to 2018, as five NGOs were deregistered because of failure to comply with the law, HRDs seen to have been determined to take deliberate steps in order to effectively improve internal governance and compliance with the legal requirements governing their operation in the Tanzania. This initiative was partly because of the security management sessions to HRDs whereby HRDs are also empowered on the importance of the knowledge of the laws regulating the sector.

During the 2019 CSOs Directors reflection session under the coordination of THRDC, HRDs/CSOs were devoted to learn the law and practice related to the CSOs tax laws. The panel discussions on tax compliance, which involved presentations from TRA officers, attracted an audience comprised of relevant government agency figures, thematic experts and civil society representatives.



Picture 2.2.4 on the left is the TRA tax payer educational officer Mr. Matenus Mallya presenting on CSOs tax compliance. On the right are the Legal Officer from TRA Advocate Kachenje Octavian and an officer from the department of domestic revenue Ms Nyamtondo Joram.

During the dialogue, among the agreed action points included continuous capacity building to CSOs on tax matters to provide guidance and enhancing voluntary tax compliance, and consolidating all tax laws relevant to CSOs to ensure there is one reference document in order to ensure a fair and consistent application of tax laws.



To affect this, the TRA and CSOs agreed to develop a specific CSO tax tool kit that indicates the taxes payable, governing laws and the compliance procedures. This is a huge step towards realizing the objective of providing guidance and enhancing voluntary tax compliance and a way to ensure a clear understanding, fair and consistent application of Tax laws by CSOs.

2.3 Challenges under outcome two

- i. Still most of HRDs and Civil society actors are less informed of legal and regulatory challenges affecting the sector which leads to the shrinking of the civic space, hence it becomes difficult for them to present to authorities concerned for action.
- ii. Generally, awareness and willingness among lawyers on pursuing public interest litigation cases is still low which risks the security and confidence of HRDs in promoting human rights.
- iii. There is still reluctance to some state actors to work with HRDs and rectify or amend civic space restrictive laws. In 2019 THRDC witnessed some of the restrictions to implement planned activities including restrict to launch the CSOs election manifesto in Zanzibar by the NGOs registrar office.
- iv. Still the capacity for CSOs/ HRDs involvement in electoral processes including security is low, this requires more investment to CSO/HRDs on their roles in electoral processes.

2.4 Adaptive measures

- i. In 2018 THRDC created a pool of human rights lawyers and trained them on handling the election cases. For the year 2020 THRDC has planned to empower Also to strengthen and increase the size of the pool of human rights lawyers pursuing PIL and litigate on HRDs rights violations including lawyers from Zanzibar.
- ii. Development of the Tax toolkit for CSO as guiding tool for the tax related compliance challenges. In year 2020, CSOs' directors have to join efforts to facilitate the development of the toolkit as a measure toward improving tax awareness and compliance among CSOs.
- iii. Approaching the general elections in 2020, THRDC has planned to conduct workshops to CSOs election observers, to Journalists and editors on election security

CHAPTER THREE

OUTCOME THREE

ADVOCACY AND INFORMATION

3.0 Introduction

For the last five years, Human Rights Defenders (HRDs) from across the world have witnessed an increase of challenges affecting their work. In Tanzania there has also been an unprecedented increase of the challenges. These ranges from the enactment of draconian laws, polices and administrative declarations that contribute to the shrinking of the working environment of HRDs. In addition to that, CSOs/HRDs have been facing yet other problems caused by internal challenges including lack of solidarity among themselves and poor coordination as they struggle for a better working environment.

As a way of addressing these challenges, THRDC has continued to maintain strategic outcome three (Advocacy and Information). The major goal under this outcome is to ensure that, national Human Rights systems, frameworks, and plans on human rights and HRDs are effectively established, reformed and being implemented in accordance with Regional and International standards.

Through its strategic engagements and interventions in 2019 THRDC recorded several achievements. These include amendment of several laws and bills brought before the Parliament; Government acceptance to key issues that affect CSOs/HRDs; increase of HRDs participation in the local, regional and international human rights mechanisms and increase of solidarity among HRDs/CSOs as a way of collectively advocating for human rights and civic space.

In order to achieve desired objectives, the mainly used strategies include the use of researches to inform advocacy work, and engagement of various stakeholders, including government officials, members of the Parliament, and other relevant sub-regional, regional and international Mechanisms in order to influence the enactment and adoption of positive policies and laws governing HRDs in Tanzania.

Moreover, in the quest to increase solidarity and networking among HRDs/CSOs in the struggle for civic space, the THRDC continued to coordinate HRDs in various activities and interventions. Mainly the advocacy work has been done through the following approaches.



3.1.1 Conducting researches and publications to inform advocacy work (Research Based Advocacy)

Currently, there are various challenges affecting Human Rights Defenders in Tanzania. These range from external challenges such as the presence of draconian laws and internal challenges such as poor management of the organizations, lack of sufficient knowledge on the operation of CSOs and so on.

For the year 2019, THRDC conducted several researches and released publications as a tool of advocacy against draconian laws, policies and practices affecting HRDs/CSOs. The publications are used in the process of engaging the government and the parliament so that the current laws are amended or repealed and better laws are enacted.

3.1.2 Engaging the parliament, judiciary, the government and other state apparatus for reform and enactment of laws, frameworks, plans and policies related to HRDs

The current legal framework is comprised of draconian laws and policies which facilitate occurrences of human rights violations and therefore expose HRDs to danger. On the other hand, HRDs protections is still a new concept in Tanzania therefore most of law makers are not aware of the concept while some still find it hard to accept that HRDs need protection.

The above reason makes defenders work very complex and difficult. This calls for a need to address all the issues by advocating for a specific HRDs law or amendment of current laws to comply with international human rights standards on promotion and protection of HRDs.

3.1.3 Use of Alternative Media as a means of addressing Civic Space and Human Rights issues

Due to current challenges affecting HRDs in Tanzania, including the shrinking of civic space, it has become very difficult for the HRDs to exercise their freedom of expression and information. It is increasingly difficult for HRDs and the public to get relevant information effectively and timely. Therefore, the Coalition is trying to find new alternatives that will facilitate sharing of information about violation of the rights of HRDs and human rights in general. In doing so, the Coalition has established an online TV named 'Watetezi TV' which is mainly responsible for reporting about issues that matter to HRDs from across the country.

Also the Coalition has continued to use mainstream media (info@thrdc.or.tz) and social media as one way of increasing transnational networking, upcountry visibility and the Coalitions accessibility. The Coalition's website is user friendly with a live blog which provides updates on situation of HRDs in Tanzania; the website has a Facebook page, Instagram and twitter direct link, making protection work easy and allows instant sharing of information with other stakeholders through various platforms.

3.1.4 Mobilizing and sensitizing HRDs and other stakeholders to collectively work together on HRDs issues and human rights

The Coalition as an umbrella body brings together HRDs including CSOs, media, private sector and other stakeholders within the country in order to empower them to work in unity and solidarity. By uniting the voices of HRDs in the country HRDs will be more powerful for they will all speak in union and most importantly they will be easily protected. This Coalition goes an extra mile by linking local CSOs with international entities and other human rights stakeholders.

In 2019 THRDC mobilized HRDs in several interventions including conducting meetings with relevant government departments such as the Registrar of NGOs, Ministry of Health, Gender, Women, Elderly and Children, Ministry of Finance and Parliamentary Committees. In return, these interventions contributed to the improvement of the relationship of CSOs and government and amendment of some key laws and Bills brought to the parliament.

3.2 Achieved results under outcome three

3.2.1 Increased public engagement in effectively addressing Human Rights Issues

For the period of more than four years since 2015, our country has witnessed unprecedented number of violations of human rights, particularly the rights of Human Rights Defenders. Within this period, HRDs have been facing violations such as illegal arrests, detention, abduction, disappearance, and some of them have been prosecuted. Some media outlets and CSOs have been prohibited from conducting their activities, fines and other related punitive sanctions have been imposed against them.

That being the fact, the THRDC has capitalized in raising awareness to the HRDs and the general public on how to effectively address these challenges including through the use of online platforms such as social media and blogs and websites. In several occasions the THRDC has been organizing online campaigns to condemn violations of the rights of HRDs. To a large extent this has proven to be successful.

Some few successful online campaigns include a campaign on the disappearance of Advocate Maneno Mbunda of Arusha. The THRDC issued a press statement to condemn the disappearance of Advocate Maneno Mbunda of Arusha (The press conference was held on 3rd May 2019). After the press conference and online campaign by THRDC and other HRDs the DPP held a press conference to inform the public that Adv. Mbunda was being detained by his office due to several criminal allegations. Initially Adv. Mbunda was nowhere to be seen for about three days.

Similar case happened in December 2019, where unknown individuals abducted Tito Magoti (One of the employees of the Legal and Human Rights Centre) in Dar es Salaam. The Coalition together with other CSOs took an active role to raise voice in the online media and after few hours the Dar es



Salaam Regional Police Commander admitted to have arrested Mr. Magoti for criminal investigation. Later he was charged with unbaillable offences under the Money Laundering Act.

As part of engaging the general public in its online campaigns the Coalition has been using hashtags that have contributed to instant sharing of information. Through hashtags the Coalition has successfully raised awareness to the general public. This includes increased demand from the public urging responsible government departments to do justice to the victims of human rights violations. Some of the popular hashtags to the general public include #bringbackmaneno, #BringBackAliveTito, #FreeTitoMagoti and #Justicefortitomagoti. For Tito Magoti's case approximately 20,000 people were engaged through Facebook posts and more other posts through Instagram and Tweeter.

With these few examples it is evident that, the THRDC has successfully engaged stakeholders to join hands in raising awareness on human rights, protection of human rights and as well as increasing the online and offline civic space as well as using online platforms to advocate for human rights in Tanzania.

