



FEMINA HIP ANNUAL REPORT 2022

TANZANIA



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Dear Fema Family and Partners,

Femina Hip celebrated the 20th Anniversary of the Femina Hip 'Fema Clubs' in 2022. Over this time, these extra-curricular clubs in secondary schools in every region of mainland Tanzania have grown from five to 2,374 in 2022. The clubs foster key life skills such as teamwork, volunteerism, leadership, peer education, critical thinking, confidence, and activism. They are the focus of Femina Hip's activity with secondary school students and form good synergies with Fema magazine, Femina Hip's other programmes, and the Fema alumni.

We celebrated this milestone with an event at our new offices (*we moved in a new home in early 2022*) for donors, partners, teachers, and Fema Clubbers.

Building upon anecdotal evidence over the years that Fema Clubbers are more focused on their studies and apply themselves more diligently than those not in a Fema Club, Femina Hip commissioned research by the Economic and Social Research Foundation (ESRF). This study examined the contribution of participation in a Fema Clubs to academic performance. The contribution is significant—9 per cent more Fema Club members passed Form 4 exams than their peers who were not in Fema Clubs.

Factors that lead to higher performance among Fema Clubbers include developing healthy peer relationships; confidence; motivation; access to extra-learning materials; cultivating a healthy educational culture; improving teacher-student relationships, and a reduction in school drop out.



The same ESRF study showed that knowledge learned and practised within Fema Clubs is used by young people long after they leave school. Fema Clubs undertake a range of activities including environmental care, agricultural skills, entrepreneurship, peer education, games, art, debates, and volunteering in the community. These all contribute to achieving the goals of forming clubs— to increase young people's self-reliance; to build confidence in their abilities to become productive members of society; and to develop into good citizens of the nation.

Additionally, we spent the first six months of 2022 understanding our audience profile by talking to the Fema Club leadership, having discussions with Fema Clubbers, and liaising with organisations and donor partners working in similar fields. We also piloted *Ujana Salama* training programme in Shinyanga and Tabora. This gave us the opportunity to increase the impact of our work with young people and we now incorporate this into all our programmes.

In August 2022, Femina Hip recruited and appointed a new cadre of board members, all of whom are young Tanzanian professionals. I'm already enjoying working with them.

Femina Hip's success is only possible with the strong partnerships with our donors and other like-minded partners, including the Government of Tanzania. We are grateful for the financial support from the Embassy of Denmark, Embassy of Sweden, CARE International, Plan International (Global Affairs Canada), UZIKWASA (Irish Aid), and United Nations Population Fund (UNFPA).

Together we are building the next generation of leaders in Tanzania.

Ruth Mlay,
Executive Director
Femina Hip

Together we are building the next generation of leaders in Tanzania.

Key Challenges for Young People

Of the estimated 60 million people in Tanzania, more than 50 per cent are under the age of 18 and over 70 per cent are under the age of 30. Femina Hip targets young women and men aged 13 to 30 years old.

Unemployment stands out as a key challenge for young people. Around 800,000 to 1,000,000 youth enter the job market every year, but their access to formal employment is minimal. The challenges contributing to high unemployment rates among youth include a skills mismatch between formal education and job market requirements, accessing capital, and the high costs of running a business in Tanzania. Many young people are, therefore, absorbed into informal business sectors, where they are often not recognised or supported.

Young people's lack of knowledge of puberty and their changing bodies often leads to early pregnancy and sexually transmitted infections (STIs), and leave many vulnerable to gender-based violence. Unable to exercise agency, as a result of not knowing their rights and responsibilities, youth find their voices silenced and their needs unmet.

Despite constituting over sixty-five per cent of the population (those under 35 years old), young people are under-represented at all levels of decision-making institutions. Only a minority of young people have meaningfully participated in local government meetings. These are elementary in making development plans and budgets, providing direction, and setting a vision for development. This low percentage can be connected to governance and accountability issues.





The Femina Hip Approach

Femina Hip is a Tanzanian civil society organisation, reaching more than 11 million young people. It has spent the last 23 years listening to, engaging with, and communicating to youth in Tanzania about the topics that matter most to them.

Femina Hip works with youth, communities, and strategic partners. It promotes healthy lifestyles, sexual and reproductive health, economic empowerment, citizen engagement, digitalisation and gender equality. It does this by combining media content (such as Fema Magazine, Fema Radio and social media) with more than two thousand (2,374) extra-curricular Fema Clubs in secondary schools across Tanzania.

Staff at Femina Hip are strategic communication experts, dedicated to engaging young people in conversations around issues important to their development and well-being in a popular way. Femina Hip informs, inspires, and influences attitudes to ultimately change behaviours. Femina Hip wants its youth to be confident change-makers who are the authors of their own lives.

