# NATIONAL ANNUAL REPORT 2022

COVER PAGE (1 page)
*[The cover page of your national annual report must include the following information. Apart from this, please feel free to design the cover page as you like (e.g. add the member association's logo, insert a photo or drawing, etc.).]*

| | |
|---|---|
| Member association: | Tanzania |
| National director: | David Mulongo |
| Reporting period: | 2022 |
| Date & MEDIABOX-ID of most recent child rights situation analysis: | 01.07.2019<br>Click or tap here to enter text. |
| Report compiled by: | Anthony Binamungu |
| Date of report: | 15.02.2023 |

EXECUTIVE SUMMARY (2 pages)
*[An executive summary is a short overview of the information that is written in the rest of the report. Complete the summary after you have written the rest of the report to offer a very brief insight into the highlights of the MA annual report.]*

1. National context and stakeholders (½ page)
*[Provide a summary of major changes in the national context and key partners]*

On October 30, 2022, President Samia Suluhu Hassan announced the 2022 national census results, which showed 59,851,357 Tanzanian mainland residents. UNICEF (2022) predicts persistent poverty in Tanzania by 2035 due to high population growth. Rural poverty persists despite rising urban poverty. Rural areas have a higher rate of basic need poverty (31.3%) than urban areas (15.8%). Child poverty is high in Tanzania. 1 in 3 Mainland Tanzanian children live in basic needs poverty, and 1 in 10 in food (severe) poverty. 88% of Mainland Tanzanian children are multidimensionality underprivileged. More than a quarter of rural children have three or more deprivations.

Child abuse, neglect, and exploitation continue to be severe problems in Tanzania despite the government's efforts and those of stakeholders such as SOS Children's Villages to reduce them, which causes serious concern for the country's children. In 2022, for example, Tanzania had 1,140 child abuse cases per month, 40% of which occurred in schools and 60% elsewhere. Internet-based child sexual exploitation and abuse increased. In 2021, 4 percent of 12–17-year-old adolescents who used the internet were victims of sexual exploitation and abuse.

In 2022, the conflict between Russia and Ukraine had a significant impact on the situation of children, young people, caregivers, and other partners and stakeholders. SOS Children's Villages have struggled to keep the quality of care and services provided to the children and other programme participants at the same level using the same budget that was allocated at the beginning of the year due to fluctuating oil prices, rapid increases in the price of common food items like cereals (beans, rice, maize), and the impact of the exchange rate. The budget for fuel used in project implementation and monitoring and evaluation was drastically cut. SOS Mothers/Caregivers adapted buying food in wholesale markets/stores and working remotely through community volunteers and the already-existing community-based mechanisms to lessen the challenge.

To ensure that the welfare of children and the quality of its programmes was not negatively impacted by the consequences of inflation caused by fluctuating oil prices, SOS Children's Villages in Tanzania implemented a variety of measures to combat inflation. To improve the quality of the programme, we decided to engage community volunteers. When necessary, caregivers chose to purchase food in bulk at a lower price.

On the other hand, SOS Children's Villages, Tanzania, continued to address concerns such as the increase of street children and child abuse. SOS Children's Villages has collaborated with the government and the civil society organizations numerous times to address the aforementioned challenges. In addition, after a number of efforts, SOS Children's Villages in Tanzania was able to secure funding commitments from Heimstaden through SOS Children's Villages in Norway to start the project in 2023 to support street children in Tanzania.

2. Member association analysis (1 page)
*[Concisely summarise 2-4 main findings per topic below]*

| Strategy implementation status *[see 2.1]* |
|---|
| Achievements |
| ▪ **Care reform:** The Organization was successful in positioning care reform as a national agenda. As a result, 1,061 boys and girls were placed in family-based care including 35 in Foster Care (19 boys and 16 girls), 215 in Fit Person/Families (149 boys and 66 girls), and 459 in Kinship Care (215 boys and 244 girls) and 352 in Family-Like Care (124 boys and 119 girls). |

- **Families and Youth supported to reached self-reliance:** 372 families left the Family Strengthening Programme after becoming self-sufficient, which represents 166 percent of the target 224. 209 youth are self-employed and 13 work for other enterprises.
- **Improved Knowledge and skills to staff:** The skills of 220 staff members were enhanced in a variety of areas. They now have a far better understanding of leadership, performance management, risk management, D365, psychosocial support, and child safeguarding, just to mention a few.
- **Reduction in audit queries**: The number of audit queries recorded by External Auditors dropped from six (6) to two (2) as a consequence of Management's efforts to meet various compliance criteria.

Challenges

- Increase in the number of children with disabilities and caregiver's incapacity. In 2023, internal gatekeeping measures will be enhanced, and assessments, referrals, and capacity building for such children's caretakers will be prioritised.
- The Arusha re-innovation program's delayed approval and implementation delayed beneficiary recruitment, related activities, especially economic empowerment activities, and FDP creation. Staff worked extra time to accomplish the work plan in 2022.
- Non-competitive compensation and benefit system compared to the current labour market, the organisation is struggling to retain potential staff and attract the best talents through different retention strategies, including exploring non-monetary benefits as an alternative.
- The reserve funds for 2022 were utilized to meet unexpected expenses, including paying End of Service Benefits (ESB) to staff exiting in 2022, legal costs, a gap created by low fundraising income, an increase in the price of fuel, and so on. The Management had submitted a supplementary budget request in December 2022, but this will not be addressed until April 2023.

Lessons learned *[see 2.2]*

- Peer-to-peer learning among young people can influence greater change and lead to achieving the intended objectives.
- Child safeguarding audit and risk register preventive strategy proved to be a good practise that triggered appropriate child safeguarding measures, mechanisms, and practices, thereby reducing incidences of child abuse.
- Unplanned activities and unforeseen events, such as inflation, resulted in a budget shortage during the respective liquidity period.
- We have observed that the exploration and execution of non-monetary benefits such as health insurance, housing allowances, among others, are vital towards attracting and retaining the best talent

Cross-cutting topics *[see 2.3]*

- Staff and programs' participants of SOS children Villages in Tanzania have increased awareness on issue of gender inclusion, gender diversity and Sexual harassment.
- Knowledge and skill on Climate change adaptation and mitigation measures have relatively increased among youth in Tanzania.
- In 2022 SOS Children’s Villages, Tanzania continues to build on its everlasting comparative advantage of childcare and protection which, is solely embedded in human right based approach.

Sustainability actions *[see 2.4]*

- In the quest of sustaining its programme and outcomes, SOS Children's Villages, Tanzania, leverages an increasing number of partnerships with the government and like-minded organisations in different thematic areas
- For the sake of sustaining the work of SOS Children's Villages in Tanzania, the year 2020 focused more on staff retention and acquisition of talents through a substantial salary increment for all staff as well as through reviewing the Terms and Conditions of Service to accommodate improved health insurance, housing allowances, among other non-monetary benefits.
- The programme sustainability approach is based on encouraging community engagement throughout the programme cycle to foster a sense of ownership and build capacity in responding to vulnerable children and families.

3. Overview of programme(s) (¾ page)
*[Briefly describe major results and learnings from the programmes]*

This report covers four mainland Tanzanian programme locations—Arusha, Dar es Salaam, Iringa, and Mwanza—and Nation office activities from January to December 2022. The 2022 implementation was consistent with the Five Federation Priorities for 2021–2024, the National Five-Year Development Strategy (2021/22–2025/26), and the Caring Promise. This section summarises the programmes' main results, lessons, and challenges:

1. **Arusha Program Location:**

In 2022, the Arusha programme reached 154 vulnerable children with child protection and safeguarding services and the skills they needed to prevent abuse, exploitation, and violence in their environments. 1,703 beneficiaries—including families, children, and caregivers—of the Arusha Re-Innovation project were also reached by its implementation. The project strengthened the capacity of five NPA-VWAC committees, created 34 more NPA-VAWC committees at the ward level, and empowered 95,685 primary and secondary school students with knowledge of child safeguarding and protection. Also, 174 community volunteers were trained in child protection and case management by the programme.

2. **Dar es Salaam Program Location:**

By the end of 2022, SOS-supported programmes for family strengthening had reached 800 children (400 boys and 400 girls) from 186 families, and our Community Action for Quality Alternative Care Programme had reached 666 children in need of alternative care services. High-impact initiatives such as the One Stop Center for Gender-Based Violence and Violence Against Children, community mobilisation efforts, and system strengthening efforts reached an additional 28,173 children indirectly. Also, 20 Family-Like Care SOS Mothers completed a one-year childcare programme and obtained accredited childcare certifications. After attaining this incredible milestone, the programme assured that it would continue delivering childcare services that are compliant with government standards and consistent with the SOS Care Promises beyond 2022.

3. **Mwanza Program Location:**

Mwanza commemorated two achievements. First, sixteen (16) Family-Like Care SOS Mothers completed a one-year childcare programme and obtained accredited childcare certifications. After attaining this incredible milestone, the programme assured that it would continue delivering childcare services that are compliant with government standards and consistent with the SOS Care Promises beyond 2022. Second, community structures in the districts of Ilemela and Nyamagana were strengthened in order to support vulnerable children and their families. Child protection education was provided to 8116 community members (3750 males, 4366 females) and 978 students (474 boys, 504 girls). Following community education, 15 incidents of child abuse and three cases of gender-based violence were reported and managed. Two committees for child protection saved 688,000 and 798,000 Tanzanian shillings, respectively, to support child protection initiatives in their respective environments.

