

EMPOWERING YOUTH AND
DRIVING POSITIVE CHANGE



Femina Hip
Annual Report
2024

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Ruth Mlay,
Executive Director,
Femina Hip

From the Executive Director

Dear Friends, Partners, and Supporters,

As we reflect on 2024, I am filled with immense pride and gratitude for the remarkable journey Femina Hip has navigated over the past 25 years. This year, we celebrated a significant milestone—our silver jubilee. It has been a quarter of a century dedicated to empowering the youth of Tanzania and fostering positive change in communities across the country.

Impact and Achievements

The stories of transformation and resilience we've heard from young people, teachers, local government officials, and partners during our travels around the country have been both humbling and inspiring. From former students who have now become change-makers in their communities to the notable improvements in schools where we initiated interventions many years ago, the positive feedback has been unanimous: Lives have been transformed wherever Femina Hip has touched.

Innovation and Growth

One of our proudest achievements this year was the launch of the Story Yangu podcast. This platform has allowed us to share the journeys of young people who have overcome significant challenges to become role models in their communities. Their stories of perseverance and success have not only inspired us but have also resonated deeply with our listeners <https://youtube.com/@storyyangupodcast?feature=shared>. Additionally, we heeded the call from our youth partners to extend our reach to primary schools. This year, we introduced Fema Msingi (Fema – A strong foundation) in 100 primary schools in the Katavi Region, an area grappling with high dropout rates, teenage pregnancies and child marriage. The initiative's first year has been quite a success, with teachers reporting fewer dropouts, higher exam pass rates, and improved student behaviour.

Dedication and Commitment

The successes we celebrate today would not be possible without the unwavering commitment and dedication of the Femina Family. This includes the selfless teachers who run the Fema Clubs and serve as positive role models, as well as our dedicated staff who embody our organisation's vision and mission. Your tireless efforts have made this year's achievements possible. We are also deeply grateful to our donor partners for their trust and investment in our mission. Your support is the bedrock of the impact we create, and we look forward to continuing this journey together.

Looking Ahead

As we look to the future, we are excited to continue our work in empowering youth and driving positive change. We have ambitious plans for the next 25 years, and we invite you, our cherished supporters, to join us on this transformative journey. There is no greater reward than witnessing the growth and success of the young people we serve. Thank you for your continued support and for being a part of our movement. Warm regards,

A handwritten signature in blue ink that reads "Ruth M" with a stylized flourish.



About Femina Hip

Femina Hip is a Tanzanian civil society organisation dedicated to youth empowerment, with a focus on communities and youth. Through its media products and training programmes, the organisation equips young people with the necessary life skills to tackle societal challenges, transforming these into opportunities. Its core themes are Sexual Reproductive Health and Rights (SRHR), Economic Empowerment, Citizen Engagement, Digital Transformation, and Gender-Based Violence (GBV).

These themes are integrated into initiatives like Fema magazine, social media outreach, and direct project interventions, such as the Ujana Salama training programme. The organisation works with both in-school (via Fema Clubs) and out-of-school youth and strategic partners with various stakeholders, including local and national government and international organisations.

Vision and Mission

Vision

A gender-equal world where young women and men realise their potential and contribute positively to society.

Mission

To ensure young people's needs for survival, safety, love, belonging, and respect are met.

Femina Family Values

- ❖ Respect Diversity
- ❖ Value Men and Women Equally
- ❖ Trustworthy
- ❖ Open and Inclusive
- ❖ Dedicated
- ❖ Accountable

Promoted Behaviours

- ❖ Delay sexual debut, practice safe sex/abstinence
- ❖ Use condoms and contraceptives, get tested for HIV and STIs
- ❖ Treat people living with HIV/AIDS equally
- ❖ Engage in sustainable livelihoods and entrepreneurship
- ❖ Engage in active citizenship



(Protect Your Life) focuses on sexual and reproductive health and rights (SRHR). Working with young people, teachers, mentors, and community leaders, the carefully planned interventions 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.



(Build Your Life) focuses on economic empowerment, providing youth with entrepreneurship and business start-up skills, financial management education, career choices and job skills. The ultimate goal is for in- and out-of-school youth to become financially independent. This then supports their ability to make healthy choices, improves their confidence to engage in decision-making within their community, and leads to gender equality.



(Engage Your Life) focuses on citizen engagement. It educates young people about their rights and responsibilities, to develop critical thinking skills, how to work in teams, and encourages them to step up to leadership roles both at school and in their communities. It is also important to engage with government officials, and religious and community leaders as this demonstrates the value of including young people in their decision-making and community development processes. The goal is for young people to become active changemakers.



(Connect Your Life) is another chance to strengthen the VOICE of youth. The SMS platform and other digital technology provide additional opportunities for Femina Hip and Fema Clubs to connect and discuss with each other. The goal is for everyone who participates in Femina Hip activities to stay engaged with its messages and values and to feel part of the Femina Family.

2024 Focus Areas

Femina Hip continued to focus on its three core agendas:

- ❖ Sexual Reproductive Health and Rights (SRHR), including Gender-Based Violence (GBV).
- ❖ Economic Empowerment.
- ❖ Citizen Engagement.

