



LHRC ANNUAL REPORT 2024



LHRC ANNUAL PROGRESS REPORT 2024

*Cover Photo: LHRC Legal Officer attending a client at Kisarawe
during Mobile legal aid services in 2024.*

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ACRONYMS/ ABBREVIATIONS

LIST OF ACRONYMS/ABBREVIATIONS

ACERWC	African Committee of Experts on Rights and Welfare of the Children
AfCHPR	African Court on Human and Peoples' Rights
AGM	Annual General Meeting
BoD	Board of Directors
BVR	Biometric Voters Register
CAT	Court of Appeal of Tanzania
CHRAGG	Commission for Human Rights and Good Governance
CSO	Civil Society Organization
CSR	Corporate Social Responsibilities
EACJ	East African Court of Justice
EJAT	Excellence in Journalism Awards Tanzania
FM	Frequency Modulation
GBV	Gender-Based Violence
GGML	Geita Gold Mining Limited
GN	Government Notice
HRB	Human Rights and Business
HRC	Human Rights Club
ICT	Information Communication Technology
IEC	Information Education and Communication
INEC	Independent National Election Commission
IPV	Intimate Partner Violence
LAC	Legal Aid Clinic
LAMS	Legal Aid Management System
LAP	Legal Aid Providers
LCR	Local Content Requirements
LGA	Local Government Authority
LHRC	Legal and Human Rights Centre

LLA	Law of Limitation Act
MCT	Media Council of Tanzania
MoCLA	Ministry of Constitution and Legal Affairs
NBA	National Baseline Assessment
NAP	National Plan of Action
NEC	National Executive Committee
NEMC	National Environmental Management Council
NGO	Non-Governmental Organization
OP	Operational Plan
OUT	Open University of Tanzania
PLWA	Person Living with Albinism
PWDs	Person with Disabilities
RPC	Regional Police Commander
SDGs	Sustainable Development Goals
SO	Strategic Objective
THRR	Tanzania Human Rights Report
TRA	Tanzania Revenue Authority
TZS	Tanzanian Shillings
UHC	Universal Health Coverage
USD	United States Dolar
UNGP	United Nations Guiding Principles
UPR	Universal Periodic Review
VAC	Violence against Children
VAW	Violence against Women
VAWC	Violence against Women and Children
VETA	Vocational Education Training Authority
WCF	Workers Compensation Fund
WG	Working Group

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BOARD CHAIRPERSON'S MESSAGE

Dear Esteemed Stakeholders,

It is with great pride and responsibility that we present the 2024 Annual Report, marking a crucial moment in the journey of Legal and Human Rights Centre (LHRC). This report not only highlights the milestones and insights gained over the past year but also signifies the beginning of a new chapter with the launch of our six-year strategic plan.

This reporting year has reaffirmed the importance of strong governance and institutional resilience in sustaining our impact. As LHRC moves to the next strategic phase, the Board will continue to provide guidance and oversight to ensure that LHRC remains a credible, independent, and sustainable institution. The Board is dedicated to nurturing an environment where the organization can thrive, deepen her impact, and respond effectively to emerging human rights challenges.

The Board extends her sincere gratitude to our partners, stakeholders, and supporters for their strong commitment to LHRC's mission. Your collaboration and dedication are invaluable in strengthening the LHRC's work and amplifying her impact.

On behalf of the Board, I extend my sincere commendation to the Executive Director, management, and staff for their dedication and tireless efforts in advancing LHRC's mission.

As we enter this next phase, we do so with utmost confidence that LHRC will continue to stand as a strong pillar of justice, human rights, and good governance.

Chief Justice (Ret'd) Barnabas Albert Samatta

Chairperson LHRC Board of Directors

EXECUTIVE DIRECTOR'S MESSAGE

Dear Human Rights Friends and Partners,

I would like to present LHRC's Annual Report for the year 2024.

Over the years, LHRC has consistently upheld her mission to empower the public in advancing justice, human rights, and promoting good governance in Tanzania. Our efforts have not only reinforced legal frameworks but also equipped communities with the knowledge and tools to assert and protect their rights.

LHRC has noted an improvement in the operating context during the 6th phase of the government; where LHRC has been able to engage with the government positively and contributed to the improved legal and constitutional reforms vital for Ajust and Equitable society.

This report highlights LHRC's key achievements, lessons learned, and the impact of our interventions. Through our interventions we have witnessed considerable progress in advancing human rights, access to justice, and democratic governance in our country. Notably, our collective efforts have contributed to inclusive and progressive policy reforms, increased legal awareness, and the protection of marginalized communities such as women, children and PWDs.

LHRC has specifically, championed gender equality throughout our programs aimed at dismantling barriers that hinder women and marginalized groups from fully enjoying their rights.

As LHRC concludes the development of the six-year strategic plan, we reaffirm that gender equity remains a central pillar of LHRC's mission. The LHRC Leadership is dedicated to strengthening impact by leveraging strategic partnerships and embracing innovative approaches to address emerging human rights challenges. In the next phase of LHRC's work, the focus will be on ensuring sustainability, fostering inclusivity, and implementing adaptive strategies that will position LHRC as a continued leader in the pursuit of justice and accountability.

LHRC sincerely appreciates partners, stakeholders, and the communities, grassroots partners for your support and collaboration that drives our mission forward. I also commend our dedicated team for their unwavering resilience and commitment to justice and human dignity.

Together, let us forge ahead with renewed energy, determination, and a shared vision of a society where human rights and the rule of law are upheld for all.

Dr. Anna Henga, Executive Director
Legal and Human Rights Centre.