3.2.2 Unity among Civil Society Organizations remain intact despite of emerging challenges in civic space

Under the current situation where civic space has been drastically shrinking, unity among CSOs/HRDs is needed now more than ever before. Unity is needed in various areas of focus such as advocacy for legal and policy reforms, capacity building and generally in the protection and security of HRDs.

In the quest for the promotion of unity and solidarity among Human Rights Defenders in the Country, the THRDC has continued to coordinate CSOs/Human Rights Defenders in making joint interventions against emerging issues that affect civic space. For the past eight months the Coalition as an umbrella body brought together HRDs including CSOs, media, private sector and other stakeholders within the country and empowered them to work in unity and solidarity.

By uniting these voices of HRDs in the country, HRDs have continued to wield a huge influence since they speak in one voice and importantly the protection of HRDs throughout the country is strengthened. The Coalition goes an extra mile by linking local CSOs with international entities and other human rights stakeholders.

As part of improving unity among CSOs, THRDC in collaboration with the Freedom House and Pact under the support of USAID has been implementing a project on Data Driven Advocacy (DDA), specifically on Civic Space issues. This program seeks to improve and sustain Tanzanian rights-focused civil society's ability to advocate for, and influence policy on key national level human rights issues using better data and information to drive results jointly or individually under respective organizations.

Under this program, THRDC has been mentoring and providing technical assistance to more than 20 rights-focused CSOs in data collection and evidence-based advocacy. The program is being implemented in unity as a working group. Working Group Members are coordinated in engaging with the government and contribute to a more inclusive, data driven, human rights-focused policy-making process.

Key achievements:

- a. The THRDC has provided platforms for increased cooperation and collaboration among members and HRDs in which advocacy activities have been highly strengthened.
 - ❖ CSOs Working Group on Civic Space has continued to conduct quarterly meetings to review civic space issues and propose collective action against them.
 - ❖ Other working groups including a group of CSOs working under the name of “**Ushiriki Tanzania**” have continued to work together in defending democratic rights in Tanzania Mainland and Zanzibar.

In all the above loose coalitions, the THRDC has been playing a very important coordination role.
- b. Civil society’s abilities to collect, generate, monitor, and report independent and reliable information concerning human rights abuses strengthened.
- c. The capacity of Human Rights Defenders to respond to urgent and unanticipated needs have been improved. Emerging violations against freedoms of expression, assembly and association have been effectively addressed.
 - ❖ In March 2019 the East African Court of Justice declared multiple provisions of the Media Services Act violate press freedom and freedom of expression. This follows a case instituted by THRDC in collaboration with MCT and LHRC.
 - ❖ Challenging provisions under the Statistics Act (2015) amended:
Joint advocacy activities including through engaging Regional and International Human Rights Mechanisms have contributed to the amendment of the Statistics Act in July 2019. The Act has been amended to the extent that there is no need for individuals of organizations to apply for permission for conducting research or issuing statistical data.

3.2.3 Commitment of the Government to enact a Law to protect online data

On the 28th of April 2019, the Tanzania Human Rights Defenders Coalition (THRDC) commemorated the **6th Anniversary of Tanzania Human Rights Defenders’ day**. The Tanzania Human Rights Defenders’ Day is commemorated annually as a way of honoring the establishment of the United



Nations special mandate on Human Rights Defenders. This year's main theme of the event was ***"Claiming and Protecting Online Civic Space for Promotion and Protection of Human Rights in Tanzania"***. This theme was based on the fact that, Freedom of expression and association is a fundamental human right and that, it is essential for enjoyment of other rights. If people cannot express themselves freely, other rights suffer more.

The event was attended by stakeholders from various sectors; the Guest of Honor was the Minister of Work, Transport and Communications, who sent a representative. Others were Ambassadors to Tanzania (EU Delegation, Belgium, Norway, United States, France, Ireland, EU-HRDs Focal Point – Swedish Ambassador, British High Commissioner, and High Commission of Canada), Foundation for Civil Society, representative from the Commission for Human Rights and Good Governance (CHRAGG), Defend Defenders, Tanzania Telecommunications Company Limited (TTCL), Tanzania Communications Regulations Authority (TCRA), Civil Society Organizations and other Human Rights Defenders.

HRDs discussed challenges affecting online and offline civic space in Tanzania and how they can be resolved. An online campaign was conducted by THRDC members and human rights stakeholders through social media, prior and after the commemorations. Due to online discussions on data protection and privacy of the communication, Vodacom Tanzania issued a statement to assure the public that the company protects privacy of its customers in accordance with the laws.

In its statement issued later on 30th July 2019 (the statement is available at <https://vodacom.co.tz/en/news/index/view/?id=302>) the company said ***"Following recent debates on social media regarding privacy of communication, Vodacom Tanzania would like to inform the public that it has always followed due process and fully complies with the country's laws and regulations. ...The Electronic and Postal Communications Act governs such requirement in Tanzania. Vodacom Tanzania respects its customer's right to privacy and has additionally implemented data management processes as provided by global GDPR best practices."***

During the commemoration of the Defenders Day in 2019, the representative of the Minister for Work, Transport and Communication, Mr. Mulembwa Munaku, said, *"The government through the Ministry recognizes the fact that there are some challenges that affect the operation of the online media in our country. The government will not hesitate to make amendments to the laws and policies for the betterment of the information sector in Tanzania."* He was impressed by the theme and commended THRDC for organizing the Anniversary, *"This is an illustration of THRDC's level of commitment to the promotion of human rights and protection of Human Rights Defenders in particular"* he added.

3.2.4 Amendment of the Statistics Act (2015)

After three years of intense advocacy activities conducted by the THRDC together with other Partners and stakeholders at the National, Regional and International level, in June 2019 the

Government of Tanzania submitted to the Parliament a Bill to amend challenging Provisions of the Statistics Act (2015). The Act was enacted in 2015 with some challenging provisions that required researchers to seek permits from Tanzania Bureau of Statistics before they conduct any Research and later after the completion of the research they were required to submit the findings before publication. Failure to do so would attract some penalties from the law enforcers.

In June 2019 a Bill was tabled in the Parliament of the United Republic of Tanzania and later the Act was amended under Misc. Amendment Act No.3 of 2019. The Act was amended to the effect that no prior permit is required to be obtained from the National Bureau of Statistics before conducting researches and/or publishing statistical data. All these changes were contributed by efforts from the CSOs including THRDC, Development Partners and other Human Rights Stakeholders.

3.2.5 THRDC's meaningful engagement with the African Commission on Human and Peoples Rights (ACHPR)

Tanzania Human Rights Defenders Coalition (THRDC) has been coordinating civil society organizations and its member organizations in engaging in different national, regional and international human rights forums. The African Commission on Human and Peoples Rights (ACHPR) being one of the forums that Tanzania CSOs have been engaging in and results of the engagement have been vivid. Attending the 65th Ordinary Session of the African Commission on Human and Peoples Rights, the Coalition in its Statement managed to share the situation of human rights defenders in the country. The situation showed that human rights defenders have continued to work under restrictive environment because of state impunity, enactment of draconian laws, violations of the right to freedom of expression, association and assembly and many others.

As part of its advocacy campaigns, THRDC also organized a side event which was participated by various regional and international organizations. The theme of the side event was to discuss the continuous shrinking civic space in Tanzania focusing on the situation of HRDs, freedom of expression, association and assembly. Participants were enlightened on the violations happening in the country which led to a discussion and buy-in of Tanzanian CSOs agenda to the regional and international community. Therefore, a lot of regional and international CSOs raised the Tanzanian situation as they read their statements before the African Commission on Human and Peoples Rights.

During the NGOs Forum which was fully participated by CSOs from Tanzania and also coordinated by Tanzania Human Rights Defenders Coalition, a Resolution on Tanzania was adopted to the effect that the Tanzanian government needs to take note of human rights violations and improve the same. In the same spirit, the African Commission on Human and Peoples Rights (ACHPR) wrote a Statement condemning the deteriorating human rights situation in Tanzania with specific highlights on freedom of expression, assembly and association as well as the rights of girls to get



back to school after delivery. The Commission urged the government of Tanzania to adopt positive measures to ensure the protection and promotion of human rights.

We are glad that CSOs engagement with the African Commission has at least prompted the Commission to take actions. We hope that the government of Tanzania will take note of this and ensure positive measures are taken as we are approaching another Session in April 2020. Interestingly, the Chairperson of the African Commission on Human and Peoples Rights who was just elected in 65th Ordinary Session is the responsible commissioner who oversees human rights situation in Tanzania. Therefore reluctance by the government of Tanzania in implementing Commission's directions will remain to be a subject of discussion in the next session which is not good for the image of the country.

3.2.6 The Ministry of Finance and Tanzania Revenue Authority's acceptance to effectively assist CSOs compliance with tax laws

Through a research conducted by the THRDC in collaboration with Wajibu Institute of Public Accountability and Act2 it was observed that, most of CSOs are highly lacking sufficient knowledge about Tax Laws and practical aspects relating to Tax. In October 2019 during the 4th Tanzania CSOs Directors' Reflection Meeting organized by the Tanzania Human Rights Defenders Coalition (THRDC) in Mwanza, Executive Directors together with the TRA resolved to take deliberate steps in order to support Civil Society Organizations to effectively improve internal governance and compliance with the legal requirements governing the Civil Society sector in Tanzania.

It was agreed that, a simplified documents analyzing legal challenges affecting CSOs in Tanzania should be developed and disseminated to CSOs. The Ministry of Finance agreed to take effective steps including conducting periodic assessment of the CSOs contribution to the national development through tax. These actions from the Ministry in collaboration with the CSOs are important to the development of the CSOs sector in Tanzania.

3.2.7 Freedom of Expression highly promoted through THRDC's alternative media

Through its Online TV (Watetezi TV) the THRDC has continued to be a leading source of information about the work of Human Rights Defenders and incidences of violation of their rights.