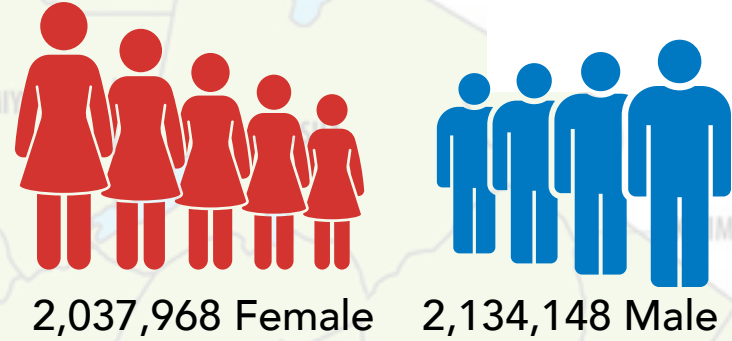
These were pursued through direct initiatives like **Fema Clubs**, school-based outreach, and digital interventions. The year saw the distribution of **Fema magazine**, reaching over 1,600 clubs, and the successful extension of digital products for youth engagement.

In 2024, Femina Hip expanded its interventions by launching several key projects, including the **Kijana Jitambue Project** in 70 secondary schools in Tanga Region, and the **Ujana Salama Project** in six additional wards in Muheza District. The **Fema Msingi programme** was launched in 100 primary schools in the Katavi Region in partnership with Plan International.

This **Femina Hip Annual Report** shares the organisation's reflections on its continued commitment to addressing the critical needs of Tanzanian youth, particularly in the areas of sexual and reproductive health, economic empowerment, and citizen engagement. With ongoing initiatives, strategic partnerships, and a growing presence, Femina Hip is poised to make an even greater impact in 2025 and beyond.

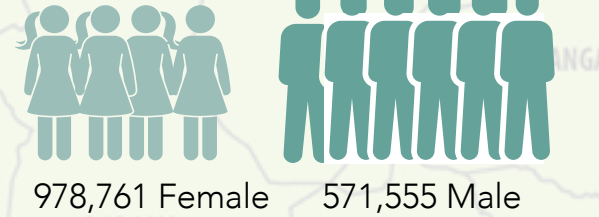
4,172,116

YOUTH REACHED IN 2024



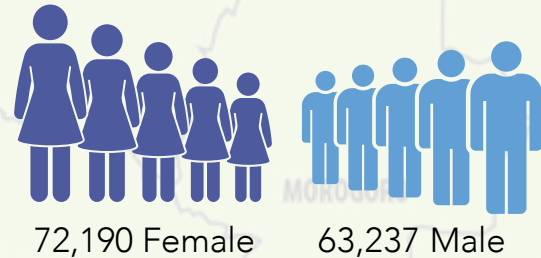
1,550,316

Direct Beneficiaries



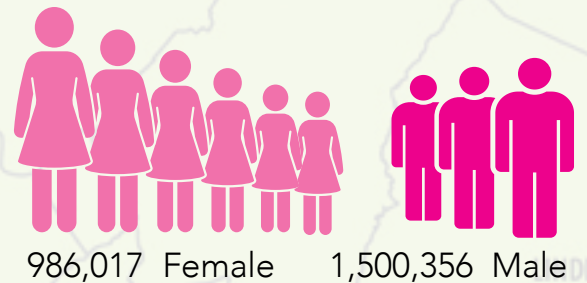
135,427

Youth reached through community outreach



2,486,373

Indirect Beneficiaries

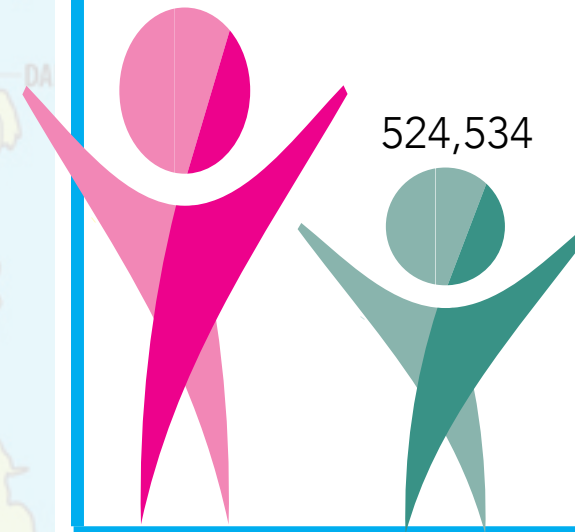


Tanzanian youth, educators and community leaders were reached in 2024 through different Femina Hip platforms, and programmes including social media, school visits, fairs and festivals, Fema magazine, trainings, and direct project interventions such as the VUMA, Ujana Salama, and Kijana Jitambue projects.