WHO WE
ARE & WHAT
WE DO

WHO WE ARE & WHAT WE DO

Legal and Human Rights Centre (LHRC) is a Tanzanian human rights advocacy organization founded in 1995 as a non-governmental, voluntary, nonpartisan, and not-for-profit sharing organization to empower and enlighten Tanzanians about their legal and human rights. LHRC has four offices, namely: the head office located in Kijitonyama, Dar es salaam; legal aid clinic situated in Kinondoni, Dar es salaam; and two

sub-offices in Arusha and Dodoma regions.

LHRC operates across 184 districts in mainland Tanzania, with targeted interventions in Zanzibar. This broad reach enhances public awareness and empowers citizens to reimagine their communities while equipping them to resolve disputes amicably, reducing reliance on lengthy judicial processes.

STRATEGIC OBJECTIVES



Deepen understanding and respect for human rights among rights holders and duty bearers that will entrench a culture of human rights in Tanzania



Advocacy for improvement of rule of law, civic space, democracy, constitution, and legal reforms



Promotion of socio-economic and environmental compliance, accountability, and justice



Improved legal and policy frameworks governing specific rights of women, children, and persons with disabilities



Improved effectiveness of LHRC in delivering her mandate



Our Vision:

LHRC envisions ***“a Just and Equitable Society”*** - a society where the three arms of state [parliament, judiciary, and the executive], as well as non-state actors, practice accountability, transparency and there is rule of law; and where there is public awareness, respect, and



Our Mission

Our Mission is to empower the public to promote, reinforce, and safeguard human rights and good governance in Tanzania through legal, civic education and information; sound legal research and advice; monitoring and follow up of human rights violations; and advocacy for reforms of policies, laws, and practices in conformity with international human rights standards.



Our Values:

- Integrity
- Accountability
- Equality and Diversity
- Transparency
- Professionalism
- Volunteerism and Voluntarism



AGM

Our highest organ, the Annual General Meeting (AGM), comprises nearly 100 members. The AGM convenes annually and has three main functions: appointing the Board of Directors, appointing external auditors, and reviewing audited accounts.



BOARD OF DIRECTORS:

Our Board of Directors comprises **9** members, **55%** of whom are female and **45%** of whom are male. Board members have various professional backgrounds, including legal, media, social sciences, human rights, and finance.



*Hon. Chief Justice (Ret'd)
Barnabas A. Samatta
Chairperson of the Board*



*Josephine A. Mwankusye
Vice Chairperson
of the Board*



*Dr. Anna Henga
Secretary of the Board*



*Dr. Abdullah H. Mohammed
Member of the Board*



*Lutgard Kokulinda Kagaruki
Member of the Board*



*Dr. Ally Hussein Laay
Member of the Board*



*Dr. Ringo Tenga
Member of the Board*



*Anabahati J. Mlay
Member of the Board*



*Hellen D. Kilontsi
Member of the Board*



AT THE
GLANCE

THE YEAR 2024 AT A GLANCE

LHRC FACILITATED ACCESS TO JUSTICE BY SUPPORTING

YEAR

2024



36,778

Clients Assisted



32% Female Clients



68% Male Clients

Exceeding Target by **123%**

123%



LHRC won
209
Court Cases



36% Female Clients



64% Male Clients

THROUGH HAKI KIGANJANI SYSTEM



Responded

50% of the documented human rights violations.



From the Total

2,019

Cases were recorded

Surpassing the annual target by **101%**



Over

35%

were referred to the police

THE TANZANIA PRISONS SERVICE

Increased its trained social workers from

238

Officers in 2023



339

Officers in 2024

Enhancing the rehabilitation of inmates.

KEY ACHIEVEMENTS

The impact of LHRC's legal awareness initiatives in 2024 was profound, reaching approximately 11 million people through community outreach, media campaigns, and training sessions. This widespread engagement significantly enhanced public understanding of human rights, with the endline evaluation revealing that 96.3% of participants had developed a deep and lasting knowledge of their rights.

LHRC has effectively contributed to the reforms of the electoral and democratic process laws foster fairer, more transparent, and inclusive elections, strengthening public trust in the democratic process

LHRC has made a significant contribution to the right to health through the reform of Section 25 of the Universal Health Insurance Act, 2023. This reform has established a dedicated revenue source for the Universal Health Insurance Fund. Through LHRC's advocacy, the Act now mandates the inclusion of 2% of levies collected from alcohol and decoration products, along with 100% of ethyl alcohol and insurance fees, as directed by the minister responsible. This change greatly strengthens the financial sustainability of the Fund, ensuring a more resilient and effective system for universal health coverage.

LHRC recommendation on the Presidential Commission's on Criminal Justice has facilitated the establishment of police oversight mechanisms in the Commission of Human Rights and Good Governance. Upon full fledge and operation the Commission will receive and investigate all complaints from the public against police and where necessary take action.

LHRC has contributed to strengthening protection and access to justice for children, ensuring their voices are heard in legal proceedings and further safeguarding their rights. This was achieved through the Legal Sector Laws (Miscellaneous Amendments) Act No. 11 of 2023, which amended Section 127 of the Evidence Act to allow child testimonies to be admissible, even if the child does not fully comprehend the concept of truth.

LHRC significantly enhanced access to justice through the provision of legal aid services to a diverse range of individuals. In 2024, the legal aid clinics served a total of 36,778 clients, exceeding the target by 123%. Among these clients, 68% were male and 32% were female. Support was provided through multiple channels, including walk-ins, mobile legal aid, the Haki Kiganjani App, and the call center, ensuring broader accessibility to legal assistance.

LHRC collaborated with CHRAGG in developing for the first time the NAP-BHR as part of implementing the UNGPs to promote responsible business conduct. Among key issues the LHRC has been advocated for are integrating human rights into corporate governance, promoting transparency, and mandatory reporting. Other agenda included local content consideration in corporates interventions, community needs, strengthening non-judicial remedy access, and creating guidelines for due diligence in business. LHRC, being part of the technical committee, the above has been incorporated into the yet to be finalized NAP-BHR.