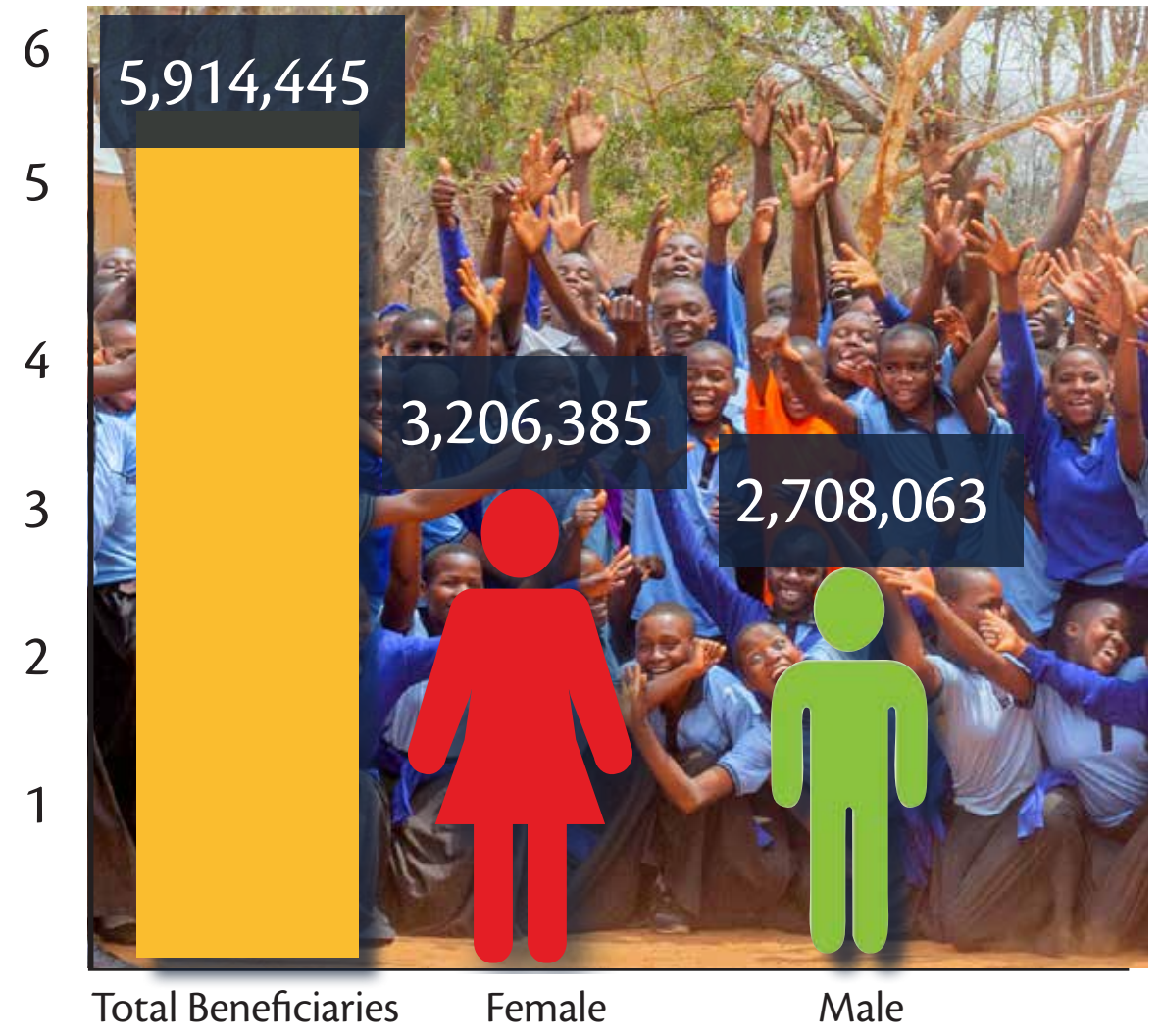
Femina Hip reaches more than
11 million young people
across Tanzania.



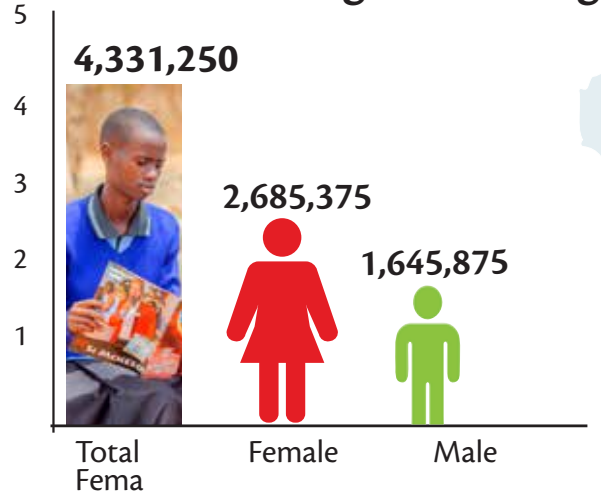


Cumulative Reach

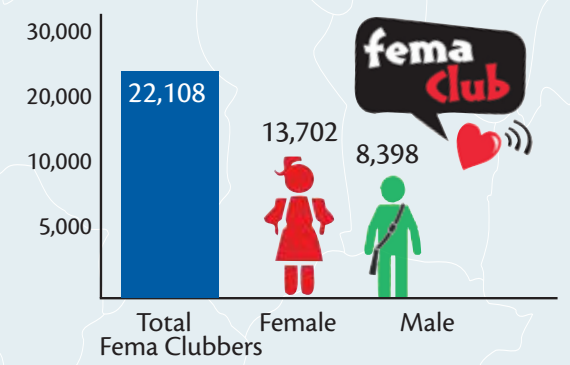
In 2022, Femina Hip reached close to SIX MILLION Beneficiaries



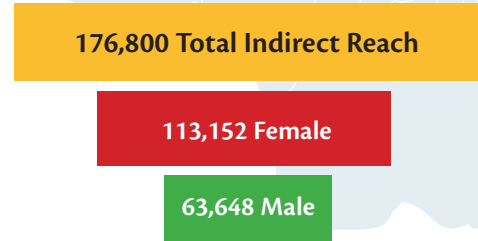
Over FOUR MILLION youth reached through Fema magazine.



