LISTENING DEEPLY, COMMUNICATING HONESTLY

Femina Hip Annual Report 2023

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Follow us:

Ruth Mlay,
Executive Director
Femina Hip, 2023

From the Executive Director

We believe that young people have the power to create positive change in their communities.. But we know the involvement of young people in decision-making is often determined by the leaders in their communities. That's why we spent time this year working with community stakeholders to see the value of youth and guide them on how to provide opportunities for young people to take action. It was truly inspiring to witness leaders from different backgrounds—religious, political, community, and family—come together to support young people in preventing gender-based violence in the Muheza District of Tanga. Together, we are making progress in turning around harmful social and cultural practices.

This year, we also tried out some exciting new technologies that will take our organization to the next level. One of them is the Fema App, a tool we developed to track the progress of our Fema Clubs. This app is a game-changer in how we monitor and keep records, engage with Fema Clubbers and mentors, and will help us to streamline information coming from Fema Clubs across the country. We can't wait to share with you the amazing results we will achieve through this change in the coming years!

My biggest take away from this year is that youth are driven to create change They are tired of the status quo and want to see change from their leaders and decision-makers. They want a better way of life, but they don't always know how to make a difference. It is our responsibility to provide them with the right resources, skills, trust, and support to help them create a new way for our communities to thrive.

Keep an eye out for our upcoming podcast, *Story Yangu*, in 2024. We have an exciting lineup of guests discussing hot topics you won't want to miss!

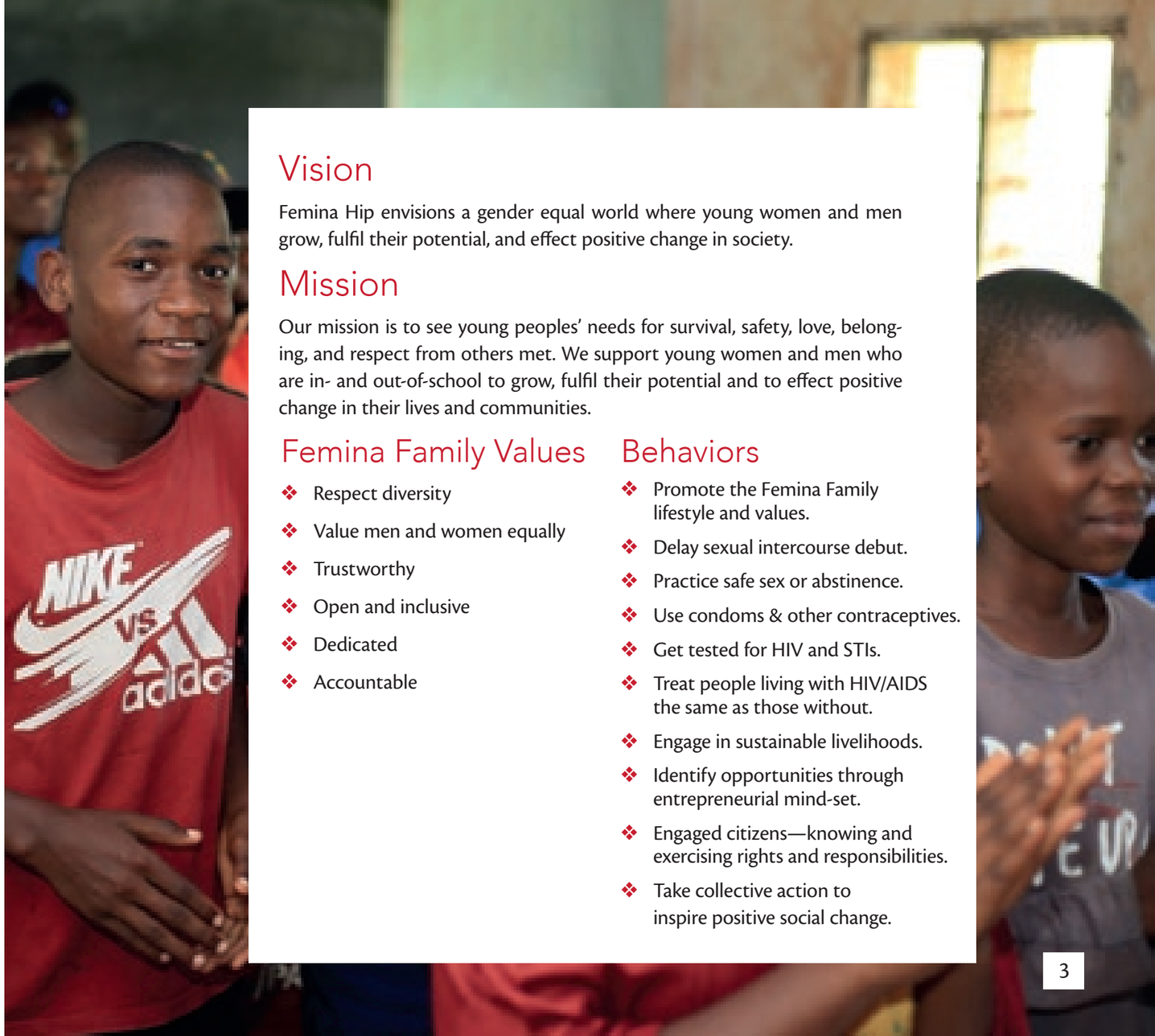
REACHING 15 MILLION TANZANIAN YOUTH

About Femina Hip

Femina Hip is a Tanzanian civil society organisation that works with youth, communities, and strategic partners to advance youth empowerment. As we approach 25 years of making a positive impact on millions of Tanzanian youth, Femina Hip continues to engage with young people by listening deeply and communicating honestly about the topics that matter most to them. Through Femina Hip's media products and teacher training programs, youth gain the life skills that empower them to tackle the challenges they face as they learn how best to turn their challenges into opportunities.

The Femina Family Agendas of Sexual Reproductive Health and Rights, Economic Empowerment, Citizen Engagement, and Digital Transformation are the core themes addressed in the content presented in the Fema Magazine, on social media, and during Ujana Salama trainings. These media products and training sessions are delivered to youth through extra-curricular Fema Clubs in secondary schools across Tanzania.. In 2023, Femina Hip began to expand the club system in into primary schools—the Fema Msingi Clubs—starting in the Katavi region.

In 2023, we were laser-focused on two key objectives: championing Femina Hip's agendas and becoming the go-to organization for government, donors, communities, and media—amplifying youth-centric issues and solutions.



Vision

Femina Hip envisions a gender equal world where young women and men grow, fulfil their potential, and effect positive change in society.