LHRC empowerment to women in Mtwara and Pwani regions has managed to increase the number of women in the local government leadership. In the 2024 LGA Elections there was an increase of women in LGA Leadership which could only be possible through the Program. In all Pwani Districts there have been a slight increase of women leadership from 2% to 8%.

LHRC also successfully contributed to women's rights with regards to sextortion. This was done through LHRC's contribution to the amendment of the Anti-Corruption Act. The bill initially sought to amend Section 25 by introducing subsection 10(b), which would have criminalized victims of sexual corruption.

LHRC has contributed to improved rights of women on a law regarding maternity leave for women who are mothers to premature babies. This has been done through LHRC having successfully contributed to a Labour Law providing extension of maternity leave for mothers of premature infants to ensure adequate maternal care.

As a result of the 2023 directive from the Chief Secretary, Regional Commissioners are now personally accountable for any illegal actions they commit, rather than the government assuming liability. This strengthens adherence to the Regional Administration Act, 1997, ensuring that commissioners operate within the law.

The Tanzania Prisons Service increased its trained social workers from 238 officers in 2023 to 339 officers in 2024, enhancing the rehabilitation of inmates.

LHRC secured a favorable judgment from the High Court of Tanzania in the case of *Joran Lwehabura Bashange v. Minister for Constitutional and Legal Affairs & Attorney General* (Miscellaneous Civil Cause No. 12 of 2023). The ruling effectively challenged the Minister's authority to grant extensions of time in civil matters, emphasizing judicial independence and ensuring that such extensions adhere strictly to legal frameworks. This outcome strengthens the rule of law and sets a precedent for limiting executive overreach in judicial matters.

In terms of cases that were filled in courts a total of 168 cases were won. Out of cases won 64% were male clients and 36% female clients.

LHRC responded to 50% of the documented human rights violations. A total of 2,019 cases were recorded through the Haki Kiganjani System, surpassing the annual target by 101%. Among these, over 35% were referred to the police, with most cases successfully concluded and a few still pending in courts and tribunals. In 2024 the government of Tanzania adopted the National Action Plan on People Living with Albinism. The NAP represents a significant commitment by the government to protect the rights and well-being of individuals with albinism.

As a result of the legal recognition of Junior Councils, child rights protection has become more sustainable, with the government now mandated to include these councils in the annual budget. This milestone ensures long-term support for child participation in governance, providing a formal platform for children to voice their views and contribute to decision-making.

As a result of the amendment to Section 158(1) of the Law of the Child Act, children in Tanzania now have stronger legal protection against online sexual exploitation. This means that harmful acts like online grooming, cyberbullying, and child pornography are now clearly recognized as crimes, ensuring that those who exploit children in digital spaces can be held accountable. This change is a significant step toward creating a safer online environment, giving children the protection they need to navigate the digital world without fear.

A major milestone in 2024 was LHRC's official recognition as a Charitable Organization by the Tanzania Revenue Authority. This status will enhance credibility with donors, enable tax exemptions where necessary, and access to new funding opportunities.

Additionally, LHRC aligned its financial and regulatory frameworks with national compliance standards, ensuring sustained financial transparency and efficiency.

LHRC PROGRAMS LINKAGE WITH SUSTAINABLE DEVELOPMENT GOALS

LHRC's programs are carefully designed to align with both national priorities and global frameworks, especially the Sustainable Development Goals (SDGs). By focusing on key areas such as no poverty, good health, quality education, gender equality, decent work, reduced inequality, climate action, and peace and justice, LHRC actively contributes to building a more just, sustainable, and equitable society. Through these efforts, LHRC plays a vital role in advancing the well-being of individuals and communities, while working toward a brighter future for all.

1 NO POVERTY



LHRC has successfully contributed to the reform of section 25 the Universal Health Insurance Act, 2023 with the view to establishing source of revenue for the Universal Health Insurance Fund to include 2% of levy collected from alcohol products, decoration products and 100% of the ethyl alcohol and insurance fees as directed by the minister responsible. This allocation will facilitate all people regardless of their income to access quality health services.

3 GOOD HEALTH AND WELL-BEING



LHRC documented an achievement on the amendment of the Labour Laws which proposed reforms in labour relations and rights. A significant milestone was the extension of maternity leave for mothers of premature infants to ensure adequate maternal care, a development in line with LHRC's advocacy for women and children's wellbeing.

4 QUALITY EDUCATION



LHRC advocated for quality and inclusive education at the African regional level. During the implementation hearing in Lesotho, the government committed to accommodate the African Committee of Expert on Rights and Welfare of the Child (ACERWC) decision into the ongoing Education Act amendment.

5 GENDER EQUALITY



LHRC advocates for friendly legal framework and practices which promote, enforce, and monitor equality and non-discrimination based on sex. In the 2024 International Women's Day, LHRC empowered 70 women aspirants with leadership and electoral laws to motivate them, run for LGA Elections. 45% of the 70 women ran in their respective political parties and 38% were elected to represent their political parties. 9% women were elected with 6% being Mtaa chairperson and 1 being a Mtaa council representative.

8 DECENT WORK AND ECONOMIC GROWTH



In 2024, LHRC successfully facilitated the realization of workers' rights by exposing violations of rights in the Human Rights and Business report. For instance, one of the victims who was injured in Chinese factories faced challenges in compensation was exposed. With LHRC support the Workers Compensations Fund (WCF) worked on the recommendation and facilitated accessibility and realization of her rights.

10 REDUCED INEQUALITIES



LHRC successfully contributed to the amendment of the Anti-Corruption Act. The bill initially sought to amend Section 25 by introducing subsection 10(b), which would have criminalized victims of sexual corruption. The removal of subsection 10(b) ensures that victims of sexual corruption, such individuals coerced into sexual acts in exchange for services, employment, or favors are not criminalized for being exploited. This aligns with human rights principles by recognizing them as survivors rather than offenders.