In the wake of a rising wave of advancement in Information and Communication Technology (I.C.T) and a surge of internet users globally, THRDC recently adopted an I.C.T strategic advocacy approach as a way of implementing THRDC's new Strategic Plan (2018-2022), by establishing an Online Television: **WATETEZI TV** to convey its message to relevant government authorities, human rights stakeholders and the general public. As an advocacy strategy for policy and legal reforms of laws and policies governing human rights defenders, this initiative helped in raising awareness of HRDs work and enhanced access to information related to Human Rights Defenders in Tanzania.

Watetezi TV constantly covered human rights events held by THRDC members and many other interventions. This initiative has helped to shed light on the wonderful work done by HRDs, call upon the public to join in the fray and keep them motivated to do more.

In addition to that, the TV has contributed to the revelation of a number of human rights violations through its investigative journalism. These include the revelation of threats against HRDs and human rights violations in Kigoma ('Teleza' practices where there was a series of incidences of rape and threats against women HRDs), Human rights violations in Loliondo and many more. The most important fact is that the Government had responded and worked very effective to stop the violations in most of issues that were revealed by Watetezi TV, mainly the incidents in Kigoma.

3.3 Challenges under outcome three

- i. Despite the fact that the Government has of recent shown readiness to cooperate with CSOs in many interventions and projects, there is still a lack of political will to amend some key laws that affect the space of Human Rights Defenders. Only few laws that affect HRDs were amended in 2019.
- ii. Poor documentation of human rights violations and the work of HRDs. This has mainly been witnessed among most CSOs in Tanzania, leading to low visibility of HRDs and difficulties in identifying the contribution of CSOs/HRDs in the national economy. This has become a national problem.
- iii. Due to the current situation of the civic space in Tanzania, the media has been heavily affected by sanctions from the government. In the year 2019 the Coalition has witnessed Journalists being arrested and a number of media outlets were fined while others were suspended for several months. For example Watetezi TV owned by the THRDC and Ayo TV were fined a total sum of Tanzania shillings five million each, while Kwanza TV was banned to operate for 6 months
- iv. The contribution of CSOs to the national development has never been fully recognized. This is due to the fact that there are no specific reports issued periodically to stipulate such contribution.

3.4 Adaptive measures

- i. The THRDC will continue to engage the government, parliament and the Judiciary as a way of advocating for legal and policy reforms that are intended to improve the working environment of CSOs and HRDs in Tanzania.
- ii. A survey on the contribution of CSOs to the National Economy will be conducted in 2020 as a means to quantify the role of CSOs in the National development.
- iii. Through HRDs Resource Centre and Watetezi TV the Coalition will continue to collect information about HRDs and become the main center of information about HRDs in Tanzania.

CHAPTER FOUR

OUTCOME FOUR

PROTECTION AND LEGAL AID

4.0 Introduction

Protection of human rights defenders is the core objective that the Tanzania Human Rights Defenders Coalition envisions. Protection and legal aid which forms outcome four of the Coalition's key result area ensures HRDs working environment is secured. To realize this core goal, the Coalition through its protection department provide several protection services such as medical support, legal aid (representation in court and elsewhere), short term relocation, family support to the survivors/HRDs at risk, security measures (CCTV, Intercom system, electric fence etc.). As a means of mitigating risks that HRDs are prone to experiencing, the Coalition through its protection department develops different self-protection guidelines which are used by HRDs to protect themselves without necessarily seeking the assistance of the Coalition. Capacity building which well stressed under outcome two is also part and parcel of empowering HRDs to protect themselves once they face any kind of risk. HRDs are therefore empowered on physical and digital security to ensure they understand how to identify asses and react to risks facing them.

To realize this broader goal of the Coalition, different approaches are used including but not limited to provision of emergence support, trainings, monitoring and documentation of HRDs rights violations, provision of self-protection gears, fact finding missions and interventions as well as any other support that human rights defenders or their families might need. A systematic way of assessing human rights defenders who are at risk is made to ensure those who approaches the Coalition to seek the support actually qualifies to get the assistance they need. The following approaches details how the protection services are ensured;

4.1.1 Strengthening HRDs' Security and Protection Mechanisms

As earlier on explained, security and protection of human rights defenders is the primary role of Tanzania Human Rights Defenders Coalition. It is offered in different ways one being strengthening security and protection mechanisms. Under this approach THRDC offers different trainings

on security and risk assessment, digital security, laws and regulations affecting human rights defenders' work. It also provides self-protection mechanisms/guidelines which HRDs can use in order to protect themselves at home and at work.

4.1.2 Using Emergence Protection Fund to Support Emergence Protection Services

Emergences happen and therefore financial and physical preparations are key to responding to them. Emergence fund is therefore mobilized and being used to assist human rights defenders at risk. THRDC approaches different donors and development partners to solicit emergence fund to be able to offer assistance such as medical support, short term relocation, and other unexpected emergencies. The number of human rights defenders in need of emergence support keeps on escalating given the Tanzanian human rights situation. Therefore, mobilization of more funds to cater for these needs is yet another key aspect to take into consideration. Where the Coalition's capacity is not adequate to support emergence support, it approaches partners such as Defend Defenders, Civil Rights Defenders, Amnesty International, Front Line Defenders, European Union among others who act as the referrals in furthering assistance to human rights defenders.

4.1.3 Provision of Legal Aid to HRDs in need

This approach is being used to protect HRDs who are arrested and maliciously prosecuted because of their human rights work. Legal aid services are also being offered through legal counseling, filing strategic litigation cases, legal advice, and interpretation of legal documents and coaching. In Tanzania, there is a growing tendency of violation of HRDs working in different thematic groups. The main perpetrators of violations of HRDs rights are the state, followed by private sector and individuals. Violations are culminated by enactment of different draconian laws, non-respect for human rights, rule of law and democracy as well as the state of impunity. Several cases of human rights defenders have been and continue to be supported and HRDs have been empowered.

4.1.4 Support to HRDs' Family and survivors of the victims of violations

Perpetrators of human rights violations uses different ways to harm HRDs and people who are close to them as a means to lower their morale of promoting and protecting HRDs rights. It is therefore imperative that protection of HRDs is extended to HRDs and their family members where necessary. THRDC employs this approach to protect HRDs close people because it through those closes people HRDs become a target. THRDC offers these supports through; rent, medical support, food, school fees for the children etc.



4.1.5 Documentation of HRDs Violations, Reporting and Monitoring of HRDs human rights situation, Fact Finding Missions and Interventions

Documentation, reporting and monitoring of human rights situation for HRDs help in identification of violations committed and how to respond to them. The Coalition under protection desk ensures that all incidents of violation are documented and appropriate steps are taken to address the violations committed. Through the documented incidents, the coalition prepares Annual Situation Report of human rights defenders in Tanzania detailing the real situation on ground and the steps that the coalition took to react to the situation and plan ahead on how to mitigate the risks that are likely to happen. The coalition also conducts different fact finding missions and interventions where there are blatant violations of human rights. Through these missions and interventions, the Coalition takes necessary steps to deal with the violations against HRDs.

4.2 Achieved results under outcome four

4.2.1 Improved self-protection capacity for Human Rights Defenders in Tanzania

Being one of the methods used to mitigate risks associated with human rights defenders work, THRDC developed self-protection guidelines which highlight on the basic security tips that HRDs can use to mitigate and/or prevent risks. The Guidelines was circulated and reached out to 260 HRDs, 200 being THRDC members and 60 being other HRDs who accessed it through the THRDC resources center and different exhibitions attended by the Coalition.

To ensure wider coverage of audience, the guidelines were developed in Swahili, English and disability user friendly language. The guidelines have been widely circulated and it has been used by THRDC members to mitigate several risks facing them in the course of doing their work.





4.2.2 Reviewed THRDC protection mechanism for the improved protection service to HRDs

After 5 years of protection services delivery, the Coalition thought it imperative to review its protection mechanism to keep it up-to-date and ensure it is in line with the changing needs of HRDs. The review process also involved; creation of emergence response policy, development of review report with recommendations for improvements, development of the referral policy. Some of the notable improvements in the reviewed mechanisms includes but not limited to; emergence response process, eligibility criteria (case assessment check list), case review timelines, priority rankings (critical, high, regular), gender and high risks HRDs considerations, referral management, and documentation and communication strategy. A comprehensive action plan to work on the recommendations was prepared and its implementation has improved the Coalition's protection service delivery in terms of promptness and effectiveness.

4.2.3 Increased level of understanding on mitigating risks associated with HRDs work

For the year 2019, THRDC planned to train at least 80 HRDs with disaster management (specifically fire and rescue and first aid). THRDC trained 100 members on issues around compliance with fire and rescue regulations, inspection of office and home premises and ensure the fire extinguishers around those areas are working properly, how to use fire extinguishers and other forms of controlling fire, things to consider when buying fire emergence tools, reporting disasters to relevant authorities, ensuring the set-up of the office and home complies with fire and rescue regulations (escape routes, escape signs among others)

On first aid, participants were enlightened on as well as first aid where participants were enlightened on how to use first aid kit, dealing with emergence cases. Further, THRDC conducted training on physical and digital security to 22 staff working with the Coalition. Through these trainings, HRDs especially THRDC members have gained confidence and an understanding of how they can identify, report, asses risk and react to them as a means of mitigating and/or dealing with them once for all.



Picture 4.1.1 THRDC Staff listening attentively to the physical and digital security session



Picture 4.1.2 Sargent Shaban Mgogo doing practical session on how to combust fire using fire extinguisher.