Mission

Our mission is to see young peoples' needs for survival, safety, love, belonging, and respect from others met. We support young women and men who are in- and out-of-school to grow, fulfil their potential and to effect positive change in their lives and communities.

Femina Family Values

- Respect diversity
- Value men and women equally
- Trustworthy
- Open and inclusive
- Dedicated
- Accountable

Behaviors

- Promote the Femina Family lifestyle and values.
- Delay sexual intercourse debut.
- Practice safe sex or abstinence.
- Use condoms & other contraceptives.
- Get tested for HIV and STIs.
- Treat people living with HIV/AIDS the same as those without.
- Engage in sustainable livelihoods.
- Identify opportunities through entrepreneurial mind-set.
- Engaged citizens—knowing and exercising rights and responsibilities.
- Take collective action to inspire positive social change.

Femina Hip supports the government's efforts in education through programmes and media products for youth ages 10 to 30. We provide the Fema magazine, Fema social media, training material, Sema na Fema (SMS platform), and life skills training for youth and mentors.

Fema magazine: Our most popular and long-standing media product, with over half a million copies distributed each year to in- and out-of-school Fema Clubs and to our partner organizations. On average each copy of Fema magazine is shared between more than ten people. Using real-life stories to communicate important messages and life skills that relate to all three of our core agendas, the magazine provides the tools for mindset and behavior change. **We want to bring young people together for open communication around topics that matter to them**.

Fema Clubs: Fema Clubs were established in 2002 with the aim of bringing young people together to openly discuss topics that matter to them. Currently, there are 3,675 registered Fema Clubs, we provide 2,374 Clubs, which is 40% of all government-run secondary schools, with copies of the magazine. Teachers act as mentors to help youth grow in confidence. The active learning approach adopted by the clubs fosters teamwork, volunteerism, leadership, peer education, critical thinking, problem-solving, and activism. Additionally, the Fema Clubs support income-generating activities such as small shops, salons, art and crafts, and gardens.
We want in- and out-of-school youth to build friendly relationships and mutual respect with parents, teachers, mentors, and community leaders so that learning takes place without fear.

Social Media: Femina Hip leverages social media platforms like Facebook, YouTube, Instagram, X, and WhatsApp to foster connections and collaborations that transcend geographical barriers. Social media can be a space for marginalized voices to be heard, facilitate innovative solutions, and act as a driving force for positive social change. **We want to connect, inspire, and mobilize youth towards a more inclusive and equitable future**.

The content for our core agendas is developed using social behavior change communication (SBCC) and a participatory education entertainment (edutainment) approach. This content is shared through our media products and reinforced by mentors who use reflective methodologies and active learning processes to support learning.

The Cheza Salama (*Play Safe / Protect Your Life*) agenda focuses on sexual and reproductive health and rights (SRHR). We engage youth, teachers, mentors, and community leaders in carefully planned interventions that provide a way to navigate many sensitive topics. We integrate life skills to help young people to come to terms with their own values, understand their choices, and become empowered to make informed decisions about their health and well-being. **We want young people to be able to protect themselves from unwanted pregnancy, diseases (STIs/HIV), and gender-based violence.**

The Ruka Juu (*Jump Up / Build Your Life*) agenda a focuses on Economic Empowerment, providing youth with entrepreneurship and business start-up skills, financial management education, career choices and job skills. **We want in- and out-of-school youth to become financially independent.** This in turn supports their ability to make healthy choices, improves confidence to engage in community decision-making, and leads to gender equality.

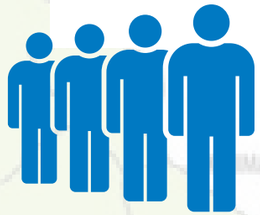
The Sema, Tenda (*Say & Do / Engage Your Life*) agenda focuses on Citizen Engagement. This agenda educates youth about their rights and responsibilities, how to work in teams, to develop critical thinking skills, and entourages them to step up to leadership roles at school or in their communities. We also engage with government officials, and religious and community leaders to demonstrate the value of including young people in their decision-making and community development processes. **We want young people to become active changemakers.**

Sema na Fema (*Talk to Fema / Connect Your Life*) provides another opportunity to amplify the VOICE of youth. The SMS platform and other digital technology provides further opportunities for Femina Hip and clubs to connect and dialogue with each other. **We want everyone who participates in Femina Hip activities to feel apart of the Femina Family and remain engaged with our messages and values.**

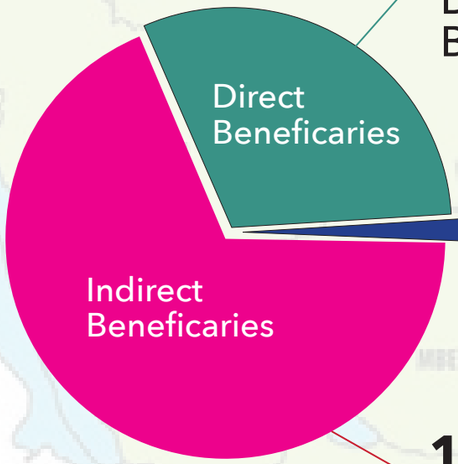
2,772,456

YOUTH REACHED IN 2023

1,514,666 women



1,257,790 men



872,052

Direct Beneficaries

336,977 Female

535,075 Male

24,597

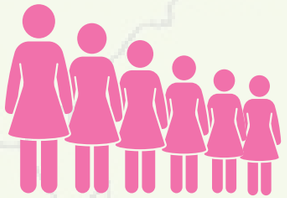
Youth Reached through direct inverventions

12,709 Female

11,888 Males

1,899,200

Indirect Beneficaries



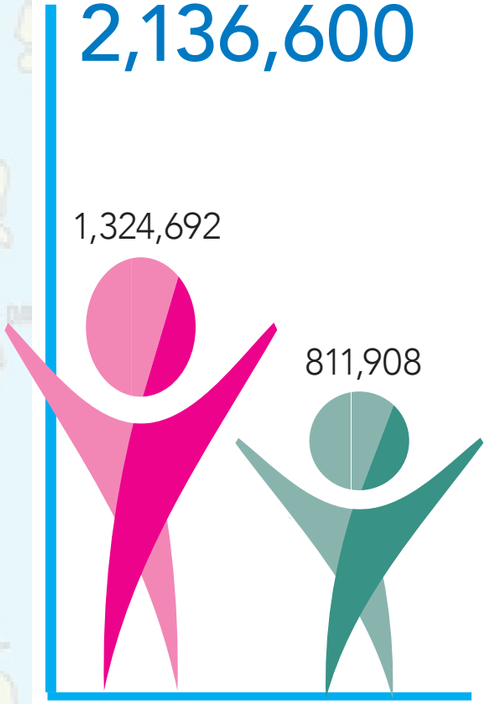
1,215,488 Female

683,712 Males

In 2023, Tanzanian youth, educators, and community leaders were reached through the Fema magazine, social media, and direct interventions that included the VUMA project, the Ujana Salama project, Active Learning, outreach activities, Ujana Salama training, and Fema Club mentor training.