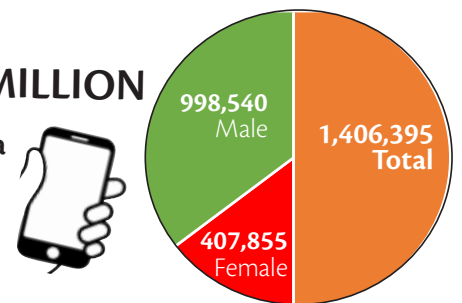
Over TWENTY THOUSAND Fema Clubbers reached directly through School Outreach.



Close to TWO HUNDRED THOUSAND youth reached indirectly



Over 1 MILLION reached on social media





Sexual and Reproductive Health and Rights (SRHR)

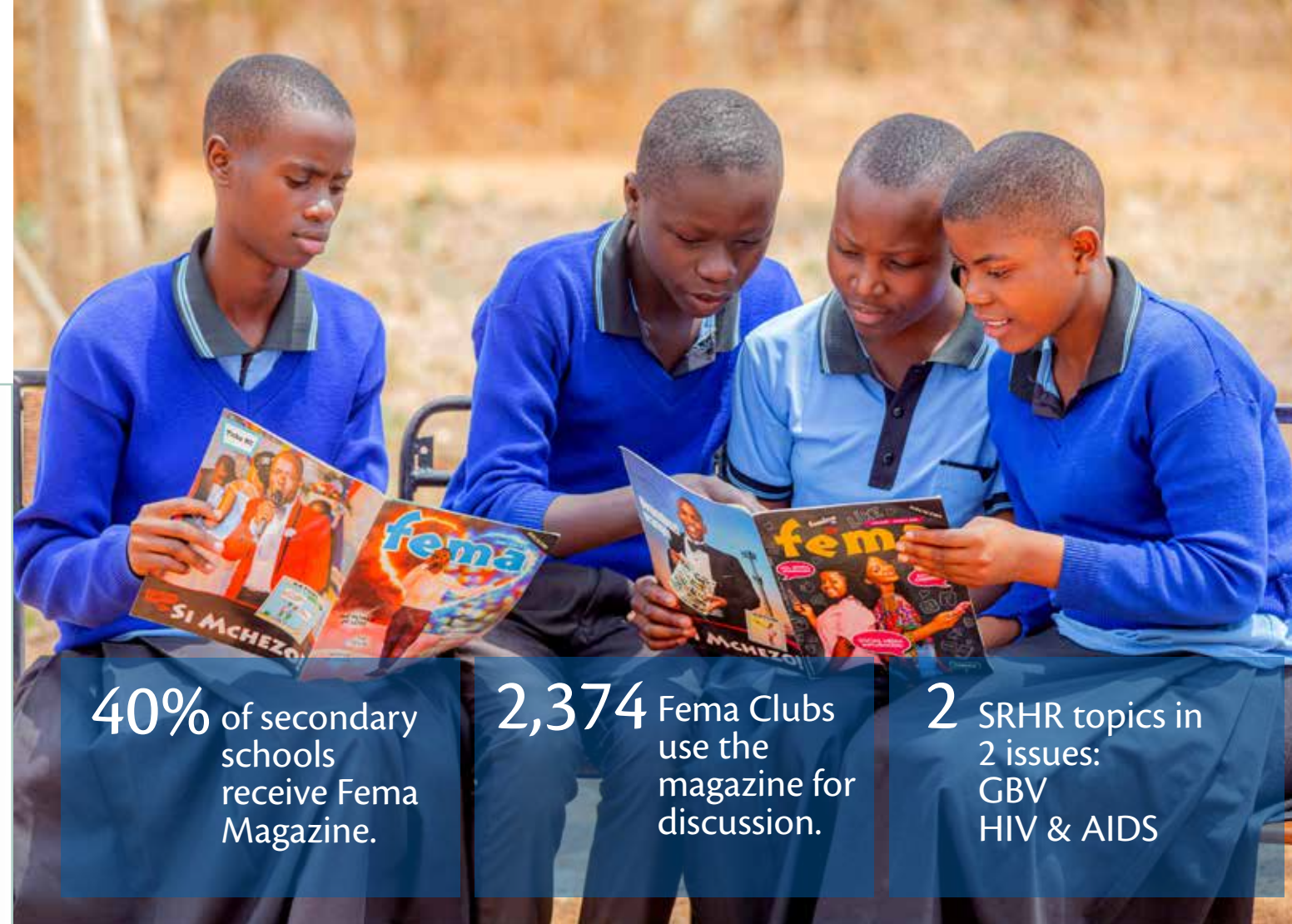


Femina Hip's SRHR programme is branded 'Cheza Salama' (play safely). It focuses on helping young people navigate puberty, both in terms of bodily changes and dealing with their emotions.

Girls and young women are a key focus, empowering them to take action against gender-based violence (GBV) and other incidence of abuse at the hands of boys and men. Femina Hip also recognises the need for boys and young men to work as agents of change, and holding them accountable and responsible for their actions.

Cheza Salama shares knowledge and builds agency in young people so that they may make more informed decisions.

This is why Femina Hip works to break down barriers and create spaces where young people can communicate openly about sensitive life issues.



40% of secondary schools receive Fema Magazine.

2,374 Fema Clubs use the magazine for discussion.

2 SRHR topics in 2 issues: GBV HIV & AIDS

Fema Magazine is Femina Hip's most popular and best-known multimedia product

It is a colourful, vibrant 62-page magazine that is written for young people to understand and relate to. Key articles are written in both English and Kiswahili.

Fema magazine is distributed to approximately 40% of all government secondary schools in mainland Tanzania and is the major tool of discussion in the 2,374 Fema Clubs.