4. **Iringa Program:**

Our three-year project, "Children with Children (CwC): Initiatives for Adolescent Girls in Tanzania," identified and trained 42 new Fit Persons to care for abandoned children due to poverty, disability, abuse, or neglect. In addition, the project trained 271 village and ward-level community-based child protection committees on VAC and GBV to protect children and women, who in turn raised community awareness. The initiative helped to increase awareness of the available essential services to break social, structural, and cultural barriers impeding disclosure of violence against children. As a result, 1,162 cases of VAC and GBV were reported in 2022, and skilled members of the local child protection committees provided appropriate response services to both the victims and perpetrators.

A sharp drop of teenage pregnancies was recorded in the project area in 2022. For example, there were 8 incidents of adolescent pregnancy in 10 targeted schools, representing a drop of 78% (37 incidents) compared to the previous year. This could also be because 66 trained peer educators reached 10,308 young women and adolescents with sexual and reproductive health education during the reporting period.

Economic empowerment is one of our project's high-impact interventions to address gender-based violence in the project area, with 318 (53% of 600 targeted) adolescent mothers engaging in various

income-generating activities. The IGAs inspired the adolescent mothers to continue participating in our project's activities.

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## 1. NATIONAL CONTEXT AND STAKEHOLDERS (2 PAGES)

1.1 General description of national context (1 page)

*[Summarise significant changes that occurred in the context since the most recent Child Rights Situation Analysis and mid-term plan analysis, the effect these had on the MA, and how the MA staff responded]*

***Population growth, urbanisation, and poverty***

In 2022, population growth, urbanisation, and poverty remained prominent challenges. On October 30, 2022, President Samia Suluhu Hassan announced the 2022 national census results, which showed 59,851,357 Tanzanian mainland residents and 1,889,773 Zanzibar residents. Tanzania's population increased by 17 million from 44,928,933 in 2012.

According to UNICEF (2022), Tanzania's rapid population growth will cause a constant rise in poverty by 2035. Though urban poverty is rising, poverty remains a rural phenomenon. In 2019, according to the Ministry of Finance and Planning, basic need poverty was higher in rural areas (31.3%) than urban areas (15.8%). 81% of the poor lived in rural regions, whereas only 3% lived in basic needs poverty in Dar es Salaam, where the poor population doubled between 2011/12 and 2017/18. (ibid.).
Tanzania has significant monetary and multidimensional child poverty rates. In Mainland Tanzania, 1 in 3 children live in basic needs poverty and 1 in 10 in food (severe) poverty (Ministry of Finance and Planning, 2019). 88% of Mainland Tanzanian children live in multidimensional poverty with three or more deprivations (NBS 2019). 94.5 percent of children born to adolescent mothers and 93.8 percent of rural children are deprived in three or more well-being dimensions (ibid.). Rural children are about 25% more likely to have three or more deprivations (ibid.).

***Improved government commitments for children without parental care***

In 2022, SOS Children's Villages' voice was more heard as the government actively delivered on its commitments in the National Five-Year Development Plan 2021/22–2025/26, which prioritised the following interventions to help our target groups:

- Strengthening alternative care, including foster parenting and adoption services
- Strengthen alternative care, including foster parenting and adoption services;
- Strengthen early childhood development services and child protection;
- Strengthen the provision of social welfare services, including health services and psychosocial support, to vulnerable groups and communities;

In the period under review, MA Tanzania saw a strengthening of the national social care services as a result of our advocacy. With SOS Tanzania support, the Ministry of Community Development, Gender, Women, and Special Groups revised the 2008 Child Development Policy with revised edition include children who have lost parental care. The National Guidelines for Establishment and Management of Children's Homes are being developed, and for the first time ever, they will feature the Family-Like Care Alternative Care Option.

On December 13, 2021, eighteen days prior to the beginning of the New Year 2022, the SOS Children's Villages National Association witnessed the government of the United Republic of Tanzania become the first nation in Eastern and Central Africa to launch a national multisectoral Early childhood Development Programme, which began in 2022 and will run through 2026. In this regard, 2022 saw Tanzanian girls and boys receiving quality early childhood development through the National Multisectoral ECD Programme. The effort addresses systemic and programmatic challenges affecting the growth and development of 0–8-year-olds. SOS Children's Villages has partnered with networks, the government, and civil society for years. Furthermore, in 2022, MA Tanzania joined the Early Childhood Development Platform, which implements and coordinates the programme, at TECDEN's invitation.

***Increase in Levels of Violence Against Children***

Like many other African countries, violence against children in Tanzania remained a widespread concern. A monthly average of around 1,140 instances of child abuse were reported in 2022[1]. Unfortunately, 40% of violence occurred in schools, where children spend much of their time. The remaining sixty percent of violence was found to occur outside the school[2]. Beyond that, Child marriage remained an unanswered mystery. In 2022, about 36% of women who married were less than 18 years old[3].

Further, Children in Tanzania are currently experiencing an online child sexual exploitation and abuse. This new emerging form of child abuse affects mostly children aged between 12 to 17 years because about 67% of this age group are the users of mobile phone among other online gadgets[4]. The Evidence on Online Child Sexual Exploitation and Abuse (OCSEA) report of 2022 indicates that one in every 25 children who use internet in Tanzania have experienced sexual exploitation and abuse in 2022.

### 1.2 **Key partners at national level (1 page)**

*[In **Table 1.2**, analyse key partners at the national level, particularly the effectiveness of the partnership]*

***Table 1.2** Key partners*

| **Name of partner** | **Description** *(purpose of partnership)* | **Progress in last year** (*key actions taken)* | **Effectiveness of partnership** *(contribution to results)* | **Formal agreement signed** |
|---|---|---|---|---|
| Government Ministries, Agencies and Departmental i.e., (MoCGWGs) | improving child related polices and strengthening the system and structure for child protection and safeguarding | The progress from last year is good | The collaboration influenced the revision of several national legislations in favour of children, including the new Child Act of 2019, the Child Development Policy of 2008, and the Woman and Gender Development Policy. | NO |
| Tanzania Child Right Forum (TCRF) | Under the umbrella of TCRF, join forces with other members to advocate the care reform and children's rights advocacy agenda. | Good | Worked with TCRF in developing the 6th party shadow report to UNCRC Committee on expert of children | YES |
| C-SEMA | To jointly campaign on childcare and rights, fundraising | Good | Worked together to engage the ministry on conducting financial assessment on the implementation of child related policies and plans in Tanzania. | YES |
| Regional Psychosocial Support Initiative (REPSSI) | Building the capacity of SOS co-workers' on MHPSS | Good | | YES |
| DHL | Acts as a platform for SOSCV youth to gain access to internships/job shadowing, youth employability training, entrepreneurship and networking opportunities. | Good | As a result of the relationship, several SOS CV youths were able to secure employment and internship opportunities with DHL and other organizations after getting practical experience. | YES |

[1] Tanzania Policy force report of 2022
[2] The Ministry of community Development, Women, elderly and special group
[3] Tanzania End Child Marriage Network, August 2022
[4] Evidence on Online Child Sexual Exploitation and Abuse (OCSEA) report of June, 2022

| | | | | |
|---|---|---|---|---|
| Tanzania Journalist for Children (TAJOC) | Helps in raising SOS Children's Villages' profile and visibility, as well as community understanding of the issues and concerns of children in need of alternative care. | Good | The network continues to report on children's issues, and they participate in most of our forums, amplifying children's issues through various channels. | NO |
| Tanzania Horticulture Associations (TAHA) | Provision of Technical support to Youth in growing horticulture crops and market linkages | Good | Provide trainings and market opportunities of youth products. | No |
| Kisangara Institute of Social Welfare | Kisangara Institute of Social Welfare | Professional training | Mothers both In Mwanza and Dar es Salaam program locations successfully completed their one-year certificate course on childcare | YES |
| VETA | Supporting youth with apprenticeship and technical vocation training | Good | | NO |

## 1. MEMBER ASSOCIATION ANALYSIS (5-7 pages)

### 1.3 Strategy implementation status (2-3 pages)

*[**Briefly** explain the achievements and challenges that the MA experienced during the reporting period. Please refer explicitly to the mid-term objectives that you included in your mid-term strategy. Include relevant information about progress of actions for federation, achievement of desired results, changes in key performance indicator values, and implementation of planned actions.]*

#### 1.3.1 Child Safegurding and Alternative care

***(a) Achievements***

As a direct result of our advocacy, in 2022 the government of Tanzania demonstrated a stronger commitment towards protecting children from all forms of violence. The Child Development Policy of Mainland Tanzania was updated with the support of SOS Tanzania, and for the first time in its history, it provides special attention to children without parents. A preliminary draft of the National Guidelines for Establishment and Management of Children's Homes has been drafted, and it includes the alternative care model of "family-like care" for children who have lost parental care.

As part of internal efforts to strengthen gatekeeping mechanisms, SOS Children's Villages developed a simplified version of the contextualized gatekeeping guidelines to improve admission of children into SOS programmes, service delivery, and exit. This went hand in hand with caregivers' and stakeholder training.

