

## FINAL REPORT TO NORAD

### 1. GENERAL INFORMATION

1.1. Name of grant recipient	Norwegian Church Aid (NCA)
Type of Norad Grant:	QZA-19-0212 PS 3 Regional Allocations
1.2. Norad agreement no:	QZA-19-0212
1.3. Name of grant:	Strengthening Interfaith Platforms to Build Inclusive Society and End Gender Based Violence in Tanzania
1.4. Total amount of grant:	NOK 54,106,486
1.5. Support Period:	01.01.2020 – 31.12.2024
1.6. Reporting Period:	01.01.2020 – 31.12.2024
1.7. Country	Tanzania
NCA PIMS Grant ID ref:	G1028

### 2. RESULTS AND LEARNING

#### 2.1. SUMMARY

##### GENDER-BASED VIOLENCE (GBV)

##### Outcome 1: Dominant norms transformed to protect women and adolescent girls from violence and harmful practices

NCA and partners seek to facilitate change by addressing the underlying causes and drivers of violence towards women and young girls at the grassroots level. Some of the dominant norms that fuel Gender-based Violence (GBV) include Female Genital Mutilation (FGM), early marriages, and violence against children and women.

According to the endline assessment, 77% of rights-holders in the intervention areas reported having zero tolerance for GBV (2022), which is a remarkable achievement compared to the baseline of 34%. To achieve this, NCA, in collaboration with partners and other stakeholders, has been engaging men, women, girls, and boys in GBV interventions as change agents to discourage dominant norms and negative masculinity and promote positive masculinity to fight against GBV. Between 2020 and 2024, 125,421 people (48,417 women, 28,567 men, 30,441 young women, and 17,996 young men) were reached through various platforms, including community conversations. This achievement greatly surpassed the initial target of 20,000. Almost 2,182 survivors have been empowered to share their GBV-related stories. This is a demonstration of behavioural change, as people in the communities did not dare to publicly speak about GBV during the first year of the programme's implementation.

NCA and its partners have strengthened the capacity of faith actors to utilise religious texts through the FAME Toolkit, enabling them to challenge harmful, dominant norms and practices that perpetuate GBV in the Manyara, Lindi, and Kigoma regions. As many as 3,613 faith actors (1,343 women and 2,270 men) (against a target of 250) from different denominations have been trained on issues related to GBV and Sexual and Reproductive Health Rights (SRHR) as necessary to use their positions, sermons, and moral voices to challenge harmful practices and change attitudes and behaviour that promote gender injustices within faith communities. This achievement is attributed to the existing interfaith structures at both the district and community levels, which facilitate the effective reach of a significant number of religious leaders through a cascade approach.

To foster male involvement in GBV and SRHR interventions, close to 1,400 male role models (against the target of 400) have been trained in GBV and SRHR issues. Out of these, 1,024 have acted by promoting positive masculinity in their communities, almost quadrupling the target. Due to their commendable efforts, people's attitudes and perceptions of GBV have undergone significant changes.

Faith actors identified 66 issues that needed to be changed in legal frameworks to protect women and girls from violence, as well as issues related to the lack of enforcement of laws protecting women and girls from violence. Some of the agenda items that faith actors have advocated for include the age of marriage, FGM prevention at the grassroots level, and prevention of forced marriage, all of which are supported by dominant norms. Currently, the Marriage Act is in the amendment process, and religious leaders have positioned themselves well and are considered crucial stakeholders. They also commented on the revised draft, a milestone in the advocacy work against legal frameworks which uphold gender inequality and GBV. It is uncertain how many issues will appear in the final version.

During the five years, NCA's partners reported that 53 duty-bearers have acted positively to protect women and girls from violence and harmful practices, doubling the target of 25. Examples of such actions include forming bylaws and strengthening GBV referral services and responses. Seven girls were rescued from FGM in Manyara, and religious leaders in Lindi have stopped child marriages after learning about the consequences of this practice. In Kibiti District, there is evidence of religious leaders making a close follow-up of a rape case at a school until the case was taken to court. Muslim religious leaders stopped a case of early marriage by reporting it to the police and declared their willingness to be witnesses in a court of law when needed. This shows that religious leaders have decided to break the silence and motivate their followers to talk about GBV. In Hanang District council, where women and girls are survivors of intimate partner violence, community members brought their concerns to the district Commissioner, calling for more measures and efforts to end violence against women and girls.

## **Outcome 2: Empowered women and adolescent girls lead, build self-esteem, and realise their rights**

The endline evaluation revealed that 56% of the respondents in target locations reported a positive change in their social standing at both the family and community levels compared to the baseline, which was 52% at the family level and 48% at the community level. This remarkable achievement was achieved by forming and strengthening 372 savings groups (IR VICOBA), which enabled women and girls to achieve financial security. Although the number of expected IR VICOBA groups established and strengthened did not reach the target of 580, the 4,440 GBV survivors joining these groups exceeded the target of 80. Additionally, 12,142 women were strengthened to take on leadership roles in platforms established by the programme, enabling them to speak out publicly against GBV. Community dialogue and conversations created spaces for empowered vulnerable people to speak their concerns to duty-bearers, which resulted in the development and enforcement of bylaws against GBV in communities.

Concerning access to justice, NCA and its implementing partners trained 675 paralegal members (319 of these were women) in legal issues related to GBV. This training aimed to help survivors navigate complex legal processes, challenge injustice, and hold perpetrators accountable for their actions.