Ujana Salama

At the beginning of 2022, the Prime Minister in his speech, indicated that 1,135 primary school students and 5,340 secondary school students dropped out of school due to early pregnancy. This alarming statistic motivated Femina Hip to increase its efforts, through partnerships with different stakeholders, to help young people navigate puberty; both physical body changes and emotional growth.

Femina Hip worked in partnership with CARE International on the *Kijana Jitambue* project. The aim of this project was to ‘Improve Educational Access and Quality for Adolescents in Tanzania’. Femina Hip provided its scientifically tested *Ujana Salama* package—an eight week interactive facilitated learning process for youth—on Sexual Reproductive Health and Rights (SRHR), Gender-based Violence (GBV), life skills, and economic empowerment to girls and boys in 129 schools in four districts of Tabora and four districts in Shinyanga.

A total of 14,393 girls and 10,957 boys from 129 secondary schools in Tabora and Shinyanga completed the eight-week Ujana Salama training package.

As a result:

- School drop-out has decreased significantly compared to previous years.
- Absenteeism has decreased significantly.
- Young people are now reporting sexual GBV cases as they are not afraid to give information about sexual violence, even if they are victimized by their teacher.



Improve Educational Access and Quality for Adolescents in Tanzania

24,590 secondary school students trained → SRHR and GBV Life Skills Economic Empowerment.

RESULTING IN

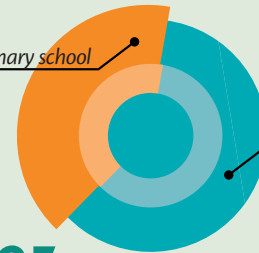
DECREASE IN STUDENT DROP-OUT RATE

DECREASE IN ABSENTEEISM

INCREASE IN NUMBER OF STUDENTS WILLING TO REPORT SEXUAL VIOLENCE



1,135 primary school students



5,340 secondary school students

1,135 primary school students and **5,340** secondary school students dropped out of school in 2020 due to pregnancy.

Gender Based Violence in Tanzania

40%

40% of all women between the ages of 15 and 49 in Tanzania have experienced physical violence.

Source: TDHS-MIS 2015-2016.

1 in 3 women experience sexual violence before the age of 18.

Source: TDHS-MIS 2015-2016.

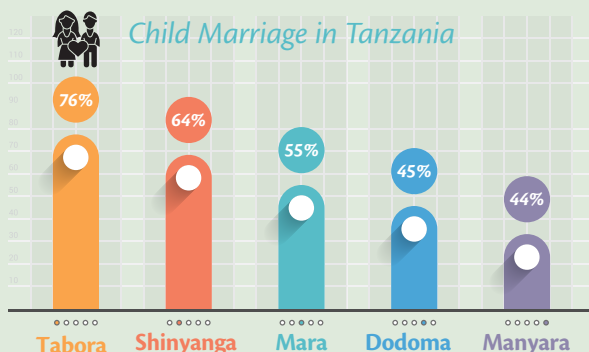
More than 1 in 3 young women are married before the age of 18.

Source: TDHS-MIS 2015-2016.

17%

of women aged between 15 and 49 in Tanzania have experienced sexual violence.

Source: TDHS-MIS 2015-2016.



Source: National Survey on Drivers and Consequences of Child Marriage in Tanzania, February 2017, p.39.



This year two issues tackled different aspects of SRHR.

In partnership with the Embassy of Denmark and UNFPA, one issue tackled gender-based violence (GBV) from different aspects. Stories included the prevalence of GBV across the country on a regional basis; autonomy in relationships; a boy who is a survivor of GBV at home at the hand of his parents; sexual GBV at the hands of a parent; plus a young woman's story of GBV and how she overcame it, whilst acknowledging that East and Southern Africa have the leading rates of violence against women and children.



In partnership with the Embassies of Denmark and Sweden, another issue focused on HIV&AIDS. Stories included an overview of HIV&AIDS (what it is, how it is spread, the different stages, HIV testing); the challenges of living with HIV whilst at school; choosing to stay away from a situation that would lead to HIV transmission; the inspiring story of a young man living with HIV from an early age who has HIV negative children and a fulfilling life; and the dangers of misinformation about HIV on the internet leading to HIV infection and subsequent discrimination.



Economic Empowerment

With high levels of youth unemployment and limited job prospects for young people in the formal sector, teaching entrepreneurship and business skills is an important part of Femina Hip's work. Young people eagerly seek financial and business advice on a regular basis, and Femina Hip answers through its economic empowerment agenda, *Ruka Juu!* (Jump Up!). Ruka Juu focuses on entrepreneurship and income generation through the agriculture sector, business start-up skills, and financial education.

Ruka Juu! imparts practical knowledge so that young people can try out income generating activities for themselves.



Femina Hip concentrates on educating and encouraging youth to make smart financial decisions, take control of their future and become self-reliant.





The entrepreneurship and income generation knowledge learned and practised within Fema Clubs gives members an advantage over those youth not in Fema Clubs.

The skills and knowledge stays with young people after they leave school.

The table below shows that the percentage of Fema Club alumni engaged in income generation activities is similar to current Fema Club members.

INCOME GENERATING ACTIVITIES TAUGHT IN THE CLUBS AND PRACTICED BY MEMBERS.

Activity	Fema Club Members	Non-Fema Club Members	Fema Club Alumni
Farming	81.4%	66.7%	77.7%
Entrepreneurship (business)	50.9%	36.9%	50.8%
Poultry Keeping	27.3%	10.6%	26.9%

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



Farming for Income

81% of Fema Club Members

77% Fema Club Alumni



The skills and knowledge learned in a Fema Club stays with young people after they leave school.





