



PRACTICES FOR GIRLS AND WOMEN

CAREER DEVELOPMENT FOUNDATION

PGWOCADÉ ANNUAL REPORT

2024

PGWOCADÉ

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LIST OF ABBREVIATIONS

AGYW	–	Adolescent Girls and Young Women
AIDS	–	Acquired Immunodeficiency Disease
CAMMAC	–	Coalition to Address Maternal Mortality due to Unsafe Abortion due to its Complications
CRR	–	Centre for Reproductive Rights
CSO	–	Civil Societies
CWHRD	–	Coalition for Women Human Rights Defenders
EUR	–	Euro
GBV	–	Gender Based Violence
HIV	–	Human Immunodeficiency Virus
HYDO	–	Hope for Youth Development Organization
LHRC	–	Legal and Human Rights Centre
NGO	–	Non–Governmental Organizations
PGWOCADE	–	Practices for Girls and Women Career Development Foundation
SRH	–	Sexual Reproductive Health
SRHR	–	Sexual Reproductive Health Rights
TAWLA	–	Tanzania Women Lawyer’s Association
TLS	–	Tanganyika Law Society
TZS	–	Tanzanian Shillings
USD	–	United States Dollars
VSLA	–	Village Savings and Loans Association
WGNRR	–	Women’s and Global Network for Reproductive Right

MESSAGE FROM BOARD CHAIR PERSON



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"As we reflect on the achievements of the past year, I extend my heartfelt gratitude to our donors, stakeholders, and beneficiaries who have collaborated with us in our mission at PGWOCADe. Your unwavering support has been instrumental in driving our initiatives forward and achieving significant milestones for the year 2024.

In the 2024 report, we focus on critical areas vital for the empowerment of women and girls. Our efforts in Sexual and Reproductive Health and Rights (SRHR,) aim to increase contraception uptake among adolescent girls and young women (AGYW) living with HIV, thereby reducing the risk of mother-to-child transmission. We are dedicated to addressing educational barriers by challenging harmful social and cultural norms, such as child marriage, early pregnancy, and forced marriage, which hinder the progress of women and girls.

Additionally, we are committed to strategic litigation to improve legal environment that limit girls' access to SRHR services, ensuring that every girl has the right to make informed choices about her health. Our focus on economic empowerment seeks to increase girls' participation in entrepreneurship, particularly in agriculture and tailoring, providing them with the skills and resources needed to thrive.

Together, we have made remarkable strides, and I am confident that with your continued support, we will further our impact in the coming year. Thank you for being an integral part of our journey towards a more equitable and empowered future for women and girls in Tanzania."

Adv. Walta Carlos

PGWOCADe BOARD CHAIRPERSON

MESSAGE FROM THE EXECUTIVE DIRECTOR

DEAR BENEFICIERS, PARTNERS, STAKEHOLDERS, AND SUPPORTERS.

It is with great pride and gratitude that I present to you the 2024 Annual Report for Practices for Girls and Women Career Development Foundation (PGWOCADÉ). This year has been both challenging and transformative as we worked tirelessly to advance the rights, health, and well-being of adolescent girls and young women (AGYW) across our strategic areas.

“

Women and girls in Tanzania face significant challenges due to patriarchy and other unsupportive systems that limit their rights and opportunities. Gender inequality restricts access to education, Health services, economic resources, and decision-making roles, while harmful practices like early marriage and gender-based violence remain widespread. Limited access to healthcare, land ownership, unfavorable policies and laws and financial opportunities further marginalizes women.

To address these issues, we have taken strategic actions to empower adolescent girls and young women (AGYW). We increased contraception uptake among AGYW living with HIV to reduce mother-to-child transmission. In education, we advocate against child marriage and early pregnancies through community engagement. Our strategic litigation targets discriminatory laws limiting SRHR services, driving policy reforms. We trained girls in entrepreneurship, agriculture, and tailoring to foster financial independence. Through these initiatives, we challenge poor systems and norms and promote gender equality, ensuring women and girls can actively contribute to Tanzania's development agenda.

As we reflect on the achievements of 2024, we are reminded that continued collaboration, innovation, and determination. Let us continue to stand together in our mission to empower girls and women and create a future where their rights and opportunities are fully realized.

Dr. Jackline Angelo Tung'ombe

PGWOCADÉ EXECUTIVE DIRECTOR.





ORGANISATION

ABOUT US AND WHAT WE DO.

PGWOCADÉ was built around the experience and vision of the founder, Dr. Jackline Tung'ombe, who looked back when she was one of the 7 young girls out of 322 to graduate ordinary level in her class. The 322 girls did not lack ability, but the community did not prioritise their education. Girls were married off instead of sent to school, and child marriage and teenage pregnancy pushed one girl after another out of the classroom.

Refusing to accept that this was normal, Dr. Jackline and 4 volunteers began a movement in Tanzania to promote girls' education, speak out against child marriage, and open access to youth-friendly health services. On 16th April 2018, the movement was formally registered under Tanzania's NGO Act, 2002, as PRACTICES FOR GIRLS AND WOMEN CAREER DEVELOPMENT FOUNDATION (PGWOCADÉ).

PGWOCADÉ works throughout Tanzania. PGWOCADÉ is a female led, led by a team of youth staffs and volunteers. We work alongside government, schools, health facilities and communities. We have established a system to guide our intervention.

Know → Access → Protect → Acquire → Lead

- **Know:** Girls understand their bodies, their health and their rights.
- **Access:** Girls reach education and health services, and stay in school or return to it.
- **Protect:** Girls are shielded from child marriage, early pregnancy and violence, with families and communities standing behind them.
- **Acquire:** Young women gain the skills, income and capital to support themselves.
- **Lead:** Young women become mentors and advocates who open the door for the next girl.

Each stage strengthens the next. A girl who understands her body is better protected from early pregnancy. A girl who stays in school is less exposed to child marriage. A young woman with an income has power over her own choices. And a woman who has walked this path becomes the mentor and leader to the next girl needs.

VISION AND MISSION



OUR PURPOSE

We aim at creating an equal world which aid girls and women right and promote equality.

OUR MISSION

To empower and promote young girls and women in realization of their goals through capacity building, development support, access to education, health and nutrition.

OUR VISION

A society integrating girls and women in national development agenda

OUR CORE VALUES

- Integrity
- Accountability
- Confidentiality
- Inclusion
- Equality

OUR FOCUS AREAS

EDUCATION & PROTECTION

Girl child education and protection

We work to give girls a good education by improving systems and social norms that keep them safe. We want to stop harmful practices like child marriage and gender-based violence.

SRHR

Sexual reproductive health and rights

We support AGYWs in understanding and exercising their sexual and reproductive health right. This improves access to accurate information, health services like family planning, and maternal care and advocating for better health systems and policies.

HEALTH & NUTRITION

Community health and nutrition

We help communities and health centers through awareness and improve access to health care and provide training to strengthen their services for disease prevention, treatment and cure. We also raise awareness about proper nutrition and its importance for better health, especially for women, children and adolescents' girls.

ECONOMIC EMPOWERMENT

Economic and career development

We seek to advance the economic empowerment of women and girls by increasing women capacity, skills development, amplify their voice, increase visibility, increase promotion in different career and take part to lead in decision making to promote gender equality.

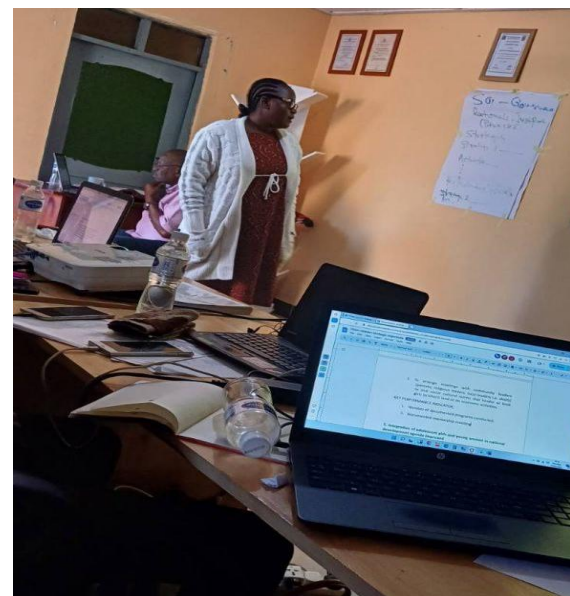
DEVELOPMENT OF A FIVE YEARS' STRATEGIC PLAN

In 2024, our organization developed a five-year strategic plan to strengthen operations and achieve sustainable outcomes. The plan, informed by a review of past performance and analysis of key trends, focuses on expanding health, education, and nutrition programs, supporting youth with SRHR and GBV initiatives, and improving financial sustainability through resource mobilization. Adopted early in the 2024 year, the plan serves as a roadmap to guide our actions and increase our impact. It will be regularly reviewed to ensure it stays responsive to emerging needs and challenges. This plan is now helping us stay focused and organized, as we work toward achieving our goals by 2028. We are excited about the future and the impact this plan will have on our organization and the community.