In Arusha, Dar es Salaam, Iringa and Mwanza, SOS Children's Villages collaborated with the government to recruit and train foster parents, fit persons, and kinship caregivers to care for children without parental care. As a result, 1,060 boys and girls were placed in family-based care, including 35 in Foster Care (19 boys and 16 girls), 215 in Fit Person/Families (149 boys and 66 girls), and 459 in Kinship Care (215 boys and 244 girls) and 352 in Family-Like Care (124 boys and 119 girls).

19 child abuse cases in 2019 dropped to 7 in 2021 and 3 in 2022. Our Family-Like Care and Family Strengthening Programs adopted a contextualised, child-friendly Child Protection Policy. The joint regional office and external assessment found Tanzania's child safeguarding mechanisms and documentation had improved.

***(b) Challenges***

Our Arusha and Dar es Salaam family-like care programmes struggled to protect 16 disabled children. Our SOS Mothers had limited knowledge and skills for handling challenged children, making quality care difficult. We outsourced professional services, strengthened referrals to other service providers, and built SOS Mothers' capacity to address the situation.

### 1.3.2 Family strengthening

***(a) Achievements***

In Tanzania, SOS Children's Villages continued to promote the importance of community-based structures in addressing children's protection issues. SOS Children's Villages collaborated with local governments to train 1,696 members of the NPA-VAWCC at the district and ward levels, who in-turn, supported 1,574 cases of VAC and GBV out of 2,109 cases registered during the reporting period.

302 families (or 152% of the 120 from the previous year) became self-sufficient after taking part in the Family Strengthening Program on average of five years. This overperformance was exacerbated by the program's closure in the Arusha district community, which happened in the final quarter of 2022 and involved 218 families assessed and supported to exit or smoothly transition to other service providers or programmes. 1,932 households gained the tools, knowledge, and networks they needed to become economically independent in 2022. Through their participation in the Income Generation Activities, they provided support for 6,518 children's basic needs, health, and education. 386 non-FSP recipients were among the 1,418 households that received support from SOS Children's Villages to participate in VSLA. TZS 121,124,950 (EUR 48,895) was loaned to 1,088 members after they had saved TZS 495,492,064 (EUR 200,018). 803 (73%) of the 1,122 sampled families had adequate income to support their children's needs and high-quality care.

***(b) Challenges***

The delay in 2022 budget approval delayed activity, particularly those in the first quarter. For example, delays in the Arusha Re-innovation Programme, among other things, had an effect on timely beneficiary recruitment, FDP economic empowerment development implementation, and other related activities.

### 1.3.3 Youth care and employability

***(a) Achievements***

In 2022, SOS Children's Villages Tanzania's youth empowerment initiative reached a significant milestone. Out of 15,593 targeted youth, 11781 were reached with life skills including hard, soft, entrepreneurship, leadership, career guidance, SRH, and ICT skills as a gateway to decent work. The objective was to connect the remaining young with local government officials in order to obtain soft loans. Of the 782 adolescents who obtained entrepreneurial skills, 209 were given start-up kits to begin income-generating activities for self-employment. In addition, six months of vocational training in electrical installation, tailoring, and mechanics helped strengthening the capabilities of 164 youth.

***(b) Challenges***

In 2022, we experienced lack of accountability to most of young people who received start-up capital to establish income-generating activities (IGA). For example, during program monitoring visits we noticed that out of 78 youth who received start-up capital only 31 youth successful managed their income generating activities despite the fact that we provided them with entrepreneurship skills. Therefore, in 2023, the program will provide youth with a series of mental health and psychosocial support trainings to improve their social, emotional and cognitive skills as important aspects in building young people resilient capacity.

### 1.3.4 Advocacy

***(a) Achievements***

SOS Children's Villages and the Ministry of Community Development, Gender, Elderly and Children, (MoCDGEC) worked together to improve alternative care services in the country. A standard National Fit Person Training Guide and National Reintegration Training package for social welfare officers and frontline staff were developed as a result of the collaboration. In addition, we began coordinating the

process for drafting the nation's Social Welfare Act with the Department of Social Welfare. These will provide guidance, consistency, accountability, efficiency, and clarity on quality implementation of alternative care in the country.

A total of 24,222 students, 100 government officials, and 1,000 community members were reached through awareness-raising initiatives in Arusha in collaboration with the Tanzania Police Gender and Children's Desk. This was done as part of our efforts to influence communities to disapprove child abuse in their environment and advocate for children's rights through commemorations of the International Day of the African Child.

Additionally, children and youth in our all programmes at country level were capacitated to actively participate in the commemoration of national and international events including but limited to the Commemoration of Day of African Day (DAC), world children Day, The Day of African Girls and International youth Day.

*(b) Challenges*

No major challenge was observed during this reporting period

### 1.3.5 Human resource

*(a) Achievements*

During this reporting period, SOS Children Villages managed to revise Terms and Conditions of Service which was last updated in January 2014 by IOR and the Board of Trustees for both Tanzania mainland and Zanzibar. This achievement came at the right time because the changes align with the country's labour laws, organizational policies and provide clarification on different sessions within the policy. In addition, we achieved to get an approval of the revised annual salary increment from 3% to 5%. This was a great achievement because the 3% annual increment was introduced in 2001 and it has been in practice for 21 years hence its review was inevitable due to the changes in the cost of living, inflation rate, just to mention a few.

Through empowering co-workers, the MA enhanced capacities in different levels including Early Childhood Development (ECD) training for 38 mothers, D365 HRIS training to HR staff, procurement and risk management to 32 staff, retreat and psychosocial support sessions to 68 mothers and aunts, thorough orientation to 27 new recruits, leadership and performance management to 32 staff at supervisory and managerial level.

*(b) Challenges*

The MAs major challenge is non-competitive compensation and benefit system compared to the current labour market, the organization is struggling to retain potential staff and attract the best talents through different retention strategies including explore of non-monetary benefits as an alternative.

### 1.3.6 Internal pprocesses and digitalization

*(a) Achievements*

There is incredible improvement in Network Connectivity in SOS Children Villages. Specifically, ICT Working environment has improved significantly such that 50 laptops and 7 Printers were substantially upgraded. Therefore, there is a noticeable raise in digital maturity level from 40% in 2021 to 70% in 2022. Further, we achieved to migrate all 122 computers and 28 tablets to Azure MDM (Mobile Device Management) compared to 97 computer that were migrated last reporting period. Likewise, access to SharePoint and online platform for all staff have successful increased following creation of a SharePoint. Worth noting, all 122 computers have been installed with sentilenone antivirus hence improved security.

*(b) Challenges*

Delay on the implementation of priorities due to the reason that the ratio of ICT Staff v/s ICT Users does not match (it's supposed to be 1:70) whereby currently we have 1:122

### 1.3.7 Fund and Partnership Development

***(a) Achievements***

**Institutional Development Partnership (IPD) update:**

Our efforts in soliciting grant from different potential donors continued to take place accordingly. For instance, during this reporting period we secured two grants one from Heimstaden for the project titled street without street children and the other grant was from SOS UK for implementing the project called Actions to Support Adolescent Girls and Young Women in Iringa Live Positive to HIV Healthcare. Apart from the two wining proposals, SOS Children Villages Tanzania also developed the following proposals that some of them are waiting donor decision; proposal to the UN Women. The proposal was titled 'Accelerating Progress towards Rural Women's Economic Empowerment in Chamwino District, Dodoma. The grant size was about 345,000,0000 TZS. The UN Trust Fund to End Violence against Girls on streets situation in Iringa and Mbeya. The grant size was 2,337,936,874 TZS. Both the applications were MA led.

In sponsorship, the Board approved the Child Money Gift Disbursement Guideline for MAs Tanzania and Zanzibar. The plans are underway to roll out and orient other key staff on the manual to build understanding of their roles in Child Money Gift Disbursement Cycle.

To increase the visibility, in the year 2022 the team recorded documentaries for our success stories. The stories were generated from our beneficiaries, partners and stakeholders. The activity covered all our locations. From the developed documentary, short clips were developed for different media platforms, partners and prospective donors. In addition, the team produced a newsletter covering our impact stories.

*(b) Challenges*

The submitted proposals rejection: This call for more efforts to develop improved partnerships and competitive proposals and budgets. Further, the on-going global challenges seem to affect the donor market landscape. Innovations in resource mobilization are needed for the organization to remain competitive.

### 1.3.8 Finance

*(a) Achievements*

**Reduction in audit queries**: The Management was able to work on various compliance requirements that resulted to reduction of number of audit queries reported by External Auditors to two (2) compared to six (6) in the preceding year.

**Disposal of obsolete assets**: The Management was able to dispose four (4) obsolete vehicles and other obsolete assets such as furniture and equipment. This helped to ease up storage space and help to generate funds for cover part of the gap created for not meeting local fundraising target.

**Implementation of Succession Plan**: Initiatives taken by Head of Finance to continuously coach and share knowledge to build capacities of the finance personnel for business continuity. Results include shared knowledge on all finance matters, increased team spirit, improvement in meeting deadlines and so on,

**Revised Procurement Policy**: The Management revised the Procurement policy that was developed over ten (10) years ago to meet the current requirements. The draft Policy was shared with the IOR Internal Audit and Compliance unit for inputs and was later shared with Board for approval.