Reached through Fema magazine

1,448,100

923,566

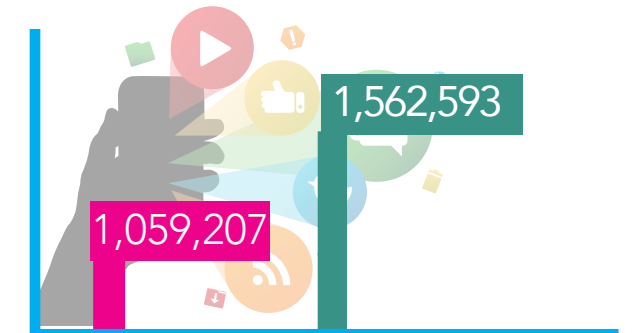


Female

Male

Reached through Social Media

2,621,800



Female

Male



Femina Hip's core agendas are the building blocks for young people to gain the essential life skills needed for their future. They have been developed using social behaviour change communication (SBCC) and a participatory education entertainment (edutainment) approach. This content is shared through media products, trainings, and direct project interventions and are reinforced by teacher/mentors who use reflective methodologies and active learning processes to support learning.

Core Programme Initiatives

Kijana Jitambue Project

Femina Hip, with support from GIZ, is implementing the Kijana Jitambue Project covering 70 secondary schools in eleven councils of Tanga Region. The project aims to improve knowledge about SRHR and promote access to services for in-school adolescents (aged 13 to 19 years) in Tanga Region. The project reached a total of 27,468 adolescents through a training programme covering life skills, SRHR, puberty, menstrual hygiene, and values.

Ujana Salama Project

Femina Hip, with the support of the Embassy of Ireland in Tanzania, is implementing the Ujana Salama project. The aim of this project is to promote equitable access to quality SRHR information and services to in and out of school adolescents and youth (13-30) in Muheza District. The project now covers 12 wards in Muheza District, it includes components on SRHR, Gender-Based Violence (GBV), life skills, and climate-smart livelihood opportunities. Through community engagement, religious leaders, and local officials, the project is empowering youth to become active participants in decision-making processes. The project reached 2,834 youth within a period of six months.

VUMA Project - Adolescent Girls' Health and Rights

The VUMA Project empowers adolescent girls and young women in Katavi Region, addressing their SRHR, economic, and protection rights. This project, co-implemented with Plan International, takes a comprehensive feminist approach to ensure measurable improvements in adolescent health and rights in five councils of Katavi Region. A total of 48,909 adolescents were trained in key areas such as Sexual and Gender-Based Violence (SGBV), Child Early and Forced Marriage (CEFM), infection prevention, nutrition, and life skills development.

Fema Msingi Implementation

Femina Hip launched the Fema Msingi programme as a pilot in 100 primary schools in Katavi Region, targeting youth in Standard 5 to 7. The training package is designed to enhance adolescents' knowledge of Sexual and Reproductive Health and Rights (SRHR), whilst supporting their overall development. To date, a total of 32,625 adolescents from 100 primary schools have benefited from the programme. Furthermore, the rollout of Fema Msingi training has expanded to Tanga Region, where five primary schools, located near secondary schools implementing the Kijana Jitambue project, have been reached. Through Fema Club Champions, a total of 1,333 pupils (720 girls and 613 boys) indirectly benefitted from this initiative using a peer to peer education approach.

Our designed **Watoto Bomba training** package, consisting of 11 modules, has been essential in empowering both girls and boys by providing them with the knowledge and skills needed to tackle safeguarding issues, gender inequality, and the many challenges they face in life. These modules are designed to give students practical tools and emotional resilience to advocate for their rights and ensure their safety, whether in school, at home, or within the community.

PROJECTS' REACH



VUMA Project
48,909

adolescent girls and boys participated (24,485 female, 24,424 male).



Fema Msingi Programme
32,625

adolescents (16,796 girls, 15,829 boys) from 100 primary schools



Kijana Jitambue Project
27,468

adolescents participated (14,493 female 12,975 male).



Ujana Salama Project
2,834

Youth Participated (2,608 female, 226 male).

Impact of Direct Project Interventions

In order to evaluate both the immediate and intermediate outcomes and calculate the knowledge index increment of ongoing direct project interventions in Katavi and Tanga Regions, Femina Hip conducted an assessment. The results showed a significant average score of 6.81 baseline on the knowledge index, which slightly increases to 7.14 at the end of Cohort One (first project beneficiaries enrollment in first year of implementation) assessment.

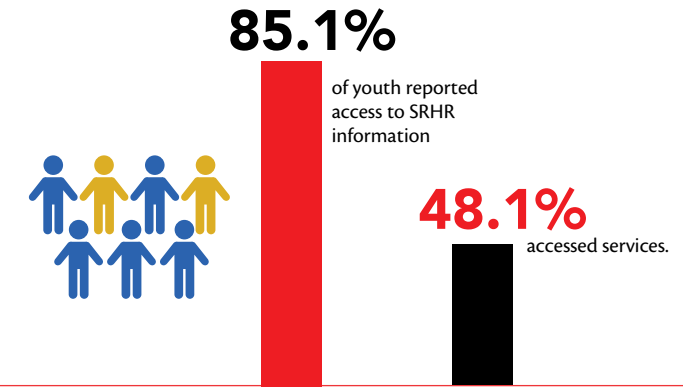
This shows a general improvement in knowledge across various areas of sexual and reproductive health and rights (SRHR). The overall trend reflects a positive shift in SRHR awareness from baseline to the end of the cohort.