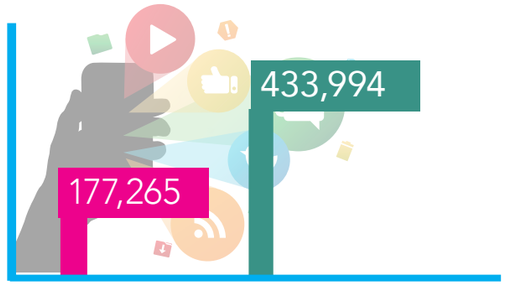
Reached through Fema magazine

2,136,600



Reached through Social Media

611,259



Focus Areas 2023

In 2023, Femina Hip advanced the four core agendas through the implementation of two projects and our core activities with Fema Clubs. We expect to see results from these projects in all focus areas continue to grow over the next three years.

The distribution of two issues of the Fema magazine to over two thousand Fema Clubs, the ongoing support to Fema Club mentors, our dynamic social media outreach, and the digital transformation of our media products contributed to our impact in 2023.

cheza salama

RUKA JUU!

Sema. Tenda!

sema na fema

In 2023, over two million youth (2,770,755) ages 13-30 in all regions of Tanzania received sexual health messages, life skills training, and motivation to continue on the journey to build healthy, productive, and engaged lives.

Project 1: Ujana Salama in Tanga

Femina Hip implemented its Ujana Salama training package–an interactive facilitated learning process for youth on Sexual Reproductive Health and Rights (SRHR), Gender-based Violence (GBV), Gender Transformative Sexual Eduction (GT-SE), life skills, and economic empowerment—with a new partner, the Embassy of Ireland.

The aim of Ujana Salama in Tanga is to promote equitable access to quality SRHR information and services to youth ages 13-30 years in the Muheza District, Tanga Region. The project also included a component to activate community decision-makers to make space for youth to become active and engaged citizens and participate in decision-making processes. This project will run until 2025.

The Ujana Salama project in Tanga aims to support the growth and development of both in- and out-of-school youth (girls and boys). The focus of the project is to help them reach their potential and to bring about positive changes in their lives and in their communities. The project focuses on working with community gatekeepers such as religious leaders and government officials at the local, district and regional levels to increase their knowledge of SRHR issues. Additionally, it aims to encourage them to recognize the role youth can play in decision-making and to help these youth become effective leaders.

The Ujana Salama training was provided to local government leaders, religious leaders, and teachers or mentors, along with selected youth. The 180 trained youth are now "Youth Champions," have shared their ideas and knowledge with an estimated 5,400 young people in their communities.

The Ujana Salama project reactivated the local NPA-VAWC committees. We provided training and mentorship to the judiciary, religious leaders, Police Gender Desk, health care providers, and traditional healers who were active in existing decision making structures in six wards in the Tanga region. Twelve (6F & 6M) Youth Champions were linked to Ward Development Council (WDC) committees, which are effective platforms for the Youth Champions to play a significant role in changing unacceptable behaviour and attitudes that contribute to gender-based violence, exploitation, abuse, and neglect of children (boys and girls).

Through a created synergy, religious leaders involved in the Ujana Salama training shared GBV prevention and SRHR messages during church services and mosque teachings. Youth Champions are now invited by religious leaders to share their knowledge with fellow youth at churches and mosques.

IN 2023, THE UJANA SALAMA PROJECT IN TANGA REACHED

6,242 (3,062F & 3,180M)

Youth
Local government leaders
Religious leaders
Teachers and mentors

180 (90F & 90M)

Youth Champions trained. They reached 5,400 more youth across 6 wards.

135 (61F & 74M)
7 PWD (1F & 6M)

Government officials & community leaders reactivated in committees and structures.

MY COMMUNITY, MY RESPONSIBILITY

Jumaa Msumari is thirty years old from Makole Ward. He grew up not knowing that hitting someone or yelling with harsh words is considered violent and cruel. He did not know that when violence is directed at girls and women it is called gender-based violence. He did not know the damage violence causes families and communities. After participating in the Ujana Salama project, he realized that many opportunities are missed because of gender issues. He also learned that women and men can share different social roles without oppressing each other.

"After getting involved in the Ujana Salama project, I started to learn about self-realization and determination. Now, I can manage my goals in my life. Thanks to the Ujana Salama project, I am now a trusted member of my community, and I help solve problems—especially those related to gender and violence. For example, I helped two people access the services they needed. I helped one young woman access the community welfare office to get child support after the father of her child abandoned her. I also help a young man to report a case of sexual abuse to the police.

In my community at Makole Ward, I was selected by the Ward Development Committee (WDC) to attend a meeting and represent as the sub-village chair. I was the only young person in the session. It is an indication that youth representation in these committees is now possible and valued.

Finally, I promise to continue sharing my knowledge with my peers and to help build a society where young people are trusted as change agents and champions of raising awareness about the impact of violence and working to prevent all forms of violence—including violence against children, and violence against women."

Jumaa Msumari, age 30, from Makole Ward.

"I congratulate Femina Hip's Ujana Salama project for educating and empowering youth. I would like this project to be sustainable so that we can reach more young people and build a unity that will help us eradicate the issues of child pregnancies, child marriages, abuse, and violence in general."

CHANGING DIRECTION: From Wild Ways to Youth Champion

Jackson Jeremiah is nineteen years old living in Kigombe Ward, in the Muheza District, Tanga Region. He drives a boda-boda and owns a fruit stand. After many years of struggle, he is also a Youth Champion in his community. This is the story of how the Ujana Salama project helped him change the direction of his life.