In 2024 the government of Tanzania adopted the National Action Plan on People Living with Albinism. The NAP represents a significant commitment by the government to protect the rights and well-being of individuals with albinism. LHRC advocated for this since 2021.

13 CLIMATE ACTION



LHRC supported the process for the development of the National Action Plan on Business and Human Rights in Tanzania. The draft NAP BHR highly considers climate change adaptation and mitigation as key considerations for the promotion of responsible business conduct.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



LHRC has continued to enhance access to justice to vulnerable communities. In 2024, 36778 (68% male and 32% female) were attended. The clients attended through different channels which are walk in clients, mobile legal aid, Haki Kiganjani App, and call center.



SECTION

01

SECTION ONE

CONTEXT ANALYSIS

Tanzania, a democratic nation in East Africa, consists of Tanganyika and Zanzibar and is a member of the East African Community. According to the 2022 Population and Housing Census, the country has a total population of 61.7 million, with 59.85 million in Mainland Tanzania and 1.89 million in Zanzibar. Women make up 51.3% (31.69 million), while men account for 48.7% (30.05 million). This marks a 27.23% population increase since the 2012 census.

Civic and political rights

Tanzania has a mixed record on civil and political rights. The country has a legal framework that guarantees fundamental freedoms, including the right to expression, assembly, and political participation. The country has shown some progress in certain areas. In the 2024 World Justice Project Rule of Law Index, the country improved to 96th out of 142 countries, up from 98th the previous year. This advancement reflects efforts to enhance the rule of law, particularly in areas like order and security, constraints on government powers, and civil justice. However, the overall score remains below the global average, indicating ongoing issues that need to be addressed.

In November 2024, the country held local

elections, and the presidential election is scheduled for October 2025. In the lead-up to these elections, there have been significant concerns regarding human rights violations. Reports indicate a pattern of harassment and intimidation against opposition political party members, civil society organizations, journalists, and human rights defenders. Incidents include arbitrary arrests, enforced disappearances, torture, and killings.

Economic, Social and Cultural Rights

Tanzania's economy is expected to grow by approximately 6% in 2025, up from 5.4% in 2024, driven by improved global conditions, strong agricultural performance, infrastructure projects, and supportive policies. However, disparities persist, with urban areas having better access to healthcare, education, water, sanitation, and information, while rural populations, who mostly depend on subsistence farming, continue to face challenges, including higher poverty rates and limited access to essential services.

In terms of education, the government continued to take various measures to ensure progressive realization of the right to education, including implementation of the fee-free education policy. However,

various challenges persisted, key among them budgetary constraints and shortages of teachers, teacher houses, classrooms, and toilet holes. Budget for the education sector increased for the fiscal year 2023/24 but still fell short of 20% of the national budget standard. Budget for implementation of fee-free education is also inadequate. All these factors continue to affect the quality of education.

The Tanzania Human rights report 2023 indicates key health rights issues in Mainland Tanzania in 2023 included budgetary constraints, healthcare worker shortages, inadequate medical supplies, and maternal health challenges. Despite an increase in the health sector budget, it remained significantly below the 15% standard at 5.4% of the national budget. The enactment of the Universal Health Coverage (UHC) law was a major milestone, but the removal of the Toto Afya Card raised concerns for children's healthcare access. Maternal health remained critical due to limited facilities, medicine shortages, and healthcare worker deficits, contributing to maternal mortality.

Labour continues to be a challenge in Tanzania, with widespread violations, poor working conditions, and limited awareness of labour laws. In 2023, LHRC received **2,653** new labour rights complaints, with unfair termination (**54%**) and unpaid or inadequate benefits (**29%**) being the most reported issues.

Domestic workers faced significant exploitation, including non-payment and below-minimum wages, while persons with disabilities (PWDs) continued to experience job market discrimination. Additionally, the non-remittance of social security contributions remained a major violation, highlighting the persistent systemic challenges in protecting workers' rights.

Women, Children and PWD's

Gender-based violence (GBV) continued to be the biggest threat to women's rights. **61%** of incidents of violence against women (VAW) documented by LHRC in 2023 were incidents of physical violence, followed by sexual violence (**20%**), and economic violence (**19%**). The main perpetrators of VAW were men, particularly intimate partners, and most of the incidents occurred in home settings (domestic violence).

In 2023, incidents of intimate partner violence (IPV) were widely reported, with LHRC documenting 115 cases, including 50 incidents of intimate partner homicide (IPH), where **90%** of the victims were female. Psychological violence, such as verbal abuse, neglect, and humiliation, remained a concern, alongside sexual violence, which affected **20%** of women in regions like Kagera, Mwanza, and Mara. Economic violence was prevalent, particularly in rural areas, with **323** cases recorded. Cyberviolence against women also emerged as a significant

issue, with **62%** of community members acknowledging its presence, often involving extortion by current or former partners.

Key challenges in addressing violence against women and children (VAWC) included discriminatory customs, budgetary constraints, shortages of social welfare officers, and ineffective coordination of NPA-VAWC committees. Women's political participation was hindered by gender gaps in electoral laws, violence in politics, and limited decision-making representation. Additionally, barriers to justice, such as poverty, corruption, patriarchy, and lack of legal awareness, continue to obstruct women's ability to seek redress for violations. Addressing these structural and systemic issues is crucial as the country approaches the 2025 general elections.

Children across Mainland Tanzania continued to be subjected to various forms of violence, including physical, sexual, psychological, and economic violence. Analysis of police data on VAC in recent years has shown that over 30 incidents of VAC occur in Tanzania each day, and that over two thirds of the victims (8 out of 10 children) are girls. Sexual violence (especially rape and sodomy) is the biggest concern for children. Perpetrators include fathers and stepfathers, whose motivations for committing acts of violence include

getting rich, as directed by witchdoctors. Girls account for over 80% of rape victims (women and girls), while boys account for 87% of child sodomy victims.