Furthermore, a midterm review was done for the Ujana Salama project in Muheza District. This evaluation aimed to gauge the effectiveness of the interventions in improving sexual and reproductive health knowledge, gender based violence and economic empowerment, while also monitoring the short-term and longer-term impacts on participants.

The results provide valuable insights into how well the interventions are achieving their goals and contributing to positive changes in young peoples' knowledge and behaviours related to SRHR, GBV and economic empowerment in these regions.

1. Child Marriage & SRHR Access

The mid-term review highlighted a troubling trend of child marriage in Muheza Region. However, the number of youth accessing SRHR services has increased. Despite challenges, like negative attitudes from health professionals and inconvenient facility hours, 85.1% of youth reported access to SRHR information, and 48.1% accessed services.

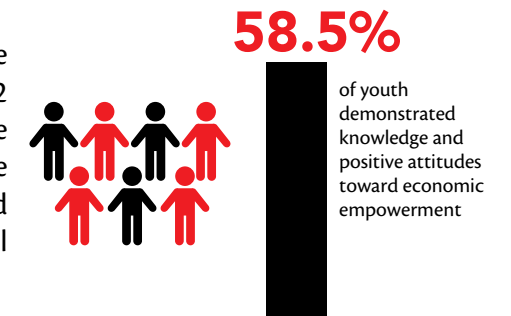


2. Gender-Based Violence

The number of GBV cases filed in court decreased from 72 (2021-22) to 27 (2023-24). However, efforts to raise awareness through Ujana Salama and other platforms continue to address this critical issue.

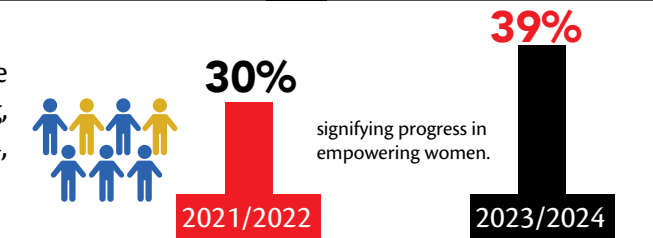
3. Economic Empowerment

58.5% of youth demonstrated knowledge and positive attitudes toward economic empowerment, with 152 youth champions trained in the Start and Improve Your Business (SIYB) model. These youth were connected to technical partners like VETA, SIDO, and CRDB for further support in their entrepreneurial ventures.



4. Youth Leadership and Decision-Making

The Mid-Term Review showed a positive trend in the participation of young women in decision-making, increasing from 30% in 2021/22 to 39% in 2023/24, signifying progress in empowering women.



Story of Change

Breaking the silence: Boys are Menstrual Hygiene Management Champions

In a bid to improve knowledge about SRHR and promoting access to services for in-school adolescent girls and boys aged 13-19 years in Tanga Region through the Kijana Jitambue project, adolescents are trained on gender transformative sexual education, life skills, sexual and gender-based violence (SGBV) prevention and response using the approved Ujana Salama training package. As one of the direct beneficiaries of the project, Said Mkomwa (17-years old) has been transferred from another school to Mazinde Day Secondary School.

During his time at his former school, Said was known as a quiet boy who was not interested in socialising with his peers, especially girls. He had his reasons for that.

He says, "I found it difficult and very uncomfortable to talk about menstruation because, I grew up knowing that is something only girls should know about and, as a boy, I have nothing to do about it." As a new student in Mazinde Day, Said had a chance to be directly reached by the Kijana Jitambue project and received training and teacher's mentorship from his teacher on module one (Who Am I?) before proceeding with modules on puberty, menstrual hygiene management (MHM) and life skills.

Although Said has been at Mazinde Day Secondary School for only a few months, his ability to confidently speak in front of his colleagues and being articulate enough to catch the attention of his audience, he has been selected among the 10 Fema Club champions from Mazinde Day who are working with their trained teachers in cascading knowledge to their fellow students. Said has gone from a shy and isolated boy to an empathetic and understanding boy who believes, "by sharing knowledge, initiating conversations and providing support to both boys and girls, collectively societies can create a conducive environment where every person feels comfortable to talk about menstruation, irrespective of their sexual-orientations, taboos, beliefs, norms and values."

"Being part of the Kijana Jitambue project has helped me to break the silence and set me free from my discomfort. I now feel empowered and knowledgeable enough to speak about menstrual health and hygiene. Seeing my younger sister experiencing menstruation for the very first time in her life, made me realise the importance of being there for her. I provided her with information and made sure that she can navigate around her menstrual stage without any challenges. I now understand that menstruation is a natural process that should be openly discussed without any sense of stigmatisation or shame, and it is important for boys to be equipped with MHM knowledge for us to continue sharing this knowledge and changing the narrative around MHM in our communities where boys are neglected when it comes to puberty education."



SAID MKOMWA, 17 YEARS OLD
from Mazinde Day Secondary School.

Story of Change

Transforming Perspectives: Mr. Abasi Ramadhan Omari's Journey from Misconception to Advocacy for Sexual Reproductive Health and Youth Empowerment

As a board chairperson for Mavovo Secondary School in Mkinga District Council, Mr Abasi Ramadhan Omari was one of the participants in the Kijana Jitambue gatekeepers training. During the teaching, all participants were educated about youth engagement and sexual reproductive health, gender-based violence, and encouraged to stimulate open discussion with adolescents.