***(b) Challenges***

**Untimely replenishment of MA Reserves**: The reserve funds for 2022 were utilized to meet unexpected expenses including paying of End of Service Benefits (ESB) to staff exited in 2022, legal costs, gap created by low fundraising income, increase in price of fuel and so on. The Management had

submitted a supplementary budget request in December 2022, however this will not be address until April 2023.

### 1.3.9 Audit and Risk Management

***(a) Achievements***

In 2022, SOS Children's Villages recorded a remarkable achievement in Audit and risk management. Generally, a total of five (5) program's locations and the National office with fourteen (14) programs have been audited which is 87.5% performance implementation of the approved annual audit plan for 2022. Further, we achieved to develop risk registers in four (4) program's locations were updated.

***(b) Challenges***

Tight work schedule of staff in some program's locations especially at the end of the year, has resulted to some planned activities like training during audit, not being conducted

1.4 Leesons leerend (1 Page)

*[In **Table 2.2**, insert the main lessons learned from the reporting period and the actions taken to overcome challenges, capitalise on good practices, or use observations to improve programmes. If desired, briefly explain how you elicited and managed lessons learned during the reporting period.]*

***Table 2.2** Lessons learned*

| Type | Lesson learned | Action(s) to be taken | Status of action |
|---|---|---|---|
| *[challenge / good practice / observation]* | | | |
| *Good Practices* | Peer to peer learning among young people can influence greater change and leading to achieve the intended objectives. | *Adopt the peer-to-peer approach in our programming* | *The approach has been adopted* |
| | *Child safeguarding audit and risk register preventive strategy proved to be a good practice that trigger appropriate child safeguarding measures, mechanism and practices* | *Develop interventions that address risks identified in Child safeguarding audit and risk register* | *Accommodated in 2023 annual Plan* |
| *Challenge* | Overlap of activities and extreme pressure of implementing planned activities in the last quarter because of oversight in planning and budgeting where most of activities are planned to be implemented in the last quarter | *Plan high volume of works in quarter two and quarter three* | *Accommodated in 2023 annual Plan* |
| | Emerging of unplanned activities and unforeseen events such as inflation resulted into shortage of budget in a respective liquidity period | *Ensure plans are exhaustive to cover unpredictable activities*<br><br>*Increase the proportion of contingent during planning and budgeting* | *The 2023 AP and Budgeting accounted for couple of unpredictable activities that occurred in 2022* |

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| *Observations* | *We have observed that exploration and execution of non-monetary benefits such as health insurance, housing allowances, among others are vital towards attracting and and retaining best talent* | *The review of term and conditions of services to accommodate as many non-monetary benefits as possible* | *By the end of 2022 We have the* revised and approved Terms and Conditions of Service |
| | We observed a growing number of empowered youths through our programs who have turned to be alternative caregiver and potential pillar for family become self-reliance. | *Invest more in youth empowerment in our programming* | *Accommodated in 2023 annual Plan* |

1.5 Cross-cutting topics (¾ page)

*[Outline national initiatives, actions, and/or main changes noticed in cross-cutting topics, such as child safeguarding, gender equality, HIV/Aids, environment, human rights, disabilities, etc.]*

**Gender inclusion, gender diversity, and sexual harassment:** Staff and programme participants of SOS Children's Villages in Tanzania have increased awareness on issues of gender inclusion, gender diversity, and sexual harassment. This was because of the launch of PSHEA, which was achieved through training and awareness-raising sessions on gender inclusion and diversity as well as sexual harassment in a couple of forums and workshops that took place on different occasions during programme implementation.

**Climate change adaptation and mitigation measures:** knowledge and skills on climate change adaptation and mitigation measures have relatively increased among youth in Tanzania. For instance, during this reporting period, about 45 youth (16 F and 29 M) participated in a climate change adaptation and mitigation measures training. SOS Children's Villages exposed them to such opportunities as part of increasing their resilience to the impact of climate change that is widely occurring in the country.

**Huma right-based approach in programming:** In 2022, SOS Children's Villages in Tanzania continued to build on their everlasting cooperative advantage in childcare and protection, which is solely embedded in a human right-based approach. Thus, from the onset of the plans, budget, and programme execution, the elements of human rights were keenly observed. Eventually, the programme participants benefited from health, education, basic needs, and other services routed from within the intervention conducted by SOS Children's Villages, Tanzania.

1.6 Sustainability actions (¾ page)

*[Describe measures taken to ensure the sustainability of the member association. Relate the response to the type(s) of sustainability that the MA is striving for: e.g., social, political, financial, etc.]*

**Partnership with the government and like-minded organizations:** In the quest of sustaining its programme and outcomes, SOS Children's Villages, Tanzania, leverages an increased number of partners in different thematic areas. In particular, in 2022, the organisation identified a number of partners and created a draught Memorandum of Understanding (MOU) with nine (9) of them in the areas of youth empowerment, family strengthening, and community empowerment, to name a few.

**Staff retention and acquisition of talents:** SOS Children's Villages, Tanzania, recognises the role of staff in sustaining any organization. In that regard, in 2022, many efforts were made to improve working conditions. This was achieved through a relatively large salary increment for all staff as well as reviewing the terms and conditions in favour of improving health insurance and housing allowances, among other non-monetary benefits. The primary objective for all these initiatives was to retain and acquire new talents that would sustain the organization.

**Meaningful engagement of the community in the planning, execution, and monitoring of programs:** The programme sustainability approach rests on promoting the engagement of the

community during the entire programme cycle to create a sense of ownership and build capacities for responding to vulnerable children and families. Likewise, economic empowerment is achieved by facilitating income-generating activities (IGAs) and engaging families in village savings and loan associations (VSLAs). These are also programme exit strategies for communities and families. For instance, IGAs provided families with a stable source of income, necessary for supporting family needs like food, livelihood, health, and the education needs of their children.

**Increased relationship with the government:** The sustainability of any organisation is highly influenced by political will. Therefore, to sustain SOS Children's Village in Tanzania, the year 2022 recorded tremendous engagement of government ministries, departments, and agencies in SOS Children's Village programming. This has accelerated a relatively high level of political willingness towards SOS initiatives in the country. A learning visit to Botswana on community reintegration of children by SOS Children's Village management and the Government of Tanzania reveals the political buy-in that SOS Children's Villages has obtained from the government.

**Maintain trust with exiting donors and solicit new potential donors:** The sustainability of SOS Children's Villages, like that of many other non-governmental organizations, is influenced by funds from donors and other sources. **Thus, in 2022,** SOS Children's Villages continued to strengthen their control mechanisms and build strong relationships with donors through the timely reporting of changes in the lives of programme participants. Further, for the sake of sustaining this organization, we worked tirelessly on proposal writing to ensure we secured substantial funds from new donors.

## 2. OVERVIEW OF PROGRAMME(S) (½-1 PAGE PER PROGRAMME)

*[Provide a **brief overview** of each programme location. If a Progress Report is available for the programme, simply paste the executive summary below. If a Progress Report is not available, summarise the programme learnings from the reporting period including achievements, lessons learned, risks, and sustainability actions.]*

### 2.1 Arusha Programm:

The SOS Children's Villages in Arusha have focused on providing care and protection for children who have lost or are at risk of losing parental care through their program. During the reporting period, the programme served 154 children and young people, strengthened child safeguarding mechanisms, and empowered 60 children and young people on violence, abuse, and exploitation prevention. The Arusha Re-Innovation programme was also implemented, benefiting 1,703 beneficiaries, including families, young people, and caregivers. The programme empowered 95,685 primary and secondary school students on child safeguarding and protection, strengthened 5 NPA-VWAC committees, and established 34 more NPA-VAWC committees at the ward level. The programme also trained 174 community volunteers in case management and child protection.

Towards achieving the goal mentioned above, the programme recruited 973 (97.3%) families, 652 (65%) young people, and 78 (100%) caregivers, including fit persons, foster families, and kinship families, to participate in the program. The programme placed 137 (62.3%) children in care and protection from other forms of alternative care, while their carers received education on sexual and reproductive health rights (SRHR), child protection, and positive parenting to assist them in raising vulnerable children and responding to positive and challenging behaviours in children.

On the other hand, the programme empowered 95,685 (94.5%) primary and secondary school students with knowledge and skills on child safeguarding and protection implemented by the Tanzania Police Force Children's and Gender Desk with support from the programme, while 6,699 (29,854 boys and 3,714 girls) in school and 341 (178 boys, 163 girls) out of school young people in the community, including all 652 recruited beneficiaries, were impacted with knowledge and skills on sexual and reproductive health rights reached by the 20 trained peer educators in the community.
During the reporting period, a total of 167 (77%) FSP families exited the program, with 11 youth (92%) completing the self-reliance and alternative care programme by 2022.

Moreover, in making sure community structures are functioning, the programme strengthened 5 (100%) NPA-VWAC committees (one at the regional level and the other 4 at the district level) to provide support to the ward committees in fulfilling their roles and responsibilities in the community. This resulted in the establishment and strengthening of 34 (21.4 percent more) NPA-VAWC committees at the ward level, and through these committees, 501 cases, including early marriage, the right to education, the raping of children and young people, as well as child labour in the community, were solved, and 156 were referred to other levels of decision-making.