Photo 4.1.3 Practical session during first aid training session to THRDC members and staff

4.2.4 Supported 26 HRDs with short term relocation, medical support and legal representation

THRDC being a security and protection organization its main role is to ensure human rights defenders working environment is secured. The Coalition has been responding to emergency HRDs cases using the emergency fund. Among the HRDs supported by the Coalition includes, Abdul Omari Nondo who was supported with legal representation and successfully resumed his studies and graduated. THRDC also supported 4 journalists who were arrested and charged with theft. They were charged in the course of doing their journalistic work. Through the representation of THRDC, they were set out of the prison where they had been jailed for a term of 30 years. HRDs supported by THRDC in different protection services were able to resume their human rights work and their level of confidence has increased tremendously. The following are some of the cases that THRDC represented in year 2019 HRDs;

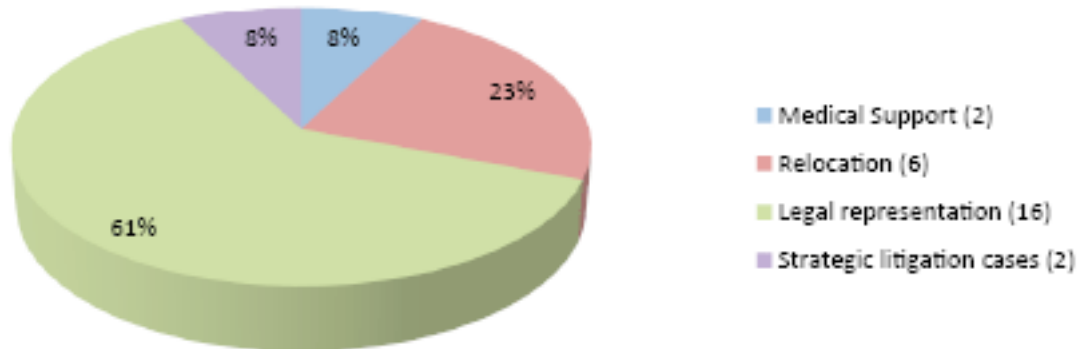
Legal Protection offered to HRDs in 2019

- 1. The case of Erick Kabendera.** Erick Kabendera who is an investigative journalist was arrested in August 2019 and charged with three unbailable offences of leading organized crime, tax evasion and money laundering. Erick signed a plea bargaining agreement and admitted to two counts of money laundering and tax evasion after the first count was dropped as a condition to plea bargain negotiations. He is set free but will be supposed to pay TZS 272 mil.
- 2. The case of Dr. Wairagala Wakabi.** Dr. Wakabi who is an executive Director of CIPESA was arrested in April 2019 at Julius Nyerere International Airport allegedly because he is a prohibited Immigrant. He was attending a Tanzania Human Rights Defenders Day having been invited by THRDC. He was then deported back to Kampala. THRDC decided to engage lawyers to file a case at the EACJ to challenge the decision to declare Dr. Wakabi a PI without stating reasons. The case is still pending at the EACJ.
- 3. The Online Content Regulation Case.** This is a public interest litigation case which was filed by THRDC, MCT and LHRC to challenge several provisions of the Online Content Regulations, 2018 which to a greater extent violates the right to freedom of expression. Having been aggrieved by the decision of the High Court of Mtwara, the applicants appealed at the Court of Appeal of Tanzania at Mtwara. The appeal is still pending.
- 4. The Case of Watetezi Online TV.** Watetezi TV was fined TZS 5 million for allegedly contravening the Online Content Regulations, 2018. According to TCRA Online Content Committee, Watetezi TV was supposed to publish their online user's policy for their users' access. Aggrieved with the decision, Watetezi TV appealed to the Fair Competition Tribunal and the appeal is coming for hearing on 23rd March 2020.

5. **The Case of Haruna Mapunda.** Haruna Mapunda who is a journalist working with Gilbon Online Tv was arrested amidst reporting from a gathering of the members of a Political Party of ACT Wazalendo who were opening a new ACT Branch called ACT AZIMIO. The police arrested them for conducting demonstration without the permission of the authority the said journalist was released without conditions. However they confiscated his camera to which was later returned.
6. **The Case of Charles Kombo.** He is a blogger who was arrested and detained at Polisi Mabitini for nearly two weeks. The reason for his arrest was running online Blog without registration. His case is still pending at the Kisutu Resident magistrate Court.
7. **The Case of Emmanuel Atilio.** Atilio is a journalist based in Iringa. He was arrested and stayed in Police Custody for more than two weeks before he was released and charged with publishing false information. He was fully represented by an advocate under THRDC's instruction. His case was finalized on 5th March 2020 after the prosecution entered nolle prosequere (showed no interest to prosecute the case). The accused is therefore set free.
8. **The Case of Friday Simbaya.** Friday is a journalist based in Iringa. He was arrested and stayed in police custody for more than two weeks before he was charged with running online TV without registration contrary to the Online Content Regulations, 2018 (Regulation 14). He is represented by THRDC advocate and his case is still pending in court.
9. **The Case of Emmanuel Kibiki.** He is a journalist based in Iringa. He was arrested and charged with publishing false information contrary to the Cyber Crimes Act. The information alleged to have been false relates to his journalist work. He is also represented by THRDC advocate and his case is still pending in Iringa District Court.
10. **The Case of Joseph Gandye.** Joseph is a journalist working with Watetezi Online TV. He was arrested and stayed in police custody for more than 4 days before he was released unconditionally. The reason for the arrest relates to a story he published that exposed police brutality in Mahenge Police Station. Gandye was however released unconditionally and he now continues with his human rights work.
11. **The Case of Christopher Gamaina and two others.** Gamaina and two others journalist working with Raia Mwema. They were arrested allegedly for stealing 3 million. The reason for their arrest relates to the story they published about fake Doctor in Magu. They were charged before Magu District Court. They were convicted and sentenced. They appealed against the conviction and sentence. The High Court of Mwanza quashed the decision of Magu District Court and ordered re-trial. Their case was assigned to a new magistrate and the prosecution side withdrew after losing interest in prosecuting it. The journalists were thus acquitted.

- 12. The Case of Gervas Mshana.** He is a student HRD who was suspended from his University studies because of defending students' rights. He was assigned an advocate by THRDC to challenge the decision of the University by way of judicial review. The High Court, Masoud J quashed the decision of the University and ordered that Gervas resume his studies.
- 13. The Case of George Marato.** He is a journalist working with Independent Television (ITV). He was arrested and charged with corrupt transactions contrary to section 15(1)(a) and (2) of the prevention and combating of corruption Act no. 11 of 2017. The reasons for his arrest are well connected with his journalistic work. He is being assisted by THRDC advocate and his case is still pending in Musoma District Court.
- 14. The Case of Bollen Ngetti.** Journalist Bollen Ngetti was arrested for Publishing False information Contrary to Section 16 of the cyber-crimes Act 2015. The said Journalist from Raia Mwema had written on his Facebook Page that the police were looking for his wife, information that was allegedly not accurate and not from the police officers. He was later on released unconditionally after settling with his wife.
- 15. The Case of Abdul Nondo.** Nondo who is a young HRD was arrested in March 2018 for publishing false information c/s 16 of the Cyber Crimes Act, 2015. His arrest is linked with his human rights work after he made a statement condemning the killing a student, Aquilina Akwilina and wanted the Ministry of home affairs to resign. He stayed in police custody for more than 16 days prior to his arraignment in court. He won the case against the Republic and was allowed to resume studies. The Republic appealed against the decision and lost at the High Court. After losing, the Republic has filed notice of intention to appeal at the Court of Appeal of Tanzania. Filing of the appeal is still pending.
- 16. The Case Mdude Nyagali.** Mdude who is human rights defender based in Mbeya was arrested and stayed in police custody for allegedly publishing false information. After his release, he filed a case to sue the IGP, RPC of Songwe and 3 others claiming compensation for defamation, unlawful confinement, imprisonment, malicious prosecution and compensation for torture against the defendants. His case is still pending at the High Court in Mbeya.
- 17. The Case of Maanda Ngoitiko.** Maanda who is a woman HRD working with Pastoral Women Council (PWC) was defamed by William Masonga and three others publishing false information against her the information which ruined the reputation of the organization she is working with. THRDC provided support and the case is still pending in court.
- 18. The Case of Mbeki Mbeki and one Another.** Mbeki Mbeki and Antidius Kalunde who are journalist's human rights defenders were sued for defaming one officer of TAKUKURU (PCCCB) namely; Hajinas Onesphory. The two journalists were however in the course of implementing their duties as journalists and when inquired about corruption issues that were taking place in Bukoba. The information about corruption was published and thereupon, the two journalists were sued for defamation. THRDC provided legal representation support.

Number of HRDs supported and the strategic litigation cases for the year 2019



A pie chart above shows the number of support provided to HRDs and the strategic litigation cases conducted in year 2019

4.2.5 Successfully managed to convene CSOs to ensure some provisions of the NGOs (Amendment) Act were removed.

In 2019, the government came with several amendments on laws governing CSOs in Tanzania. These amendments had among other things narrowed the definition of NGOs to exclude the work of human rights, giving the Registrar of NGOs enormous powers to scrutinize the work of CSOs and even conduct investigation when he deems fit, forcing entities registered under different laws to comply with the NGOs Act as well as forcing NGOs to re-register after ten years. THRDC convened CSOs to discuss on the amendments and came out with recommendations which the government took into consideration. One notable recommendation which was adopted by the government was to do with the definition of NGOs to include NGOs working on human rights law and good governance.

There were several challenges noted in this meeting because of the diverging understanding of the participants as well as cooperation among CSOs and DPs. To mitigate this, THRDC employed qualified lawyers who were conversant with the said laws and also received views of DPs out of the meeting which helped shape the views collected. It is in light of this fruitful meeting that today, many CSOs operate in the areas of human rights, good governance and law.



Picture 4.1.4 Main speakers during analysis and discussion of the Bill supplement passed by the URT Parliament on CSOs regulatory laws at Kisenga International Conference Center.

4.2.6 Successfully launched the sixth report of the situation of HRDs, 2018 and continued to documents incidents of HRDs rights violations

On 3 April 2019, THRDC launched its six Report of the Situation of Human Rights Defenders and Civic Space situation in Tanzania.