"*When I was in secondary school in Dodoma I had many friends and spent more time with them than I did studying and so I ended up dropping out of school. My sister brought me to Kigombe to help me get back into school. She helped me start a fruit stand business so that I could gain some skills and earn some money. After a while, I made some new friends who encouraged me to become a boda-boda driver. I also joined them at local night clubs. I know now that if I had continued with these friends, I would have grown up to be a drunkard or addicted to drugs.*

One day my sister asked me to take her to a community dialogue hosted by Ujana Salama Youth Champions in Msakangoto Village. She hoped that I would stay and listen to my peers sharing their knowledge, but I was not interested. I still wanted to smoke and drink with my friends. When the next opportunity came for young people to join the Ujana Salama project, my sister again encouraged me to sign up. Two people I knew explained about the project, which led me to stay and see about the training

On the first day we were taught to believe in ourselves and how to set goals. I found something very important that day—how to believe in myself and set goals. On another day, I learned about how to protect myself from sexually transmitted diseases and the correct way to use a condom. The health care provider explained why it is important to have safe sex. The Ujana Salama project helped me change the direction of my life. I was headed down a dangerous path, but now I can see a better way."

Jackson Jeremiah, 19 years old Kigombe Ward.

"As a youth champion I want to be able to help my peers find the right path and not to get involved in bad actions which can end their life goals. My message to my fellow youth is: let's not underestimate the education we get about our reproductive health."

MAKING A BETTER LIFE

"My name is Mwajuma Shabani Tuwere, I am twenty-four years old. I am a Youth Champion from Kigombe Ward, Msakangote Village. I earn money from sewing clothes and embroidered bedsheets, I even have my own designs. Before joining the Ujana Salama project, I used the money I made to buy clothes for myself, to make unnecessary trips, or to lend money to friends and neighbours. I didn't have a way of saving the money I made, or a plan to advance my life. Before the Ujana Salama training, I was sharing a bed with my grandmother and other relatives—but I really wanted my own place to sleep.

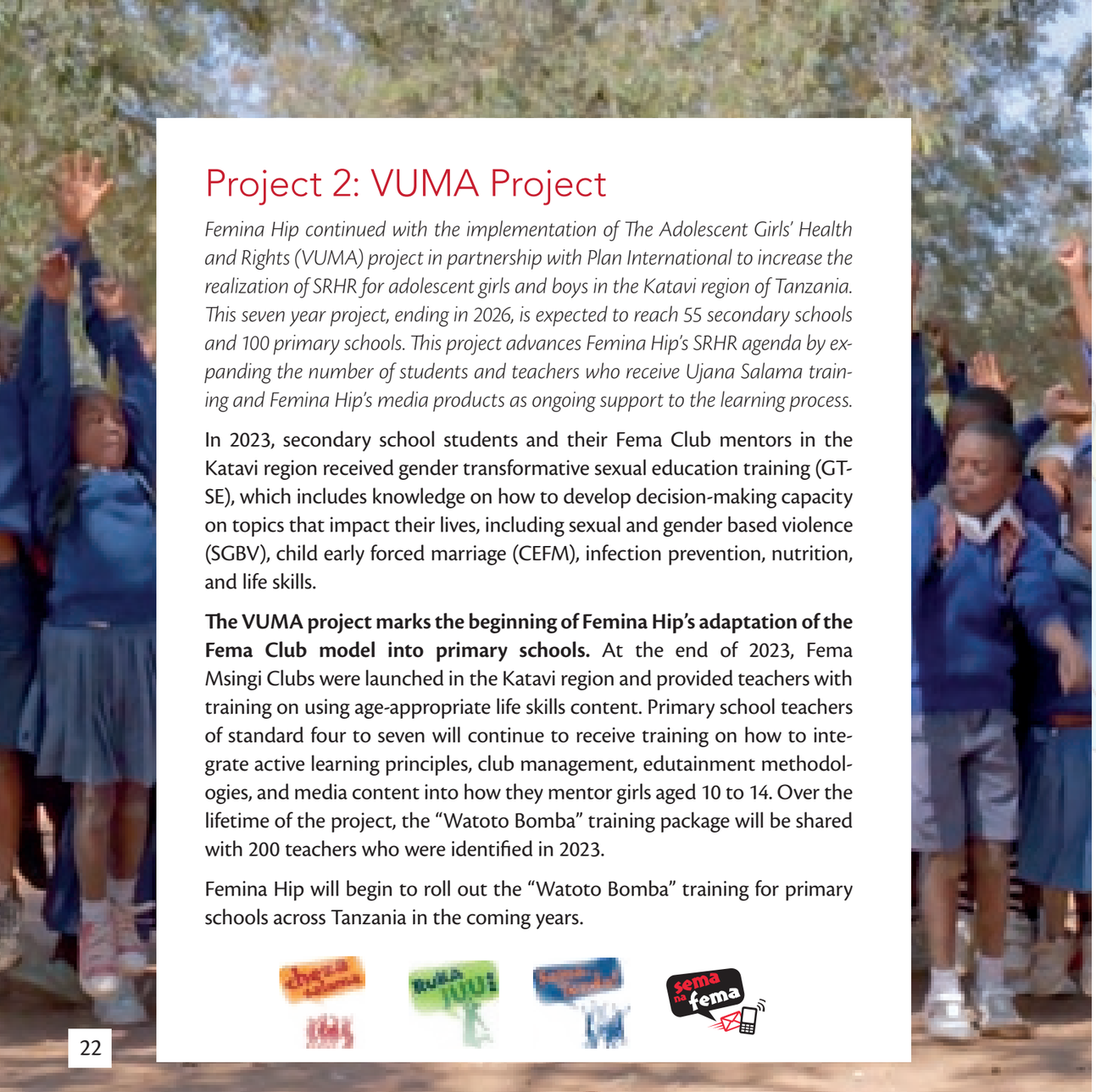
After joining the Ujana Salama project, I have been able to plan, budget, and save for myself. I have bought my own bed, mattress, and table. I have also added a sewing machine to my business, so now I have two—one for embroidery and one for sewing. I also have two students who help me embroider bedsheets and sell them.

The Ujana Salama training helped me think about who I am and where I want to be. I have decided to make a life for myself. I used to spend four hours traveling on foot from Msakangoto village to my business area at Kimang'a village in Pangani. But now that I have a proper budget, I can go back and forth every day by boda boda. Now I spend only half an hour on the road, so I have more time for other activities.

I thank Femina Hip and the Irish Embassy for bringing us this project because has inspired me and expanded my thinking and intellect.

Mwajuma Shabani Tuwere, 24 years old. Kigombe Ward.

"I want to inspire the students who work with me; and I want to I engage with people in my community, even if they are bad people, I want them to see my transformation and motivate them to work and earn their income, as well as be good people in society.