In making sure children and young people in primary and secondary schools are empowered to advocate for their rights at school and even in the community, the programme established 47 (42.4 percent more) children's rights clubs, 14 junior councils in the four districts, and the One Children's Parliament at SFC. This resulted in the 7,440 (3,789 boys and 3,651 girls) students in their respective schools being empowered with knowledge and skills on child rights and protection. Additionally, the programme empowered 174 (3.5 percent more) community volunteers with knowledge and skills in case management, child protection, and positive parenting training, aiming to disseminate the knowledge and skills to caregivers and young people. Community volunteers actively participated in the identification and assessment of 973 families and 652 programme beneficiaries in the four districts, combining their impacted knowledge and skills in case management.

Lessons learned from the programme include the importance of strengthening community systems and structures, promoting other forms of care such as foster care and kinship care, and developing strong partnerships with government and community structures. Risks faced during the reporting period include the reshuffling of top government officials and budget constraints. Child safeguarding and gender mainstreaming were the top priorities for the program, with various activities aimed at increasing awareness and knowledge on these topics.

## 2.2 Dar es Salaam Programme:

The SOS Children's Village Dar es Salaam programme was established in 2007 to respond to the needs of children without parental care and those at risk of losing it. The SOS Children's Village in Dar es Salaam started its interventions with the SOS Family Care programme in 2007. To respond to similar changes beyond SOS Children's Village, the Family Strengthening and Youth Care programmes were established in 2012. Other programmes established to complement the efforts in the family strengthening programme were Re-integration and Community Action for Quality Alternative Care Programs which were established in 2017.

In the year 2022, SOS Children's Village Dar es Salaam program, continued to provide quality care and protection services to children and youth under its programmes like SOS Family Care, Youth Care, Re-integration, Family Strengthening, and Community Action for Alternative Care and Protection.

This summarised report provides a short narration of 2022's significant annual changes that relate to the program's intervention directly or indirectly, through partners' influence or the beneficiaries themselves. During the period, the CV Dar es Salaam programme realised the following changes:
Currently, a total of 800 children and young people (400 boys and 400 girls) from 186 families have been reached as direct beneficiaries during the implementation period. Other community interventions, such as school renovations, the establishment of a One Stop Center for GBV and VAC, community mobilisation initiatives, and system strengthening (including trainings for government officials and other like-minded community partners in Chanika and Zingiziwa wards), have indirectly reached and benefited an additional 666 children from other forms of care and 28,173 pupils from 10 schools.

There were 2621 VAC and GBV cases reported in 2022, compared to 1234 cases in 2021. This is a result of the programme's collaboration with the government to establish a one-stop centre that serves more than five wards in the Chanika and Zingiziwa wards. By the end of 2022, the reported GBV/VAC 2621 cases were classified as sexual violence (rape), physical violence, negligence, emotional violence, and economic violence, with emotional cases (2,225) having the highest degree of VAC/GBV, followed by physical violence (180).

In June 2022, two guidelines for Junior Councils and Children's Protection Desks were formulated and launched. On September 30, 2022, a national programme for parenting and inclusive early child

development and parenting was launched. Two new guidelines for the formulation of junior councils and children's protection desks in schools, dated June 2022, have been made public; henceforth, the project will capacitate 324 (75 boys and 249 girls) social welfare officers on the new guidelines for junior councils and children's desk formulation. The training resulted in the formation of 90% of junior councils and child protection desks throughout the Dar es Salaam region.

Children's safety is central to each intervention facilitated by the program. This has been noticed through the child fund initiative (UWAMTO) that was established by 32 VSLAs that were formed by the FS Program in Chanika and Zingiziwa. (UWAMTO) is now a community-based organisation initiated by the local community members' focus on the collection of children's funds from 32 VSLAs into one basket fund. Each VSLA has a duty to collect children's funds from their respective VSLAs and disburse them to UWAMTO which acts as the umbrella organisation that manages the fund for children's issues. 416,000,000 TZs were collected, compared to 102,311,700 TZs in 2021 and 39,340,000 TZs in 2020. This represents a significant three-year progress, with 92% of community members saving their spirits to address life challenges and other socioeconomic issues. Currently, a total of 466 children (253 girls and 213 boys) are supported with different needs and other scholastic materials. This assures the sustainability of our programmes, as this is a totally community-led intervention.

During this reporting period, 63 (38 boys and 25 girls) youths were supported with education support (resources and materials); 25 (12 boys and 13 girls) attained character building; and 30 (14 boys and 16 girls) youths attended right decision-making training. Furthermore, 29 (16 boys and 13 girls) youths received career guidance training, 16 (9 boys and 7 girls) received entrepreneurship training; 20 (13 boys and 12 girls) received leadership training; and 30 (14 boys and 16 girls) received sexually reproductive health education. Also, as part of increasing learning, development, and experience from various actors and networks, 10 youths (3 boys and 7 girls) participated in the SOS Youth Forum, 30 youths (18 boys and 12 girls) in the Tanzania Emerging Youth Awards, 05 youths (03 boys and 02 girls) in the National Youths Week Forum; and 16 youths (7 girls and 9 boys) in virtual climatic change conferences. Additionally, one female youth was able to get a full scholarship to participate in a global conference addressing SDG 13 at Oxford University.

56 children (54 boys and 2 girls) were rescued from the streets (52 Ubungo and 4 Ilala) respectively). The children are currently receiving services and assistance in three children's homes, as per national reintegration guidelines: Kurasini (52) Bunju children's home (3), and Gongolamboto children's home. The FS programme in collaboration with the Police Gender Desk and Tanzania Arts Feminists (TAF); conducted SRH, VAC, and GBV sensitization sessions with a total of 28,601 (1792 girls and 1571 boys) pupils from 4 schools. This has facilitated the community's increased proficiency in dealing with adolescence and other child abuse-related issues.

### 2.3 **Iringa Programm:**

In the Iringa region, SOS Children's Villages Tanzania is implementing a three-year (2021-2023) project named "Children with Children (CwC): Initiatives for Adolescent Girls in Tanzania" that operates in all five district councils in the region. The project is funded by the Ministry of Foreign Affairs of Finland and SOS Children's Villages Finland with the goal of improving the wellbeing and rights of vulnerable adolescent girls and their mothers. In addition, the primary beneficiaries of the project are 600 adolescent mothers in the 10–19 age group and 15,000 adolescent boys and girls who are in secondary schools. The design of the project was based on the results of a four-year project on women's empowerment and children's rights that was also funded by the Finnish Ministry of Foreign Affairs and SOS Finland and carried out in the Mufindi district of Iringa from 2017 to 2020.

The major developments and key results attained in the second year of the reporting period include the following: adopted and disseminated four simplified child guidelines and frameworks, which include: child protection laws and frameworks, guidelines for the establishment of the Gender Desk; guidelines for the establishment of Junior Councils; and a guideline for positive parenting. In order to ensure child protection, 102 gender desks and 73 junior councils were established.

The project was able to collaborate with five district councils, the Ministry of Health, the Ministry of Community Development, Gender, Women, and the Special Group on a variety of activities to ensure

the safety of children and adolescents in the community. Together with ten CBOs, which managed to reach 167 (72 males and 95 female) community members, 27 vulnerable households.

In strengthening the care option, the project supported the government in identifying and training 42 fit persons to provide care and protection for children who were abandoned due to poverty, disability, abuse, or neglect. The progress has increased the number of fit persons in the Iringa region from 103 in 2021 to 145 in 2022. Promoting child protection and changing communities' knowledge, attitudes, and practises to report violence against children (VAC) and gender-based violence (GBV) cases, which was attained through undertaking community meetings on the use of the 116 free call number to report VAC and GBV incidences, reached about 2,529 community members, and through male engagement campaigns, reached 1,190 (522 males and 408 females) community members. This means a total of 3,719 community members were reached. The project trained 50 CWPCs, reaching 271 members of the community-based child protection structure at the village and ward levels on VAC and GBV to enable them to oversee the protection of children and women. Thus, in 2022, 1,162 cases were reported in our project areas in 19 wards as VAC and GBV incidents.

The project helped to decrease pregnancy by 78% among adolescent girls because of SRH activities carried out by 66 trained peer educators and health workers, who reached 10,308 adolescent boys, girls, and mothers together with community members. The activities were carried out to raise awareness that can, in turn, increase their ability to tackle social discrimination, gender inequalities, and exclusion. Thus, generally, a total of 17,808 adolescents received SRH education from 2021 to 2022. Only 8,584 adolescents were accessing SRH services before the intervention.

In economic empowerment activities targeting 600 adolescent mothers, have also achieved a significant level of success. For example, our survey has shown an increase in income-generating sources among the targeted adolescent mothers. The data showed that 318 (53%) adolescent mothers were actively participating in income generating activities (IGAs). The achievement was due to project initiatives, which supported 29 IGA groups with 480 members. The IGAs have become catalysts for adolescents' mothers to participate in our project activities. They are engaging in tomato farming, pig keeping, avocado growing, maize growing, and green vegetable gardening. The activities are usually undertaken in organised groups.