This project, supported by The Rukwa Foundation, to strengthening our organization to improve our work and impact. The goal was to strengthen PGWOCADÉ's efforts in empowering girls and women, increasing access to education, improving health and nutrition outcomes, and ensuring their inclusion in national development agenda.

The support we received helped us improve our skills and knowledge, ensuring that we can effectively carry out the plan. We have already seen some early positive results, including better management of our resources, more efficient programs, and stronger relationships with our partners. This plan is now helping us stay focused and work in an organized manner, as we work toward achieving our goals by 2028. We are excited about the future and the impact this plan will have on our organization and the community.



"PGWOCAD staff, Getrude, presenting the SWOT analysis, highlighting the organization's strengths such as a strong and unique structure with a clear chain of command, impactful engagement with over 50,000 individuals, and the ability to secure donor funds for both donor-funded and non-funded projects. She also discussed key opportunities, including a favorable political and policy environment for addressing public needs, a common national language for effective

" PGWOCAD staff, Aziza, presenting on PEST analysis, focusing on political, economic, social, and technological factors to help understand the external macro-environmental factors that may impact the organization's operations and decision-making."



PGWOCADE staff participated in a strategic plan development workshop facilitated by Consultant Prof. John Kessy from Sokoine University. The workshop focused on shaping PGWOCADE's five-year strategic plan (2024–2028) to enhance its mission of empowering girls and women. This collaborative session provided a platform for strategic discussions, ensuring the organization's programs align with its vision and long-term goals.



PGWOCADE staff participated in a capacity-strengthening training on the **Strategic Litigation Process**, facilitated by Strategic Litigation Consultant **Advocate Peter Majanjara**. The training aimed to enhance the team's understanding of legal frameworks, litigation strategies, and in-court advocacy approaches to support girls and women in accessing justice. Through interactive sessions, staff gained insights into case identification, legal redress mechanisms, and strategic interventions to address gender-based violence and human rights violations. This training reinforces PGWOCADE's commitment to empowering women and advocating for legal and policy reforms that promote gender equality and justice.

AGYW-LEAD II PROJECT



This project aimed to reduce transmission of HIV/AIDS among AGYWs in Songwe region. It focused on improving the SRH of women and girls aged 15 to 28 years at risk of unintended pregnancies by 2.0% from 6.0% by 2026 in Momba District Council and Songwe Council. To achieve this, the project provided education and information on safe sex practices while ensuring better access to contraception and family planning services and we strengthened HIV treatment and healthcare services in health centers to improve drug adherence, ensuring that those affected receive the care they needed. The project also worked to reduce stigma and discrimination related to HIV/AIDS and reproductive health, creating a more supportive environment for young women and girls living with HIV/AIDS.

KEY ACHIEVEMENTS

We enhanced the quality of HIV/AIDS treatment, care, and service delivery in health centers by strengthening their capacity to deliver comprehensive HIV services. This approach aimed at increasing drug adherence and improving the quality of life for adolescent girls and young women (AGYWs) living with HIV/AIDS. Through these efforts, we established four support groups, each consisting of ten AGYWs living with HIV/AIDS across two healthcare centers allocated in Maghamba and Mbuyuni Wards, Songwe Region. Additionally, we organized two Village Savings and Loans Association (VSLA) groups, each comprising ten AGYWs, which included both those affected by HIV/AIDS and those who are not. These groups were linked to healthcare providers, who were trained to deliver direct support and education to enhance accessibility and knowledge of health services and to empower group members with entrepreneurial skills, with a particular emphasis on increasing awareness and use of contraceptives, we collaborated with six healthcare workers, one from each group, to help establish and supervise the AGYW support groups within their respective health centers. This partnership has ensured continuous support and mentorship for the groups and has strengthened our program's outreach. We organized a community awareness campaign focused on HIV/AIDS and entrepreneurship skills, which attracted 65 AGYWs and 127 community members. This campaign enabled us to engage directly with the community, reaching a total of 177 stakeholders and thereby expanding our program's impact and fostering community involvement. We successfully supported one AGYW in attending the Global Fund meeting where she met a Global Fund representative in Dodoma, Tanzania during their visit. This experience has empowered her to become an AGYW ambassador, advocating for enhanced HIV/AIDS care and services and ending GBV, with continued support from our organization facilitated by HERVOICE FUND. Through her involvement, she now serves as a champion for ending sexual violence

PROJECT

Highlights

AGYW VSLA Group Meeting.

Members of a AGYW VSLA group engage in a discussion on accessing youth-friendly Sexual and Reproductive Health and Rights (SRHR) services, with a focus on HIV prevention and contraception uptake. The meeting empowers young women with knowledge and resources to make informed health choices.

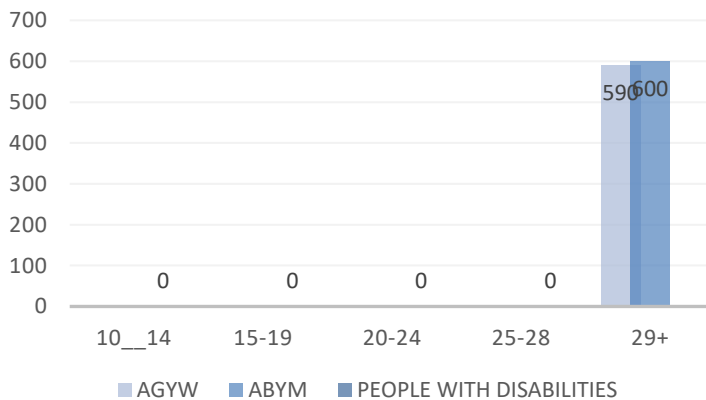


#sexualreproductivehealthmatters

PGWOCAD Program Manager on a support supervision visit at a health center, actively assessing service delivery and engaging staff to ensure quality and efficiency of friendly Sexual and Reproductive Health and Rights (SRHR).



PROJECT BENEFICIARIES



#whengirlslead

AGYW Actively Engaging in Community Dialogue on Family Planning Participants share insights and experiences to address challenges in service delivery and uptake, fostering informed decision-making and improved health outcomes.



workers within these centres. Our goal was to ensure

Our organization took a comprehensive and structured approach to addressing stigma and discrimination against AGYW. We began by conducting in depth review of existing laws and policies related to stigma and discrimination. This review aimed to identify potential gaps in protections available to AGYW, with specific focus on how these laws and policies could be improved to better safeguard their rights. To ensure that our process was inclusive and the voice of those directly affected were represented we invited three adolescent girls and two young women from our target group to participate actively in this policy review. Beyond policy analysis, we recognized the need to understand the current levels of stigma within the community and at local health centres. We made a thorough assessment to identify areas where stigma and discrimination were still

prevalent, particularly in healthcare settings, where AGYW often face significant barriers.