The report showed that that HRDs have continued to work in a horrible situation whereby compared to the year 2017 where there were 46 recorded incidents of violations, in 2018, at over 52 incidents of violations were recorded. The civic space had continued to shrink drastically with a lot of draconian laws being used to silence vocal HRDs.

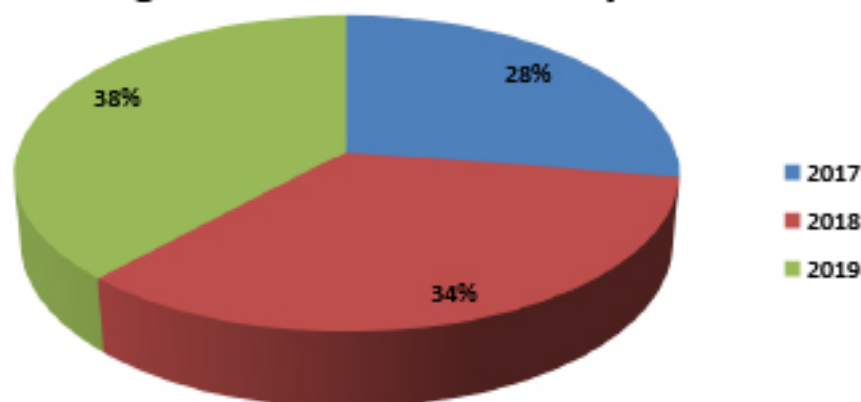


Picture 4.2.5 from left is Mr. Onesmo Olungurumwa from THRDC, Ms. Edna Chilimo from FCS, Ms. Anna Constantine from EU and Ms. Vicky Nketema during the official launching of the 2018 HRDs situation and civic space report at the Collosium Hotel- Dar es Salaam.

From the month of January to December 2019, THRDC protection desk documented over 58 incidents of violations of human rights against HRDs.

Most of the incidents recorded were with regards to arbitrary arrest, malicious prosecution, threats, attacks, curtailment of freedom of expression etc. The most perpetrators of these incidents are the state machineries private companies and individuals. The Report on the Situation of Human Rights Defenders 2019 is in progress and will officially be launched in April 2020.

Percentage increase in recorded HRDs rights violation for three years



A pie chart showing the percentage of recorded HRDs rights violation for the consecutive three years

4.2.7 Successfully conducted 2 fact finding missions

In ensuring HRDs right violation incidents are well documented with evidence, THRDC conducted a fact-finding mission in Mto wa Mbu-Arusha to ascertain the level of human rights violations to a key population group. The report showed that at least 9 people were at risk, 3 were on the process of being relocated to Nairobi but were arrested at Julius Nyerere International Airport and are currently facing charges in court. One HRD, Peter Celestine who was facilitating the process of relocating the three was also apprehended. He got legal assistance from THRDC and managed to pay fine and the case ended.

Also, THRDC conducted the fact-finding mission in Kibiti to ascertain the family situation of the Azory Gwanda having disappeared for more than two years now. The mission aimed at knowing the needs of the family to visualize the possibility of helping the family. Also, the mission was conducted in remembering Azory during the World Press Freedom Day. The missing journalist kept popping in the news and the government came with a statement that probably Azory is still alive with no evidences where he is.

4.3 Challenges under outcome four

- i. Shortage of funding-leading to seeking external assistance due to high costs of HRDs and HRDs family relocation.
- ii. The Coalition also noted that some HRDs at risk don't react on security incidents on time hence making protection interventions complicated when attended at the later stages
- iii. Some clients required protection support without the genuine reasons and they were not falling within the category of HRDs.



4.4 Adaptive measures

- i. THRDC will fundraise more in 2020 budget to ensure all the deficits identified in the implementation of the 2019 activities are covered.
- ii. Continue to provide capacity building session on security issues to minimize HRDs risks
- iii. Continue to collaborate with international and regional protection partners to respond to HRDs needs.
- iv. THRDC will review and develop the comprehensive HRDs security support eligibility criteria to cater for the rational decision before according supporting HRDs
- v. THRDC will develop the online system for receiving the HRDs support requests to ensure the timely support to HRDs

CHAPTER FIVE

OUTCOME FIVE

COALITION'S PERFORMANCE AND SUSTAINABILITY

5.0 Introduction

The deliverance of all five Key Result Areas and the overall Coalitions' strategic goal depends on the performances of the THRDC's secretariat and its members. Apart from the Coalition's building, the programs for strengthening the members' capacity especially their institutional development has been proposed to ensure the increased THRDC's visibility and outreach through engaging more at the grassroots levels.

Key Result Area five has been maintained from the previous strategic plan with some changes including those aimed at strengthening human and financial resources. In the implementation of the current Strategic Plan (2018-2022), THRDC has continued to invest in corporate good governance principles. It has also improved the link between the secretariat and members especially through zonal coordinating units. To improve the Coalition's governance programs are also designed in a way that will improve Board of Directors' performance; motivate workforce (staffs and volunteers) to work for the organization; and, therefore, improve performance. All efforts mentioned will definitely increase the reputation, image and brand of THRDC to attract more supports and legitimize its existence before the eyes of the public. To realize this outcome THRDC works under the following approaches;

5.1.1 Developing and operationalizing the Coalition's resource mobilization strategy for its sustainability.

For the Coalition's stability and sustainability, in the 2018-2022 Strategic Plan THRDC develops its resource mobilization strategy for the year 2018-2022. Under this strategy THRDC aimed to ensure the continuation of THRDC's service provision to HRDs and CSOs in Tanzania; support organizational and financial sustainability; provide room for improvement and scale-up of results and services as well as identifying opportunities for additional resources. As a way towards



achieving these objectives, In 2019 THRDC engaged a consultant to run the implementation of the Resource Mobilization Strategy together with the finance and administration volunteer. They were both responsible for ensuring effective strategies are employed in securing the fund from development partners.

5.1.2 Improving financial management systems

In the year 2019, THRDC conducted an external audit for the 2018 financial year as part of improving its internal control and financial system. As a result of total compliance to the financial management, THRDC received an unqualified report which is an added advantage to the organization and an indicator of the proper management of the financial records. Also in July, THRDC conducted a mid-year internal audit to get a general overview of how the organization carried out its financial and operational activities for the year 2019.

In addition, THRDC core development Partner for instance SIDA on March 2019 engaged KPMG to undertake an efficiency audit to assess whether THRDC has appropriate systems and routines for managing the organization's activities to achieve the overall organization goals. Moreover, Pact Tanzania and Foundation for Civil Society conducted a capacity assessment on the organization and evaluation of financial records respectively.

5.1.3 Recruiting, motivating, capacitating and maintaining skilled and sufficient staffs and volunteers

Under this approach, THRDC is actively investing in building strong and knowledgeable existing and potential manpower for the Coalitions improved performance and sustainability. Investing in both existing and potential manpower will ensure creativity, innovation, and smoothness in the organization's operations.

In the year 2019, THRDC recruited four (4) new staff and nine (9) volunteers. Following the addition of these employees, the organization has now a total of 17 full employed staff and 9 volunteers. Throughout the year, THRDC provided ten traineeship opportunities, to enhance the skills and competences of staff in different aspects of organizational and programmatic management. Also in the year 2019 THRDC revised the staff appraisal tool and guidance on the assessment communicated to staff. Hence THRDC performed the biannual and annual appraisal assessment. Moreover THRDC continued empowered it's to staff through different pieces of training including tax compliance, records management, team building and reports writing.

5.1.4 Improving the THRDC's governance system

THRDC is determined and succeeded to build and maintain an effective governance infrastructure where the line of responsibility between board and management is clearly defined. Clear organization objectives, presence of update constitution, presence of a comprehensive organization

structure, conducting oversight board meetings and Management meetings has contributed to the improved governance system. For the year 2019 four (4) board meetings were conducted i.e three (3) quarterly meetings and one (1) extraordinary meeting to review documents and reports for the Annual General Meeting, THRDC succeeded to equip its board members with different training and skills such as governance, leadership and motivation skills.

5.1.5 Ensuring availability of the office working facilities

For effective office operationalization and increasing staff performance, all necessary working facilities have to be in place. In a nutshell, the major items purchased this year are office generator, laptop and desktop computers, container, chairs, tables and office telephone. All assets are being coded and insured appropriately.

5.1.6 Designing and implementing the Monitoring, Evaluation and Learning (M, E & L)

For this reporting period, the THRDCs' program management systems have been in its initial development stages whereby the organization has adopted its five years (2018-2022) strategic plan which includes its five years monitoring framework. THRDC has also developed its three years monitoring and evaluation plan which will be used in gauging the performance of each Key Result Area as well as retrofitting our initiatives to ensure the attainment of the expected results. Effective policies, systems and procedures to ensure effective financial, administrative, human resource and IT management in place

5.2 Key Achieved Results under Outcome Five

5.2.1 Heightened partners, donors and other organizations engagement

In 2019, the organization managed to obtain new donors which are Foundation for Civil Society, Pact Tanzania, Civicus-VUKA Partners, FIDDHH, and TWaweza. In conjunction with that, the organization managed to retain all three donors who previously signed their contracts with THRDC. This includes the Embassy of Sweden (SIDA), Open Society Initiatives for Eastern Africa (OSIEA) and American Organization.

As a way forward THRDC will undertake a full review of our potential and current development partners and set strategies for more engagement to strengthen the Coalitions stability. Also THRDC will review the branding strategies of the organization with stakeholders to ensure there is a strong understanding of the Coalition's overall goal by public, stakeholders and the development partners. Furthermore, we will strengthen communication, ensure proper keeping of donor profiles and effective follow up of agreements made with various partners.