Paralegal services reached 16,676 people, significantly surpassing the target of 1,200, providing them with essential legal support.

### **Outcome 3: Maternal mortality is reduced among women and adolescent girls**

Results under Outcome 3 were funded by the Norad TAN-19/0002 grant for Haydom Lutheran Hospital and are reflected in a separate report. The link between the GBV programme and the Haydom programme is awareness-raising in communities of the hospital area on issues related to GBV to ensure access to safe, friendly and age-appropriate SRHR services for women and girls, as necessary to reduce maternal and child mortality. Staff from health facilities are targeted for training under the GBV programme. The training for HLH health staff financed under this grant focused on modern family planning in 2022.

### **Outcome 4: Women and adolescents access comprehensive sexuality education and modern family planning**

CSE is central to the well-being of women and adolescents, equipping them with the knowledge and skills they need to make healthy and responsible choices in their lives. Between 2020 and 2024, close to 60,000 women and men gained access to family planning and SRHR services. This is slightly over one-third of the ambitious goal of reaching 150,000 women and girls. This underachievement was partly due to the controversy surrounding religious beliefs and SRHR issues related to family planning. A multi-pronged approach has been implemented to address these family planning stereotypes, focusing on SRHR education, challenging harmful norms, and promoting positive messaging by faith leaders using the FAME methodology. This includes empowering women, engaging men and boys, and advocating for accessible family planning services for all. Another strategy to mitigate reluctance by religious leaders to spread such information was to engage health workers and teachers in communicating the message to communities and students. Approximately 85,000 community members were reached with information about CSE, exceeding the target of 52,990.

Improved family planning services have empowered women and adolescents to exercise their reproductive rights, enabling them to decide freely and for themselves whether, when, and how many children they want to have. Increased access to and quality of services are due to the training provided to 243 service providers in the intervention areas, who perform according to established guidelines and standards for user-friendly family planning. Field experience shows that women and girls are aware of family planning methods. However, more must be done to improve access to family planning through user-friendly services, especially for young girls.

### **Outcome 5: Women and girls at risk of violence and survivors' access to life-saving and specialized GBV services.**

In collaboration with partners, local Government authorities, and other stakeholders, NCA has ensured that life-saving services are available to GBV survivors. During the reporting period, almost 3,254 survivors (women, young women, men, and young men) have accessed specialised GBV services, against a target of 600. Services included legal, health, psychosocial, economic empowerment, and other social services. The endline evaluation confirmed that 94% of respondents reported being satisfied with the specialised GBV services provided, indicating that the provision of services have been successful. The overachievement is attributed to a focus on raising awareness about available services, strengthening coordination within the referral mechanism, and enhancing the quality of services. Both technical and material support were provided to 91 GBV-related institutions. In addition, 458 communities (against a target of 12) were reached with information about the GBV referral system available to their community members, and the programme managed to establish 117 referral pathways to ensure the availability of services to survivors.

## STRENGTHENING CIVIL SOCIETY (SCS)

### Outcome 1: Rights-holders are mobilised for collective action on common interest

At the local and national levels, NCA collaborates with its core partners to strengthen key community structures, including interfaith committees, IR VICOBA, Paralegal, and Public Expenditure Tracking System (PETS) groups. These structures provide arenas for organising and empowering people to take collective action on common interests. Through the platforms, community members are encouraged and empowered to participate actively in the development process. Structures are strengthened to foster active citizenship across all programmes and thematic areas.

A total of 49,911 members from these groups were organised and empowered to address and follow up on GBV issues in the period. The 84,000 target was not achieved due to a significant setback for civil society organisations (CSOs) between 2020 and 2024, during which most PETS committees were inactive due to fear of reprisal by authorities. The same applies to the IR VICOBA groups, where, due to the enactment of the Microfinance Act of 2018, most of the members withdrew their shares, and others were sceptical about joining, fearing that the government would forcibly take their money. Considering these setbacks, the results achieved are significant.

### Outcome 2: Duty bearers are held accountable by civil society actors

NCA and partners strengthened the interfaith platforms through community hearings and multistakeholder dialogues between rights-holders and duty-bearers on issues raised by community members. A total of 63 local-level initiatives against a target of 25 are reported. These initiatives have engaged all relevant authorities to lead in realising and addressing gender rights.

The target for 2020-2024 was to deliver eight successful advocacy initiatives that would lead to policy, law, and practice changes. Well beyond the target, 19 successful advocacy initiatives were delivered. Examples of activities supporting the advocacy initiatives include community conversations around GBV in Lindi, Kilwa, Rufiji, and Mafia districts; Training religious leaders in the FAME toolkit to end GBV; Promoting civic literacy in Tabora and Manyara; Media engagement raising awareness on early and forced marriage and harmful traditional practices such as FGM; and Facilitating access to sexual and reproductive health products and services through community radios in Manyara, Kigoma, and Lindi. Government and religious leaders have strengthened their joint efforts to address corruption that hinders access to justice in cases of early and forced marriages, as well as early pregnancies. These efforts are particularly focused on communities in the Manyara, Dodoma and Coast regions, where harmful norms, traditional practices, and poverty continue to pressure families into marrying off their children at a young age. There has been a significant improvement in tools for reporting and documenting cases from community members, such that all GBV incidents are reported in multiple locations (i.e., to local government authorities, the police, and paralegal centres).