Key issues affecting the rights of PWDs included limited access to employment and economic opportunities, including discrimination in employment, and stigma and discrimination. Community members who participated in LHRC's human rights survey mentioned stigma and discrimination (**48%**) as the biggest challenge for PWDs, followed by poverty and unreliable source of income (**44%**) and unfriendly infrastructure (**42%**). The launch of the National Plan of Action to End Violence Against Women and Children (NPA-VAWC) 2024 marks a critical step in strengthening the protection of vulnerable groups in Tanzania. By strengthening legal and policy frameworks, the plan ensures improved access to justice and essential support services such as shelters, psychosocial counseling, legal aid, and healthcare for survivors.

The adoption of the National Action Plan on People Living with Albinism (NAP) in 2024 the government of Tanzania, represent a significant step in addressing the rights and well-being of individuals with albinism, particularly in the context of the broader issues affecting persons with disabilities (PWDs).



SECTION

02

SECTION TWO

PROGRAMME PERFORMANCE

2.1. DEEPENING UNDERSTANDING AND RESPECT FOR HUMAN RIGHTS AMONG RIGHTS HOLDERS AND DUTY BEARERS

2.1.1. Increased Public Awareness of Human Rights Through Integrated Communication.

In 2024, LHRC achieved significant reach, engaging approximately 11 million people through various initiatives.

There is evidence of increased public awareness of their rights as indicated by the endline evaluation whereby **96.3%** of people interviewed had a well-entrenched knowledge of human rights, with high awareness of specific rights such as education (**77%**), life (**68%**), and health (**57%**). Women's knowledge was skewed towards the right to education (**79%**), while men's knowledge focused on the right to health (**63%**) and freedom of expression (**61%**). Media played a key role in driving awareness, as confirmed by **59%** of people interviewed.



Picture 1: Some of the visitors and LHRC officers (middle) from the public who visited our both during Sabsaba trade fair collecting our publications for public awareness at Dar es salaam July 2024.

The acquired knowledge has enabled them to take action, **60%** of individuals who benefited from LHRC's interventions were able to take action to demand their rights after experiencing a violation. Of these beneficiaries, (**68%** were men and **54%** women). Considering gender and inclusion perspectives, **41%** of all beneficiaries specified that their knowledge of the rights of women, children, and persons with disabilities has improved due to LHRC's awareness-

raising activities.

LHRC strategies of public empowerment have yielded tangible results, such as increased reporting of human rights violations, successful resolution of legal cases, improved handling of cases through collaboration with CSO partners, government institutions particularly the Tanzania Police Force, the Commission for Human Rights and Good Governance, Media Council of Tanzania (MCT) and significant policy and legislative changes.

Finding Peace: A Journey of Resolving a Decade-Long Land Dispute Through community radio.

"For over 10 years I had been struggling with a land dispute with my brother. It was a long and difficult battle. But then, one day, I was listening to a program on Unyanja FM, and it gave me the guidance I needed. I followed the procedures they explained, and finally, the land was divided fairly, with equal shares for all four of us children. It brought so much peace to our family, and I am grateful for that radio program. It truly helped me resolve the issue that had been weighing on us for so long." Mese Katembo- Nyasa.(translated from Swahili)

Enhancing Access to Justice for the Marginalized through Journalism: My Story

My name is Halfan Chusi, and I am a journalist at Nipashe newspaper. Throughout my career, I have committed myself to amplifying human rights issues and empowering marginalized communities through investigative journalism. Working closely with LHRC, I have exposed injustices and advocated for meaningful change.

My passion for justice and accountability has earned me multiple Excellence in Journalism Awards (EJAT). In 2024, I was honored for my investigative report, "Tragedy: Wildlife Police Officers Torturing Mbarali Citizens." This exposé revealed the brutal treatment of Mbarali residents by wildlife police officers, bringing long-overdue national attention to their suffering.

The impact of my report was profound and far-reaching. After its publication,

the implicated officers were arrested and faced legal action. HE. President Samia Suluhu Hassan pledged TZS 26 billion in compensation for the affected communities. A ban was imposed on the use of torture by security officers. Displaced villagers were allocated land, resolving a longstanding conflict. Victims received medical care, and authorities enhanced protection measures to prevent future violations.

This experience confirmed my belief in the power of journalism as a tool for social change. By exposing human rights violations and advocating for justice, I have not only given a voice to the marginalized but also played a crucial role in influencing policy reforms and ensuring accountability. My journey is a testimony to the essential role of the media in safeguarding human rights and promoting a more just society.



Picture2: LHRC Director (from the left) handing an award to the winner of Human Rights Award during Journalist Awards in 2024.

2.1.2. Youth are Knowledgeable, Motivated, and Confident on Human Rights Issues

Human Rights Clubs have continued to connect LHRC directly to grassroots communities through youth. LHRC works in close collaboration with strategic stakeholders such as Social Welfare Officers, Education Officers, Teachers, and the Police Gender and Children Desks to ensure the sustainability of these clubs. LHRC has leveraged the use of digital media, such as WhatsApp, in the dissemination of key human rights knowledge and capacity-building efforts.

During the reporting period, LHRC successfully empowered 1,364 students, 65% girls and 35% boys, on human rights issues. Of the empowered 1,250 students, 66% girls and 34% boys were visited in their schools, while 114 students (65% girls and 35% boys) visited LHRC. The higher proportion of girls suggest that girls have a stronger interest or greater encouragement to engage in human rights education; this also indicates that girls feel a stronger need to be equipped with human rights knowledge due to gender-related vulnerabilities.

‘The bleeding eye;’ - Youth artistically exposing and condemning the mythical belief that body parts of persons with albinism would bring wealth, luck, and success.