Project 2: VUMA Project

Femina Hip continued with the implementation of The Adolescent Girls' Health and Rights (VUMA) project in partnership with Plan International to increase the realization of SRHR for adolescent girls and boys in the Katavi region of Tanzania. This seven year project, ending in 2026, is expected to reach 55 secondary schools and 100 primary schools. This project advances Femina Hip's SRHR agenda by expanding the number of students and teachers who receive Ujana Salama training and Femina Hip's media products as ongoing support to the learning process.

In 2023, secondary school students and their Fema Club mentors in the Katavi region received gender transformative sexual education training (GTSE), which includes knowledge on how to develop decision-making capacity on topics that impact their lives, including sexual and gender based violence (SGBV), child early forced marriage (CEFM), infection prevention, nutrition, and life skills.

The VUMA project marks the beginning of Femina Hip's adaptation of the Fema Club model into primary schools. At the end of 2023, Fema Msingi Clubs were launched in the Katavi region and provided teachers with training on using age-appropriate life skills content. Primary school teachers of standard four to seven will continue to receive training on how to integrate active learning principles, club management, edutainment methodologies, and media content into how they mentor girls aged 10 to 14. Over the lifetime of the project, the "Watoto Bomba" training package will be shared with 200 teachers who were identified in 2023.

Femina Hip will begin to roll out the "Watoto Bomba" training for primary schools across Tanzania in the coming years.

IN 2023, THE VUMA PROJECT IN KATAVI REACHED

14,819 (7,725F & 7,094M) — Youth from 55 secondary schools in 5 districts.

9,780 (5,213F & 4,567M) — Form One Students

5,039 (2,512F & 2,527M) — Form Three Students

100 out of **246** — Primary Schools from 5 district councils set up a Fema Msingi Club.

200 — Teachers trained in SRHR topics and club management.

MENSTRUATION IS A PUBLIC CONCERN

Ms Munira Matinga is a teacher at Mwamkulu Secondary School in Katavi. She did not have the confidence to speak about menstruation in public. She did not think menstrual-hygiene management (MHM) was a public concern and preferred to discuss it with her students in private.

"I am a science teacher but I would take my girls aside to talk to them about menstruation. After attending the VUMA training and becoming responsible for administering the VUMA project in my school, I can now speak confidently about menstrual-hygiene management with ALL my students and colleagues (boys, men, girls and women) without hesitation.

I now consider MHM a public concern. It is not only for us women and adolescent girls, but also men have a role to play; they [men] need to be enlightened and equipped with same MHM knowledge as girls and women."

Ms Munira Matinga, teacher at Mwamkulu Secondary School in Katavi.

To my beloved girls, I always insist there are no safe days in their menstrual cycle; they can still conceive during their menses and so they should say "NO" to sex at their age. Instead, they must focus on their studies.

SAYING NO TO EARLY MARRIAGE

"In every 100 girls there are 22 girls who experienced early teenage pregnancy" —Hon. Ummy Mwalimu, Minister of Health during commemoration of Sixteen Days of Activism in Muheza ,Tanga.

Ngolo Seni is a Form One student from the Katavi region of Tanga. She attended Mnyagala Secondary School and was a happy sixteen-year-old who enjoyed school and her friends. However, when school closed for Easter in April 2023, her parent arranged for her to marry an older man who had many cattle.

Ngolo did not want to get married or start to have children at this young age; she wanted to stay in school and finish her education. She summoned her courage and told her neighbors, who she knew were studying at the same school, and asked them to tell her teacher. This teacher had participated in the VUMA training sessions and was teaching her students about the risks of early marriage and early pregnancy. To support Ngolo, the teacher and the Head of School reported the case to the District Social Welfare Office for advice and more support.

Even though Ngolo was forced to get married in June, her teachers and the District Social Welfare were able to stop Ngolo from going to her husband's town. Her parents were officially ordered by the Ward Executive Officer to return the dowry. At first, they refused, but eventually, her father returned the dowry and agreed to allow Ngolo to continue her studies.

Ngolo Seni from the Katavi region.

Ngolo is among the many young girls empowered by the VUMA project. She knew her rights and had the confidence to report a forced marriage—a form of gender-based violence.

FEMA MAGAZINE

With the shift in how content is created and consumed globally and with the growth in 'fake news,' it is increasingly important for young people to have credible, trustworthy, and accurate sources of information on topics that directly impact their lives. In Tanzania, the Fema magazine is a trusted source of information for millions of youth across the country.

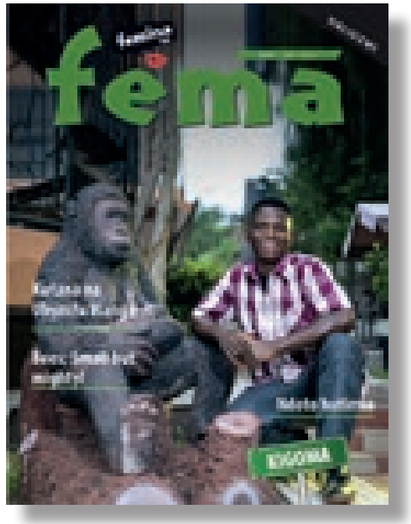
The Fema magazine utilizes edutainment and active learning principles and processes that have been proven* to enhance youth participation in education, improve academic performance, and increase empowerment for both in- and out-of-school youth. This has earned the trust of many local and international organizations working in Tanzania, who use our content to support their youth projects with both current and past issues of the magazine.

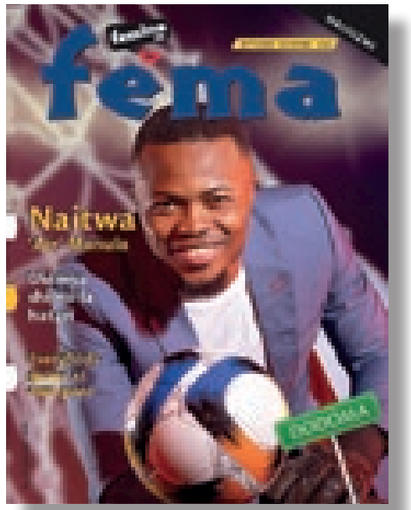
In 2023, both issues of the Fema magazine were distributed to 2,374 registered Fema Clubs. The reach and impact of the magazine increases when Fema Clubs share the magazine with neighboring schools, or when students share their knowledge through peer to peer education. In 2023, we estimate that 202,740 copies the magazine reached 1,899,200 people through the Fema Club network.

In 2023, Femina Hip also produced a flip-book version of the magazine. It is available online for youth, teachers, mentors, facilitators, and partners to download and view through digital devices. Femina Hip will continue to produce digital versions of the magazine to support the digital transformation taking place in the education sector across the country.