Citizen Engagement

Femina Hip's citizen engagement programme is branded 'Sema, Tenda' (Say & Do). The Sema Tenda content focuses on human rights (i.e. young people's rights and responsibilities as citizens); democratic values (i.e. democracy, elections and constitution, representation); fighting corruption (i.e. knowing the types of corruption, a corruption-free society, young people's role in resisting corruption); and youth participation (i.e. leadership, volunteering, and Youth Leadership Programme).

Femina Hip together with other NGOs partnered with the Ministry of Community Development Gender, Women and Special Groups to develop a training guide for Regional, District and Ward Level officials to set up Child Protection Desks in schools. Femina Hip trained officials in Tanga Municipal Council and funded the setting up of the Child Protection Desks and Junior Councils in 147 schools. These protection desks are currently being supported by the local government officials at the Ward level.

Young people are educated about their rights and responsibilities, encouraged to be critical thinkers, to work in teams, to step up to leadership roles in their communities, and to be change makers.

"There are big differences between Fema Club members and other club members academically. Members of Fema Clubs are leading academically because the knowledge that we learn from Fema Club helps in our self-awareness."—Fema Club member, Igwamanoni





Fema Clubs

Fema Clubs are formed by students in secondary schools throughout Tanzania. The Fema Magazine is distributed to the clubs and used as a starting point to inspire extra-curricular activities and discussions.

Fema Club members are more active during class activities and more collaborative with others in class; and they are confident enough to teach others and to participate in group discussions.

The ESRF study shows how Fema Club members, non-members and Fema Club alumni perceive the benefits gained from being members of a Fema Club. The higher percentages of perceived benefit for Fema Club alumni illustrate there is a long term impact of participation—club alumni perceive a higher benefit than current Fema Club members as shown in the table on the next page.



Ambassador Mette Nørgaard, 2022

“The creation of the Fema Club alumni is a visible sign of the fact that Fema Clubs are influencing and keep having a long-term influence on Tanzanians. Stories of change reveal that those who went through the Fema Clubs have continued to embrace and champion the Femina Hip values in their careers, families and societies and they are responsible citizens in their adulthood.”
—Ambassador Mette Nørgaard Dissing-Spandet, Embassy of Denmark in Tanzania, at the Celebrating 20 Years of Fema Clubs event, 2022.

Benefits	Fema Club Members	Non-Fema Club Members	Fema Club Alumni
Becoming active in class	75.6%	65.2%	76.2%
Confidence	72.5%	65.8%	84.4%
Helping classmates in class	58.3%	45.7%	67.3%
Punctuality (time management)	48.6%	40.7%	62.6%
Becoming team players	47.3%	44.8%	66.7%
Being creative	44.6%	30.0%	64.6%
Becoming good leaders	31.7%	23.9%	53.1%

Source: ESRF Study 2022



2022 Impact

2,374 registered Fema Clubs.

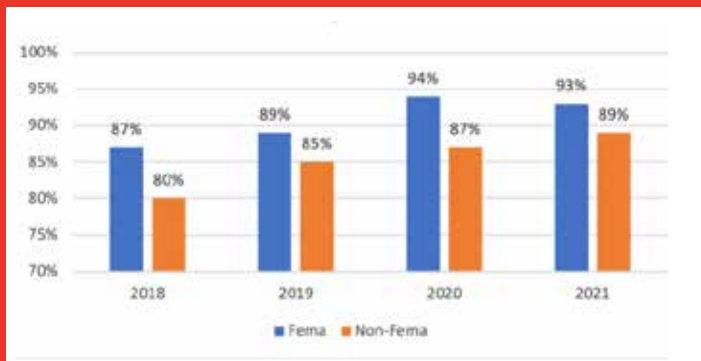
Participation in Fema Clubs have led to a **reduction of early pregnancy.**

10 pregnancies per year reduced to 1 per year.



According to reports from heads of school where Fema Clubs are well managed, student pregnancies are decreasing.
"Previously, I would sometimes report up to 10 pregnancies per year, but that number has decreased to one, or sometimes a year would go by where there are no student pregnancies"
—Head of School, Shinyanga

More Fema Club members passed their Form Four exams than non-Fema Club students, four years in a row.



Percentage of Boys Who Passed CSEE 2018-2021



Percentage of Girls Who Passed CSEE 2018-2021



Source: NECTA published CSEE 2018-2021 results

REACH FOR 2022 DIRECT AND INDIRECT

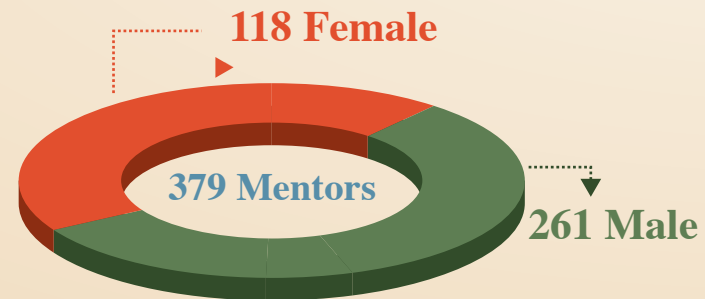
Active Learning

The key to a successful Fema Club is a teacher (or a teacher who is a club mentor) who can guide the students through discussions about important topics and provide support to students during learning activities. The Femina Hip team provides active learning training several times a year to selected clubs. After training, teachers/mentors can facilitate active learning sessions with youth in Fema Clubs.

