

# PRACTICES FOR GIRLS AND WOMEN CAREER DEVELOPMENT FOUNDATION (PGWOCADE)



## ORGANIZATION PROFILE



2024

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**PGWOCODE  
FOUNDATION**

## ABOUT US

PRACTICES FOR GIRLS AND WOMEN CAREER DEVELOPMENT (PGWOCODE) was founded in 2015 with the mission to promote girls and women right, as a local Non-Governmental organization operating Tanzania mainland. It was found by Jackline Tung'ombe by then a university student as a voluntary movement with the purpose to promote girls education in Sumbawanga through capacity building where her idea came from the education gap in her community where girls education was not a priority instead marriage, through recognize the struggle many girls have she found this organization to create change in her community.

PRACTICES FOR GIRLS AND WOMEN CAREER DEVELOPMENT (PGWOCODE) is a female led organization established in 2015 by 5 members, registered on 16th April 2018 as a Non-Governmental organization with registration number ooNGO/0009617 under NGO Act 2002 with the aim of promoting women and girl's right.



## **EXECUTIVE DIRECTOR**

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# **WELCOME**

## **MESSAGE**



**DR. JACKLINE A, TUNG'OMBE**

I am pleased to have this opportunity to express my deep gratitude to the Board of Trustees, our partners and supporters, field workers, management staff and volunteers for the successful accomplishments of our programs in 2022. Women access to health and education is still has multi-dimensional challenge that need multiple perspectives and multiple approaches to thoroughly understand and find the best solutions to. Women access to health and education needs to be a joint effort in order to be successful. Therefore, the participation of different stakeholders, can contribute greatly to these efforts.

I call upon our partners, donors, supporters and well-wishers to join us in moving forward with our vision to bring equality in health and education. PGWOCAD Foundation is at a significant crossroad. In the process of developing our strategic plan for the next five years (2024-2029), we have had the chance to look back and reflect on the work that we accomplished since the founding of our organization about 9 years ago. PGWOCAD Foundation was launched in 2015, in response to the child marriage and teen pregnancies in Rukwa region.

We would like to thank PGWOCAD board, & staff, community members, partners and funders for participating in and supporting our journey in service for the vulnerable people of Tanzania. PGWOCAD Foundation looks forward to the next five years as we implement our Strategic Plan 2024. With your help we are confident that we will be successful in our mission and continue to be an organization that everyone own and contribute to its success.



**PRACTICES FOR GIRLS AND  
WOMEN CAREER  
DEVELOPMENT**

# OUR VISION

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A Society Integrating Girls and Women in National Development Agenda

# OUR MISSION

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



# OUR TARGET GROUP

**Our target group are adolescent girls and young women between the age of 13–28 years.**





# OUR PURPOSE

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We work to create an equal world which aid girls and women right and promote equality.





# OUR OBJECTIVES

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- **PROMOTE GIRL'S EDUCATION THROUGH COMMUNITY SENSITIZATION AND AWARENESS CREATION ON SIGNIFICANCE OF EDUCATING GIRLS.**
  - **TO CREATE COMMUNITY AWARENESS ON DISEASE PREVENTION AND MITIGATION FOR COMMUNITY HEALTH.**
  - **ENHANCE GIRL'S EDUCATION CAREERS THROUGH PROMOTING AND ENABLING ACCESS TO EDUCATION OPPORTUNITIES.**
  - **TO EMPOWER YOUNG WOMEN IN ECONOMIC DEVELOPMENT THROUGH CAPACITY BUILDING AND ACCESS TO MICRO CREDIT SCHEMES.**
  - **TO PROMOTE AND LOBBY INTEGRATION OF GIRLS AND WOMEN EDUCATION AGENDAS ON NATIONAL STRATEGIES, POLICIES, PLANS AND LEGISLATION.**
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- A group of young women in red and yellow soccer uniforms are running on a dry, dusty field. They are wearing red jerseys with yellow accents and red shorts with yellow trim. The background shows a line of trees and a clear sky. The image is overlaid with white text listing objectives.



A photograph of two men standing in front of a banner that reads "PGWOCADÉ FOUNDATION". The man on the left is wearing a blue shirt and a dark jacket, and the man on the right is wearing a light blue shirt and sunglasses. The banner is red and white with black text. The background is a brick wall with a window.

# OUR CORE VALUE

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## INTERGRITY

PGWOCADÉ value upright behaviour and operate with complete transparency and lack of ambiguity. Our actions are legal, clear, consistent, honest and truthful. PGWOCADÉ have zero tolerance for corruption, ubterfuge and hidden agendas.

## ACCOUNTABILITY

PGWOCADÉ is accountable to its Donors and stakeholders in all. We manage our resources responsibly and use them efficiently to provide value for money. We are fully responsible for all our actions and track all we do as well as the results with appropriate documentation. We learn from our mistakes and acknowledge and celebrate our successes.



# OUR CORE VALUE

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## EQUALITY

PGWOCADE value that all people must be treated equally, fairly, with dignity and be able to embrace opportunities

## INCLUSION

We amplify women and girls voice to increase their visibility and expand their reach to power and decision-making bodies.

## CONFIDENTIALITY

We respect confidential information entrusted by PGWOCADE , beneficiaries, partners .



# OUR FOCUS AREAS

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## GIRL CHILD EDUCATION AND PROTECTION

We work to ensure delivery of quality education through improvement of system and poor social cultural social norms that protects and lead girls to meet their dream.