As a school board chairperson Mr Abasi has a wider platform to meet and engage with the public but, he decided to firstly change the mindset and behaviour of his Form Four son.

“My son had poor results in his academic performance but, after spending some time talking to him and understanding what he was going through as an adolescent boy, I encouraged open discussion with him and, emphasised the need to improve his lifestyle by firstly staying away from risky behaviours and fighting off sexual urges with the bigger aim of focusing on his studies and improve his performance. Using friendly and close conversation with him, I am now seeing some improvement in his academics. He’s now involved in productive discussions, educating his peers on the importance of self-protection and currently, he’s a member of Mavovo Fema Club where he continues to learn and practice life skills and improving his healthy lifestyle.”

To Mr Abasi, the training he received, capped with his frequent participation in the in-school Kijana Jitambue trainings at Mavovo Secondary School makes him believe that Fema Clubs have influenced many adolescents to pay attention to reproductive health issues, whilst equipping young people with the essential life skills, including communication and problem-solving skills that will help them to solve their challenges and opening pathways for their development.



Mr Abasi Ramadhan Omari,
Board Chairperson for Mavovo
Secondary School in
Mkinga District Council

“I was amongst the men who always believed that sexual reproductive health education was solely for women and girls. I never paid attention to it as a man and a father to my son. However, during the training proceedings, I realised that I was completely wrong and to be honest, that training made me realise sexual reproductive health education is essential to both – men and women, girls and boys hence, it changed my perception and immediately gave me a sense of responsibility within my family.”

FEMA MAGAZINE



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, which enable its readers to practice their skills in English language composition. Fema magazine is distributed to approximately 40% of all government secondary schools in mainland Tanzania and is the major tool of discussion in all of the Fema Clubs. In 2024, Femina Hip produced two issues of Fema magazine – issues 67 and 68, covering the themes of participation in local and national elections, and climate change and SRHR respectively.

In 2024, Fema magazine reached

64,490 copies were printed and distributed to 1,609 secondary schools from 19 regions across Tanzania, reaching a total number of 1,448,100 (923,566 female, 524,534 male), with direct beneficiaries being 160,900 (99,758 female, 61,142 male) and indirect beneficiaries 1,287,200 (823,808 female, 463,392 male).



Fema 67 - Informed and inclusive civic engagement



Informed and inclusive civic engagement for youth is crucial, particularly in the context of upcoming elections in Tanzania. It is essential to ensure that young people, who make up a significant portion of the population, are actively involved in the political process. However, meaningful youth engagement goes beyond just voting, it involves equipping them with the knowledge, skills, and platforms to participate in a way that is both informed and impactful.

Fema magazine issue number 67 focused on empowering young Tanzanians to actively participate in the electoral processes. With local and general elections in 2024 and 2025 respectively, this issue of Fema aimed to inspire young people, especially women, to register to vote, run for office, and engage in civic life. Given that nearly half of Tanzania’s population is under 25, youth engagement in these processes is critical, yet voter participation remains low. It featured content collected from various regions with a focus in Mwanza.

This issue was also disseminated through Femina Hip’s online digital platforms. However, many young people, especially those in rural areas, face barriers to reliable internet access, due to factors like poor infrastructure, high data costs, and limited digital literacy. In contrast, youth in urban areas are more likely to have better access to the internet and digital content, making online content a more feasible medium for reaching them. This digital divide highlights the importance of combining both print and online media, ensuring that marginalised youth, are still able to receive vital information through printed publications.

Fema 68 - Climate Change and SRHR



Climate change, as a global issue, has significant implications for youth, particularly in the context of Sexual and Reproductive Health and Rights (SRHR). The impacts of climate change, such as extreme weather events, displacement, and food insecurity, disproportionately affect young people, especially in vulnerable regions. These disruptions limit access to education, healthcare, and SRHR services, increasing the risk of early pregnancies, gender-based violence, and poor sexual health outcomes.

Moreover, young people, particularly women and girls, may face additional challenges in accessing family planning services and sexual health education during times of crisis. Climate change also exacerbates existing inequalities, making it harder for youth, especially in marginalised communities, to exercise their SRHR.

In collaboration with communities, teachers, youth and students in Simiyu Region, Fema magazine issue 68 explored the critical link between climate change and SRHR, emphasising the significant impacts on maternal and sexual health, disease prevalence, and healthcare access during extreme weather events. It highlighted the increased vulnerabilities, such as gender-based violence, during climate crises and the need for resilience-building strategies, including youth-led initiatives, protective policies, and community preparedness. The issue also underscored the emerging economic opportunities for youth in green sectors, which address both climate change and economic resilience

Overcoming Adversity: Ashura Jafari John's Journey of Resilience and Leadership.