This assessment allowed us to pinpoint specific gaps in both awareness and the practical application of anti-stigma measures. To close these gaps, we provided targeted support and supervision to health

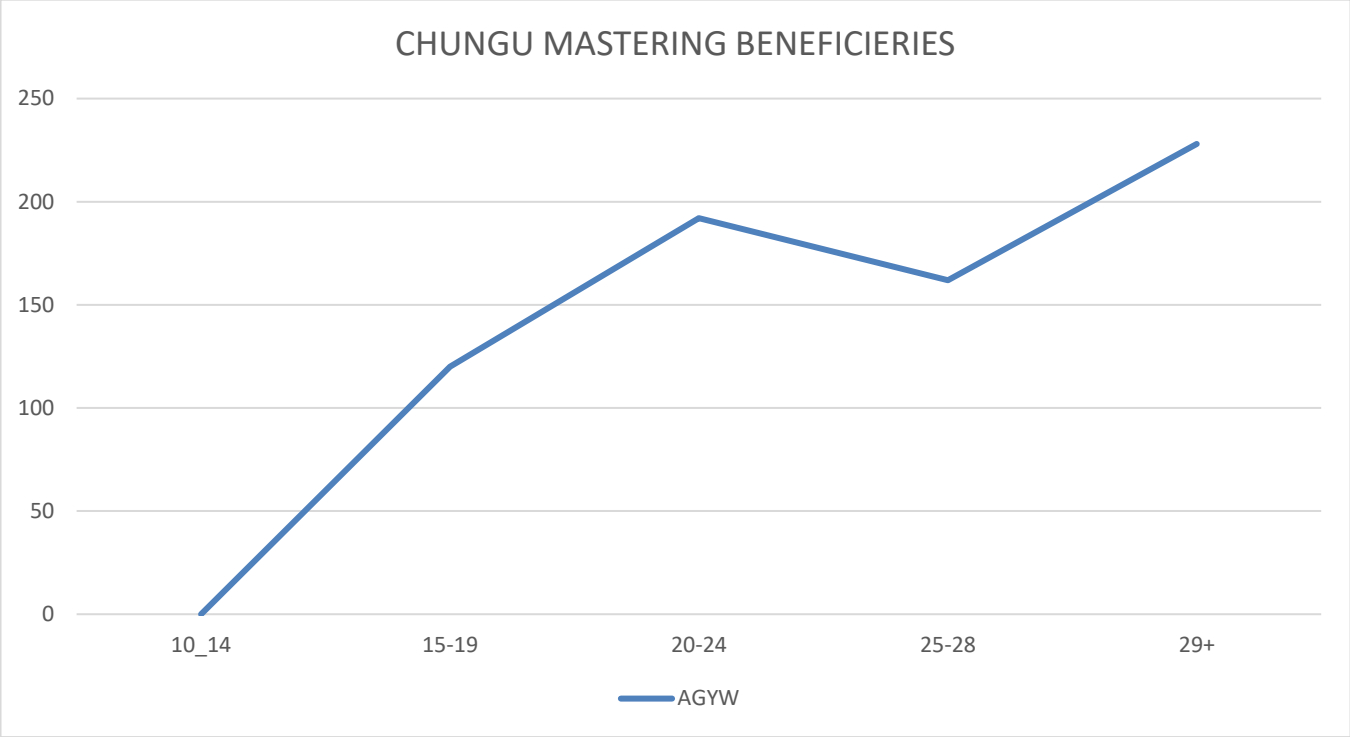
that all health workers were well-versed in anti-stigma and anti-discrimination policies and were committed to treating individuals living with HIV/AIDS with dignity and respect. Through regular check-ins and guidance, we reinforced the importance of adhering to these policies in daily practice. The major component of our advocacy work involved public awareness campaign aimed at changing public perceptions and attitudes. We launched these campaigns both online and offline, utilising various forms of media to amplify messages about stigma reduction. We also prioritized storytelling as a powerful tool, sharing articles, publications, and personal experiences of those affected by HIV/AIDS. This approach allowed us to humanize the issue, fostering empathy and understanding within the community, we engaged in lobbying efforts to enhance public awareness of the legal protections available for people living with HIV/AIDS. Our aim was to inform both health professionals and the general public about the rights of these individuals, building a broader base of support for stigma reduction efforts. Through these combined strategies, we worked toward a more informed, compassionate, and inclusive society for AGYW living with HIV/AIDS

CHUNGU MASTERING PROGRAM



Chungu mastering program was designed to empower adolescent girls and young women with the leadership, entrepreneurship and personal skills they need to succeed in both personal, economical and leadership aspects of their lives, this program was supported by The Rukwa Foundation. The purpose of the Chungu program was to address the gap in access to career, leadership guidance, life skills, and financial among young girls in 4 wards of the Sumbawanga municipal, by targeting these communities, the program aimed to equip participants with the knowledge and resources they need to confidently navigate their personal and professional lives, ultimately enabling them to break barriers literacy and succeed in their future endeavors. The program successfully reached 20 girls, aged 15 to 28, from the Kizwite, Chanji, and Kantandala wards in the Sumbawanga Municipal, Rukwa region. All training sessions offered a dedicated space for interactive workshops. These workshops covered essential topics, including self-awareness, goal setting, entrepreneurship, financial literacy, business evaluation, saving, business setting and leadership. Through a series of weekly sessions, the program provided a platform for participants to learn and grow.







CHUNGU mastering program focusing on economic empowerment

Chungu focused on economic empowerment is evident through its approach to equipping AGYW with essential financial and entrepreneurial skills. By offering workshops the program aimed to foster economic independence and sustainable livelihoods for the participants.

Entrepreneurship and business setting, the program provided participants with the skills needed to start and manage their own businesses. Included practical training on how to identify viable business opportunities, develop business plans, and understand market dynamics.

Financial literacy and saving, the program ensured that participants gained the knowledge necessary to make informed financial decisions. This included budgeting, saving strategies, and responsible financial management, empowering them to build and sustain financial security.

Business evaluation, Participants learned how to assess and evaluate the performance of their businesses, enabling them to make data-driven decisions and adjust their strategies for growth and sustainability.

What is the link between AGYW economic empowerment and human rights?

AGYW economic empowerment and human rights is deeply interconnected, evident in the Chungu Mastering Program's approach, where we see this in program **Economic independence and reduced vulnerability**, Economic empowerment through programs like Chungu Mastering enables AGYW to achieve financial independence, reducing their economic dependence on others, which is often a root cause of exploitation and GBV.

Access to education and information, by providing leadership, career guidance, and financial literacy, the program upholds the human rights of AGYW to education and information. Knowledge is power, and when girls are informed about their rights and financial opportunities, they are better equipped to make decisions that protect them.

Enhanced self-Esteem and leadership, Training on self-awareness, goal setting, and leadership builds confidence and assertiveness, empowering AGYW to stand up against violence and discrimination. This fosters a culture of human dignity and respect, fundamental aspects of human rights.

Breaking social norms and stereotypes, Economic empowerment challenges traditional gender norms that often contribute to GBV. When AGYW are seen as leaders and economic contributors, societal perceptions shift, reducing the power imbalances that lead to violence and discrimination.

Community awareness and change, Chungu Mastering, indirectly influence social norms by educating participants who then become change agents within their communities. Contributes to a societal shift equality and respect for human rights.



Examples of Chungu long-term win?

Here are some examples of long-term wins that will result from the Chungu mastering program

Economic empowerment and financial independence, Participants who received training on entrepreneurship, financial literacy, and savings may establish and grow their own businesses and contribute overall economy.

Leadership and community impact, some AGYW may take up leadership roles in their communities, schools, or local government structures, advocating for the rights and welfare of other AGYW, fostering a culture of female leadership.

Increased educational and career aspirations, Exposure to goal-setting and career guidance will inspire participants to pursue further education or vocational training, leading to improved career opportunities, breaking the cycle of poverty.

Social change and breaking stereotypes, by confidently navigating personal and professional lives, participants can challenge traditional gender norms, inspiring other girls to pursue ambitions beyond societal expectations.

Community development and mentorship, Graduates will become mentors for other girls in their wards, creating a ripple effect of knowledge transfer and empowerment, sustaining impact beyond its duration.

Success Stories



“
We girls are the ones who have a role to speak up and fight for our dreams to lead the community and advance our economy, if we remain in poverty and lack voices, we will continue to face violence and lack access to essential services including SRHR services”.

Glory Msenuka from Kizwite Ward, Sumbawanga District.

“
Before joining Chungu mastering program, I wasn't confident, I was unsure of my dream, as a tailor, I never thought I would turn my skills into a marketable business”.

Eva Gervas

from Chanji Ward, Sumbawanga Municipal Council.

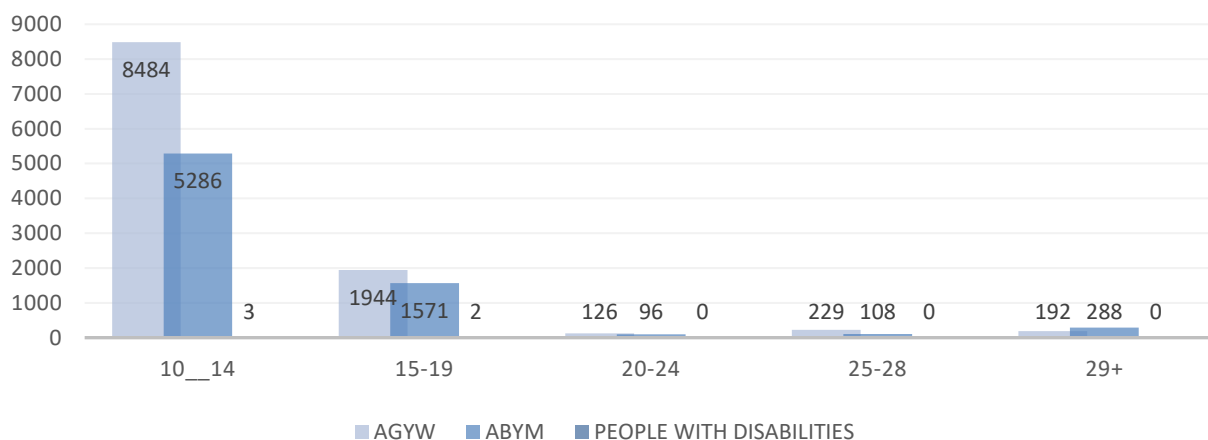


“PGWOCADE staff and adolescent girls and young women (AGYWs) working together to learn how to set clear and achievable goals. They discussed short-term, medium-term, and long-term goals, focusing on the key qualities that make a goal effective, such as being specific, measurable, attainable, relevant, and time-bound.”