Picture 5.1.1 to the right above is a group photo of THRDC secretariat, board representatives and development partners after Annual Partners Meeting conducted on 25th June 2019

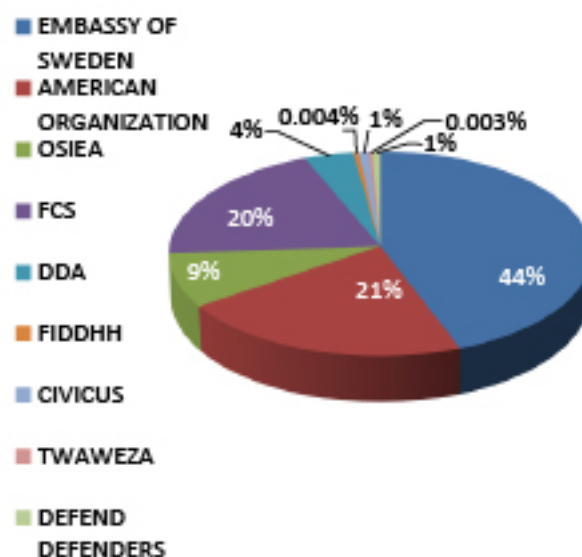
5.2.2 Improved financial sustainability and development of basket fund for coalition sustainability

Fundraising was a crucial activity of the finance and management team in 2019. Through the resource mobilization strategy and improved partners engagement, the coalition succeeded to raise funds for the implementation of its activities. In actual amounts, this is equivalent to a total of TZS 2,137,158,452. This amount consists of sub amounts sourced from both members and development partners. The distribution is as follows; TZS 15,010,000/= is the total of members subscription fees, **TZS 2,097,086,866** is net donor receipts and TZS 25,061,586 being other incomes. Moreover, the net donor receipts comprise of TZS 2,694,554,858.62 which is donor receipts for the year, TZS 415,456,462/= capital grants balance, TZS 402,133,154/= donors deferred incomes balances, and TZS 42,926,669/= the donor's refunds.

Furthermore, the coalition successfully managed to establish a Coalition's sustainability strategy (basket fund) to be used for collecting contribution from different partners including suppliers, consultants, training participants and staff contributions. The strategy serves as an additional internal funding source. For the three months since it started the strategy has enabled the coalition to fundraise about **TZS 21,000,000** which forms a part in the "other incomes".

Table 5.2.1 shows description of total donor's receipts for the year 2019

| Source of Income | Amount in Tzs |
|-----------------------|----------------------|
| EMBASSY OF SWEDEN | 1,192,557,351 |
| AMERICAN ORGANIZATION | 569,477,220 |
| OSIEA | 228,447,520 |
| FCS | 535,859,830 |
| DDA | 108,688,871 |
| FIDDHH | 11,860,966 |
| CIVICUS | 22,757,220 |
| TWAVEZA | 7,965,000 |
| DEFEND DEFENDERS | 16,940,880 |
| TOTAL | 2,694,554,858 |



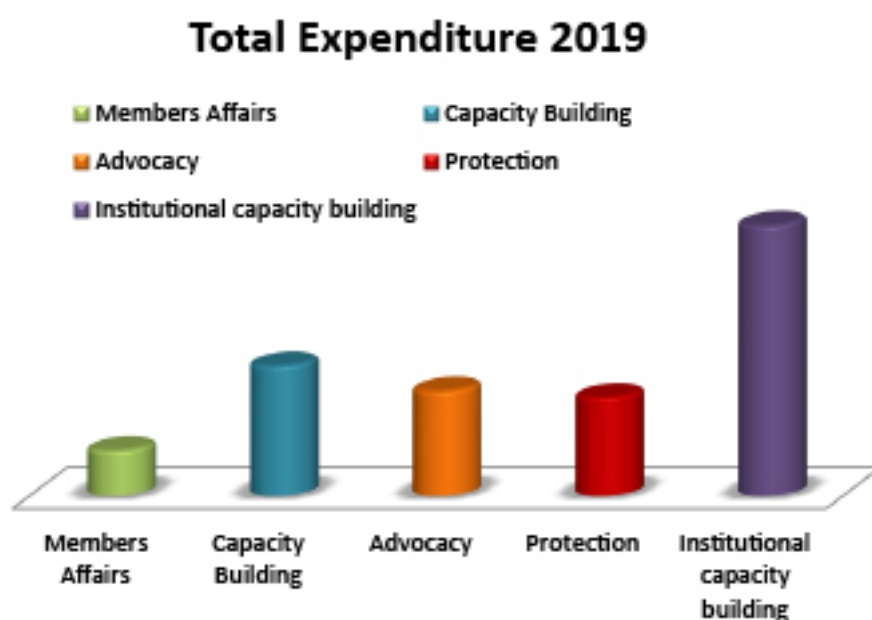
Expenditures

For the year 2019 THRDC expenditures is amounted to TZS **2,156,613,500/=** whereby A total of TZS **2,156,415,500/=** was spent to support the implementation of the key THRDC's outcomes and TZS **198,000/=** being transfer of capital fund.

The table 5.2.2 below describes the expenditures per outcomes for the year 2019

| Outcome | Planned Expenditure 2019 | Actual Expenditure 2019 | % Variance |
|------------------------|--------------------------|-------------------------|------------|
| Members Affairs | 265,442,100 | 149,929,238 | 44% |
| Capacity Building | 515,268,600 | 431,854,680 | 16% |
| Advocacy | 664,365,240 | 348,055,421 | 47% |
| Protection | 443,478,420 | 326,636,507 | 26% |
| Institutional building | 1,350,287,400 | 899,939,654 | 33% |
| Total | 3,238,841,760 | 2,156,415,500 | 33% |

The graph below shows a total expenditure per outcome for the year 2019



5.2.3 Enhanced improvement in financial management systems and compliance with financial reporting procedures

In the year 2019, THRDC maintained compliance with the financial system in line with organizational policies, statutory requirements, and partners' specific procedures. All funds received from various sources and payments were acknowledged, processed and recorded in the financial management system through QuickBooks (in compliance with the required accounting standards). In addition, the Coalition conducted the efficiency audit supported by SIDA of which some recommendations were provided and the Coalition is working on it. Through the audits, however, the coalitions

received recommendations regarding different areas for improvements especially on high-risk areas and prepare the action plan for improvement and implementation.



Picture 5.2.2 above is the THDRC management team in discussion with the Embassy of Sweden (SIDA) about the efficiency audit conducted by KPMG on 31st May 2019

5.2.4 Increased in number and capacity of the Coalition's human resource

THRDC has improved growth in its human resource base both in number and capacity, to match the increased demand for the protection of HRDs. This has reduced over-reliance upon a few key staff as handlers of the coalition functions. In the year 2019, THRDC ensured that every department had a minimum number of required staff and volunteers who were recruited while taking the gender balance into account.

In line with this, the capacitating programs to staff in different areas including resource mobilization, security, and risk assessment, records management and tax compliance sessions enhanced staff performance in their operational programs. Moreover, the availability of staff motivation packages like health insurance, annual leave, and review of salary schemes contributed to the effective delivery of THRDC results as determined by the staff capacities and professional knowledge.

Also, the coalition accounts for the improvement in staff performance to the upgraded staff appraisal tool of staff's performance assessments. The tool is employed to evaluate performance of each individual staff's objectives versus achievements and proposed areas for improvement.

Moreover, one of the key challenges in 2019 is the shortage of funds which limited the effective provision of benefits to staff who qualified for such entitlements. Among others is gratuity payment. Staffs that were qualified for gratuity for the year 2019 were not paid their full amounts. The coalition, therefore, remained indebted to them and will pay the remained amounts once its



financial status stabilizes. As a way forward THRDC will ensure both the gratuity and salaries schemes renewal are prioritized in its budgetary plans.



Picture 5.2.3 the photo above shows THRDC's staff on records management training, motivation, leadership, and team building and stress management

5.2.5 Strengthened THRDC governance system

The THRDC Board remains well-informed and consulted for all activities and progress towards planned goals and anticipated outcomes. Moreover, THRDC succeeded to equip its board members with different training and skills e.g. leadership and management skills. Through this strong governance system, rational directives were given out; regular evaluation review and approval of different coalition's documents, policies and reports were performed accordingly.



Picture 5.2.4 above is the THRDC's board members after training on Motivation, Leadership and Governance Skills conducted by Dr. William Amos Pallangyo as part of the end of the year retreat session.

5.2.6 Improvement in IT and Communication systems

THRDC ensured digital security to both staff and members through the installation of new security systems, training, and assessment of security systems. Moreover, the installation of the telephone lines in each office has enhanced proper and timely communication within the office. And can be easily used in case of emergencies. Staff was also equipped with knowledge and skills on how to protect themselves and the organization through the training conducted by Defend Defenders and THRDC IT officers.

Despite the improvement in IT systems still the digital security need more improvement as the risk of digital information need to be more minimized. As advised under SIDA audit THRDC set an action plan to review our data retention and other relevant policies, together with development of ICT policy to ensure we retain personal data only as needed.



Picture 5.2.5 THRDC National Coordinator Mr. Onesmo Olungurumwa and IT and Digital Security Officer (standing) with Digital Security Consultant Mr. Stewart Picken from Defend Defenders during the digital security audit at the THRDC's

5.3 Challenges under outcome five

- i. Insufficient funds to full operationalize the 2019 action plan resulting from the shifting donors' window. This will eventually affect the implementation of the 2018-2022 strategic plan.
- ii. Ending of some key donors agreement with the Coalition. Some of the donors' contract with the Coalition is ending in year 2020 which has an implication on the implementation of the SP for the rest of the SP years.

5.4 Adaptive measures

- i. More fundraising efforts and techniques will be employed such as developing project ideas to generate funds, identifying funding opportunities, communicate them internally, and take necessary steps to grab them.



- ii. Improve the relationship with current and potential donors. This will be done through strengthening communication, proper keeping of donor profiles and effective follow up of agreements made.