In observance of International Human Rights Day 2024, Rashid Ismail from Azania Secondary School highlighted his awareness of human rights by submitting a touching painting to LHRC. The artwork, depicting the "bleeding eye" of a person with albinism, serves as a powerful reflection of the harsh realities faced by individuals with albinism in Tanzania. It portrays the fear of abduction, torture, mutilation, and even death, driven by the horrific belief that their body parts are used in witchcraft rituals. These beliefs are falsely linked to gaining wealth for businessmen and securing political victories, especially during the election season.



Picture 3: On the left, Ally Seif, LHRC's Officer in charge of the Youth and Children's desk posing behind the painting of the 'bleeding eye'. With him are Human Rights Club members Shemsa Abas and Adrat Hassan. On the right is Rashid Ismail from Azania Secondary receiving award from Hon. Dr Gwajima.

As Tanzania approaches its general elections, the painting is relevant since there might be demands for "good luck charms" which in turn increases the danger to people with albinism. Some individuals tragically hold the misconception that the unusual body parts of people with albinism possess mystical powers, enough to guarantee success in political contests.

Advocating for the Girl's Right to Education at the African Parliament-Princes Jasmine's story

Princess Jasmine is a student at Jangwani High School. She is a member of a Human Rights Club. She is one among club members who were empowered by LHRC on the re-entry policy and the right to girls' education.

Commemorating the Day of African Child in 2023, Princes Jasmine represented Tanzania children at the African children forum where she was voted the vice chairperson of the African children parliament. She led engagements during the sessions in Addis Ababa Ethiopia and has been engaged in forums following up the implementation of the agreed resolutions. The key agenda she was supporting is the importance of girls' education and obligation of member states to create an enabling environment for girls. *"This is surreal to me, although I grew up accessing opportunities, I never dreamed to carry the burden of other children and use my voice for change, use my voice for all African children. It is an opportunity that is enriching for me and have even empowered me more. With me being here there is more work to be done and that I am the person to do it".* Princess Jasmine Mavura – 16 years Jangwani High school Human Rights Clubs member.

2.1.3. Strengthened Work of Paralegals for Community Mobilization at the Grassroot

At the community level paralegals contributed to increased legal literacy and rights awareness, shifting social norms, and strengthened grassroots capacity to respond to violations. In 2024, paralegals reached a total of 9,353 individuals for legal awareness through community gatherings, LGA meetings and national commemorations and religious gathering. Paralegals further provided legal aid services to 311 clients across the country. According to the analysis, the individuals reached through legal awareness, men comprised of 55% and 45% women, showing an equal distribution between female and male. Although there was a slight dominance of male participants, the sizable number of women reached highlights the inclusivity of the initiative.



Picture 4: Ilala Paralegals in one of the capacities strengthening sessions organized by LHRC

In terms of legal aid, however, women made up 58% of the clients, compared to 42% for men. The top five disputes brought were land 26%; inheritance 23%; matrimonial 18%; GBV disputes 15% and child maintenance 12%. The remaining 6% were involved in other civil and criminal disputes.

As compared to the legal aid services offered in our legal aid clinics, paralegals serve as a highly effective affirmative action for reaching more women at the grassroots level. This is likely due to the trust paralegals have within their communities, as well as the efficient and accessible way they can easily reach paralegals when in need of legal assistance.

ACCESSING JUSTICE THROUGH COMMUNITY PARALEGALS A CASE OF REHEMA NDUNGURU

Rehema Ndunguru, a 50-year-old mother from Kiliketi Village in Mbinga District, endured 10 years of hardship after being abandoned by her husband, Eligius Cletus Ndunguru, now 60. Their marriage began in 1999, but in 2004, Eligius married another woman. In 2014, he completely left Rehema and their home, relocating to Nyasa with his new wife and leaving her to care for seven children alone.

Among these children, two were Rehema's biological children with Eligius, while the other five were his children from extra marital relationships. Despite the challenges, Rehema took full responsibility for their well-being, running a small restaurant to support them. The financial burden was overwhelming, and without any support from their father, the children struggled to continue their education.

In 2020, after years of hardship, Rehema sought legal help from community paralegals in Nyasa District (WASHEHABINYA). The paralegals accepted her case and ensured that Eligius was summoned and held accountable for his responsibilities.

Thanks to the legal intervention, Rehema finally received justice in 2024. The outcome included child support where Eligius agreed to pay TZS 90,000 per month for the children's welfare. Additionally, Rehema was granted ownership of a coffee farm with 100 coffee trees as part of her rightful share of marital assets. Through legal support, Rehema regained financial stability and a sense of justice.

2.2. IMPROVED LEGAL AND CONSTITUTIONAL REFORM, CIVIC SPACE AND RULE OF LAW

2.2.1. Effective Advocacy for legal reforms, policies, and practices to be human rights sensitive.

LHRC has effectively contributed to the reforms of the electoral and democratic process laws, the Presidential, Parliamentary, and Councilors Election Act, 2023; the Independent National Electoral Commission Act, 2023; and the Written Laws (Political Parties Affairs) Act, 2023.

Another progressive reform on the part of the Independent Electoral Commission Act, 2024 was the granting of powers to the Independent Electoral Commission (INEC) to supervise Local Government Election.

These reforms have also facilitated LHRC to participate actively in voters' education and observation in both biometric voters' registrations (BVR) and the local government election 2024.

- *Disclosure requirement of campaign expenditures and funding sources, reduces corruption and ensure a level playing field.*
- *The inclusion of social policies promotes gender equality and fair representation giving women, youth and PWDs opportunities to participate in electoral processes, strengthening democracy.*
- *Clear regulations on nomination committees and the election commission improve electoral oversight and internal party democracy, reducing manipulation.*
- *Allowing unopposed candidates to participate ensures voter engagement and legitimacy in elections.*



Picture 5: LHRC Director of Advocacy and Reforms presenting key recommendations before the Parliamentary Committee in Dodoma 2024 and CSO members following up from the right.