*Documenting the Contribution of Fema Clubs to Academic Performance in Tanzania Mainland–ESRF, December 2022.

IN 2023, FEMINA HIP PRODUCED TWO ISSUES OF THE FEMA MAGAZINE





Natural Resource Management

With 75% of Tanzania's rural population depending on natural resources for economic survival, the 6% growth of urbanization due to population growth poses threats to natural resources and existing wildlife conservation areas. These issues have a direct impact on economic empowerment and secure livelihoods for youth.

In Issue 65, Femina Hip and the Jane Goodall Institute Landscape Conservation in Western Tanzania (LCWT) worked together to provide information about sustainable natural resource management, specifically wildlife conservation of Chimpanzee, and land conservation in Tanzania.

Boys, Boys, Boys

Issue 66 was produced as part of the The Safeguard Young People Programme (SYP) sponsored by UNFPA. The content is in direct response to the feedback we received from boys. They were asking us to pay attention to the challenges they face during adolescence, including puberty, contraception, physical violence in relationships, body image dissatisfaction, depression, sexual violence and harassment, and limited access to healthcare. They also told us they want to understand how to support girls with their challenges, such as menstruation.

Issue 66 of the Fema magazine provides boys with accurate information, guidance, and support to empower them to make informed decisions, help them challenge social norms, and advocate for their rights.

"I have been reading Femina Hip's magazines since 1999. Back then it was known as Femina magazine and now the Fema magazine. Personally, I have learnt a lot. These magazines shaped my lifestyle, from my early adulthood until now."
—Mr. Ngwano Ngwano, DSEO, Ikungi District Council

IN 2023, THE FEMA MAGAZINE REACHED

237,400 YOUTH (direct reach)

fema club **2,374** FEMA CLUBS and district councils shared with **100** other schools

1,899,200 YOUTH (indirect reach)

jarida la fema **202,740** Total number of Fema magazines printed & distributed in 2023.

Fema Clubs

Club Engagement

Regular interaction between and among Fema Clubs and officials, online and in person, provides consistent support and builds a strong and enduring network of dedicated teachers and mentors who support each other to provide quality education.

The 3,675 nationwide registered Fema Clubs are able to interact with Femina Hip through Telerivet—our SMS system. In 2023, the Femina Hip team received 39,834 messages **and we responded!** In total, we sent out 60,155 replies and bulk messages to Fema Club members, mentors, heads of schools, and local government education officers. To keep this support system going, Femina Hip also manages both zonal and regional "Mentors' WhatsApp Groups" and the Facebook page. The National Fema Club leaders also meet as needed throughout the year, which further strengthens clubs.

Active Learning

A core activity for Femina Hip is training teachers and mentors in the principles of Active Learning as well as providing knowledge related to our core agendas. In 2023, the main topics included club management, child protection, gender equality, GBV, and positive masculinity. Well trained and motivated mentors improve the well-being of their students, promote healthy lifestyle choices by championing the SRHR agenda, support entrepreneurship through the Economic Empowerment agenda, and promote Citizen Engagement.

In 2023, the Embassy of Ireland supported us to revive a dormant Fema Club network in the region of Singida. The team was able to bring together 104 (41F & 73M) mentors and 9 (2F & 7M) regional and district level government authorities from 77 secondary schools in the Singida region.

"None of us is being paid for the work we're doing. It is our passion. We support the work Femina Hip is leading, inspiring positive change-makers in our communities. In Singida, we were less active, but through this chance to meet and know other teachers, we now have the responsibility of revamping our activeness from individual schools, to district levels, to regional levels." —Mr. Habil Ndumbalo, Fema Club Mentors Chairperson.

National Mentors Conference

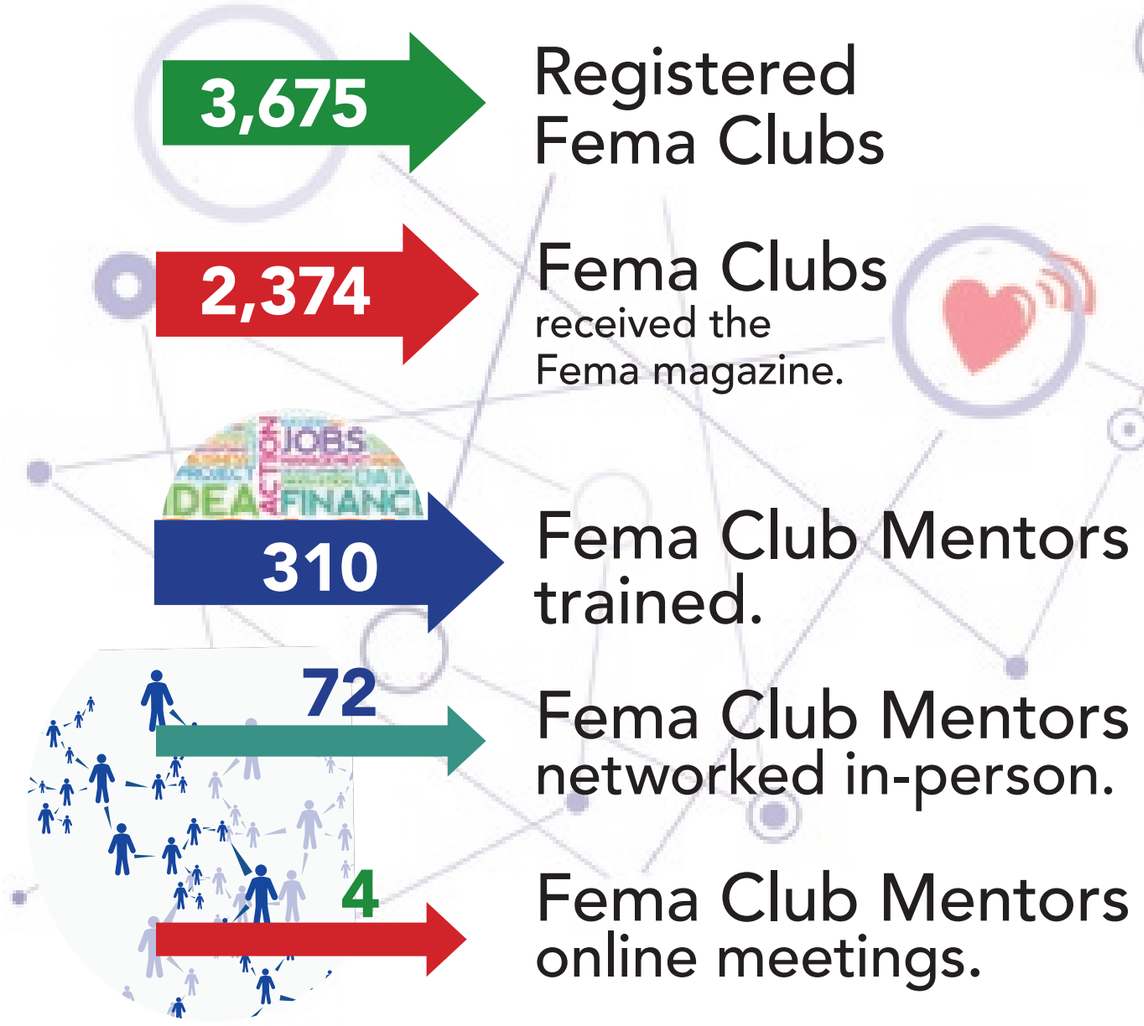
The Tanzania Fema Club Mentor's Network is made up of 2,711 secondary school teachers and club mentors. This self-organized and self-funded network was established in 2019 to support teachers who want to build and maintain dynamic and active Fema Clubs in their schools. These teachers are committed to sharing knowledge around SRHR, Economic Empowerment, and Civic Engagement with their students using our edutainment methodologies.