"My name is Ashura Jafari John, and I am a 20-year-old student in Form Six at Bukongo Secondary School in Sengerema District, Mwanza. I am currently studying economics, commerce, and accountancy. My life journey has been filled with challenges, particularly stemming from my family circumstances. As the first child of my mother, who gave birth to me at the age of 16, I have always been acutely aware of the consequences of having children at a young age. My mother faced many struggles, including financial hardships, insults, and abandonment by my father. Despite these obstacles, I managed to perform well academically, but financial constraints often caused me to miss school. I lived far from school, taking two buses each day, and at times, I went without meals until late in the evening.

In June 2022, I joined Bukongo Secondary School, where I encountered many peers who, like me, were also facing their own challenges. It was during this time that I discovered Fema magazine, which opened my eyes to stories of resilience and overcoming adversity. Reading about people who had triumphed over tough situations inspired me deeply. One story that particularly motivated me was that of Aishi Manula, a famous goalkeeper. His story fueled my determination to not only work hard in my studies but also to help others in my school community.

With the guidance I gained from Fema magazine, I took on a leadership role at Bukongo Secondary School. I started assisting my peers, especially those with lower grades, by introducing a peer-to-peer school discussion programme. Through this initiative, I helped others focus on their studies, and together, we created an environment of mutual support and learning.

The impact of Fema magazine on my academic and personal life cannot be overstated. The magazine gave me the tools to overcome stress and provided practical solutions for my challenges. It also helped me to excel academically, and I gained greater confidence, particularly in public speaking. Through the club, I was able to develop positive habits and attitudes that have propelled me toward my goal of becoming an accountant."

"Fema magazine has been a key factor in transforming my life. It has instilled in me the strength to persevere, the drive to help others, and the courage to pursue my dreams despite the obstacles I have faced. Today, I am not only more confident in my abilities, but I am also committed to making a positive impact in my school and community. Fema magazine has given me the tools to face life's challenges with a renewed sense of purpose and determination."



ASHURA JAFARI JOHN, 20-YEAR-OLD
Student in Form Six at
Bukongo Secondary School
in Sengerema District, Mwanza.



16 Days of Activism

The 16 Days of Activism Against Gender-Based Violence is an annual global campaign running from November 25 to December 10, aiming to raise awareness and eliminate violence against women and girls. In Tanzania, this campaign is closely linked with national efforts to combat gender-based violence (GBV) and promote gender equality.

The 2024 campaign, theme, "Towards +30 Years of Beijing: UNiTE to Eradicate Gender-Based Violence," highlighted the ongoing global commitment to women's rights.

Over 250 community members participated in the event that was organised by partners in Tanga who are funded by Irish Aid. The event aimed to empower women and girls, involve men and boys in the conversation, and hold perpetrators accountable, aligning with the Beijing Platform's goals of advancing gender equality. The youth self-organised events to raise awareness and promoting action against GBV through educational campaigns, media outreach, workshops, and discussions.

From Setbacks to Strength: Eunice Lazaro's Journey of Resilience and Redemption.

"My name is Eunice Lazaro, I am 19 years old, a form six student at Misungwi Secondary School in Mwanza. I joined the Fema Club in Form One at Shamaliwa Secondary School, initially as a member but was not active. In Form Three, due to Covid-19, all schools closed. During this time, I engaged in risky behaviour like having unsafe sex instead of focusing on my studies.

In 2021, while in Form Four, I found out I was pregnant after having unsafe sex with my boyfriend. Despite considering an abortion, my boyfriend convinced me otherwise, emphasising our responsibility in the situation. As I was not registered for the national exams, I kept the pregnancy from my mother and school until the teachers discovered it and prevented me from sitting the Form Four national exams.

My mother advocated for me to be allowed to register for the national exams as it was only a few weeks to the examination day. She encouraged me to study hard for the exams and supported me to return to school for the exams. I performed extremely well, then I went into labour and gave birth prematurely. Subsequently, I was selected to join Misungwi Secondary School, where I re-joined the Fema Club but this time as an active member. Through the advice and mentorship received, I gained confidence, strength, and motivation to continue my education and strive for success.

Reflecting on my experience, I advise adolescents to avoid early relationships due to the potential consequences, as I learned the hard way through my pregnancy. I regret engaging in a relationship prematurely, as it has impacted my academic journey and relationships at school. I acknowledge the sacrifices and challenges of balancing motherhood and education, wishing I had focused solely on my studies at my age.

Despite the obstacles faced, being part of the Fema Club has provided me with valuable lessons on self-belief, resilience, and the importance of avoiding risky behaviours as an adolescent. I have learned to stay focused, positive, and determined to overcome challenges and make a positive impact on my future. "

"I emphasise the importance of learning from my mistakes and the role of Fema Clubs in empowering young girls to make informed decisions and strive for a better future. I am grateful for the support and guidance received, which have helped me navigate through difficult circumstances and continue to pursue my academic goals."



Eunice Lazaro, a 19 year old form six student at Misungwi Secondary School in Mwanza

Story of Impact

The Girl Power Thunder: By Meshaki Roman, Mentor of the Mrundulu Fema Club.

The Fema Club and the Girl Power Project at Mrundulu Secondary School in Misungwi District, Mwanza Region, have significantly empowered students, particularly girls, to overcome challenges and make informed decisions. In 2018, Femina Hip brought the Girl Power Project to Mwanza and selected our school as one of the beneficiaries. The project targeted Form One students, helping them build self-confidence and stay focused on their studies.