6.0 Analysis of the extent to which planned activities/ results were achieved

According to the 2019 expenditures variance analysis, THRDC did not spend 27% of the expected expenditures. Among other reasons for not achieving the 100% of the expenditures were shortage of funds, some of the equipment's were purchased at a lower price compared to the projected one, and some of the planned activities were not implemented. Also, some activities are the continuing one including the activity of conducting the survey on CSO's contribution to the National development, other activities were not fully implemented as a result of insufficient resources and time to undertake them and lastly some activities were implemented at a lower cost and in collaboration with other partners which reduced the implementation costs.

Despite of 27% variance of the overall expenditure THRDC managed to implement almost all activities for the year 2020 pending few activities which were not implemented as a result of budget shortage, time and those which are continuing. As a result of the factors mentioned above, for the year 2019 THRDC managed to implement 83% of the projected activities. THRDC implemented various activities from all five outcome areas which have contributed to the fulfillment of the expected results for the year 2019. The results of the implemented activities have contributed to the increased members and public engagement in promoting and protecting HRDs rights, increased HRDs capacity in risk assessment and security management from various empowerment sessions, and HRDs capacity in engaging in advocacy interventions have increased as well. Other noted contributions of the 2019 intervention to the projected objectives include the increased HRDs security and protection through various protection services provided to HRDs and the improved Coalitions' sustainability.

However, despite of the achievements above toward realizing the 2019 objectives THRDC did not implement 17% of the planned activities including contribution of the CSO's to the National development, procurement of the THRDC's vehicle, dialogue on the status of constitutional making process in Tanzania, establishing the HRDs clubs in higher learning institutions and did not manage to conduct various engagement meeting with Government aiming to improve working relation and addressing issue contributing to the shrinking civic space to mention but a few.

7.0 Risks associated with the 2019 coalition's interventions

- i. Misconception of the HRDs roles by various duty bearers and the government. HRDs organizations are by mistake being considered to have the political motives, according to the law NGOs are strictly forbidden to engage in political activities. This may lead to

- unfair deregistration of HRDs organizations which will eventually reduce the effort toward ensuring human rights are accorded as provided by the law.
- ii. Escalation of HRDs abductions, maliciously prosecuted, and bails delay or denial may lead to HRDs demoralization which ultimately may reduce their efforts toward promoting and protecting human rights hence failure to realize the overall Coalition's goal.
 - iii. The ongoing promulgation of restrictive laws which hinders the rights for freedom of expression, association, assembly and the operation space for HRDs has impaired the capacity of HRDs to execute their roles. This has a direct implication to the future performance of HRDs.
 - iv. The increased security incidents to HRD's including warning/threats from unknown sources, physical attacks and ambush has contributed to the increased worries to HRDs which has reduced their aggressiveness in protecting human rights
 - v. The financial challenges are also posing a big risk. HRDs protection requires strong and comprehensive mechanisms, and enough resources, shortage of funds led to insufficient support to HRDs who were in need. This can also impair the efficiency of work of the Coalition and other HRDs organizations.
 - vi. The Contravening perceptions and efforts between HRDs/ CSOs and the Governments. This has led to CSO's perceived as they are against the Government efforts which have impaired the working relations and the support from the Government.

8.0 Lessons learnt

- i. Under the current political regime, new and strategic mechanisms are required to ensure HRDs are secured and their working environment is well protected
- ii. More protection funds are required- for the coming year considering that October 2020 is the general election
- iii. More security management and risk assessment empowerment session are required for HRDs
- iv. Human rights lawyers' pool has reduced the operational costs and increased promptness in addressing HRDs cases hence improved security.
- v. The reviewed protection mechanisms has increased the opportunities that THRDC can explore to ensure effective and prompt response when it comes to emergency HRDs cases.

9.0 Annex 1

Indicator Matrix

| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|---|---|--|
| THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues. | Number of public actions against HRDs and human rights violation Increased awareness among THRDCs members on the HRDs rights | 1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights. |
| Outputs | Outputs' Indicators | |
| THRDC's members are mobilized and rescreened. | Presence of refined list/ database of members. | 1 Comprehensive database revised and new members added A total of 51 members accepted to join the Coalition 625 copies of election code of conduct printed and disseminated to members and ZCUs |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|--|--|--|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>Zonal coordinating units are institutionalized.</p> | <p>Presence of 11 institutionalized Zonal Coordinating units throughout the country (including Pemba).</p> | <p>1 1 Zonal Coordinating Units signed the operational MoU's with the Coalition 200 copies of standard operating procedures printed and 100 disseminated to members and ZCUs 1 ZCU from East lake zone conducted members' zonal meeting. The ZCUs conducted physical visit to the 70 offices of the applied HRDs Organizations to verify their existence. The ZCUs submitted Zonal physical visit Reports. 18 visits conducted to western lake zone, Central zone, Western zone, Central zone, East Coast zone, and Zanzibar</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILISTONES |
|--|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>Membership affairs are taken care of and improved.</p> | <p>Level of satisfaction of members through annual members' satisfaction surveys.</p> | <p>Members' quarterly newsletters (2) developed for the year 2019 which covers among other their successes.</p> <p>500 copies of the newsletters printed and disseminated</p> |
| <p>Public members are sensitized on HRDs' rights and solidarity on the same is created.</p> | <p>Number of public-reported incidents of HRDs violations.</p> <p>Frequency and type of HRDs issues discussed by the general public (e.g. through media).</p> <p>Extent of public support to HRDs.</p> | <p>14 radio programs organized by the Coalition which covered among others the rights and roles of HRDs. The programs were attended by members</p> <p>1 press statement released by members</p> <p>1 mission conducted to unveil the children's killing in Njombe</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|--|---|--|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights. 20 members surveyed to assess their capacities in organizational management.</p> |
| <p>Members' institutional capacity issues including financial management, human rights education, resource mobilization skills and strategic planning process are improved</p> | <p>Number of member organizations with operational policies and plans Percentage of THRDC members who are knowledgeable and applying the skills.</p> | <p>Out of 20 members surveyed, 11 were supported on strategic plan development 6 Members received funds from the funding institution</p> |
| <p>OUTCOME II (SO2) CAPACITY BUILDING AND EMPOWERMENT</p> | <p>OUTCOME INDICATORS</p> | <p>RESULTS/ MILESTONES</p> |
| <p>Human Rights Defenders are empowered and efficiently engaging in protection and promotion of human rights and HRDs' security.</p> | <p>Number of Human Rights campaigns and interventions initiated by HRDs on human rights issues Number of cases filled by HRDs on human rights violation incidents</p> | <p>11 recorded interventions 8 documented cases</p> |
| <p>Output 2.1</p> | <p>Number of HRDs knowledgeable on risks assessment and security management strategies Output Indicators (2.1)</p> | <p>461 HRDs attended training for the year 2019</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILISTONES |
|--|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>HRDs are knowledgeable on specific HRDs' rights, security needs and their responsibilities.</p> | <p>Number of security guidelines and policies developed by HRDs</p> <p>Number of actions spearheaded by HRDs to safeguard their rights</p> | <p>1 self-security guideline developed</p> <p>3 actions;</p> <p>so far, one during the New NGOs regulations bill HRDs organized a meeting to discuss the implication of the new bill on their operations.</p> <p>The second press issued by HRD during the ACHPR on the deterioration of human right situation in Tanzania</p> <p>The third is the case filled by HRDs to object the newly promulgated media service act under the ECJ.</p> |
| <p>Output 2.2</p> | <p>Number of actions ignited by HRDs in defending human rights</p> | <p>3 actions</p> |
| <p>Output Indicators (2.2)</p> | | |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILLSTONES |
|--|---|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>The media practitioners (mainstream and social) are empowered to protect themselves monitor and report on human Rights abuses against HRDs.</p> | <p>The quality and reliability of news produced by the media practitioners on HRDs issues</p> <p>Level of confidence among media practitioners to report actions against HRDs</p> | <p>Improved quality and reliability of news reported</p> <p>Three (3) media/Journalists has shown the increased confidence in reporting human rights violation issues including Watetezi Tv, Jamii Forums and Kwanza Online TV</p> |
| <p>Output 2.3</p> | <p>Decreased in number of media practitioners attacked as a result of reporting HRDs issues</p> | <p>For the year 2019 there is no such incidents</p> |
| <p>HRDs are empowered in domestic legal, policy and regulatory framework related to HRDs, media and CSOs operations in Tanzania.</p> | <p>Level of compliance by the HRDs to the legal, policy and regulatory framework on matters related to HRDs, media and CSOs operations in Tanzania</p> <p>Number of HRDs' initiated campaigns against unfriendly legal, policies and regulatory frameworks to their working environment</p> | <p>No reported incidence of HRDs suspension or deregistration because of failure to comply with the law.</p> <p>Seven (11) actions, media service act, DEDs to manage election processes in their Districts, NGOs act amendment, press statement on human rights situation in Tanzania, initiative to enact a law to online data protection and the initiative between TRA and CSO to develop a tax tool kit.</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|---|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>Output 2.4 HRDs are empowered in modern human rights ideas, international human rights systems and mechanism as part of continuing education for HRDs.</p> | <p>Output Indicators (2.4) Level of awareness by HRDs on regional and international human rights mechanisms.</p> <p>Number of HRDs engaging in various regional and international human rights mechanisms.</p> | <p>There is an increase on the level of HRDs awareness on regional and international human rights mechanisms which has also increased HRDs participation in such forums</p> <p>For the year 2019 more than 22 HRDs participated in regional and international forums in ACH-PR (Gambia and Egypt)</p> |
| <p>OUTCOME III (S03) ADVOCACY</p> | <p>OUTCOME INDICATORS</p> | <p>RESULTS</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|---|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1-The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>National Human Rights systems, frameworks, and plans on human rights and HRDs are effectively established, reformed and being implemented in accordance with Regional and International standards.</p> | <p>Number and type of National Human Rights system , frameworks, and plans on HRDs established, reformed and operating in accordance with the Regional and International standards</p> | <p>3-Review of the National Criminal Justice System (on progress)</p> <p>-Governments' plan to develop the Law Policy</p> <p>-Review of the National Human Rights Action Plan (In progress)</p> |
| <p>The extent to which HRDs issues are incorporated in Legal, Policies and National Human Rights Action Plans</p> | <p>The extent to which HRDs issues are incorporated in Legal, Policies and National Human Rights Action Plans</p> | <p>4- Review of the National Criminal Justice System. The review is expected to improve the National Criminal Justice System to reflect inter alia rights of criminal suspects. (on progress)</p> <p>-Governments' plan to develop the Law Policy</p> <p>-Review of the National Human Rights Action Plan (In progress)</p> <p>- Amendment of the Statistics Act. (Initially the Act criminalised publication of statistical data without prior consent from the National Bureau of Statistics)</p> |
| <p>Output 3.1</p> | <p>Output Indicators (3.1)</p> | <p>Output Indicators (3.1)</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILLSTONES |
|--|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1-The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>Researches and Publications for Advocacy are conducted and issued periodically.</p> | <p>Number of researches conducted periodically</p> | <p>4-Conduct a Baseline Survey for the Development of the National Human Rights Defenders' Model Policy</p> <p>-Case Based Study on Draconian Laws that affect CSOs/HRDs</p> <p>-Monitoring UPR accepted recommendations and developing UPR Midterm Report</p> <p>-Evaluation of the 2015 CSOs Election Manifesto and Preparation of the 2019/2020 CSOs Election Manifesto.</p> |
| <p>Output 3.2</p> | <p>Number of publications Issued periodically</p> | <p>3-Quarterly Newsletters</p> <p>-THRDC 2018 Annual Progressive Report</p> <p>-THRDC-HRDs 2018 Situation Report</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|--|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>A model HRDs' resource centre is established and furnished with all relevant facilities and publications</p> | <p>Presence of Functional resource Centre. Number of Publications available</p> | <p>In 2019 the resource centre was furnished with necessary publications 115 different publications were procured in 2019 2922 publications are now available in the Resources Centre in 2019</p> |
| <p>Output 3.3</p> | | |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|---|--|--|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>THRDC effectively engaged with the parliament, judiciary, the government and other state apparatus for reform and enactment of laws, frameworks, plans and policies related to HRDs.</p> | <p>Number of engagements THRDC's organized, invited and aired out their views on HRDs issues</p> | <p>7 -In March 2019 the East African Court of Justice declared multiple provisions of the Media Services Act violate press freedom and freedom of expression. This followed a case instituted by the THRDC, LHRC and MCT</p> <p>-A meeting was conducted (July 2019) with the MoHCDGEC about the Evaluation on the Contribution of CSOs in Tanzania</p> <p>-Commemoration of the 6th HRDs Day</p> <p>-2 trainings to senior Police Officers</p> <p>-CSOs Directors Annual Reflection Meeting. Issues of taxation of CSOs were well discussed</p> <p>-Engagement with the MOCLA and MoHCDGEC during the development of the UPR Midterm Report</p> |
| | <p>Number of CHRGG's and LRCTs plans which reflect HRDs issues.</p> | <p>After a series of meetings and letters written to several stakeholders including a letter to the President of the URT the process of identifying and appointing the Chairman and Commissioners of the CHRAGG was initiated. New Chairman and Commissioners were appointed</p> |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILESTONES |
|--|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>Output 3.4</p> | <p>Output Indicators (3.4)</p> <p>Number of parliamentary committees' agenda and reports which reflect HRDs issues.</p> | <p>3- The issue of Lack of Chairman and Commissioners of the CHRGG has been widely discussed during the Parliamentary Budget Sessions</p> <p>-Comments on the amendment of the statistics Act and Misc. Amendment Act No.3 of 2019</p> <p>-Comments by Members of the Parliament on various laws that affect HRDs Rights (Civil and Political Rights)</p> |
| <p>The international and regional human rights instruments related to HRDs are advocated, ratified and/or domesticated into national frameworks.</p> | <p>Number of International Human Rights instruments signed</p> <p>Number of I/R Human Rights instruments domesticated into national legal frameworks</p> <p>Number of HRDs accessing regional and international human rights mechanisms.</p> | <p>NIL</p> <p>NIL</p> <p>More than 20 CSOs</p> |
| <p>Output 3.5</p> | <p>Output Indicators (3.5)</p> | |