The National Interfaith Symposium, facilitated by faith leaders in collaboration with the NCA, resulted in advocacy for changing the legal framework, which reflects the age of marriage in the Marriage Act, inheritance rights, and advocacy with relevant authorities on school re-entry for girls who dropped out due to pregnancy. The advocacy for girls' re-entry into government schools enabled the government to develop guidelines to allow girls to resume their studies. Currently, religious leaders are engaging with local government to monitor the effective implementation of the guidelines.

### Outcome 3: Underrepresented groups are empowered to participate in decision-making

Over the past five years, partners have continued to build the capacity of interfaith youth and women's groups to demonstrate their leadership skills through participation in various community organisation structures, such as IR VICOBA, Paralegal, PETS, and producer groups in Lindi, Pwani, Manyara, and Dodoma. More than 100,000 underrepresented women and youth have been empowered to address various governance issues, enhancing their capacity in leadership and decision-making. NCA surpassed its expectations with this indicator, as the target was set at 9,000. The reason for overachievement includes utilising interfaith structures as a space for women and youth to develop leadership skills. These initiatives have empowered participants to amplify their voices and advocate for change within their platforms and public spaces. Civic education, GBV awareness, leadership development, interfaith relations, and economic empowerment training have been instrumental in equipping women with the skills and confidence to step into leadership roles. Of these empowered community members, 9,708 (majority women) are reported to participate in decision-making bodies.

#### **Outcome 4: Interfaith platforms work effectively together for social cohesion and social change**

NCA's partners have established and continue to support 49 local interfaith committees (IFCs) to foster social cohesion and drive social change. The target was surpassed with the new focus on establishing interfaith platforms for women and youth to amplify their inclusion in all programme activities. Local IFCs contributed to building good citizenship and promoting peaceful coexistence by ensuring that underrepresented groups had a voice in decision-making. Local interfaith platforms and youth and women's committees have gathered evidence that informed advocacy at the national level.

NCA supported the National Interfaith Platforms and local IFCs in speaking with one voice about inclusive society issues and fostering strong interactions among stakeholders to build social cohesion and promote positive social change. Overall progress under this outcome was satisfactory. Remarkable results were achieved by organising 38 collaborative spaces among IFCs and other stakeholders. The committees facilitated meetings within communities, engaged in dialogue with local government authorities, and interacted with national-level governmental authorities in collaboration with the national-level interfaith committee ISCEJIC. As a result of this collaboration, faith leaders also engaged in high-level national discussions on pressing social justice issues, such as the unlawful eviction of the indigenous Masai communities from their ancestral land in Ngorongoro, pushing for the enactment of the universal health laws for Tanzania and advocating for the amendment of the laws of marriage.

In the reporting period, 33 public statements (out of a target of 12) on human rights issues were issued and disseminated at the national and local levels. These statements, along with ongoing dialogue sessions, have strengthened advocacy efforts contributing to the ongoing process of influencing policy change around the legal age of marriage and challenging restrictive laws on freedom of expression. Through interfaith platforms, faith actors engaged with decision-makers to advocate for changes in government policies, practices, and laws that infringe on people's rights. Some outcomes of this dialogue were the release of prominent opposition leaders and access to COVID-19 vaccinations.

To promote inclusive society issues, NCA facilitated 15 dialogue meetings with Nordic Ambassadors, compared to the target of 30, involving representatives from partners BAKWATA, CCT, and TEC. Critical issues discussed included faith leaders' actions to reclaim civic space and perspectives regarding the current business and political environment.

#### **Outcome: Institutional capacities of partners are strengthened**

As a result of NCA capacity-building interventions, there has been a noticeable improvement in Partner Assessment (PA) scores. Between 2020 and 2024, partners have benefited from tailored capacity-building initiatives designed to strengthen their organisational systems and programme delivery. These interventions have significantly enhanced their ability to manage grants effectively and deliver impactful programmes.

## RESULTS CASE

### Community paralegals fighting GBV in Tanzania

DAC sector code: 151.80 Ending violence against women and girls

**WHAT:** A sixteen-year-old survivor of Gender-based Violence (GBV), whose close relatives had abused her, was able to get legal assistance after training provided by the Baleni Interfaith Legal Aid Centre at her secondary school. As a result of their visit to her school, she was empowered to seek help. Paralegal services became her rescue, and she was moved to a boarding school for protection. She now aspires to become a lawyer and help others.

**WHY:** Many young women find themselves in abusive situations close to home, without having information about GBV, its consequences, and the available services to get out of the abusive situation. The costs of legal services are high in Tanzania, denying many people access to justice due to financial constraints. Legal aid offered through community paralegals has been crucial for ensuring access to justice because it provides free legal assistance to individuals who cannot afford it.

**HOW:** In collaboration with two dioceses of The Evangelical Lutheran Church of Tanzania (ELCT), NCA facilitated legal education on GBV in secondary schools through paralegals. NCA trained these community paralegal members on legal issues and GBV, including Sexual and Reproductive Health Rights (SRHR). The paralegal support through the provision of legal education at secondary schools has been of great help to young women who have been silent victims of domestic violence. In the case of the 16-year-old survivor, other service providers like the police gender desk and the social welfare office were also engaged. Together with the education coordinator and with the consent of her family, she was able to transfer to a boarding school. Service providers are committed to encouraging community members to use paralegal services when facing challenges.