YOUNG HERO PROJECT (SHUJAA MDOGO)



PROJECT BENEFICIARIES



THOUSANDS OF GIRLS IN RUKWA REGION BENEFIT FROM OUR YOUNG HERO PROJECT.

The Young Hero project was designed to address and eliminate outdated cultural practices that affect girls' education in Kalambo and Nkasi districts. Practices such as child marriage, early pregnancies, and other gender and child violence are significant obstacles that prevent many girls from accessing and completing their education. These practices are deeply rooted in cultural norms and often go unchallenged, leaving girls vulnerable to exclusion from education and social development.



Building Capacity of Girls

Throughout the year, the project conducted 20 trainings across 20 schools, both primary and secondary. These sessions reached 1,670 girls and 1,149 boys, equipping them with crucial knowledge about the value of education, the dangers of early marriage and teen pregnancy, and the causes and impacts of child violence. For example, at Mwanjale Secondary School, girls who attended the sessions displayed increased confidence and awareness about their rights. This resulted in a noticeable decline in absenteeism among female students, as they became more motivated to pursue their education.

Improved self-esteem, confidence and learning



In the targeted schools, there was a noticeable improvement in girls' academic performance. Specifically, at Primary School in Nkasi DC, girls' performance rates increased significantly. This improvement is attributed to their enhanced commitment to education, driven by the project's awareness sessions and continuous encouragement.

A teacher at Ntalamila Primary School reported that girls are now participating more actively in class, showing greater ambition to excel academically. For instance, one student, Maria, who previously struggled with low grades, improved her performance remarkably and even ranked among the top 10 in her class.

**SELF ESTEEM AND
SELF CONFIDENCE:**

**A POWER TOOL FOR
IMPROVED LEARNING TO
BOOST PERFORMANCE**

**AN EYE TO
GIRLS AT
RISK AND
VICTIMS
RESCUE.**

Rescue of Girls from Early Marriage

The project played a significant role in rescuing 5 girls from early marriages. These girls were placed in safe centers where they received shelter, education, and counseling. They were also integrated back into schools, allowing them to continue their education.

One notable case involved Shaida (not her real name), a 14-year-old girl who was rescued from an arranged marriage. After receiving counseling and support, Amina resumed her education at Mkamba Secondary School, where she is now an active participant in school activities and





ires to become a teacher.



Our program manager MS. Mary Chipeta delivering her speech during the commemoration of the international child rights day.



STAKEHOLDERS
REACHED = 50



"The District Commissioner of Kalambo Dr. Lazaro Komba, together with different stakeholders, in a group photo during the celebration of the Day of Africa Child. The event highlighted the importance of children's rights and brought together leaders, organizations, and community members to support the well-being of children. In his speech, the District Commissioner insisted on the importance of sending children to school so they can achieve their dreams and have a better future."

Calling on stakeholders' collaboration on ending poor social cultural norms and practices limiting girls access to education.

The project engaged 50 stakeholders (including government officials, religious and traditional leaders) in discussions about the benefits of girls' education. This helped to generate a broader stakeholder's commitment to supporting girls' education. Everyone must take part in challenging the deeply entrenched norms that sustain violence against women and girls.



PROJECT OBJECTIVES

5

Priority Goals

In this report, we emphasize the goal of ensuring that adolescents are protected from social cultural norms that limit their education, stay safe in schools, improve their performance to create better economy and end generational poverty.



The objectives of the YOUNG HERO Project are to enhance girls' awareness on importance of education and increase the number of adolescent girls who stay in school and reach their goals. To increase stakeholders' accountability in the implementation of re-entry policy. To ensure the importance of girl child education is adequately understood and implemented by the girls and stakeholders. To ensure the end of socio-cultural norms and practices that lead to early marriages and pregnancy. In addition, Practices for Girls and Women Career Development Foundation aiming to ensure community accountability on increasing girl's safety and protection.



Open up conversation towards Socio-cultural norms and practices limiting girl's education

Stakeholders Meeting

Kicking on the *YOUNG HERO* project, we held a stakeholders' meeting in Nkasi and Kalambo districts. The meeting brought together various government leaders and heads of school from all the schools and wards where the project will be carried out. The main purpose was to launch the *YOUNG HERO* project, which aims to address the social and cultural norms that limit girls' access to education. During the meeting, stakeholders discussed ways to eliminate these barriers and ensure that girls can access education safely and freely. The stakeholders also shared their feedback, advice, and ideas, as well as committed to collaborating in the successful implementation of the project.



"I think this project will really help reduce harmful socio-cultural practices. I also encourage other stakeholders, especially the head of schools to cooperate and support the project when visited by representatives at their schools."

Janeth Adamson WEO from Kasanga ward, Kalambo DC

"I believe the project should focus more on using school's capacity building session and organizing village meetings as key strategies to challenge harmful cultural practices and ensure girls have access to education."

Dimoso Alex

*From Kalambo District Council
Mkoe ward.*

Stakeholders suggested that after the completion of the first phase, we should come up with *YOUNG HERO PROJECT PHASE II*.

They recommended expanding the project to include more wards and schools. They also emphasized the importance of the government building hostels to improve the safety of girls and help increase their academic performance. This feedback was valuable in planning for the future of the project and ensuring continued support for girls' education.



"I am truly grateful for bringing this important project to Nkasi District. This initiative will go a long way in addressing harmful socio-cultural practices and ensuring that girls have access to education. Thank you for your dedication and support. On behalf of Nkasi District Council, we promise to offer all the cooperation needed during the implementation of this project."
Augustino Bayo,
Nkasi District Executive Director



"After completing Phase I of this project, I suggest that we move on to Phase II. In this next phase, we should include more wards and schools to ensure the project reaches even more communities and has a greater impact."
Wilfred Myuyu, Headmaster from Myula sec, WEO from Myula ward, Nkasi DC



"Welcome to implement the project in Kalambo District. The government recognizes the valuable contribution of stakeholders in bringing development to its people. You are warmly welcome!"
Mr. Wambura,
District Community Development Officer,
Kalambo District Council

Schools' Capacity Building



In this project, PGWOCADÉ built the capacity of students in both primary and secondary schools. In primary schools, our focus was on educating students about child violence, its causes, and its harmful effects. The goal was to raise awareness among young children about the importance of their safety and the negative impacts of violence, so they can protect themselves and others.

In secondary schools, PGWOCADÉ held sessions on child marriage and teenage pregnancies, emphasizing the negative consequences these issues have on young people's health, education, and future opportunities. These sessions aimed to challenge and change some of the social and cultural norms that support early marriage and teenage pregnancies, which are major barriers to girls' education. By addressing these issues, we aimed to empower students with the knowledge to recognize, prevent, and respond to these challenges. This helps reduce the social and cultural barriers that limit girls' access to education. These activities also contribute to the overall well-being of children and youth, giving them the tools to make informed decisions and pursue their education without the fear of social and cultural limitations.



A child with education is a child with hope! PGWOCADÉ reminded communities that education is the key to success. Let us stand together for a future where every child learns and thrives!

TOTAL NUMBER OF STUDENTS REACHED 2819

BOYS REACHED 1149,

GIRLS REACHED 1670



Ending sexual violence against AGYW.

Stakeholders from government representatives, community leaders, religious leaders, NGOs, and traditional leaders, actively engage in a capacity-building meeting. The meeting focuses on addressing community norms and practices that perpetuate early sexual debut and sexual violence. Through open dialogue, knowledge sharing, and strategic planning, participants collaborate to develop culturally sensitive and sustainable solutions. This initiative aims to empower communities to create safer environments, ensuring the protection and well-being of girls and women.