To date, six years on, this initiative still has a profound impact on the lives of our students, dramatically reducing teenage pregnancies at the school, which had been a recurring issue in the past. Before the project, there were six to eight pregnancies annually, but since its implementation, only one pregnancy occurred in 2018, and there have been no cases of pregnancies or school dropouts due to pregnancy since then.

The project's success led to the expansion of a six-week orientation programme for new students, focusing on self-protection, assertiveness, and reporting sexual assault. This programme has helped students develop confidence and open communication with teachers about personal issues, including menstruation, which was previously a sensitive topic. Parents have also praised the programme for fostering positive changes in their children, particularly in terms of their confidence and ability to stand up for themselves.

In addition to the Girl Power Project, Fema magazine has played a key role in motivating students by providing life skills and inspiration."



MESHAKI ROMAN,
Mentor of the Mrundulu Fema Club,
Misungwi District, Mwanza Region.

"Overall, these initiatives have helped shape a new generation of empowered young people with improved academic performance, self-confidence, and resilience at Mrundulu Secondary School. The programme has proven to be a valuable tool in promoting personal growth and fostering a supportive, open environment for all students."

Digital Outreach and Social Media Impact



Digital outreach and social media have transformed how individuals, organisations, and movements engage with audiences, spread messages, and drive change. These platforms enable real-time communication, allowing for widespread dissemination of information to a global audience. The impact of social media on society is profound. It empowers youth to express their views, influence public opinion, and participate in civic engagement on a scale that was previously unimaginable.

Digital Outreach and Social Media Impact

IN 2024, FEMINA HIP

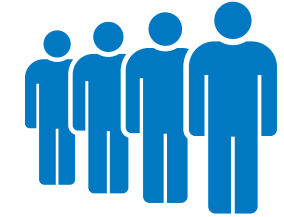
Reached a Total of

2,621,800

people across social
media platforms, with



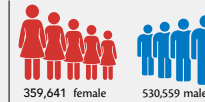
1,059,207 females



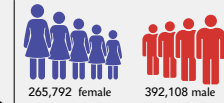
1,562,593 males engaged.



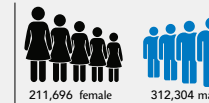
Reached
890,200 people



Reached
657,900 people



Reached
524,000 people

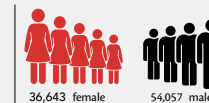


Reached
459,000 people

No Gender
Breakdown Available



Reached
90,700 people



This **online** presence directly benefited **2,050,639** individuals and indirectly impacted **571,161**, supporting campaigns on sexual and reproductive health and rights (SRHR), economic empowerment, and gender issues.



Story of Impact

The Impact of the Girl Power Programme: By Baraka Ezekiel Msimba.

Baraka Ezekiel Msimba, the head of Katunguru Secondary School in Sengerema District, Mwanza Region, shares the transformative effects of the Girl Power programme implemented by Femina Hip between 2018 - 2020. The programme, aimed at empowering girls, has significantly boosted their self-recognition, confidence, and ability to handle relationship issues, leading to remarkable changes within the school.

Prior to the programme's introduction, Katunguru Secondary School faced alarming pregnancy rates, with more than four out of every five female students becoming pregnant within a year. These pregnancies were largely influenced by the challenges faced by students in the Lake Victoria area. However, since the implementation of the Girl Power programme, there has been a dramatic shift. In the past two years (2022 and 2023), no pregnancy cases have been reported, signalling a major success in reducing teenage pregnancies.

In addition to this, the school has witnessed a decrease in student dropouts, and overall attendance has improved. A significant part of the programme's success can be attributed to the establishment of a new hostel for 800 girls, which was made possible through the management realising that the Girl Power training was bringing positive changes to the girls and a solution to the pregnancies and dropouts had to be sought. This infrastructure has not only provided a safer and more supportive environment for the students, but also contributed to improved academic performance. This infrastructure has not only provided a safer and more supportive environment for the students, but also contributed to improved academic performance.

In the 2023 exams, all 327 students passed, with 53 earning first-grade marks, 69 in second grade, 89 in third grade, and 116 in fourth grade. Importantly, no students scored a zero grade, highlighting the positive long-term impact of the Girl Power programme on both student welfare and academic success. Through this initiative, Katunguru Secondary School has fostered an environment where girls are empowered to thrive academically and personally.



BARAKA EZEKIEL MSIMBA,
the head of Katunguru Secondary School
in Sengerema District, Mwanza Region.



The partnership between Femina Hip, its donors and local and national government is essential for delivering key projects in schools across the country. Pictured are representatives from the Irish Embassy, together with their NGO partners and local government representatives from Muheza District Council in Tanga Region.