A major challenge encountered during the reporting year was a lack of volunteers and PSWs from the communities to support the execution of project activities at the grassroots level and to assist in the daily follow-ups of beneficiaries. Moving from one ward to another requires the use of an incentive due to the geographical location, which was not possible due to budget limitations. In addressing this challenge, the project engaged the Village Executive Officers (VEOs) and other local leaders to support the project activities. However, it helped to a very little extent as they also had other responsibilities

Low income of the beneficiaries, it has been difficult for some of them to participate in the VSLA group since they cannot manage to buy and save shares on a weekly basis. Thus, some of the group members are not doing regular saving activities. Therefore, the project is ensuring the project beneficiaries have IGAs that are not seasonal and can help them support their families.

2.4 **Mwanza Programm:**

The Mwanza Program operates in the Mwanza region (Ilemela and Nyamagana Districts), on the southern shores of Lake Victoria in North-western Tanzania. The interventions carried out to children, youth, caregivers and teachers in Ilemela Municipal and Mwanza City Council aimed at empowering and deepening access to quality education, and quality care, enhancing g entrepreneurship and employability, and strengthening community systems and structures. The program ensured that the 2022 implementation aligns with 2021 – 2024 Five Federation Priorities, National Five-Year Development Plan 2021/22 - 2025/26, and Care Promise.

**Amidst significant achievements in 2022, the Mwanza program celebrates the following;**

16 mothers from FLC program graduated in a one-year childcare course and were accredited a certificate of childcare including Early Childhood Development. Following this remarkable milestone, the program envisions the provision of positive and professional care to children.

In this reporting period, the programme successfully reunified 3 children (2 boys and 1 girl) with their families of origin. Currently, the reunified children are enjoying family life with their biological parents at Bukoba and Musoma as per the requirement of the Child Act and Home Regulation Act 137 *(3) that the best place for a child to grow is with his or her biological family.* This is a result of the family tracing assessment conducted by the programme and the establishment and maintenance of positive communication that created a bond between children and their respective biological parents.

Moreover, community structures in Ilemela and Nyamagana districts improved their commitment to responding to the needs of vulnerable children and families. For example, 8116 community members (3750 male and 4,366 female) and 978 (474 boys and 504 girls) schoolchildren were reached with child protection knowledge awareness. Following the awareness raised in the community, 15 child abuse incidents and three GBV cases from Sangabuye, Kayenze, and Shibula wards were reported and responded to accordingly. So that they could respond well to reports of child abuse, two child protection committees in Nyashimba and Semba B kept up their savings plans. They saved TZS 688,00 and TZS 798,00, respectively, and were able to help with money while responding to cases.

In addition, through meaningful youth participation, the programme successfully engaged youth in a range of employability and entrepreneurship skills. In this reporting period, the programme supported 68 youth in different opportunities, whereby 35 youth and 8 F) were supported in colleges, 15 (9 male and 6 female) in vocational training skills, and 14 youth in agricultural and business skills.

There is a notable increase in the capacity of carers to own resources by 11%, which translates to 89 families in 2022 compared to 80 families in 2021. For example, 89 carers own plots and are on different levels of family house construction (32 finished, 24 in the construction process at different levels from the foundation to the renter), while 33 carers mobilised construction materials including cement, iron sheets, sand, stones, iron rods, etc. Twelve (12) carers have bought plots for family house construction, four carers have bought plots for cultivation purposes, and 24 carers own livestock (cattle, goats, and sheep).

Furthermore, 241 out of 261 pre-primary government schoolteachers from 80 schools in Mwanza City Council managed to make early childhood classroom arrangements suitable for children. The early childhood classrooms have age-appropriate learning materials for all children. That resulted from the training on the newly revised curriculum and classroom setup for early childhood education.

The achievement of the planned project results across the various project intervention areas was significantly aided by key collaborations with local government and community-based organizations.

ANNEX

**ANNEX 1: HYPERLINKS TO RELATED MATERIALS**

| Topic | Person responsible | Source of information | MA file should be saved to: | Hyperlink |
|---|---|---|---|---|
| Actual statistics of the MA | Member support advisor | LUCY Report accessed via the following path: LUCY  Finance management  Reports  Statistics  Actual statistics | Federation planning & steering: **MA statistics** | *Insert hyperlink of the MA statistics* |
| List of board members | National director | MA fills in template list of board members | Federation planning & steering: **MA annual reports** | *Insert hyperlink of the list of board members* |
| MA mid-term plan | National director | MA fills in template for mid-term planning | Federation planning & steering: **Mid-term & annual plans** | *Insert hyperlink of the mid-term plan* |
| MA annual plan | National director | MA fills in template for annual planning | Federation planning & steering: **Mid-term & annual plans** | *Insert hyperlink of the annual plan* |
| MA website | National director | Member association website | Not applicable: provide link only | *Insert hyperlink of the MA website* |
| Online directory page for MA | National director | SOS Online Directory | Not applicable: provide link only | *Insert hyperlink of specific page for the MA* |

**ANNEX 2: SUMMARY OF MAJOR ACTIVITIES OF THE MEMBER ASSOCIATION**

*[Provide an overview of major activities that occurred at the national level for the reporting period (e.g., audits, trainings/workshops, visits, etc.). Please mention which mid-term objective these activities support and what the results of the activity were.]*

| Major activities of the MA | Date | Corresponding national mid-term objective | Results |
|---|---|---|---|
| Develop a child protection policy including child friendly version for MA Tanzania | November | Programme quality and child safeguarding | Development of Child Friendly Child protection Policy for children has been done in collaboration with C-SEMA organization. The activity involved children, child safeguarding team in all program location Mwanza, Dar es Salaam, Arusha as key stakeholder to share their suggestion and ideas during development. All children and team involved their comments were careful review and considered during finalization of the activity. The final developed Child friendly child protection policy will be useful for children, youth, staff and other stakeholders as the language used user friendly. The new developed CPP will be shared to all program location for printing and dissemination to all children under our care and family strengthening program as the contents are relevant. document has been done. |
| Review and update risk register, and risk mitigation plans in Arusha, Dar es Salaam, and Mwanza | March | Programme quality and child safeguarding | The risk assessment and risk mitigation plan for Mwanza, Arusha and Dar es Salaam has been reviewed and updated by 100%. Each program location has its own document i.e., the updated risk assessment and the updated risk mitigation plan |
| Conduct internal CS audit in Arusha, Dar es Salaam, and Mwanza to develop recommendations for improving CS mechanisms in the MA Tanzania | June | Programme quality and child safeguarding | The Internal Child Safeguarding Auditing has been completed for Arusha, Mwanza and Dar es salaam children's villages. The audit focuses on assessing the MA compliance to child safeguarding practices. However, in all program locations visited the audit provided key findings and recommendations to improve safeguarding practices within Tanzania MA. The program locations have started using audit finding. The national child safeguarding team continue to provide technical support to program locations |

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| Translate and develop simplified version of the MA Gate keeping guideline and train 63 SOS Staff 59 mothers and Aunties from Arusha, Dar es Salaam and Mwanza program Locations | March | Global project 3: Enabling environment for safeguarding | The MA has already developed the simplified gatekeeping guidelines. Moreover, 67 staff of gatekeeping committees from all locations have improved knowledge on gatekeeping. Likewise, all 54 SOS Mothers in Mwanza, Dar es Salaam and Arusha have been oriented on the guidelines. |
| Conduct care review for 385 Children to provide quality care services and reunify and reintegrate 61 children and youth (15 from Arusha, 40 from Dar es Salaam, and 6 from Mwanza program Locations) | June | Global project 3: Enabling environment for safeguarding | Care review has already done for 385 (198 Boys and 187 Girls), which supported development of care plans and individual development plans for young people. |
| Coordinate the review of Children's Homes Guidelines in collaboration with the Ministry of Health, Community development, Gender, Elderly, and Children (MoHCGEC) in Tanzania Mainland | October | Global project 3: Enabling environment for safeguarding | We coordinated the reviewing process of the National Guidelines on Establishment and Management of Children's Home Guidelines. So far, the draft revised guidelines are available waits for approval from the government. |
| Promoting Alternative Childcare options | | | |
| Support 6 LGAs (councils) to recruited and train 25 foster care families, 80 fit families, 170 kinship families, and promote Family like care model in Arusha, Dar es Salaam, Mwanza, and Iringa. | September | Global project 3: Enabling environment for safeguarding | Improved knowledge on quality care to 388 other forms of cares including; Fit persons/Families, Foster families, and Kinship caregivers from Dar es salaam, Mwanza and Iringa to promote family-based care. This OAC have reached and supported 804 boys and girls from all program location |
| Develop 2 guidelines. One for SOS mothers staying with their biological children in CVs and the other for piloting physical integration of SOS families in community settings | May | Global project 3: Enabling environment for safeguarding | Two draft guidelines were developed. The first is combining three key components namely: Physical integration, Social Integration, and Mothers staying with biological children in CVs. The second guideline developed to support education improvement for children and young people in Family Like Care. The guidelines are still under review at MA level. |
| Conduct alternative care implementing partners' annual meeting/forum in collaboration with the MoHCGEC | August | Global project 3: Enabling environment for safeguarding | The alternative care annual forum was conducted in collaboration with MoHCGEC which was successful and led the ministry to formulate a technical working group on alternative care matters to able to upfront these matters. |
| Deepening Mental Health and Psychosocial care and Support | | | |