COLLABORATIVE EFFORTS IN ADVANCING WOMEN AND GIRLS' RIGHTS.

'Every child under 18 must protect themselves from all forms of violence. It's important to speak up and report any violence you see or experience. We all have a role in keeping children safe. By supporting each other, staying aware, and knowing where to get help, we can create a safer world for everyone.'

'This training has truly opened my eyes to the different forms of violence and how to protect myself. I now understand the importance of speaking up and seeking help. It has given me the confidence to make safer choices, and I will share what I've learned with others in my community. This session has made a real difference in how we approach the issue of violence.'

Malaika PGWOCADÉ FOUNDATION's staff



Children's Rights

We celebrated the Day of the African Child by advocating for every child's right to education, we joined hands to share knowledge and distribute flyers highlighting the importance of education in shaping a brighter future. Every child deserves the opportunity to learn, grow, and achieve their dreams. Together, let's break barriers and ensure that education remains a priority!

Ending child violence

Our staff conducting a capacity-building session on child violence at Kituku Primary School, equipping teachers, students, and the community with knowledge on how to recognize, prevent, and address child violence. The session emphasized the importance of reporting cases through established channels, including village leaders, social welfare officers, and law enforcement, to ensure children's rights and safety are protected. Together, we are fostering a culture of accountability and care for every child.





"In our community, parents discourage students from performing well in their final exams, hoping they will fail and not advance to higher education. Many girls are married off, and boys are sent to herd cattle in exchange for a calf after a year. However, this training has inspired us and given us new motivation to become ambassadors of change. We now believe that we can achieve our dreams and make a difference in our communities. We hope these seminars continue, as they have provided us with hope and direction for the future".

Ziada Juma

From Myula secondary, Myula Ward, Nkasi district.



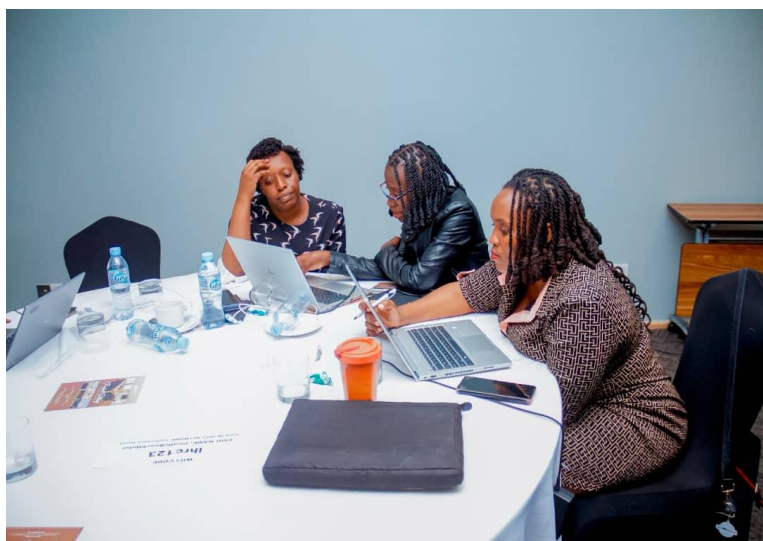
"Before joining Shujaa mdogo club, I was less confident and doubted about so many things concerning women and girl's rights and equal access to education. As a form four student at Msanzi Secondary School, the lessons we learned about the dangers of child pregnancies and early marriages have helped me understand the serious impact these issues can have on our lives. This education has shown me how important it is to focus on my studies and make better choices for my future. It has also made me more aware of the responsibility we have as young men to support our peers and prevent these harmful practices in our community."

Juma Abdala

Msanzi Secondary School, Kalambo DC, Rukwa

Strategic Litigation

This year, our organization collaborated with other SRHR defenders including experts like lawyers, doctors, medical professional and NGOs on strategic litigation to reform laws hindering SRHR so as to increase access to friendly reproductive health services among victims of rape sexual assaults and incest. PGWOCADe, LHRC, WGNRR, TAWLA, HYDO, Engender Health, Marie Stopes and Pathfinder International supported in filing of a constitutional petition against the Attorney General in a case that concerned girls who were raped by their fathers and close relatives who got pregnant to be allowed to access reproductive health services without limits. This was made possible under the lead of WGNRR Africa.



Reports indicate that increase in rape and sexual assaults on children especially girls is often committed by close family members. For example, 49% of rape and child offence have been reported by close relatives. This makes law enforcement difficult as many incidents end up at the family level and sometimes, the community fails to provide evidence for being ashamed. Often, these cases are lately reported and pregnancy resulting from rape or sexual assault at the family level end up to unsafe abortion which leads to death and sometimes

irreversible complications like permanent infertility.

PGWOCADe plays a significant role in an important public interest case as an interested party to the case. Being an interested party means that we have the opportunity to present our perspective and potentially influence the outcome of the case. Our involvement ensures that rights of young girls are taken into account by the court.

As an Interested party, we participate in the litigation because the court's decision has a

direct impact on our daily activities, mission and vision. PGWOCADE strives to ensure that adolescent girls and young women aged 13 – 28 years can exert their SRHR, access friendly SRH services, and receive quality education. PGWOCADE is actively involved in the case,

Collaboration with other parties; the case also facilitated collaboration with various parties and organizations with vested interests in the matter. This brought together different stakeholders to unite in support of a common cause. The exchange of ideas and plans significantly contributed to the improvement of non-governmental organizations and strengthened the integration of activities across the sector.



The commemoration of international safe abortion to end maternal mortality rate.

As we commemorate International Safe Abortion Day, let us remind ourselves that despite its significant contribution to maternal mortality rates, restrictive laws and policies on unsafe abortion, particularly for victims of rape and incest, continue to be a heavy burden with a compounded impact on the victims. However, facts show that unsafe abortions can lead to physical and mental health complications, as well as social and financial burdens for women and girls, communities, and health systems, which are often overlooked by these laws. We need to strengthen our efforts and collaboration on addressing these restrictive laws and policies. Dr Jackline’s contribution at the RRDs



meeting during international safe
abortion day.



A moment with incredible partners CAMMAC, CWHRD, TLS, LHRC, Tanzania Press Clubs Association, SRHR CSOs, Independent Lawyers, and Health Care Providers—coming together to address maternal mortality due to unsafe abortion and its complications. United in purpose, stronger together. Organized by WGNRR Africa with support from CRR.

NGO FORUM 2024: Stakeholder's Engagement

PGWOCODE With the support from our donor we actively engaged in weekly Annual NGO Forum in Dodoma, where we organized a booth to showcase our impactful work in empowering girls and women. Our exhibition highlighted key projects and achievements in education, nutrition, sexual and reproductive health and rights (SRHR), ending gender-based violence (GBV), and advancing policy and legal reforms through strategic litigation. We engaged with stakeholders on our initiatives in promoting access to quality education, improving health and nutrition for women and girls, advocating for comprehensive SRHR services, and pushing for stronger laws and policies to protect their rights. The forum provided a valuable platform for networking with government officials, donors, and fellow NGOs, fostering new partnerships and advocacy opportunities. The event was graced by the Deputy Prime Minister as the Guest of Honor, who commended the efforts of civil society organizations in driving national development. PGWOCODE remains committed to strengthening its engagement in such forums to amplify our mission and advocate for policies that support the advancement of women and girls.





Stakeholder's visits at our booth during the NGO Forum 2024.

At the 2024 NGO Forum, PGWOCADE Executive Director Dr. Jackline, in the left picture, engaged in an insightful discussion with the Dodoma Region Gender Desk Team at our booth. She detailed our innovative collaboration with the Police Gender Desk to combat GBV, sharing how our joint efforts strengthen law enforcement accountability and provide critical support to survivors. This meaningful exchange underscored our commitment to fostering safer communities and empowering those affected by GBV through strategic partnerships and community engagement.



NGO Forum 2024.

Erick, our dedicated Monitoring and Evaluation officer at PGWOCODE, engaging visitors at our booth during the 2024 NGO Forum in Dodoma sharing insights on our impact and answering questions about our work empowering girls and young women in Tanzania main land.



2024 Theme

"Non-Governmental Organizations are Key Stakeholders; Involve Them in Enhancing Good Governance."



Laws and policy reform

Mr. Peter Majanjara, an advocate of the High Court a legal consultant of PGWOCODE explained on the legal aspects of child protection from GBV, child marriage and SRHR in general. He further explained on the practical and legal challenges encountered in prosecution of some cases relating to the offence of rape and child marriage in rural areas.

He also explained the role of strategic litigation in promoting the rights of women and young girls by strategically targeting laws that discriminate against women and girls.