We seek to end change all system and social norms that in danger girls safety such as gender based violence and child marriage.

## SEXUAL REPRODUCTIVE HEALTH AND RIGHT (SRHR)

We work to support adolescents girls and young women exert their sexual and reproductive health and rights (SRHR), which including their rights to make informed decisions about their bodies and have access to friendly sexual and reproductive health services such as access to correct inform, HIV&AIDS, family planning, maternal health. Through strengthening national health systems, improving social norms and advocating for policies supportive of services and right deliver





## COMMUNITY HEALTH

We work to support community and health centers on the expansion of health care access for all and conduct research that informs both community, government and private sectors about disease, prevention measures and treatment in relation to community awareness and service delivered .

We provide training, leadership development and technical assistance to community and health center staff to support and strengthen health center operation.

## WOMEN CAREER AND ECONOMIC 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.

# OUR PROJECT

## PAMOJA PROJECT

The "Pamoja Project in Sumbawanga District Council is dedicated to end Gender Based Violence (GBV) specifically sexual Based violence targeting adolescent girls aged 15 to 17 who are in schools and out of schools. This initiative combines awareness-raising campaigns, comprehensive education on consent, gender equality, and respectful relationships. Through empowerment workshops and access to counseling services, the project aims to equip 500 young girls in 10 schools, 5 primary schools and 5 secondary school in sumbawanga district with the knowledge and confidence to speak out against violence and protect their rights. By collaborating with local schools, community leaders, and stakeholders, "Pamoja Project" seeks to create a safer environment for adolescent girls, where they can thrive and realize their full potential free from the fear of violence. Through this project we have been able to reach 1550 AGWY.

## INAWEZEKANA PHASE 2

Inawezekana Phase 2 project in collaboration with government staff plan to conduct an activity of distributing reusable sanitary pad to 5 secondary schools at Sumbawanga District Council. The main goal is to increase awareness on menstrual health and right in schools and to reduce school dropout, absenteeism and increase performance at least 50% of girls students in 5 secondary schools by the end of November 2024 through increasing accessibility to affordable sanitary pads which are safe and sustainable. Though this project we have been able to reached 1150 where 1000 are in school girls, 100 out of school girls and 50 stakeholders

## AGYW LEAD 2

This project is designed to reduce the rate of HIV/AIDS transmission among AGYW in Songwe Region. The goal of the project is to improve sexual and reproductive health outcomes of women and young girls aged 15 to 28 years living with HIV/AIDS including reducing their risk of unintended pregnancy in Songwe Region (Momba District and Songwe council) by 2% from 6.0% by 2026. The project aims to achieve this goal by providing education and information on safe sex practices, access to contraception and family planning services, Strengthening HIV treatment, care and service delivery in Health centres to increase drug adherence and addressing stigma and discrimination related to HIV and reproductive health.

## OUR PROJECT

### YOUNG HERO (SHUJAA MDOGO)

This project aims to tackle teen marriages and pregnancies by challenging social cultural norms and practices limiting girls access to education. Through targeted interventions, it seeks to increase girls' access to education, with a focus on changing cultural attitudes. The project leverages data to understand the specific factors contributing to teen marriages and pregnancies. By analyzing cultural norms, it tailors interventions to challenge harmful practices. This initiative strives to create a supportive environment for girls, emphasizing education as a key tool for empowerment.

### HER CAREER FORUM

This annual program for both in and out of school girls designed for helping young girls to explore areas of interest and giving them opportunities to see what a real career looks like. Her career forum support sustainability in number of ways and encourage young girls to get interest in different career aspects nurture and support their goal to reach their future through mentorship.

### CHUNGU MASTERING PROGRAM

Chungu is a monthly basis platform which unite girls in their community to discuss different issues on women and girls development, including career, leadership, business, branding, and skills development, where they get an opportunity to meet with mentors in different career aspects.



# MEET

## BOARD OF DIRECTOR

### Adv. Walta Carlos

Walter is our board chair person, she is an SRHR expert, currently working with Women Global Network for Reproductive Right (WGNRR) as youth SRHR officer.



### Suzan Yumbe

Suzan is our board , she is a young executive director and founder of Afyaplus organization advocate for women and rirls right.



### Godlizan Kiyumbu

Godlizan is our board member, he is a gender expert, currently working with United Nation Women (UN WOMEN-Tanzania) as GBV specialist



### Catherine Katabuhaga

Catherine is our board member, a secondary school student recently graduate from Ordinary level, she is the representative of adolescent girls to our board of director



### Benito Lwila

Ben is our board member, A Finance expert, currently working with CRDB BANK Sumbawanga branch.



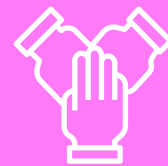
# HOW CAN YOU SUPPORT OUR WORK?



- VOLUNTEER TO WORK WITH US



- PARTNER WITH US



- DONATE TODAY

**DONATE**  
*NOW*

- SHARE OUR WORK WITH OTHERS







# MEET OUR


## PARTNERS



**GLOBAL NETWORK OF  
YOUNG PEOPLE  
LIVING WITH HIV**



**DIOCESE OF  
MUNSTER**



**GET  
IN TOUCH**

**Our head office is located at Kantalamba road kawama street, House number 14, municipal road , near kawama primary school.**

### **CONTACT US :**



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