LHRC has successfully contributed to the reform of section 25 the Universal Health Insurance Act, 2023 with the view to establishing a source of revenue for the Universal Health Insurance Fund to include 2% of levy collected from alcohol products, decoration products and; 100% of the ethyl alcohol and insurance fees as directed by the minister responsible. This is through the consistent advocacy for right to health as provided under the goal number 3 of Sustainable Development Goal (SDG) by urging the government to allocate budget for the operationalization of the law by providing sources of revenue to support it.

Before the reform, the source of revenue for the fund was not established under the law, this created challenges in its implementation. The amendments promote health equity, and strengthen the health financing system, reducing dependence on unpredictable government allocations. It also ensures the long-term sustainability of universal health insurance.

LHRC also successfully contributed to

the amendment of the Anti-Corruption Act. The bill initially sought to amend Section 25 by introducing subsection 10(b), which would have criminalized victims of sexual corruption. The removal of subsection 10(b) ensures that victims of sexual corruption coerced into sexual acts in exchange for services, employment, or favors are not criminalized for being exploited. This aligns with human rights principles by recognizing them as survivors rather than offenders. The amendment will also empower victims to report cases of sexual corruption without fear of legal repercussions.

Additionally, LHRC documented an achievement on the amendment of the Labour Laws which proposed reforms in the employment and labour relations Act 2004. A significant milestone was the extension of maternity leave for mothers of premature infants to ensure adequate maternal care, a development in line with LHRC's advocacy for women and children's rights.

2.2.1.Enhanced Child Protection

LHRC has successfully contributed to the Legal Sector Laws (Miscellaneous Amendments) Act No. 11 of 2023 Section 127 of the Evidence Act to allow child testimonies to be admissible even if the child fails to fully comprehend the concept of truth. This amendment significantly strengthens child protection laws, access

to justice and improves prosecution of child abuse cases.

2.2.1.2. Adherence to Laws Through Improved Practices and Implementation

LHRC documented progress on the implementation of the Presidential Commission's Recommendations on Criminal Justice. This was, particularly the

result of consistency advocacy of LHRC through different studies like unbailable offence, submission of recommendations, court decisions from strategic litigation and research on Human rights situation through the following;

- *Establishment of police oversight mechanisms in the Commission of Human Rights and Good Governance.* Upon full fledged and operation the Commission will receive and investigate all complaints from the public against police and where necessary act.
- *Curbing abuse of power by District*

and Regional Commissioners. Following repeated complaints of power abuse by District and Regional Commissioners, the Chief Secretary issued a circular in 2023 directing adherence to the Regional Administration Act, 1997. The directive further established that the government would not bear liability for lawsuits arising from illegal actions of individual commissioners, ensuring personal accountability. The incidences of the regional and district commissioners abusing their power is now very rare unlike in the past when it was very common.



Picture 6: LHRC Executive Director meets with Hon. Prof. Palamagamba Kabudi and Hon. Jumanne Sagini, Minister and Deputy Minister of Constitution and Legal Affairs, respectively, during a session to present key advocacy issues.

- **Addressing Police brutality during custody**, the Chief Justice of Tanzania issued the Criminal Procedure of Audio and Video Interview of Suspect Rules, 2023 (GN. 762 of 3rd November 2023) under Section 57(5) of the Criminal Procedure Act, 1985. This new framework aims to reduce forced confessions and human rights violations during interrogations.
- **Strengthened rehabilitation** programs in Prisons, the Tanzania Prisons Service increased its trained social workers from 238 officers in 2023 to 339 officers in 2024, enhancing the rehabilitation of

inmates. Additionally, the Prisons Service signed agreements with the Vocational Education Training Authority (VETA) and the Open University of Tanzania (OUT) to provide educational and vocational training for prisoners, contributing to reintegration efforts. The capacity obtained by prison officers on support and rehabilitation services helps inmates to address psychological, social, and behavioral issues. It will also equip prisoners with valuable skills, improving their chances of successful reintegration into society upon release.

2.2.1.3. High Court Declares Minister's Power to Extend Time in Civil Cases Unconstitutional

LHRC received the positive judgement from the High Court of Tanzania in the case of Law of Limitation Act (LLA) challenging the powers of the Minister of the Constitution and Legal Affairs to grant extension of time in civil matters.

On March 13, 2024, the High Court of Tanzania declared Section 44(1) and (2) of the LLA unconstitutional, as it violates the 1977 Constitution of Tanzania. The court raised concerns over bias, lack of the right to be heard, and discrimination, as the opposing party in time extension cases was not involved, undermining equality before the law. The ruling also criticized the lack of procedural safeguards against the Minister's discretionary powers, as well as the absence of a right to appeal, which further denied justice.

CASE STUDY: CHALLENGING THE MINISTER'S POWER TO EXTEND LIMITATION PERIODS IN TANZANIA

Background

LHRC supported Joran Lwehabura Bashange in challenging the constitutionality of Section 44(1) and (2) of the Law of Limitation Act (1971). This provision granted the Minister for Constitutional and Legal Affairs discretionary powers to extend the time within which civil suits could be filed. The petitioner argued that such power should rest with the courts, as granting it to the Minister violated the principles of separation of powers, natural justice, and equality before the law.

The case was filed under Miscellaneous Civil Cause No. 12 of 2023 in the **High Court of Tanzania (Main Registry)**.

Key Legal Issues

- **Separation of Powers:** The petitioner argued that allowing a minister (part of the executive branch) to extend time for filing cases usurped judicial functions, undermining the independence of the judiciary.
- **Right to a Fair Trial:** The absence of clear procedures for seeking an extension of time denied claimants the right to be heard, violating the Constitution of Tanzania (1977).
- **Equality Before the Law:** Section 44(1) and (2) created unequal treatment by allowing ministerial discretion in extending time limits without judicial oversight.
- **Contravention of International Human Rights Standards:** The petitioner cited international treaties, including the African Charter on Human and Peoples' Rights (AfCHPR) and the International Covenant on Civil and Political Rights (ICCPR), which Tanzania has ratified.