| OUTCOME 1 | OUTCOME INDICATORS | RESULTS/ MILLSTONES |
|---|--|---|
| <p>THRDC's Members and the general public are mobilized and effectively address HRDs and human rights protection issues.</p> | <p>Number of public actions against HRDs and human rights violation</p> <p>Increased awareness among THRDCs members on the HRDs rights</p> | <p>1 The Coalition engaged fourteen (14) members for media programs for the purpose of advocating for various human rights issues to the general public. The media engagement increased awareness to the public on the right of albinism, gender based violence and domestic violence to women, laws affecting CSOs, Child rights and women Rights.</p> |
| <p>Mobilized and sensitized HRDs solidarity and networking (to collectively work together) with other stakeholders such as media, private sector, development partners, and government officials on HRDs issues and human rights.</p> | <p>Number of HRDs who attend domestic, regional and International Human rights forums.</p> | <p>More than 20</p> |
| | <p>Number of joint working group/ forum formulated</p> | <p>2</p> <p>Working Group on Civic Space</p> <p>-Ushiriki Tanzania (A group of CSOs working of Democratic Rights)</p> |
| | <p>Number of CSOs partnering with THRDC to advocate for HRDs Issues</p> | <p>More than 200 CSO</p> |



| OUTCOME 4 Protection and Legal Aid | OUTCOME INDICATORS | RESULTS |
|---|---|---|
| HRDs' security and protection mechanisms are strengthened. | | |
| Outputs | Output Indicators | Results |
| HRDs' self-protection guideline improved and used. | Presence of Guideline on self-protection. | At least more 100 members were trained on fire and first aid. |
| | Number of HRDs using the Guidelines (and in a right way) | 22 staff were trained on physical and digital security Staff devices were encrypted and secured |
| Emergence protection Fund is mobilized and being used to support emergence services. | Number of HRDs supported | Review of the THRDC protection mechanism 8 HRDs were supported using Emergence fund |
| Legal aid services (through legal empowerment approach) are provided to HRDs in need of it. | Number of HRDs received legal support | 18 HRDs were supported with legal representation |
| Referral mechanisms of HRDs' survivors or victims of violations are operationalized. | Extent of mechanisms establishment | The THRDCs protection mechanisms reviewed and a new one developed |
| Documentation of HRDs violations, fact finding missions and interventions improved. | Number of incidents of violations recorded/documented and fact finding missions conducted | More than 58 incidents were recorded and used to compile the 2019 Annual Situation Report of HRDs 2 fact finding missions were conducted |



| OUTCOME 5 | OUTCOME INDICATORS | RESULTS |
|--|--|---|
| <p>Performance and sustainability of THRDC enhanced</p> | <p>Number and type of organizations' operational manual, systems and policies</p> <p>Percentage of staff's members and volunteers retention over a period of time.</p> <p>Improved organizational operations performance (OCA)</p> | <p>THRDC has all key operational manual, system and policies. However some few documents will be developed in year 2020 including the risk management policy, succession plan and ICT policy</p> <p>THRDC retained all staff for the year 2019 and recruited 8 volunteers and five new staff</p> |
| <p>Outputs</p> <p>Resource mobilization strategy is developed and being used for THRDC sustainability.</p> | <p>Output Indicators</p> <p>Presence of operational Resource mobilization strategy.</p> <p>Presence of THRDC own sources of funds</p> <p>Number of THRDCs donors/partners.</p> | <p>Results</p> <p>One staff responsible for the operationalization of the strategy.</p> <p>11 donors/ development partners (current and potential)</p> |
| <p>Financial management systems are improved and kept up-to-date.</p> | <p>Presence of operational financial management systems and policies</p> <p>Extent to which THRDC comply to donors and the Government of URT on financial management procedures</p> | <p>THRDC has comprehensive financial management systems and policies.</p> <p>THRDC is complying to all required financial management procedures including conducting financial auditing, fraud avoidance precautions, submitting staffs payee to the responsible authority within the specified time (no compliance challenge so far)</p> |



| OUTCOME 5 | OUTCOME INDICATORS | RESULTS |
|---|--|--|
| <p>Skilled and sufficient staff and volunteers are recruited, motivated, capacitated and maintained for THRDC sustainability.</p> | <p>Number of staffs hired per each result area. Number of volunteers working with THRDC. Number of capacity building trainings/studies provided to staff. Proportion of staff maintained over period of time.</p> | <p>Five new staffs hired to cater for the staff gap. engaged volunteers 4 capacity building training conducted</p> <ul style="list-style-type: none"> - Security management - Records management - Team building, leadership and stress management - CSOs tax compliance |
| <p>THRDC's governance system is improved and effectively adhered to.</p> | <p>Presence of update constitution. Presence of a comprehensive organization structure. Number of Constitutional (oversight) meetings conducted. Number of Board Meetings conducted.</p> | <p>Constitution reviewed and amended and submitted to registrar for approval Organizations structure reviewed and re-structured to suit the current organization needs 4 Board meeting conducted</p> |
| <p>Office working facilities are procured and efficiently used.</p> | <p>Number and type of office facilities procured.</p> | <p>1 office generator procured Computer, chairs, tables, 2 containers</p> |
| <p>Monitoring, Evaluation and Learning (M, E & L) system is designed and being implemented.</p> | <p>Number of Management Meetings conducted. Improved programs performance</p> | <p>7 management meetings conducted</p> |