REACHED DURING ACTIVE LEARNING TRAINING:

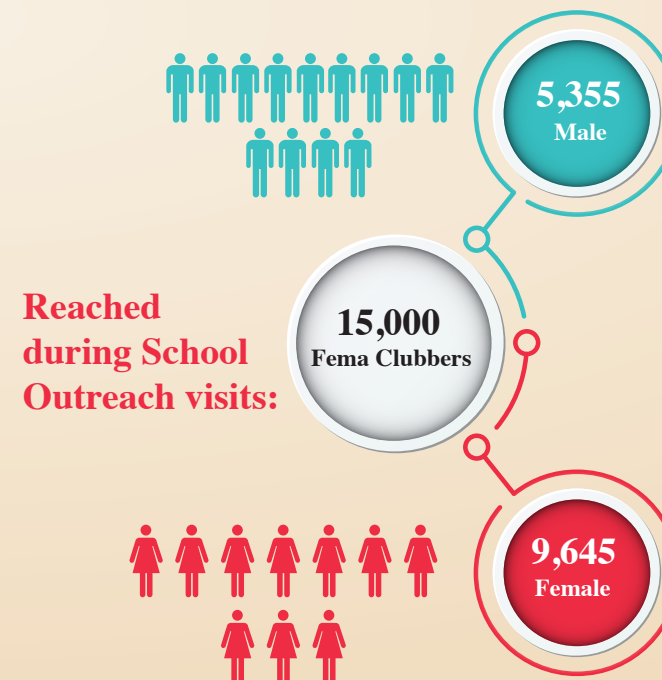


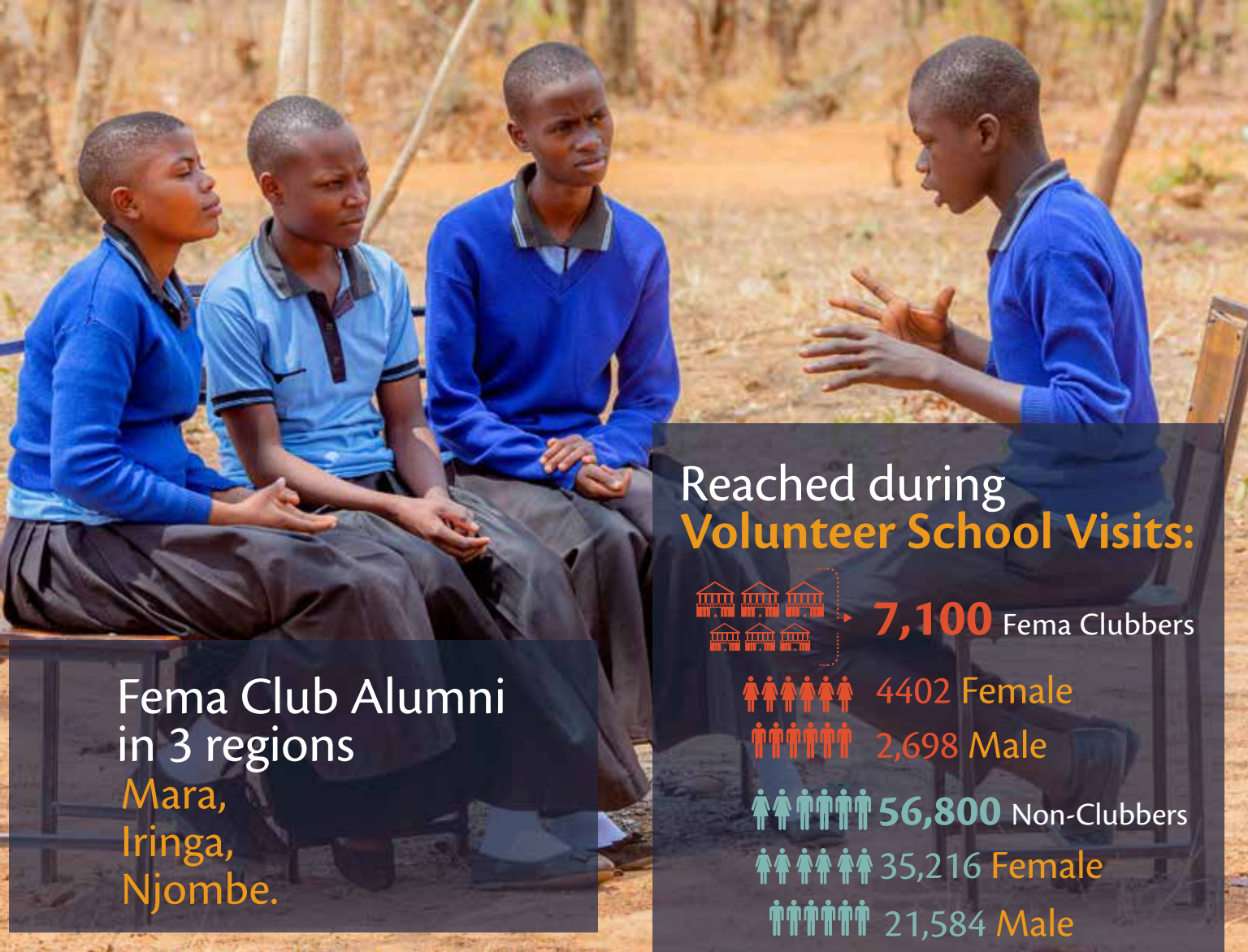
409 Teacher/mentors



School Outreach

The Femina Hip team travels to locations around the country to interact with schools and with Fema Club teachers/mentors and students to reinforce active learning principles, discuss key messages, and to gather the stories from youth that are shared in media products.