Community paralegals are trusted members, ideal for responding to GBV. They offer legal services and refer GBV cases, raising awareness and empowering communities to challenge norms that endanger women and girls.

**NAME OF PARTNER:** Evangelical Lutheran Church of Tanzania- Eastern and Coastal Dioceses (ELCT-ECD)

**SOURCES:** Monitoring Visits

#### LESSONS LEARNED:

- Paralegal services are crucial in raising awareness and visualising legal matters and GBV cases in the community.
- Strengthening referral systems and empowering GBV service providers through training facilitates the coordination of services for survivors of GBV.
- Engagement and involvement of women and girls in GBV programmes contribute to the positive and long-term impact on their well-being as survivors as well as caretakers who also teach their children not to accept maltreatment.
- All women and girls have the potential to change their lives when given opportunities that match their context.

## 2.2. SIGNIFICANT DEVIATIONS

The significant deviation in strengthening the interfaith civic society is related to the inability to achieve its set target, especially in Outcome 1. The ambition was to mobilise the rights-holders in large numbers for collective action. However, due to the shrinking space manifested through the enactment of restrictive laws, such as the Microfinance Act, NGO Act, and Access to Information Act between 2020 and 2023, partners could not keep up to speed to realise the intended ambition. Restrictive laws have negatively impacted the work of community mobilisation for change. Self-censorship and fear of reprisals among civil society actors, the media, and citizens have led to reduced civic participation and weakened public accountability efforts at the community level. NCA and the partners took the following adaptive measures to navigate the situation:

- a) Utilise safe spaces for mobilisation activities, such as churches, mosques, and related faith-based structures.
- b) The use of theoretical reflections and scripture references was crucial for inspiring members of the congregation and citizens to understand their rights to political participation and to stand up for them.

## 2.3. RISKS

All activities under this grant are geared towards increasing gender equality, upholding the rights of women and girls, or challenging norms and systems that hinder women and girls from exercising their rights.

In the GBV programme, using faith actors in some institutions has been risky, particularly in implementing SRHR education, such as modern family planning. Faith-based actors have been reluctant to discuss family planning, as it is contrary to their beliefs. To mitigate this, the programme involved health workers and teachers in communicating the message to communities and students.

Changing harmful practices is challenging, as many practices are normalised and part of the cultural tradition. Therefore, advocacy and sensitisation were prioritised throughout implementation to mitigate harmful effects and ensure progress. Among other initiatives, NCA and partners have been using the FAME Toolkit methodology to create awareness among religious leaders. This approach challenges dominant norms and promotes positive masculinity by using scripture as a means of preventing and responding to GBV.

## 2.4. COST EFFICIENCY

NCA and its partners have consistently implemented cost-efficient measures over the past five years. The Interfaith structures and strategy have significantly expanded outreach to communities at national, regional, district, and local levels by strategically engaging with faith structures and scaling up advocacy initiatives at the national level, leveraging their influence and constituency.

The “cascade approach” is cost-effective as NCA empowers partners to serve the local communities. Using an interfaith approach, where religious leaders are empowered to reach their congregations at various levels, even where GBV services are unavailable, enables them to disseminate GBV messages to a broader audience. Since religious leaders are trusted persons in their communities, their messages and teachings impact people's perceptions and behaviours.

Community conversations, media coverage, and various campaigns also had a positive impact at a low cost, as they reached a large audience. Collaboration between partners and Local Government Authorities also increased efficiency, as all referral coordination is under the Government, and the programme does not need to pay service providers.

## 2.5. SUSTAINABILITY

The National and local interfaith structures, coordinated and strengthened by NCA's programme, are vital sustainability factors. These structures will continue to serve the communities they are currently serving. Strengthening community awareness and strengthening GBV services will also create sustainability, as people are aware of harmful gender roles, which affect a significant number of community members who are now ready to eradicate them. Utilising community structures, such as VICOBA and paralegals, has enabled communities with limited GBV services to access essential legal information and seek justice. They have also helped GBV survivors achieve financial independence.

Additionally, mobilising local communities into permanent structures, such as IR VICOBA, and empowering them to understand their rights creates opportunities for continuous participation in the governance process by demanding applicable services based on a clear understanding of their rights and responsibilities.

Strengthening inclusive structures with clear terms of reference is crucial to ensuring the involvement of religious leaders in advocating for social change. These structures are permanent and will continue to engage with the government to influence policy and changes to the legal framework.

## 2.6. LESSONS LEARNED

- The interfaith approach has proven to be a strong foundation for NCA to implement thematic programmes, focusing on the national to district levels. Building on these lessons, NCA and partners plan to expand this approach in the 2025-2029 strategy. Local religious leaders will be encouraged to actively promote dialogue within their local settings, extending outreach through engagement with local interfaith structures at the ward and village levels.
- There is a need for regular meetings among the interfaith committees rather than having meetings based on upcoming issues. There is also a need to allocate more resources to strengthen coordination and link the local interfaith committees with the national interfaith committee.
- Coalition building with other civil society organisations (CSOs) has been effective in advocacy work. The lesson of successfully collaborating with other CSOs and expert organisations will be transferred to NCA and partners' SRHR interventions. Due to inherent limitations in addressing SRHR issues based on certain beliefs, additional voices are needed, rather than relying solely on the voices of FBOs.
- The implementation of this programme has shown that social change requires a holistic approach, including engagement with local communities, institutions, the Government, and decision-makers.
- The FAME toolkit has proven to be a very effective model in engaging religious leaders in the fight against GBV. Religious leaders report that using religious scriptures has made it possible for them to address sensitive issues in a "language" they know and are comfortable with. As such, it has been a successful approach to fight harmful dominant norms.
- Integrating GBV with other programmes, such as the Climate Smart Economic Empowerment programme, adds considerable value.