In 2023, the network held its fifth conference with 72 participants at St. Peters School Hall in Morogoro Region, where they discussed challenges, explored new topics, promoted volunteerism, and uplifted young talent.

The sustainability of the Fema Club model is evident through the high level of commitment and dedication demonstrated by the club mentors. During the annual conferences, teachers and mentors come together to share ideas on how to build up Fema Clubs in schools and community groups. They take the opportunity to discuss the challenges faced in creating and maintaining clubs, to learn about current issues, promote volunteerism, which is the driving force behind the clubs, and to foster the development of young talent to ensure that students achieve their dreams through club activities.

Femina Hip and Fema Club Mentors actively participate in other national conferences that aim to empower the youth. These conferences include **National Youth Week, International Youth Day,** and the **Gender Festival**. By participating in these events, Fema Club mentors become part of the larger national efforts to improve Tanzanian society. Additionally, these events allow Femina Hip to showcase its work to a wider audience and demonstrate its support to national and international organizations, ministries, and civil society organizations.

FEMA CLUB ACTIVITY IN 2023



COMMUNITY LEADERS SUPPORT YOUTH WHO START FEMA CLUBS

The Kawalyowa Secondary School is located in the Mpanda Municipal council of Katavi region with 190 students. The students in Kawalyowa were motivated to form a Fema Club in October 2023 after receiving copies of the Fema Magazine from a neighboring school. They learned how a Fema Club could be a safe space to share knowledge and experiences around sexual and reproductive health and rights, economic empowerment, and citizen engagement topics.

"I joined Kawalyowa Fema Club so as I can learn the best practices of fighting against gender based violence. By joining the Kawalyowa Fema Club I will be able to champion positive changes in my community by reporting GBV incidences in my community." —Tausi Musa Mustapha, a 15 year old girl.

"I joined the Fema Club so I could learn more about economic empowerment, puberty, and upbringing as well as GBV. To me, it is about learning and about using the lessons to help my community members, which will then change the entire community in the long run." —Alexander Chaula Kapufi, a 17 year old boy.

Mr. Jackson Petro Nyabusani, the Kawalyowa Fema Club Mentor said they invited the Ward Executive Officer as a guest of honor for the official launch of the Fema Club to show how important this club is for the school and for the community. "*We know these students have a variety of dreams and aspirations, and their safety is very important in reaching their maximum potential. Knowing the importance and necessity of child protection. With our Head of School we organized a memorable event that will set the right tone in our community.*"

The Head of School, Mr. Paul Shiboni said, "*I know the importance of extracurricular activities through Fema Club, it helps students to make informed decisions about their lives. Through Fema magazines they will learn many things. Most importantly, they will learn from their peers on how to run their Fema Club activities, and how to showcase and unleashing their talents. I support this club one hundred percent.*"

As a community leader and Ward Executive Officer, Mr. Kalega is grateful that his people, especially the younger generation, are taking steps to bringing positive changes to the community. *"I am asking all other teachers in my area to replicate what Kawalyowa Secondary School has done. We need more Fema Clubs around my area so that our children will have a safe space to learn, share knowledge, and collectively be the agents of change in our community."*

Digital Transformation

In 2023, Femina Hip began our digital transformation journey. We launched the Femina Hip App, created digital flip-book versions of the Fema magazine, made our training materials available to facilitators online, leveraged our online presence to engage with more clubs, and started podcast development. This digital transformation ensures that we will be able to advance our agenda and support the changes taking place in the education sector across the country.

Femina Hip App

In late 2023, Femina Hip launched the Femina Hip App. The purpose of the app is to facilitate improved communication with Fema Club teachers and mentors. Through the app, they will be able to share their club activities and reports. We will be able to share real-time information about projects, coordinator visits, and other activities. This tool will allow us to more effectively capture the level of student involvement in each school, and efficiently capture our impact.

Social Media

Femina Hip has been using social media platforms to propel our mission forward since 2012. For over ten years, social media has been an effective tool in promoting our three agendas. In 2023, we continued to elevated our online presence and amplify the experience of youth, by showcasing the work of Fema Clubs, and strengthening the network of mentors and club members across the country.

2023 DIGITAL LANDSCAPE

999,999

SMS Messages
(total received and replied)

611,259

202,000 Facebook
392,259 Instagram
17,000 X

Youth and Mentors engaged on social media

New followers in 2023:

22,247 Facebook
37,081 Instagram
7,696 X

1 Femina Hip App

1,915 (29%F & 71%M) → Total Members of the Mentors' Facebook group.

62 → New mentors joined the Facebook group.

86 → Facebook posts for mentors.

"I'm excited to see Femina Hip using technology to communicate with us because it helps us—the mentors, students and the Fema team—to preserve and access our experiences, our information and important data. Technology doesn't forget."—Adam Matimbwa, Fema mentor and Chairperson of the 'Eastern Zone Fema Network'

JOIN US

Our donor and corporate partners are crucial in our efforts to impact our nation through strengthening young people across Tanzania.