**Fema Club Alumni
in 3 regions**
Mara,
Iringa,
Njombe.

Reached during Volunteer School Visits:


 **7,100** Fema Clubbers

 **4402** Female

 **2,698** Male

 **56,800** Non-Clubbers

 **35,216** Female

 **21,584** Male

 **88** Fema Club mentors

 **30** Female

 **58** Male

 **37** Non-Club Mentors

 **13** Female

 **24** Male

Volunteer School Visit

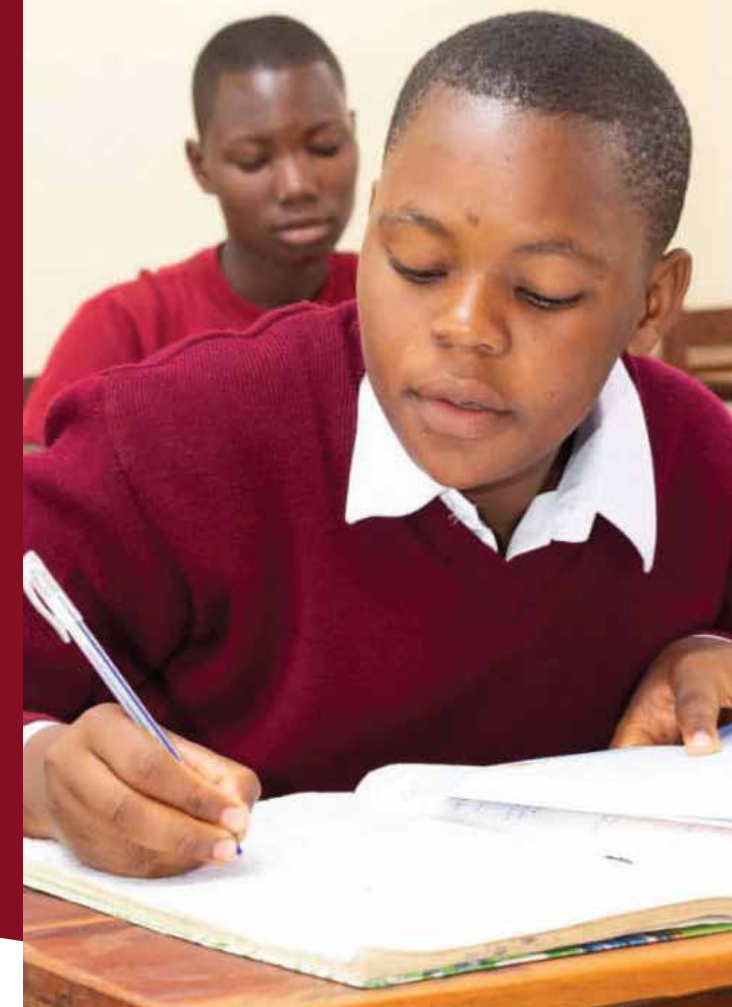
Between three and five Fema Club Alumni are selected from each school and trained by Femina Hip to carry out ‘School Outreach’ sessions. These club alumni then share what they have learned about SRHR, life skills, and empowerment with other Fema Club members as well as their schoolmates during regular school activities.



Stories of Impact

Changing Direction Toward Success

“I feel I know who I am, I value myself and I think I can make a difference for others.”



After joining the Fema Club in May 2022, Doreen (15), was elected the school head Girl. Before joining the Club at her school in Tabora, Doreen was on the verge of engaging in a sexual relationship. There was a lot of temptations and pressure; many of her peers had already crossed that line and were having sex, transactional sex even. But after joining the Fema Club and learning more about self-awareness and other life skills, she realised it was possible to set her own goals and stick to them until she achieved what she planned. She chose to focus on her studies. Now, as the Head Girl, she encourages her peers to stop engaging in sexual relationships. She teaches them about the impact of being in those relationships, such as unplanned and early pregnancies. Even in the face of judgement and criticism, she keeps sharing her knowledge.

Farming Funds a Dream

Ellias Mashauri is a Fema Alumni whose story starts during his studies at Igwamanoni Secondary School in Shinyanga. He developed a passion for gardening and farming, which came out the Fema Club activities. The Fema Club mentor was a wonderful teacher who inspired and supported the Fema Club members to learn how to earn money from agriculture activities. The mentors, Stephano Moshi Richard and Editha Steven Mwamakimbola contributed to a learning environment that fostered the habit of life-long learning.

Ellias completed his O levels in 2018 and went on to excel in his A levels in Umbwe Secondary in Kilimanjaro. He was selected to go to Sokoine University of Agriculture (SUA) in Morogoro in 2022. Without the funds for school fees or to qualify for a student loan from the government, he had to defer attending university.

But Ellias was determined and he refused to give up! He took what he learned from the Fema Club and applied himself to cultivating and selling tomatoes, and then he invested the revenue in watermelon crops. After one short year he earned close to 2 million shillings. He eventually qualified for a government loan and, combined with his earnings, he was able to afford the school fees, accommodation, books, and other school supplies. He chose to attend the University of Dodoma and is currently pursuing a Bachelor of Science in Chemistry. He has an ambition to work with others and improve farming techniques.