### 3. EVALUATIONS AND REVIEWS

Title of evaluation/review	Type of evaluation	How it contributed to learning
NCA 2020 – 2024 Tanzania Country Strategy Endline Evaluation	External	<p><u>Programmatic quality improvement:</u> All evaluations and reviews were conducted systematically, resulting in the utilisation of both qualitative and quantitative data, as well as professional and technical judgment, to optimise learning through decision-making, particularly in programme improvement and sustainability.</p> <p><u>Improvement of the planning, monitoring, evaluation, and reporting (PMER) system:</u> Evaluations/reviews revealed that some partners lacked capacity in PMER issues, particularly in result-based reporting and understanding of programme indicators. This facilitated NCA programme management team to plan for supporting partners directly during planning, conducting pre- and post-monitoring workshops to discuss the findings from the field and develop the joint action points for improvement.</p> <p><u>Identification of strengths and weaknesses of the country programme:</u> The assessment and reviews helped identify the strengths and weaknesses of the country’s programme, strategies, and methodology, allowing NCA and partners to learn from mistakes and continuously refine and improve programme strategies. For example, the importance of reviving the community structures in interventions to enhance sustainability and replicating good practices</p>

### 4. FINANCIAL REPORTING

Reference is made to the attached financial report, with notes on deviations and the auditor’s report by BDO.

**Project Stream 3  
Tanzania Regional allocation  
2020-2024 Results Framework**

**Thematic Programme: Gender-based Violence**

**Overall goal:** Women and girls live empowered lives free from gender-based violence.

Outcome 1	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
1. Dominant norms transformed to protect women and adolescent girls from violence and harmful practices	1.1 Percent of target population who support zero tolerance to violence and harmful practices	34%		70%	77%	Annual	Interviews; paralegal records; KAP surveys reports; focus group discussion;NCA annual reports; Evaluation reports	Annually	
	1.2 Number of issues advocated for by religious leaders against GBV reflected in revised legal frameworks	0		6	66	Accumulated	Legal frameworks review; NCA annual reports; Evaluation reports	Annually	
	1.3. Evidence of positive actions taken by duty-bearers in relation to protecting women and adolescent girls from violence and harmful practices	4		25	53	Annual	KAP surveys, Monitoring reports; interviews; human stories;	Annually	
<b>Outputs</b>									
1.1 Faith actors have been strengthened to use religious scripture to challenge harmful dominant norms and practices promoting GBV	1.1.1 Number of religious leaders trained to use positive narratives on sensitive GBV issues at regional and local levels	0	<b>TOTAL</b>	300	3 613	Annual	Trainee reports; KAP surveys reports; Focus group discussion; NCA annual reports; Evaluation reports	Annually	
			<i>Women</i>	90	1 107				
			<i>Young women</i>	0	236				
			<i>Men</i>	209	1 839				
	<i>Young men</i>	0	431						
1.1.2 Number of advocacy initiatives between religious leaders and decision makers on addressing oppressive policies and laws promoting GBV	0		10	59	Annual	Activity reports; meeting minutes, NCA annual reports; Evaluation reports	Annually		
1.1.3 # of targeted rights holders who can recall their faith leader disseminating key messaging at least once	0		3 000	14 952	Annual	KAP surveys, Monitoring reports; interviews; human stories	annually		
1.2 Women, men, boys and girls have knowledge to challenge harmful dominant norms and practices at community level	1.2.1 Number of women, men, adolescent girls and boys reached through community conversation and dialogues on GBV	0	<b>TOTAL</b>	20 000	125 421	Annual	Focus group discussion; IEC materials;Activity reports; monitoring reports; NCA annual reports;KAP surveys	Annually	
			<i>Women</i>	7 700	48 417				
			<i>Young women</i>	6 300	30 441				
			<i>Men</i>	3 300	28 567				
<i>Young men</i>	2 700	17 996							
1.2.2 Number of GBV survivors empowered to share their GBV related stories	0		52	2 182	Annual	KAP surveys, Monitoring reports; interviews; human stories; paralegal records; NCA annual reports	Annually		

	1.2.3 # of male role models trained	0		500	1 377	Annual	KAP surveys, Monitoring reports; interviews; human stories; paralegal records; NCA annual reports	Annually	
	1.2.4. # of trained male role models who have taken at least one action to promote positive masculinity in their communities	0		250	1 024	Annual	KAP surveys, Monitoring reports; interviews; human stories; paralegal records; NCA annual reports	Annually	
Key Activities:Community conversations with various community groups e.g IR VICOBA group members and paralegal members; Trainings and Theological reflections among religious leaders on social norms change (GBV); Positive masculinities – engaging men as role models; Capacity building/strengthening of civil society including community, religious and traditional leaders on harmful practices and other forms of GBV.									