Commemoration International women human right's defenders' day 2024

PGWOCADE proudly participated in the commemoration of the International Women Human Rights Defenders Day, organized by the Tanzania Women Human Rights Defenders Network. Our Program Manager Ms. Mary Chipeta represented PGWOCADE as an active coalition member, engaging in discussions on the challenges faced by women human rights defenders and strategies to enhance safety and advocacy environments. The event was graced by Hon. Jumanne Abdallah Sagini, Deputy Minister for Constitution and Legal Affairs, who emphasized the importance of supporting women defenders in their critical work.



OVERALL CHALLENGES

Educational inequality

Many girls are denied access to education due to financial constraints, cultural obstacles, and inadequate infrastructure. Ensuring inclusive, high-quality education for all girls is a major challenge. Girls, especially in rural areas, face challenges in accessing quality education due to poverty, early marriages, and inadequate school infrastructure.

Economic barriers

Poverty affects girls' ability to access education and other essential services. Economic empowerment programs are needed to support girls and their families. Poverty remains a major obstacle, affecting girls' ability to stay in school and access necessary resources.

Cultural and societal barriers: Bad cultural norms and practices pose significant barriers to achieve gender equality. Changing these attitudes and behaviors requires sustained effort and community engagement.

Stigma around HIV/AIDS

Despite awareness efforts, stigma surrounding HIV/AIDS persisted, making it difficult for some individuals to access testing, counseling, and treatment services openly.

Community resistance to change

Some cultural norms and beliefs created resistance to programs aimed at ending child marriages and promoting gender equality. Efforts to engage community leaders and build trust were essential but required time and consistent advocacy.

ORGANIZATION SUSTAINABILITY

We are dedicated to create lasting change in the communities we serve. Our approach to sustainability focuses on empowering individuals, strengthening local systems, and ensuring that our programs continue to thrive even beyond the initial funding period by;

1. Empowering local communities

- ❖ **Training and capacity building:** We equip community members, including youth and local leaders, with the skills and knowledge needed to lead initiatives and advocate for their rights.
- ❖ **Establishing support networks:** By forming groups such as Village Savings and Loan Associations (VSLAs), we foster financial independence and collective responsibility.

2. Strengthening partnerships

- ❖ **Collaboration with local institutions:** We work closely with schools, healthcare providers, and local authorities to integrate our programs into existing community structures.
- ❖ **Building trust and ownership:** Engaging community leaders and stakeholders ensures that our initiatives are owned and sustained by the community.

3. Ensuring financial sustainability

- ❖ **Diversifying funding sources:** We actively seek a mix of funding opportunities, including grants, donations, and income-generating activities, to support our programs.
- ❖ **Developing income-generating initiatives:** By initiating small-scale enterprises, we create additional revenue streams that contribute to the financial health of the organization.

4. Monitoring and adapting programs

- ❖ **Regular evaluation:** We continuously assess the effectiveness of our programs to identify areas for improvement and ensure they meet the immediate needs of the community.
- ❖ **Feedback mechanisms:** Incorporating input from beneficiaries and stakeholders allows us to make informed adjustments and enhance program impact.

5. Promoting community ownership

- ❖ **Local leadership development:** We focus on nurturing local leaders who can advocate for and sustain initiatives within their communities.
- ❖ **Cultural integration:** By aligning our programs with local customs and values, we ensure greater acceptance and long-term success.

By implementing these strategies, we are committed to ensure that our programs continue to benefit communities for years to come. Through empowerment, collaboration, and sustainable practices, we are building a foundation for lasting change.

Financial Statement

For the year ending December 2024

Total Revenue for the Year: USD 40,593 (EUR 39,478,)

In 2024, we successfully raised a total of USD 40,593 (EUR 39,478), which was made possible through the donor Fundings. The majority of this funding supports our key projects, including Organization capacity strengthening, Young Hero, AGYW LEAD PHASE II and Chungu mastering program, directly benefiting the communities we serve. The total revenue was allocated through these four major projects, and each project contributed to the overall total as shown in the pie chart below.

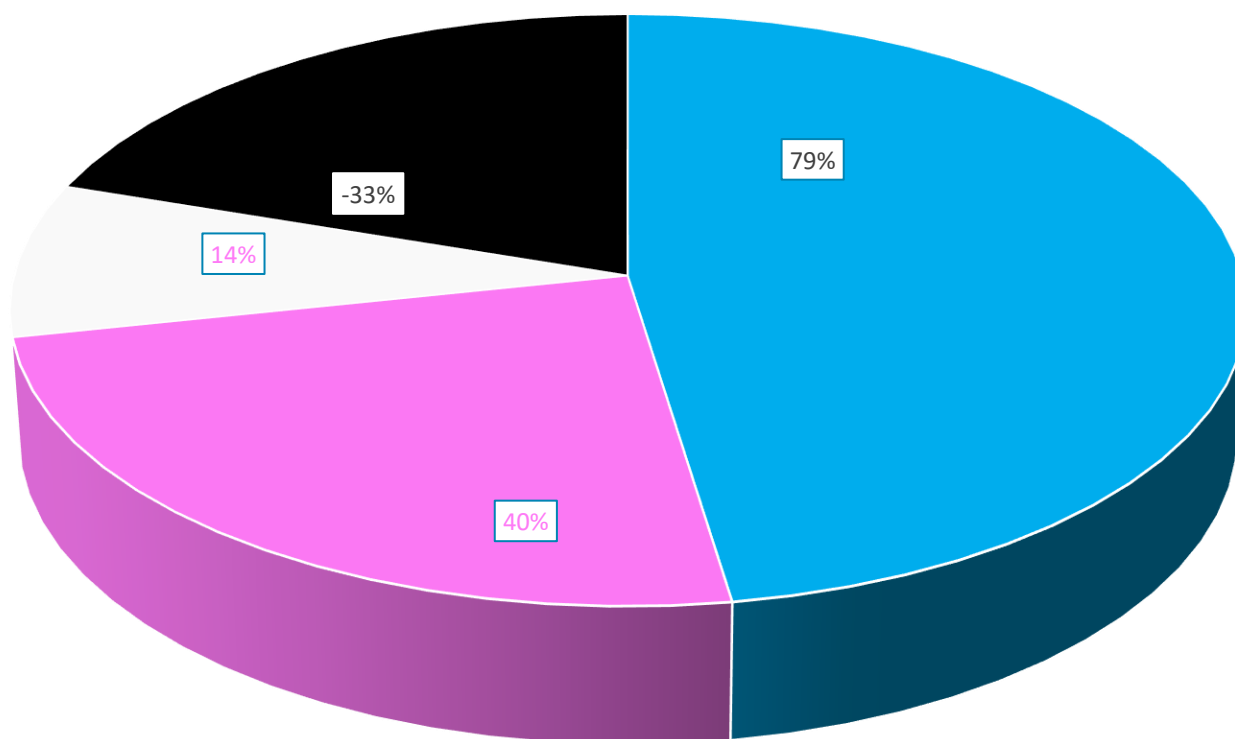
INCOME FOR THE YEAR 2024

SOURCE OF INCOME	USD	EUR	TZS
GRANT FROM HER VOICE FUND	5,775	5,372	15,014,740
GRANT FROM THE RUKWA FOUNDATION	32,345	31,724	82,962,360
GRANT FROM DIOCESE OF MUNSTER	15,935	15,344	41,430,000
DEFFERED INCOME	(13,462)	(12,963)	(35,000,000)
TOTAL	40,593	39,478	104,407,100