ROYAL DANISH EMBASSY Dar es Salaam

Irish Aid
Rialtas na hÉireann
Government of Ireland

PLAN INTERNATIONAL

Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Embassy of Switzerland in Tanzania
Ubalozi wa Uswisi Tanzania

UNFPA

giz

SUP

Contact us at:

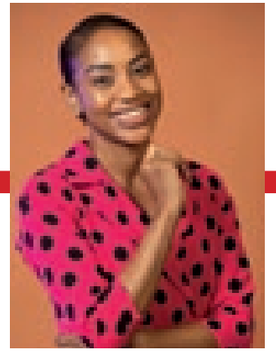
info@feminahip.or.tz

Board Members

Anna-Theresa Mwasha
Femina Hip Board Chair
CRDB - Senior Manager of Investor Relations

Ella Naiman
Femina Hip Chair Programmes & Resource Mobilisation Committee
Partner at Empower

Emmanuel Mushi
Femina Hip Chair Finance, Risk & Audit Committee
Chief Accountant, Green Resources



Hafsa Sasya
Femina Hip Member Finance, Risk & Audit Committee
Sr. Associate, Clyde & Co

Nderingo Materu
Femina Hip Programmes & Resource Mobilisation Committee
Chief Change Officer, Bayport

Senior Management Team

Ruth Mlay,
Executive Director, Femina HIp

Amabils Batamula
Deputy Director, Femina Hip

Pushpa Sheth
Deputy Director, Operations Femina Hip

INNOVEX

Board Chairperson
House No. 23, plot 138
Migombani Street, Mikocheni
P.O Box 2063
Dar es Salaam
Tanzania

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF FEMINA HIP

Opinion
We have audited the financial statements of Femina Hip which comprise the statement of financial position as at 31 December 2023, and the statement of financial performance, statement of cash flows and statement of comparison of budget and actual amounts for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects the financial position of the organisation as at 31 December 2023 and of its financial performance and its cash flows for the period then ended in accordance with International Public Sector Accounting Standards (IPSASs).

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the organisation in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Republic of Tanzania, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters
Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. We have determined that there are no key audit matters to communicate in this report.

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Dar Es Salaam.

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admin@innovexdc.com
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Other Information
The directors are responsible for the other information. The other information comprises the Report by Those Charged With Governance or any other equivalent report and the Declaration by the Head of Finance but does not include the financial statements and this audit report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read, the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this audit report, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with IPSASs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organisation's or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organisation's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements
This report, including the opinion, has been prepared for, and only for, the organisation's members as a body in accordance with the NGO Act, 2002 and for no other purposes.

As required by the NGO Act, 2002, we are also required to report to you if the organisation has not kept proper records. In respect of the foregoing requirements, we have no other matter to report.

The engagement partner on the audit resulting in this independent auditor's report is CPA Christopher Alex Magoka.

INNOVEX Auditors
Certified Public Accountants
Dar es Salaam
Per Christopher Alex Magoka, CPA-PP

Date 15/04/2024

FEMINA HIP
REPORT BY THOSE CHARGED WITH GOVERNANCE AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

	Notes	2023 TZS	2022 TZS
Assets			
Current assets			
Cash and cash equivalents	12	784,958,954	1,605,553,280
Trade and other receivables	11	136,448,071	45,245,772
		921,407,025	1,650,799,052
Non-current assets			
Furniture and equipment	9	152,925,030	159,328,467
Intangible assets	10	82,168,585	-
		235,093,615	159,328,467
Total assets		1,156,500,640	1,810,127,519
Liabilities			
Current liabilities			
Deferred grants	5	831,264,236	1,264,668,822
Trade and other payables	14	90,142,788	386,130,231
		921,407,024	1,650,799,053
Non-current liabilities			
Capital grants	13	235,093,616	159,328,466
		235,093,616	159,328,466
Total liabilities		1,156,500,640	1,810,127,519
Net assets		-	-

The Financial Statements on pages 32 to 62 were approved by the board of those charged with governance and authorized for issue on [illegible] and were signed on its behalf by:

Anna Thomas Reminscent Matiko
Chairperson

Ruth May
Executive Director

FEMINA HIP
REPORT BY THOSE CHARGED WITH GOVERNANCE AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 TZS	2022 TZS
Revenue			
Revenue from non-exchange transactions	5	**3,505,441,561**	3,964,379,024
Revenue from capital grants amortisation	13	**56,348,809**	42,303,372
Revenue from exchange transactions	6	**36,002,720**	-
Other revenue	6	**110,782,746**	500,000
Total revenue		**3,708,575,836**	4,007,182,396
Expenses			
Program direct expenses	7	**2,597,830,117**	2,768,446,055
Administrative expenses	8	**1,110,745,719**	1,238,736,341
Total expenditure		**3,708,575,836**	4,007,182,396
Deficit for the year		-	-

The Financial Statements on page 32 to 62 were approved by the board of those charged with governance and authorized for issue on 08th April 2024 and were signed on its behalf by:

Anna-Theresa Reminscere Mwasha
Chairperson

Ruth May
Executive Director

FEMINA HIP
REPORT BY THOSE CHARGED WITH GOVERNANCE AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 TZS	2022 TZS
Cash flows from operating activities			
Deficit for the year		-	-
Adjusted for:			
Revenue grants released to revenue		**(2,983,182,114)**	(5,003,189,333)
Loss on disposal of assets	8	**171,170**	-
Gain on disposal of assets	6(b)	**(710,000)**	-
Capital grants released to revenue	13	**(56,348,809)**	(42,303,372)
Depreciation and amortisation	8	**56,177,639**	42,303,372
Changes in working capital:			
(Increase)/Decrease in trade and other receivables		**(91,202,298)**	15,633,870
(Decrease)/Increase in trade and other payables		**(729,392,028)**	1,235,139,312
Net cash used in operating activities		**(3,804,486,440)**	(3,752,416,131)
Cash flows from investing activities			
Proceeds from sale of furniture and equipment	6(b)	**710,000**	-
Purchase of furniture and equipment	9	**(46,799,742)**	(76,701,944)
Purchase of intangible assets	10	**(85,314,216)**	-
Net cash used in investing activities		**(131,403,958)**	(76,701,944)
Cash flows from financing activities			
Revenue grants received		**2,983,182,114**	5,003,189,333
Capital grant received		**132,113,958**	76,701,944
Net cash generated from financing activities		**3,115,296,072**	5,079,891,277
Net (decrease)/increase in cash and cash equivalents		**(820,594,326)**	1,250,773,182
Cash and cash equivalents at the start of the year	12	**1,605,553,280**	354,780,098
Cash and cash equivalents at the end of the year		**784,958,954**	1,605,553,280

The Financial Statements on page 32 to 62 were approved by the board of those charged with governance and authorized for issue on 08th April 2024 and were signed on its behalf by:

Anna-Theresa Reminscere Mwasha
Chairperson

Ruth May
Executive Director