Outcome 2	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
2. Empowered women and adolescent girls lead, build, self esteem and realise their rights	2.1 Percent of women and adolescent girls in target locations who report a positive change in their social standing	Decisions at home based = 52% Decision at community level = 48% Decisions at Local government level = 0%		70%	56%	Annual	Interviews; KAP surveys; paralegal reports; NCA annual reports; Evaluation reports	Annually	
<b>Outputs</b>									
2.1: Women and adolescent girls mobilised relevant arenas for economic and political empowerment	2.1.1 Number of IR VICOBA groups established and strengthened	500		600	372	Annual	Focus group discussion; interviews; KAP surveys reports; NCA annual reports; Evaluation reports	Annually	
	2.1.2 Number of women and girls actively participate in leadership roles in own platforms and are able to speak-out publicly against GBV (Women and Youth Interfaith platforms, COWSO, SWASH clubs, IR VICOBA, PETS members, Village meetings)	<b>TOTAL</b>	0	7 000	12 142	Annual	Focus group discussion; interviews; meeting minutes; monitoring reports; KAP surveys reports; NCA annual reports; Evaluation reports	Annually	
		Women		4 900	7 064				
		Young women		2 100	4 978				
		Men		0	14				
	2.1.3 Number of GBV survivors mobilised to join IR VICOBA	<b>TOTAL</b>	0	100	4 440	Annual	Interviews, IR VICOBA data; KAP surveys reports; NCA annual reports; Evaluation reports	Annually	
		Women		80	2 152				
		Young women		0	1 290				
		Men		20	647				
	2.2 Paralegals units are strengthened to support women, men, adolescent girls and boys to realise their gender rights	2.2.1 Number of paralegal members trained on legal issues related to GBV	<b>TOTAL</b>	50	180	675	Annual	Training reports; KAP surveys reports; Paralegal reports; NCA annual reports; Evaluation reports	Annually
Women				126	319				
Young women				0	56				
Men				54	248				
2.2.2 Number of women, men, adolescent boys and girls accessing paralegal services		<b>TOTAL</b>	300	1 500	16 676	Annual	Paralegal reports; NCA annual reports; Focus group discussion; Evaluation reports	Annually	
		Women		1 050	5 577				
		Young women		0	4 170				
		Men		450	3 319				
		Young men		0	3 348				
Key Activities: Formation and strengthening IR VICOBA groups; Facilitate training to paralegals on legal issues; Support legal aid clinics; Conduct trainings for women and girls on their rights, and support them to participate in forums, especially where decisions affecting them are made; Vulnerability mapping of women and girls to identify those marginalized and include them; Establish adolescent girls and women clubs/spaces for social gatherings/learning; Support women and girls to implement initiatives identified through the safe spaces ; Engage with female role models to build the self-esteem of girls and women; Advocate for implementation of affirmative action; Empower women through Income generating activities.									

Outcome 3	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
3. Maternal mortality is reduced among women and adolescent girls	3.1 Maternal mortality ratio (per 100 000 live births) in targeted areas	183		483	281	Annual	HLH reports, interviews; KAP survey reports; evaluation reports	Annually	Results under Outcome 4 were funded by the Norad TAN-19/0002 grant for Haydom Lutheran Hospital and are reflected in the HLH report.
	3.2 % of maternal deaths among adolescents aged 15-19 years in targeted areas	20%		10%	0%	Annual	HLH reports, interviews; Focus group discussion; KAP survey reports; evaluation reports	Annually	
<b>Outputs</b>									
3.1 Service providers have knowledge and skills to perform their duties as per SOP on Safer Birth Model	3.1.1. Number of deliveries attended by skilled personnel at the facility among women and girls aged 15-49 years	3,600 deliveries in 2018		18 000	3 205	Annual	HLH reports; interviews; evaluation reports	Annually	
	3.1.2. % of service providers trained on Safer Birth Model perform to established SOPs	25%		100%	0%	Annual	HLH reports; evaluation reports	Annually	
	3.1.3. Number of neonatal death	43:1,000 live births		169	0	Annual	HLH reports; evaluation reports	Annually	
3.2 HLH has a systematic process for follow up and support of trainers after completing the modern family planning training	3.2.1. Number of HLH personnel trained on modern Family planning serving at RCH clinics	2		7	19	Annual	Training reports;HLH Annual reports; Evaluation Reports;	Annually	
	3.2.2. Number of mentoring and coaching sessions on family planning to service providers conducted	1		18	3	Annual	Mentoring /coaching reports, HLH Annual reports, interviews.	Annually	
	3.2.3. Number of family planning service providers trained on gender equity and sensitivity	2		7	4	Annual	HLH Annual reports, training reports, evaluation reports	Annually	
Key Activities: Support HLH to roll out the Safer Birth innovations in Manyara and other ELCT hospitals; Train health workers in modern family planning methods, Train women, men, boys and girls on family planning and sexual and reproductive health and rights									