GRANTS AND PROJECTS

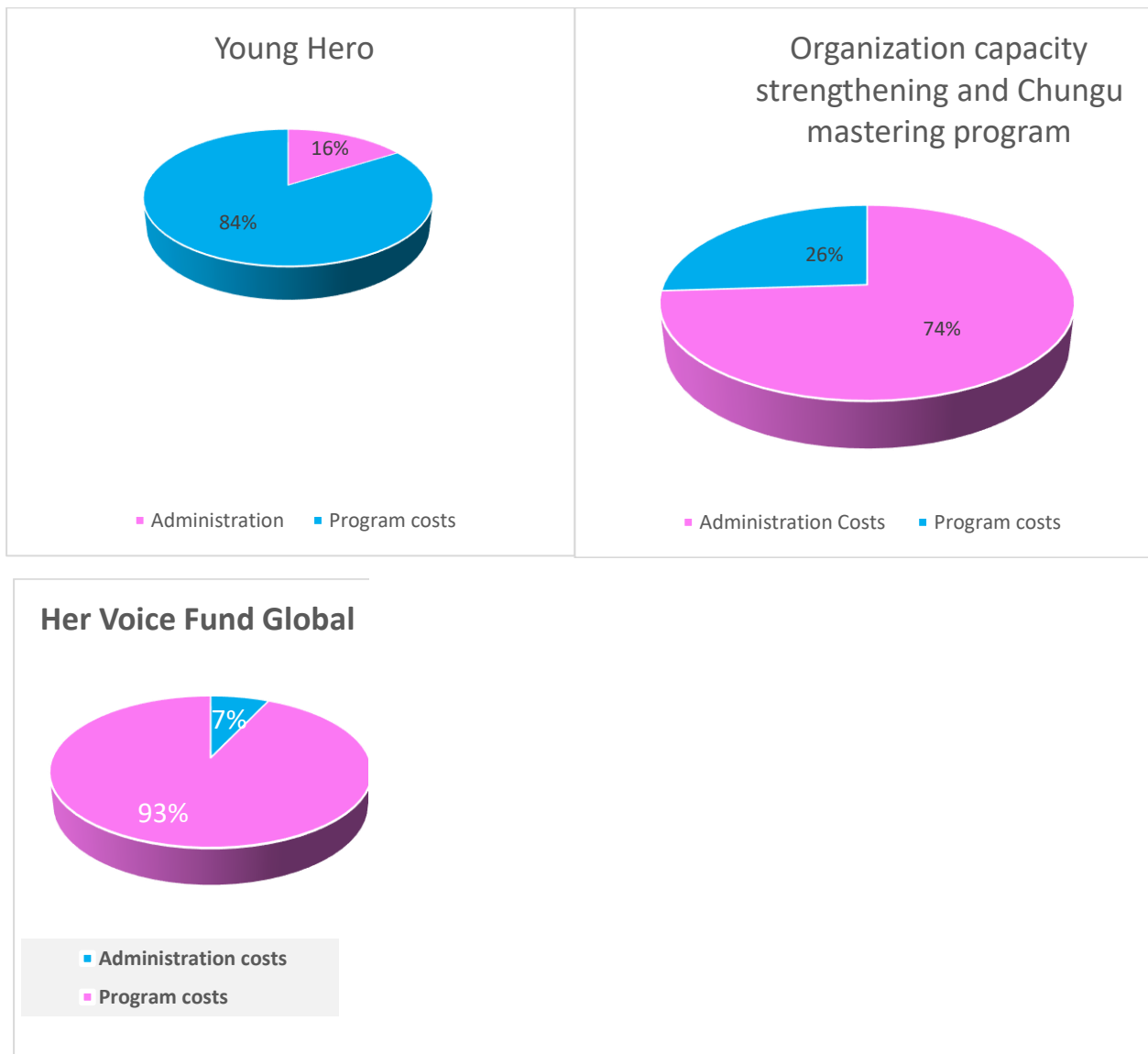
PROJECT NAME	GRANT	USD	EUR	TZS
Organization capacity strengthening and Chungu mastering program	The Rukwa foundation	20,138	19,970	51,224,860
Young Hero	The diocese of Munster	14,680	14,136	38,167,500
AGYW LEAD PHASE II	Y+ _ Her voice fund Global	5,775	5,372	15,014,740
TOTAL		40,593	39,478	104,407,100

Our 2024 Revenue



■ Grant from Rukwa Foundation ■ Grant from Diocese of Munster ■ Grant from Her Voice Fund Global ■ Deffered income