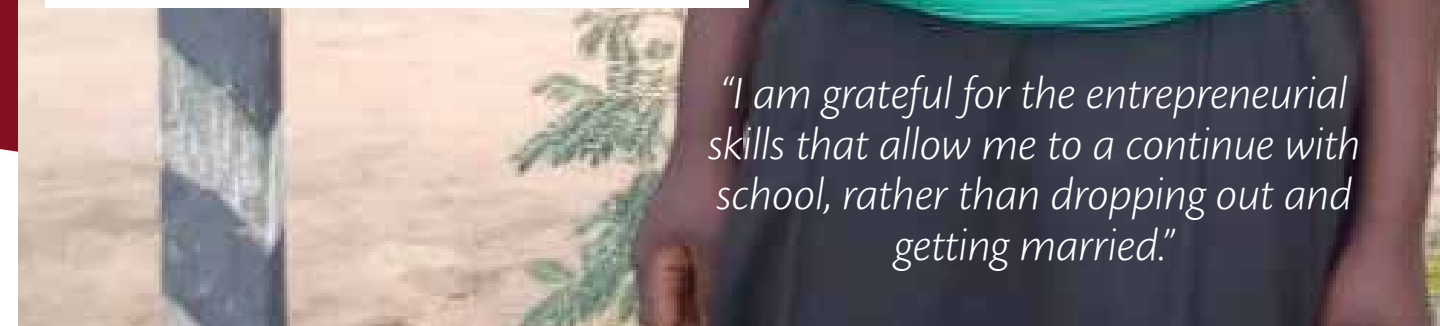
Ellias Mashauri is an inspiration and a fantastic example of building on knowledge and skills shared in Fema Clubs.

Staying in School through Entrepreneurship Training

The entrepreneurship training provided through the eight-week *Ujana Salama* training, as part of the **Kijana Jitambue Project** in her Fema Club at Igwamanoni Secondary School in Shinyanga has kept Shida James, who is 17 in school (Form 4).

Shida's father stopped taking care of her when she was young, and she was taken in by her sister. Shida finished primary school, but her sister was not able to afford the school fees and supplies needed for secondary school. Shida was determined to continue and had to earn money to buy exercise books, and a friend donated a uniform.

At secondary school, when Shida joined the Fema Club, she was part of the Kijana Jitambue Project and learned about entrepreneurship. She began by cultivating vegetables at home. She started with only two beds of pumpkin leaves and later added other types of vegetables. Shida tends to her garden after school and sells most of her crops to her fellow students, teachers, and community members on the weekends. She uses the money she makes for school supplies, such as uniforms, pens, and exercise books. She is also saving some money so she can go on to higher education.



"I am grateful for the entrepreneurial skills that allow me to continue with school, rather than dropping out and getting married."



New Board Appointment

We are excited to announce our New Board Members stepping up to serve Femina Hip effective **1st August 2022**



Anna-Theresa Mwasha

Senior Manager Investor Relations
CRDB Plc



Ella Naiman

Partner
Empower



Emmanuel Mushi

Chief Accountant
Green Resources



Hafsa Sasya

Partner
Aloys & Associates



Nderingo Materu

Chief Change Officer
Bayport



PPO Tower, 7th Floor, Garden Avenue / Ohic Street
P.O. Box 77949, Dar es Salaam
M: +255 7 19 878 400 • T: +255 22 212 6592
E: info@auditaxinternational.co.tz
www.auditaxinternational.co.tz

Independent Auditor's Report To the Members of Femina Hip

Report on the Audit of the Financial Statements For the financial year ended 31 December 2022

Opinion

We have audited the financial statements of Femina Hip, which comprise the statement of financial position as at 31 December 2022, the statement of financial performance, cash flow statement, statement of comparison of budget and actual amounts of the year ended, and notes to the financial statements, comprising a summary of significant accounting policies and other relevant information.

In our opinion, the accompanying financial statements gives a true and fair view of the financial position of the entity as of 31 December 2022, and of its financial performance and its cash flows for the year then ended in accordance with International Public Sector Accounting Standards.

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 entity in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Tanzania, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. The basis for our opinion is detailed on the following paragraph.

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. There were no key audit matters to report during the year ended 31 December 2022.

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 IPSA'Ss, 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.

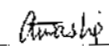
Financial Statement

FEMINA HIP FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Note	2022 TZS	2021 TZS
Assets			
Current assets			
Cash and cash equivalents	12	1,605,553,280	354,780,098
Trade and other receivables	11	45,245,772	60,879,644
		<u>1,650,799,052</u>	<u>415,659,742</u>
Non-current assets			
Furniture and equipment	9	159,328,466	124,929,894
		<u>159,328,466</u>	<u>124,929,894</u>
Total assets		<u>1,810,127,519</u>	<u>540,589,636</u>
Liabilities			
Current liabilities			
Deferred grants	5	1,264,668,822	144,346,854
Trade and other payables	14	386,130,231	271,312,888
		<u>1,650,799,053</u>	<u>415,659,742</u>
Non-current liabilities			
Capital grants	13	159,328,466	124,929,894
		<u>159,328,466</u>	<u>124,929,894</u>
Total liabilities		<u>1,810,127,519</u>	<u>540,589,636</u>
Net assets		<u>-</u>	<u>-</u>

The Financial Statements on page 18 to 43 were approved by the board of those charged with governance and authorized for issue on 28 MARCH 2023 and were signed on its behalf by:


Anna-Theresa Reminscere Mwashu
Chairperson


Ruth Mlay
Executive Director



PARTNER WITH US

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

Contact us at: info@feminahip.or.tz

@Femina Hip 2022-23

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Data Sources:

Documenting the Contribution of Fema Clubs to Academic Performance in Tanzania Mainland–ESRF, December 2022. (conact Femina Hip for full report).

National Examinations Council of Tanzania (NECTA) published Certificate of Secondary Education Examination (CSEE) 2018-2021 results.

Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MS) 2015-2016

National Survey on the Drivers and Consequences of Child Marriage in Tanzania, February 2017.

For more information:


Femina Hip

House No. 23, Migombani Street, Plot 138

Address: P.O. Box 2065, Mikocheni A,

Dar es Salaam, Tanzania.

 info@feminahip.or.tz

 +255 22 2700 742

Visit our website www.feminahip.or.tz

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