Outcome 4	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
4. Women and adolescents access comprehensive sexuality education and modern family planning	4.1 Number of women and adolescents girls who accessed family planning services	7 791	<b>TOTAL</b>	150 000	57 431	Annual	HLH Annual reports;evaluation reports; RCH clinic reports	Annually	
			Women	90 000	29 550				
			Young women	60 000	25 282				
			Men	0	497				
	4.2 Number of women and adolescents girls who accessed comprehensive sexuality education	0	<b>TOTAL</b>	150 000	57 431	Annual	Health facility reports/Partner reports/Peer educators report/Government District TOT reports	Annually	
			Women	90 000	29 550				
			Young women	60 000	25 282				
			Men	0	497				
	Young men	0	2 102						
<b>Outputs</b>									
4.1 Increased knowlegde among women and adolecents about comprehensive sexuality education	4.1.1 Number of women and adolescents reached with information about comprehensive sexuality education	0		52 990	84 597	Annual	Activity reports; training reports; interviews; evaluation reports	Annually	Disaggregation by sex was only done from 2021 and onwards.
			Women	0	22 038				
			Young women	0	22 080				
			Men	0	2 411				
	Young men	0	14 359						
	4.2.1 Number of trained service providers (female and male) who perform to established guidelines/standards for user friendly family planning	2	<b>TOTAL</b>	20	243	Annual	Activity reports; interviews; evaluation reports	Annually	
			Women	0	106				
			Young women	0	17				
			Men	0	107				
	4.2.2 Number of women and adolescents (female and male) who have heard about at least three methods of modern family planning	22,000 women reached with knowledge on modern family planning methods in 2018	<b>TOTAL</b>	323 016	143 226	Annual	HLH reports; interviews; focus group discussion, NCA annual reports; evaluation reports	Annually	
			Women	161 508	56 490				
			Young women	80 754	42 793				
			Men	0	24 606				
	Young men	80 754	19 337						
	4.2.3 Number of men who support the use of modern contraception for themselves or their partners	0		18 998	37 411	Annual	HLH reports; interviews; focus group discussion, NCA annual reports; evaluation reports	Annually	

Outcome 5	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
5: Women and girls at risk of violence and survivors' access life-saving and specialised GBV services	5.1 Number of survivors who accessed quality and specialized life-saving GBV services		<b>TOTAL</b>	600	3 254	Annual	Registration records from GBV service facilities	Annually	
			<i>Women</i>	168	1 066				
			<i>Young women</i>	252	1 064				
			<i>Men</i>	72	559				
	5.2 % of women and girls satisfied with life-saving and specialised GBV services provided		80%	94%	Annual	KAP surveys, Monitoring reports; interviews with GBV survivors; human stories			
<b>Outputs</b>									
5.1 Capacity of service provider individuals and institutions have been strengthened Indicators	5.1.1 Number of service provider institutions that received technical and material support			15	91	Annual	Partner reports	Annually	
5.2 Functional referral mechanisms established	5.2.1 Number of referral pathways established			30	117	Annual	Partner reports	Annually	
5.3 Communities know when and how to report and access support services	5.3.1 # of communities reached with GBV referral system awareness raising interventions; To provide awareness creation sessions on the GBV referral system available to them.	0		12	458	Annual	Monitoring reports; interviews; human stories	Annually	
5.4 Women and girls at risk and survivors of GBV are aware of their rights and know where to access services	5.4.1 # of women and girls reached with awareness on services available to them	0		30 000	37 167	Annual	Monitoring reports; interviews; human stories	Annually	
5.5 Survivors of gender based violence/ human trafficking and GBV survivors have accessed medical and psychosocial support services	5.5.1 Number of women and girls receiving psychosocial services or legal redress	0		600	2 874	Annual	KAP survey, Monitoring reports; interviews; human stories	Annually	
5.6 Health centre staff have the knowledge and skills to manage and/or refer GBV cases	5.6.1 # of health personnel trained in GBV case management and referral, including psychosocial care	0		10	123	Annual	Monitoring reports; interviews; human stories	Annually	
Age threshold: Adolescent Girls range between 10-19 years; Adolescent Boys range between 10-19 years									

Thematic Programme: Strengthening Civil Society									
Overall goal:	Civil society actors and space are strengthened to foster human rights and dignity and empower people to participate in the development and implementation of public policies and development plans								
Outcome 1	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
1. Rights-holders are organized and empowered for collective action on common interests	1.1. Number of rights-holders organized for collective action on common interests	0	<b>TOTAL</b>	84 000	49 911	Annual	Interviews; observations; Activity reports; focus group discussion; Monitoring reports; NCA annual reports	Annually	
			Women	58 800	21 493				
			Young women	0	7 526				
			Men	25 200	13 704				
			Young men	0	7 188				
<b>Outputs</b>									
1.1 Faith actors have mobilised rights holders for active citizenship	1.1.1 Number men, women, youth trained on active citizenship (rights and responsibilities)	2 000	<b>TOTAL</b>	38 000	34 093	Annual	Training reports; Activity reports; partners reports; NCA Annual reports	Annually	
			Women	26 600	14 164				
			Young women	0	5 186				
			Men	11 400	10 850				
			Young men	0	3 893				
	1.1.2 Number of IR-VICOBA members participating in community governance processes (village assemblies, special meetings, planning and leadership)	1 500	<b>TOTAL</b>	6 000	3 406	Annual	IR- VICOBA reports; focus group discussion; interviews; NCA annual reports; monitoring reports	Annually	
			Women	4 200	1 484				
			Young women	0	127				
			Men	1 800	1 729				
			Young men	0	127				
Activities: Capacity building to faith actors on policy and governance issues; Facilitate awareness creation on rights and responsibilities to IR VICOBA members; Outreach and community mobilization for active citizenship; Formation and strengthening of IR VICOBA groups.									
Outcome 2	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
2. Duty bearers are held accountable by civil society actors	2.1 Number of initiatives by rightsholders to hold duty bearers accountable to realise gender	0		25	63	Annual	Activity reports; media reports; NCA Annual reports	Annually	
	2.2 Number of advocacy initiatives NCA and partners are involved in leading to change in policies, laws, norms and	0		10	19	Annual	Meeting minutes; interviews, focus group discussion; NCA annual reports, media reports; Legal frameworks review	Annually	
Activities: Training to faith actors on issues related GBV; Facilitate dialogue meetings rights holders and duty bearers.									