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| Provide individualized mental health and psychosocial support to 210 children and 32 staff from Arusha, Dar es Salaam Mwanza and National office | December | Global project 1: Programme quality and child safeguarding | This reporting period 399 people were reached in psychosocial support; 180 children and youth through individual and group counselling, 183 children and youth through school visit and all have been engaged in different playful activities such as games and sports. And 36 SOS mothers were reached through MHPSS training and support |
| Link 210 children and youth and 63 Caregivers from Arusha, Dar es Salaam, and Mwanza program locations with community base structures such as parenting groups, children's clubs, and Children's councils, to increase social integration. | December | Global project 1: Programme quality and child safeguarding | 69 Children from SOS CV Dar es Salaam and Arusha participated in child platform including community children's councils and attended a training on Life skills in the communities as social integration to ensure children from family like care get to experience life in the community for smooth re-unification and re-integration. |
| Strengthened Gender mainstreaming in program | | | |
| Conduct gender auditing at National level and in all program locations | April | Global project 1: Programme quality and child safeguarding | Activity Cancelled due to budget frame Limitation |
| Collaborate with gender networks across the country to streamline gender activities at national and local level | December | Global project 1: Programme quality and child safeguarding | Activity Cancelled due to budget frame Limitation |
| Conduct Male engagement activities on parenting and on addressing GBV and VAC | June | Global project 1: Programme quality and child safeguarding | Male have been engaged in Positive parenting and in addressing GBV and VAC at family and community level. This was made possible through the efforts of TOT that were strengthening community systems and structures on addressing GBV and VAC |
| Increased reintegration of children into the community | | | |
| Reunify 61 children and youth in all three program locations into their families of origin | December | Global project 1: Programme quality and child safeguarding | The MA has managed to successfully reintegrate 48 of the 60 children and youth projected in this year. These, include 2 children in Mwanza,14 Youth in Dar es Salaam and 8 Youth in Arusha after having conducted their care reviews to ensure that their possibility for reintegration and the need to make it a success. |
| Facilitate Children and young people from SOS CVs to participate in community activities and events as part of social reintegration | December | Global project 1: Programme quality and child safeguarding | 69 Children from SOS CV Dar es Salaam and Arusha participated in child platform including community children's councils and attended a training on Life skills in |

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| | | | the communities as social integration to ensure children from family like care get to experience life in the community for smooth re-unification and re-integration. |
| Strengthening Families | | | |
| Strengthen Child and Women Protection Committees in Arusha15, Dar 4, and Mwanza16 to prevent and respond against violence and abuse of targeted children in collaboration with Social Welfare department | July | Global project 1: Programme quality and child safeguarding | 139 Children and Women Protection Committees imparted with skills to improve child protection mechanism leading to low child abuse cases, against target of 35, with 1,979 members capacitated. As a result, 1,574 cases addressed by the committees against 2,109 reported cases. This assures a comprehensive and integrated community-based child protection system has been strengthened by MA Tanzania in collaboration with key duty bearers. New program started in Arusha by 2022, and others FS location which train NPA-VAWCC in 2022, but were not originally contributing to this target raise the achievement |
| Support 2,853 families and young people to access skills, startup kits, linkages, and ICT4D for marketing to improve income for child quality care provision | September | Global project 1: Programme quality and child safeguarding | Families empowered on economic empowerment initiatives, linked and gain useful skills from program and key partners. For instance, 2,351 families were engaged on Economic empowerment initiatives benefiting 6,518 children. 1,826 families were involved in VSLA, with 470 being non-Family Strengthening beneficiaries. TZS 556,622,064 had been saved, whereby TZS 161,463,406 been issued as loan to 1,273 members. Based on household visits during Q4 to 862 families, it was observed that 671 (78%) families have sufficient income to support quality care and children needs. Likewise, 5,291 children were attending schools and 8,011 accessing health care supported from their families. Likewise, 372 families exited FS program as self-reliant against planned target of 224 for 2022. |
| Train 213 Community workers and peer educators as ToT on SRH, positive parenting, and positive discipline in Arusha, Dar es salaam, Mwanza, and Iringa program location | December | Global project 1: Programme quality and child safeguarding | MA Tanzania managed to empower community structures to facilitate families to provide quality care, ensure positive parenting and discipline, whereby 640 members from communities capacitated as ToT on SRH, parenting and positive discipline in 2022 against plan of 213. The trained members benefited more than 1,821 FS families with 6,041 children, as well as more than 11,455 indirect |

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| | | | beneficiaries from schools and communities. New program started in Arusha by 2022, and others FS location which train NPA-VAWCC in 2022 but were not originally contributing to this target raise the achievement. |
| Youth empowerment | | | |
| Coordinate Youth participation on regional, sub regional, and National forums on Leadership, professionalism, digital economy, Youth international day, talents awards, and exhibition. | August | Project 9: Youth Can! | A total of 228 youth (121F, 107M) equals to 120% out of 189 targeted youth, linked with different platforms including regional virtual training organized by IOR on Climate change and MHPSS, national youth forum organized by SOSTZ focused on life skills, Tanzania Emerging Youth Award organized by Africa Youth Transformation (AYT) focused on supporting youth-led initiatives, Farmers days organized by Ministry of Agriculture for value addition to youth made products and Youth week organized by PMO-LYED which focused on productive activities for young people. |
| Coordinate learning tour, Technical and Vocational Education Training (TVET), and Entrepreneurship skills to promote education and skills development for 247 youth (50 from Iringa, 43 from Arusha, 66 from Dar es salaam, and 88 from Mwanza) | July | Project 9: Youth Can! | A total of 946 youth (331F, 615M) equals to 382% out of 247 targeted youth, acquired vocational and entrepreneurship skills which increases their ability to secure decent employment. Out of 946 youth, 782 youth acquired entrepreneurship skills and 164 youth acquired Vocational skills whereby 13 youth are employed, and 209 youth are self-employed. |
| Conduct a national stakeholders engagement forum with the Government and like-minded organization for youth empowerment, linkages, and access to opportunities | September | Project 9: Youth Can! | Mapping out of potential partners and like-minded organizations is done and about 9 organizations active in youth empowerment identified and MOU's have been drafted together with the four district councils and PMO-LYED. Thus in 2023 after finalization of Mapping partners and signing of MOU then conduct national stakeholders' engagement forum in 2023 |
| Coordinate program locations towards development of action plan to implement the national youth policy | April | Project 9: Youth Can! | The Second Draft of Youth Care Guideline for Tanzania mainland and Zanzibar is under review for further procedures to take place. |
| Conduct needs assessment study to determine youth needs across the entire MA and design a program to address their needs | April | Project 9: Youth Can! | All locations have finalized needs assessment and the reports have been completed. And concept notes have been developed. |

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| Strengthening internal control to improve compliances | | | |
| Implement agreed action plan on the 2021 Regional Internal Audit and External Audit recommendations and conduct 2022 internal adulting for all program location. | December | Global project 2: Programme management and Connect SOS | Out of 46 audit findings reported in previous internal audits, 41(89.1%) fully implemented, 2(4.3%) partly implemented and 3(6.5%) Not implemented.<br><br>Out of 7 audit findings reported in previous external audit for 2020, 5(71.4%) fully implemented and 2(28.6%) partly implemented.<br><br>Out of 71 audit findings reported in previous ESAF audit, 36(50.7%) fully implemented, 20(28.2%) partly implemented and 15(21.1%) Not implemented.<br>Six (6) out of Fourteen (14) program audits planned from three (3) locations, have been conducted in the past two quarters.3 |
| Update the risk register for the whole MA and conduct refreshers' awareness raising on fraud, internal controls and risk management to the MA staff | December | Global project 2: Programme management and Connect SOS | The MA has been conducting awareness raising on fraud, internal controls and risk management to the MA staff during auditing process. Five (5) out of five (5) audited program locations, awareness was provided to staff in areas of procurements controls, fraud issues, risk management and other internal control related gaps. Facilitation on updating the MA risk register was conducted for Arusha, Mwanza, Zanzibar and Dar es Salaam Program's locations and up to date their locations risk registers have been updated. The Updated Risk MA Risk register has bee, |
| Fund development | | | |
| Diversify local income through mapping and recruiting 50 individual local sponsors and at least 3 corporate donors to raise 120,000,000 and through conducting fundraising event to raise 180,000,000 | September | Project 5: Impact fund for children | Mapping out of potential partners and corporate donors and individuals was done. 10 potential corporate companies, business foundations and individuals were identified, scoping and follow-up meetings are ongoing in preparations of MoU signing.<br>Communication meetings are ongoing in preparations for the;<br>-Follow-up for strategic engagement: Vodacom Foundation, Segal family foundation, Ishik Medical |