JOIN 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



Board Members



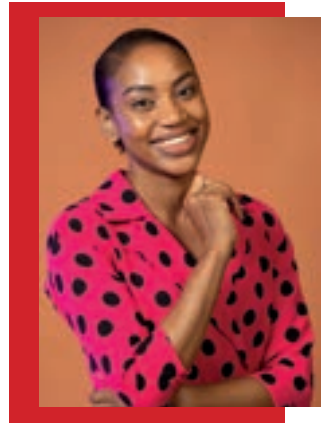
Anna-Theresa Mwasha
Femina Hip Board Chair
CRDB - Senior Manager of
Investor Relations



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



Board Chairperson
House No. 23, plot 138
Migombani Street, Mikocheni
P.O Box 2065
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 2024, 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 2024 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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INDEPENDENT AUDITOR'S REPORT

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 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 Mageka.



INNOVEX Auditors

Certified Public Accountants

Dar es Salaam

Per Christopher Alex Mageka, CPA-PP

Date... 30/05/2025



FEMINA HIP

THE REPORT BY THOSE CHARGED WITH GOVERNANCE AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 TZS	2023 TZS
Revenue			
Revenue from non-exchange transactions	5	3,445,899,228	3,505,441,561
Revenue from capital grants amortization	13	69,673,019	56,348,809
Revenue from exchange transactions	6(a)	-	36,002,720
Other revenue	6(b)	-	110,782,746
Total revenue		3,515,572,247	3,708,575,836
Expenses			
Program direct expenses	7	2,539,252,076	2,597,830,117
Administrative expenses	8	1,097,419,469	1,110,745,719
Total expenses		3,636,671,545	3,708,575,836
Deficit		(121,099,298)	-

The Financial Statements on page 33 to 38 and its notes on page 39 to 65 were approved by the board of those charged with governance and authorized for issue on 30th MAY 2025 and were signed on its behalf by:


 Anna-Theresa Reminscere Mwasha
 Chairperson


 Ruth Mlay
 Executive Director

FEMINA HIP
THE REPORT BY THOSE CHARGED WITH GOVERNANCE AND FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2024

	Notes	2024 TZS	2023 TZS
Assets			
Current assets			
Cash and cash equivalents	12	1,019,148,909	784,958,954
Trade and other receivables	11	61,401,988	136,448,071
		<u>1,080,550,897</u>	<u>921,407,025</u>
Non-current assets			
Furniture and equipment	9	118,646,825	152,925,030
Intangible assets	10	80,413,891	82,168,585
		<u>199,060,716</u>	<u>235,093,615</u>
Total assets		<u>1,279,611,613</u>	<u>1,156,500,640</u>
Net assets and Liabilities			
Liabilities			
Current liabilities			
Deferred grants	5	1,029,435,848	831,264,236
Trade and other payables	14	172,214,346	90,142,788
		<u>1,201,650,194</u>	<u>921,407,024</u>
Non-current liabilities			
Capital grants	13	199,060,717	235,093,616
		<u>199,060,717</u>	<u>235,093,616</u>
Total liabilities		<u>1,400,710,911</u>	<u>1,156,500,640</u>
Net assets		<u>(121,099,298)</u>	<u>-</u>
Accumulated funds		<u>(121,099,298)</u>	<u>-</u>

The Financial Statements on page 33 to 38 and its notes on page 39 to 65 were approved by the board of those charged with governance and authorized for issue on 30th MAY 2025 and were signed on its behalf by:


Anna-Theresa Reminscere Mwasha
Chairperson


Ruth Mlay
Executive Director

FEMINA HIP
THE REPORT BY THOSE CHARGED WITH GOVERNANCE AND FINANCIAL STATEMENTS FOR
THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 TZS	2023 TZS
Cash flows from operating activities			
Deficit for the end of the year		(121,099,298)	-
<i>Adjust for:</i>			
Grants released to revenue	5	(3,445,899,228)	(2,983,182,114)
Loss on disposal of assets	13	1,820,624	171,170
Gain on disposal of assets		-	(710,000)
Capital grants released to income		(69,673,019)	(56,348,809)
Depreciation and amortization	8	67,852,395	56,177,639
<i>Changes in working capital:</i>			
Increase in trade and other receivables		75,046,083	(91,202,298)
Decrease in trade and other payables		82,071,558	(729,392,028)
Net cash flows used in operating activities		<u>(3,409,880,885)</u>	<u>(3,804,486,440)</u>
Cash flows from investing activities			
Proceeds from disposal of furniture and equipment		-	710,000
Purchase of furniture and equipment	9	(26,531,200)	(46,799,742)
Purchase of intangible assets	10	(7,108,920)	(85,314,216)
Net cash flows used in investing activities		<u>(33,640,120)</u>	<u>(131,403,958)</u>
Cash flows from financing activities			
Revenue grants received	5	3,685,738,535	2,983,182,114
Capital grants received	13	33,640,120	132,113,958
Grants returned	5	(41,667,695)	-
Net cash flows from financing activities		<u>3,677,710,960</u>	<u>3,115,296,072</u>
Net increase in cash and cash equivalents		234,189,955	(820,594,326)
Cash and cash equivalents at the start of the year	12	784,958,954	1,605,553,280
		<u>1,019,148,909</u>	<u>784,958,954</u>

The Financial Statements on page 33 to 38 and its notes on page 39 to 65 were approved by the board of those charged with governance and authorized for issue on 30th MAY 2025 and were signed on its behalf by:


Anna-Theresa Reminscere Mwasha
Chairperson


Ruth Mlay
Executive Director