Outcome 3	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
3. Underrepresented groups are empowered to participate in decision making  (*Underrepresented groups comprise of women and youth (Female and male))	3.1: # of persons from underrepresented groups who have been trained to participate in decision-making	0	<b>TOTAL</b>	9 000	112 934	Annual	Meeting minutes, attendance lists, NCA annual reports;Surveys	Annually	
			Women						
			Young women						
			Men						
	3.2: # of these people (those counted in 3.1.) who actively participate in decision-making bodies	0	<b>TOTAL</b>	18 000	9 708	Annual	Interviews; focus group discussion; Surveys of those from indicator 3.1	Annually	
			Women	10 800	5 576				
			Young women	3 600	923				
			Men	0	2 826				
			Young men	3 600	382				
<b>Outputs</b>									
Output 3.1 Underrepresented groups (Women and youth) are trained in accountable governance	3.1.1 # of trainings conducted to women and youth on leadership, rights and responsibilities	0		240	131	Annual	Meeting minutes, attendance lists, NCA annual reports;Surveys	Annually	
	3.1.2: # of persons from underrepresented groups trained on accountable governance issues	0	<b>TOTAL</b>	9 000	27 968	Annual	Meeting minutes, attendance lists, NCA annual reports;Surveys	Annually	
			Women	6 300	13 734				
			Young women	0	4 514				
			Men	3 240	5 905				
			Young men	0	3 815				
Activities: Train rights holders on issues related to accountable governance; Facilitate dialogue meetings rights holders and duty bearers.									
Outcome 4	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
4. Interfaith platforms work effectively together for social cohesion and social change	4.1. # of collaborative spaces (multi-actor) established between different actors across divides	11 District interfaith committees are in place		25	49	Annual	Interviews; focus group discussion; NCA annual reports, interfaith data records	Annually	
<b>Outputs</b>									
Output 4.1 National Interfaith Platforms and local IFCs speak as one on inclusive society issues	4.1.1 # Joint public statements and campaigns for inclusive society	2 joint public statements from religious leaders		12	33	Annual	Public statements; interviews; NCA annual reports	Annually	
	4.1.2 # inclusive dialogues with national government on inclusive society issues	0		10	23	Annual	Activity reports; meeting minutes; NCA Annual reports	Annually	
	4.1.3 # FBO - Nordic Embassy dialogues promote inclusive society issues	4 dialogue with Nordic Embassy conducted		30	15	Accumulated	Media reports; interviews, activity reports; annual report.	Annually	
Output 4.2 Strong Regional Interfaith Committees support	4.2.1 # active regional IFCs with inclusive membership in target area	1 regional IFC for Kilimanjaro		31	40	Accumulated	Interfaith data records; focus group discussion; monitoring visit; NCA annual reports	Annually	

Interfaith committees support citizens and open space for dialogue with regional authorities	4.2.2 # dialogue meetings convened between citizens and regional authorities on social justice issues	0		40	61	Annual	Dialogue minutes, interviews; community hearing reports; NCA annual reports	Annually	
Output 4.3 Local IFCs build social cohesion and social change	4.3.1 # active local interfaith committees with diverse membership strengthened	11 committees in place		55	91	Accumulated	Training reports, interviews; focus group discussion; NCA annual reports	Annually	
	4.3.2 (%) of constructive social cohesion and interaction across IFCs	40% of IFCs have constructive social cohesion		90%	66%	Annual	Activity reports; monitoring reports; NCA annual reports	Annually	
Activities; Facilitate formation and strengthening of interfaith committees at all levels; Support faith actors to develop joint statements and related IEC materials; Media campaigns for dialogue and communication; Facilitate interfaith academy for faith actors to exchange knowledge; Conduct faith actors excursion visits for learning and sharing; Facilitate regional dialogue for rights holders and duty bearers on issues related to social justice									
Outcome 5	Indicators	Baseline (2019/2020)	Disaggr	Targets 2020-2024	Actuals 2020-2024	Accumulated or annual targets	Data Source(s)	Measurement Frequency	Comments
5. Institutional capacities of partners are strengthened	5.1.# of partners who have increased their scores on capacity development areas	3		10	14	Accumulated	Partnership assessment tool	Annually	
	5.2 # of partners who have built capacity on emergency preparedness and response	2 partners (TCRS & ELCT HO) with capacity on emergence preparedness and response		4	7	Accumulated	EPRP reports; Interviews; NCA annual reports	Annually	
Activities: Facilitate organization capacity assessment; Train partners on leadership, financial management and accountability; Support partners to comply with donor requirement e.g. procurement and financial manual; Facilitate development of strategic plans for the partners									