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| | | | Foundation., and Tanzanians -US Diaspora.<br>-Possible CSI funding: Total, NBC Ltd, Azania, and Tanzania Tour operators for the next financial year.<br>-Unlocking the power of small and medium enterprises (SMEs for local resources mobilization in Dar es Salaam.<br>-Feasible events in the pipeline (Phammes Consolidated Ltd) Marathon in Dar es Salaam (September) and Iringa (December),<br>-Dinner Gala, Gospel Concert (Arusha/Moshi). |
| Develop and submit 12-concept notes/proposals (4PSA led and 8MA led) | October | Project 5: Impact fund for children | We have submitted 6 proposals. Whereby five of the proposal are MA led and one of the proposals is PSA led in nature. We are waiting for the feedback for five of the proposal. One of the proposals EDUCARE didnt not push through. The following are the submitted proposal;<br><br>Edu-care in Iringa- Ministry of Foreign Affairs in Iringa<br>-Digital Financial Education for girls in Ghana & Tanzania<br>-Dream Project Swedish Postcode Lottery<br>-Mental Health Support to Youth Dar es Salaam<br>-Out of School Children in Mwanza and Zanzibar Pemba<br>-Streets without Street Children in Tanzania. |
| Engage a consultant to support development and dissemination of fundraising manual and communication strategy for MA Tanzania and Zanzibar | August | Project 6: IPD and government funding | The MA has started to collect information from internal document and to review document form other MA for further learnings. The actual activity will take place in the third quarter |
| Rebrand 5 location offices to meet IOR newly set branding standards to enhance Visibility of the SOS CV Tanzania brand and program through revamped website, social media updates, and design and print MA specific brochures | June | Project 7: Working environment for child and youth care professionals | The MA has updated country profile, brochure, and factsheets.<br>Additional IEC materials for Covid-19<br><br>Documentary underway, planned for Q3<br>11 success stories out of 22 planned shared with IOR, Intranet<br>The website has been launched and harnessed digital space through Increase of followers, engagements, comments and likes From Jan-June 2022<br>Twitter: 211 – 598<br>Instagram 261 – 675 |

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| | | | Facebook 189 - 588<br>The national office has been re-branded follow-up with location office to increase visibility. |
| Build and enhance critical skills and competencies on learning and development systems | | | |
| Promote capacity building to (62) Mothers/ Aunts on ECD and childcare as per government requirement, and build capacity to 97 co-workers in different functions to gain skills required | November | Project 4: Inspire a movement of lifelong supporters | The MA conducted ECD Training to 62 mothers from Mwanza and Dar es Salaam. Capacity building on Board paper preparational and writing was provided to 16 management team members. 32 staff were capacitated in Procurement & Risk Management Training. |
| Conduct orientation, training, and experience sharing to 40 staff on RBM tools, 2022-2024 RBM implementation plan, and PDB2 to increase application of data for decision making and for Result based management in MA Tanzania | March | Project 4: Inspire a movement of lifelong supporters | Conducted RBM experience sharing to 42 staff on RBM tools and prepared implementation plan.<br>RBM Orientation was conducted to 33 new staff joined from January 2022 |
| Digitalize and strengthen HROD policies & processes and safeguarding practices | | | |
| Roll out HRIS and D365 Microsoft software to Strengthen recruitment, onboarding process and performance management | September | Project 4: Inspire a movement of lifelong supporters | Initial orientation was conducted to all ESAF HR Managers in February 2022. The MA prepared and shared all required staff data to IOR and Data validity confirmation was received in April 2022. m The MA HR personnel are currently on training and orientation on D365 conducted by Regional Office. The MA is waiting for official rollout in February 2023 |
| Strengthen good governance and leadership management | | | |
| Review the existing MA constitution to align with federation model and government requirement | July | Project 4: Inspire a movement of lifelong supporters | The draft has been submitted to NGO register. The MA is still waiting for the feedback. |
| Enhance Board development on good governance and capacity building on resource mobilization and child safeguarding for 12 members. | May | Project 4: Inspire a movement of lifelong supporters | CS Training was conducted on 7th & 8th August 2022 during the 2nd quarter Board meeting to both Board members and SMT. However, due to Board members' availability Resource Mobilization Training and Board Retreat has not been conducted. |
| Promote conducive work environment and improve compensation and benefit systems | | | |

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| Promote inter-departmental strong work relations through team building and effective communication | November | Project 4: Inspire a movement of lifelong supporters | Team building and teamwork relationships have been conducted by each location. The MA conducted an annual staff retreat in December 2022 attended by IDR |
| Implement HROD Assessment and Enhance retention strategy to retain potential talents for organizational productivity. | September | Project 4: Inspire a movement of lifelong supporters | HR Assessment to all locations (Arusha, Zanzibar, Iringa, Mwanza, Dar es Salaam) is completed. Review of staff compensations, promote staff through recruitment procedures upon merit to fill vacancies and provision of capacity building. |
| Advocacy | | | |
| Complement Government initiative to make a wider evaluation of child development policy of (2008) by covering two stakeholders workshops meetings and contribute the cost for managing national consultancy | November | Project 8: Care reform processes and advocacy for the rights of our target group | SOS CV worked with the government and other partners to make a review of the national guideline on the establishment and management of children homes of 2006. This task resulted in the development of a new guideline draft that reflect the current needs of childcare and protection and compliments to the UN guidelines for alternative care 2010 and the law of the childcare of 2009. The remaining part of the work which includes validation of the guidelines and approval by the ministry responsible is planned to be completed in 2023 |
| Conduct dialogue meetings with Government and other stakeholders to disseminate findings of the continental study on children without parental care in Africa. | June | Project 8: Care reform processes and advocacy for the rights of our target group | This activity has been stopped and forwarded to 2023 plan because the validation process of the study from the regional level has not been finalised |
| Organise two days' exchange learning workshop to 50 Journalist from different media houses and 24 SOS staff on child rights, alternative care issues and media engagement. | April | Project 8: Care reform processes and advocacy for the rights of our target group | Activity Cancelled due to budget frame limitation |
| Work with TCRF and other child rights networks and coalitions towards improving child rights policy environment and developing Universal periodic reports on child rights | December | Project 8: Care reform processes and advocacy for the rights of our target group | SOSCV worked with TCRF and other like-minded organisation to develop the state party alternative report to the UN committee of expert of children rights and the African committee of expert of children rights. both the reports are due to submission under the umbrella of Tanzania child right network. |
| Hire a consultancy to review and refine the National Advocacy strategy 2018-2022 and | April | Project 8: Care reform processes and advocacy | The final strategy is in place, unfortunately during the last board meeting, the board members requested that the strategy to be presented in the next board meeting as they |

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| conduct two days' workshop to validate and disseminate the strategy. | | for the rights of our target group | needed enough time to go through the strategy. In this regard, the strategy will be presented in January. for board endorsement and approval of the national director |
| Design, produce and disseminate Advocacy documentary for National media campaign on care reform | Augst | Project 8: Care reform processes and advocacy for the rights of our target group | We managed to develop themes on Care reform that were presented during the day of African Child. the massage was aired in different Mass media as well. |
| ICT and digitalization | | | |
| Rollout the New Global and Regional Minimum Standards (Hardware, Software, Security) to improve ICT Infrastructure and Connectivity | March | Project 10: Digital Village | The network devices (Cisco Meraki Devices) which were expected to be delivered in December were not yet delivered, that's why the implementation of this has been taken to March, 2023 |
| Professionalise the usage of the Microsoft Cloud and Cisco Meraki Solutions by introducing more digital tools such as Microsoft Forms(survey), Yammer, Cisco ambarella, team viewer for remote support, and Azure MDM/Intune. i | September | Project 10: Digital Village | This has been completed, with expectations to improve more on the digital skills to staff especially on the use of Microsoft Cloud Tools like forms, Yammer, To Do, SharePoint, One drive etc... |
| Strengthen digitalisation in the MA through implementing C&I, ICT4D, Digital Skills, Digital Fundraising) Digital Village & Rafiki App | December | Project 10: Digital Village | Apart from completion of all tasks, still the Digital Village Project in Zanzibar is not yet completed due to some technical issues (Internet installation, wrong delivered ICT Items), we expect before end of March to have it completed. |
| Translate and develop simplified version of the MA Gate keeping guideline and train 63 SOS Staff 59 mothers and Aunties from Arusha, Dar es Salaam and Mwanza program Locations | | Global project 3: Enabling environment for safeguarding | The MA has already developed the simplified gatekeeping guidelines. Moreover, 67 staff of gatekeeping committees from all locations have improved knowledge on gatekeeping. Likewise, all 54 SOS Mothers in Mwanza, Dar es Salaam and Arusha have been oriented on the guidelines. |
| Conduct care review for 385 Children to provide quality care services and reunify and reintegrate 61 children and youth (15 from Arusha, 40 from Dar es Salaam, and 6 from Mwanza program Locations) | March | Global project 3: Enabling environment for safeguarding | Care review has already done for 385 (198 Boys and 187 Girls), which supported development of care plans and individual development plans for young people. |
| Coordinate the review of Children's Homes Guidelines in collaboration with the Ministry of | September | Global project 3: Enabling environment for safeguarding | We coordinated the reviewing process of the National Guidelines on Establishment and Management of Children's Home Guidelines. So far, the draft revised |

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| Health, Community development, Gender, Elderly, and Children (MoHCGEC) in Tanzania Mainland | | | guidelines are available waits for approval from the government. |