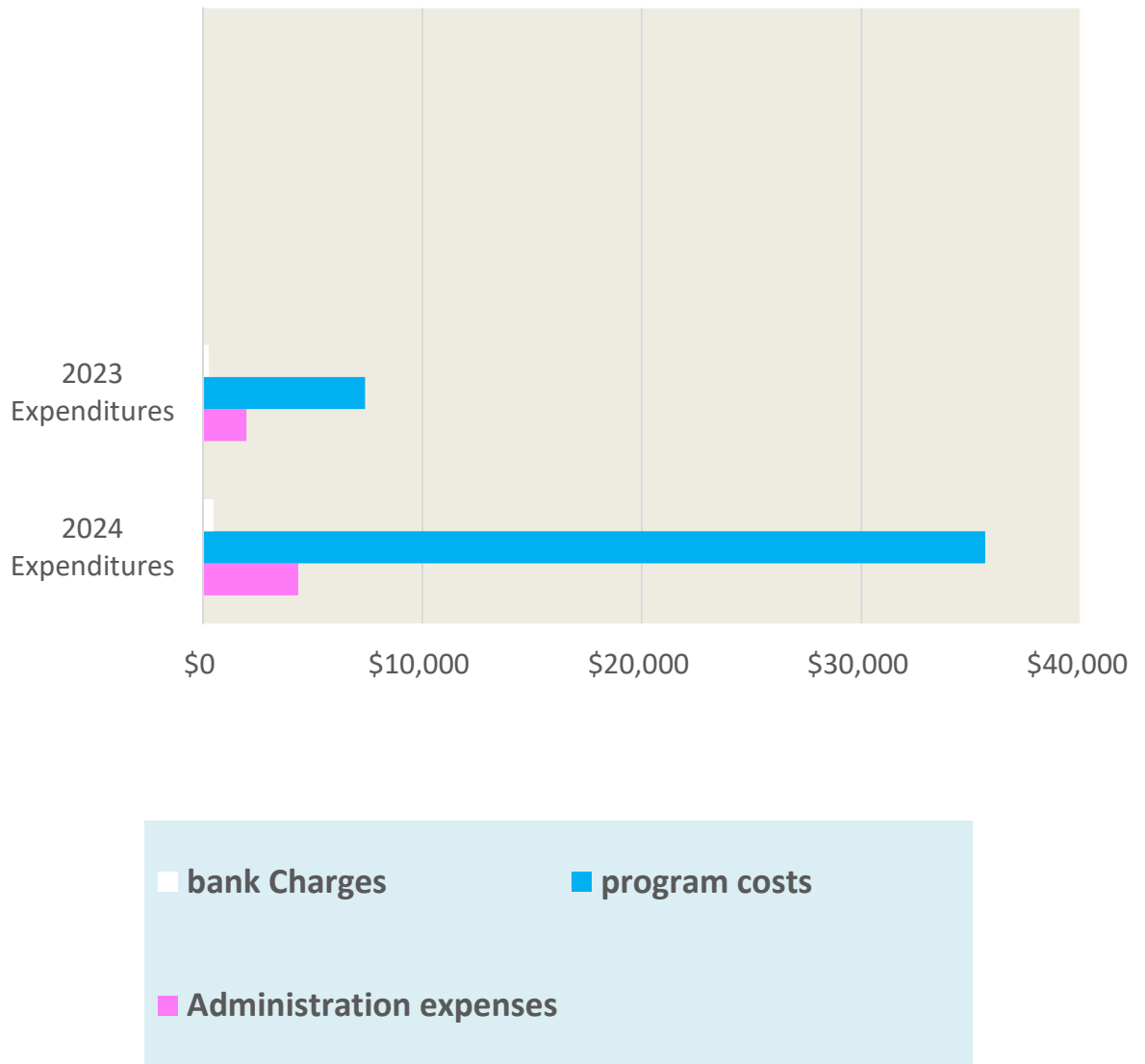
Our 2024 Projects expenditures

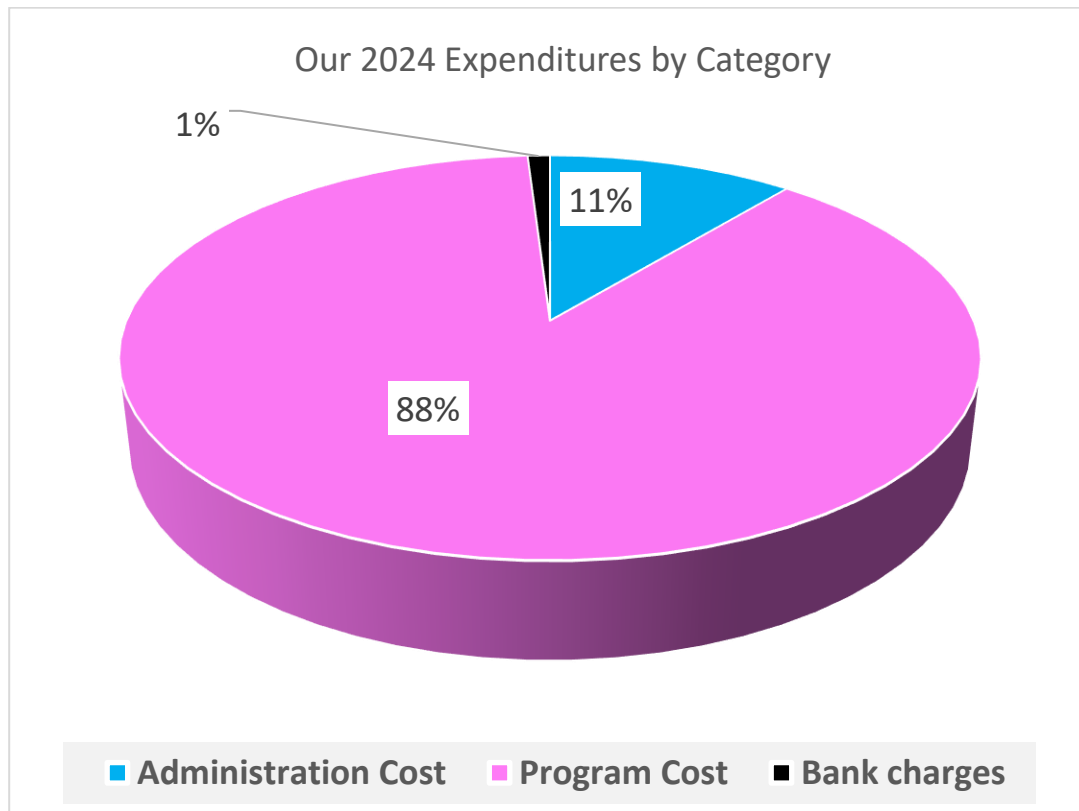


Clarification on the above percentage calculations

Please note that the percentages shown for Activities and administration are based on the specific donor funding for each project, not the total amount of the organization's revenue." This is to make it clear to the reader that the percentages apply to each individual project's donor funding, not the entire organization's total revenue.

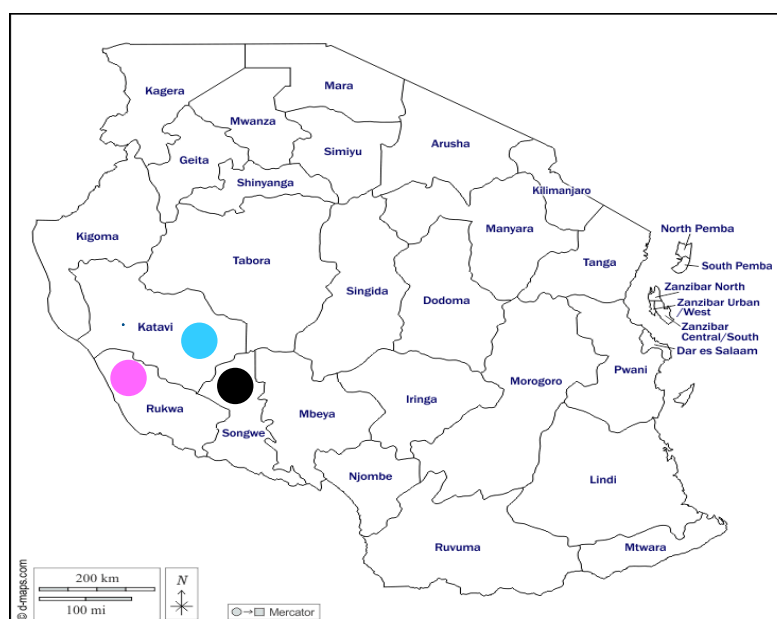
Expenses Breakdown





Note: All the information in this financial report is based on the 2024 audited financial statement. The report has been prepared in accordance with the applicable accounting standards and regulations. The audit report is available on our website and can be viewed <https://pgwocade.or.tz/> .

OUR REACH



Our organization is registered to work in Tanzania main land, throughout the year we have reached 3 regions with programs, activities and projects.

59315+

REACHED

Population reached

OUR REGION REACHED

PGWOCAD E currently working in 3 regions of Tanzania

Rukwa



Songwe



Katavi



OUR TEAM

Our team is youth led



Dr. Jackline A. Tung'ombe

Executive Director

Dr. Jackline Tung'ombe is a medical doctor, feminist leader, and expert in sexual and reproductive health and rights (SRHR). She is the founder of PGWOCADÉ, a female-led organization empowering girls and women through education, healthcare, and career development. Passionate about gender equality and SRHR, she advocates for policies that remove systemic barriers to women's progress. Her leadership ensures PGWOCADÉ's programs are community-driven and impactful. Has 10 years' experience working with NGOs, she collaborates with governments, NGOs, and donors to advance women's and girl's rights. Combining medical expertise with activism, Dr. Tung'ombe champions a society where girls and women thrive and contribute to development.



Mary B. Chipeta

Program Manager

MS. Mary Chipeta is the Program Manager at PGWOCADÉ FOUNDATION holding a Bachelor of Arts in Sociology. She brings 4 years of experience in managing and implementing donor-funded projects. Mary is responsible for overseeing the planning, execution, and evaluation of projects. She works closely with the Executive Director to ensure that programs are carried out effectively and meet the objectives set by the donors. Mary also contributes to ensuring that the projects align with the organization's mission and goals.



Malaika M. Angolwisye

Finance Officer

Miss Malaika Angolwisye is the Finance Officer at PGWOCADÉ FOUNDATION holding a Bachelor's degree in Accounting and Finance. With 3 years of experience managing and implementing donor-funded budgets, Malaika ensures the financial health of the organization. She oversees financial reporting, budget tracking, and expense management and accuracy in financial operations.



Getrude Geofrey

Education Coordinator

MS. Getrude Geofrey serves as the Education Coordinator at PGWOCADÉ FOUNDATION. She holds a Bachelor of Arts with Education and has 4 years of experience in managing and implementing education-centered initiatives. In her role, Getrude oversees the design, implementation, and evaluation of educational programs, ensuring they align with the organization's mission and address community needs effectively. She works collaboratively with the Program Manager and other partners to promote access to quality education and drive meaningful, lasting change.



Enelada Khamsin

Health Coordinator

Enelada Khamsin is a dedicated professional health coordinator with a Bachelor's degree in Education with Guidance and counselling. She has 2 diverse experiences in multiple organizations. Her work at PGWOCADe has equipped her with valuable skills and insights, further strengthening her professional journey. Enelada is passionate about serving her community by ensuring girls and young women are safe.



Erick Angelo

Monitoring & Evaluation Coordinator

Mr. Erick Angelo is a monitoring and evaluation coordinator (M&E) at PGWOCADe foundation holding a Bachelor's degree in project planning management and community development, with three years of experience. As a Monitoring and Evaluation coordinator, Developing and implementing monitoring and evaluation frameworks, collecting and analyze data, and generate reports to inform decision-making and improve program outcomes. Working closely with project teams, stakeholders, and partners to ensure accountability and learning.



Robinson Ombewa

Communication & Social media officer

Robinson is an experienced communication and social media officer at PGWOCADe. Responsible for implementing all internal and external communication strategies, ensuring the organization's branding, visibility, and reach align with its mission of empowering women and girls.

With a background in Public Relations and Advertising from the University of Dar es Salaam, Robinson brings expertise in content creation, including articles, videos, images, and promotional materials like brochures, posters, and billboards. He plays a pivotal role in amplifying PGWOCADe's advocacy initiatives through effective storytelling, community engagement, and social media campaigns.



Joseph Mwakabanga

Office Assistant

Mr. Joseph Mwakabanga is a dedicated office assistant with strong organizational and multitasking skills. He is responsible for managing daily administrative tasks, maintaining office efficiency, and providing support to team members. With a keen eye for detail and a proactive approach, he ensures smooth office operations and contributes to a productive work environment.

OUR PARTNERS

We extend our excessive gratitude and appreciation to our partners for their support to our work in advancing health and education rights.

Government



- I. Ministry of Community Development, Gender, Women and Special Groups.
- II. Ministry of Education, Science and Technology.
- III. Ministry of Health.
- IV. The Ministry for Regional Administration and Local Government in the Prime Minister's Office



GLOBAL NETWORK OF
YOUNG PEOPLE
LIVING WITH HIV





"Ensuring Rights and Justice
for Every Girl."

A Society Integrat
Girls and women
nal
pment
enda

CONTACT US



Phone
+255 763 161 769



Email
info@pgwocade.or.tz



Website
<https://pgwocade.or.tz/>



Office Address
Kantamba road, kawama street house number 14,
P.O.BOX 487
Sumbawanga, Rukwa,