Court's Ruling

The High Court ruled that Section 44(1) and (2) of the Law of Limitation Act was unconstitutional. The court held that:

- The power to extend time should be vested in the judiciary, not the executive.
- The provision violated fundamental rights, including access to justice.
- The legislature should enact reforms to ensure extensions are granted by the courts in a fair and transparent manner.

Successes of the Case

- **Legal Precedent for Judicial Independence:** The ruling reinforced the doctrine of separation of powers by ensuring that the executive does not interfere with judicial functions.
- **Enhanced Access to Justice:** By striking down ministerial discretion, the decision ensured that all litigants have a fair and transparent process for seeking time extensions.
- **Strengthening the Rule of Law:** The case demonstrated LHRC' s commitment to constitutionalism and adherence to international human rights norms.
- **Recognition of Human Rights Standards:** The court acknowledged that Tanzania must comply with its obligations under international treaties, setting a precedent for future human rights litigation.

Lessons Learned

- **Importance of Constitutional Litigation:** The case highlights the role of constitutional litigation in safeguarding fundamental rights and ensuring that laws align with democratic principles.
- **Need for Legislative Reforms:** Following the ruling, there is a need for parliament to amend the Law of Limitation Act to provide for judicial discretion in time extensions.
- **Collaboration Between Civil Society and Legal Practitioners:** Strategic litigation is more effective when human rights organizations like LHRC collaborate with legal experts and affected individuals.
- **Public Awareness and Advocacy:** The case highlights the importance of civic education to inform citizens about their rights and legal remedies available to them.

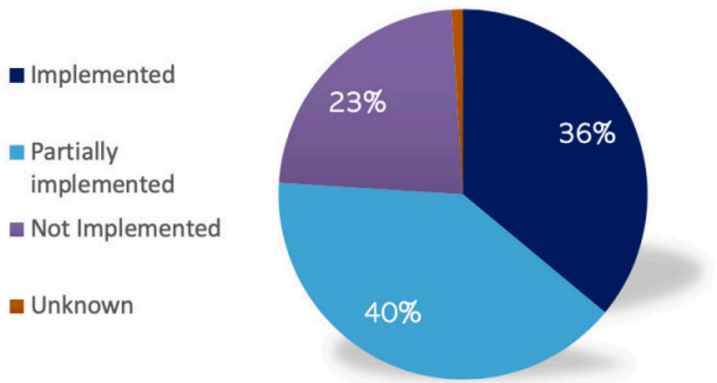
Conclusion

This case marks a significant landmark in strengthening judicial independence and ensuring access to justice in Tanzania. By removing executive discretion in extending limitation periods, the decision aligns Tanzanian law with international human rights principles and rule of law.

2.2.2. Research for evidence-based advocacy

The Tanzania Human Rights Reports have been instrumental in monitoring the human rights situation in the country. These reports not only provide critical evidence for advocacy initiatives led by LHRC and other stakeholders but also serve as key reference documents for holding the government and relevant institutions accountable. In 2023, the percentage of implemented recommendations stood at 36%, increasing from 35% in

2022. The percentage of partially implemented recommendations also increased from 38% in 2022 to 40% in 2023, while the percentage of recommendations not implemented decreased from 26% in 2022 to 23% in 2023.



Charts 1: Status of Implementation of recommendations in the Tanzania Human Rights Report 2023; Data source: THRR 2023.

The majority of the recommendations made during this period (47%) were on civil and political rights. This is because these rights constitute the majority of human rights stipulated in international human rights instruments and are the most violated human rights. Recommendations on civil and political rights also constituted the majority of recommendations which were implemented (48%) and not implemented (43%).

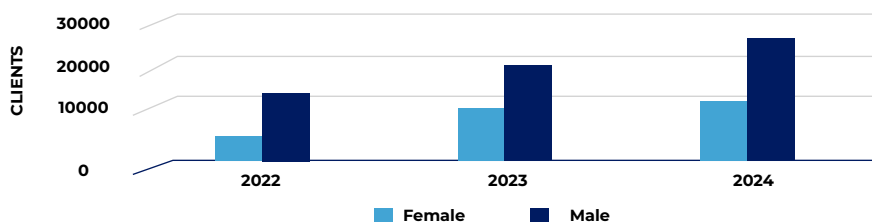
2.2.3. Increased access to justice for indigents

LHRC’s legal aid services are governed by the Legal Aid Act of 2017 and regulations are made there under, which aim to ensure that individuals who cannot afford legal services receive the necessary legal assistance. LHRC provides a range of legal aid services, including legal advice, court representation, and assistance with alternative dispute resolution. Additionally, LHRC extends its legal aid support to individuals in detention or facing criminal charges, ensuring that their rights are upheld within the justice system.

2.2.2.1 Distribution of clients attended

LHRC through her legal aid clinics attended 36778 clients of which 68% were male and 32% were female. This is equal to 123% of the targeted clients to be attended in the year 2024. The clients attended are received through different channels which are walk-in clients, mobile legal aid, Haki Kiganjani App, and call center. Among the clients attended, PWDs constituted of 650 clients, out of which 73% are male clients and 27% female.

TRENDS OF CLIENTS ATTENDED BETWEEN 2022 AND 2024



Graph 2 : Comparison of legal aid clients attended between 2022-2024.

The trend in the chart indicates that more male clients have been attended than female clients from 2022 to 2024, although the proportion of female clients has gradually increased over the years. The demand for legal aid services has significantly increased, with a 62% rise from 2022 to 2023 and a 25% increase in 2024.

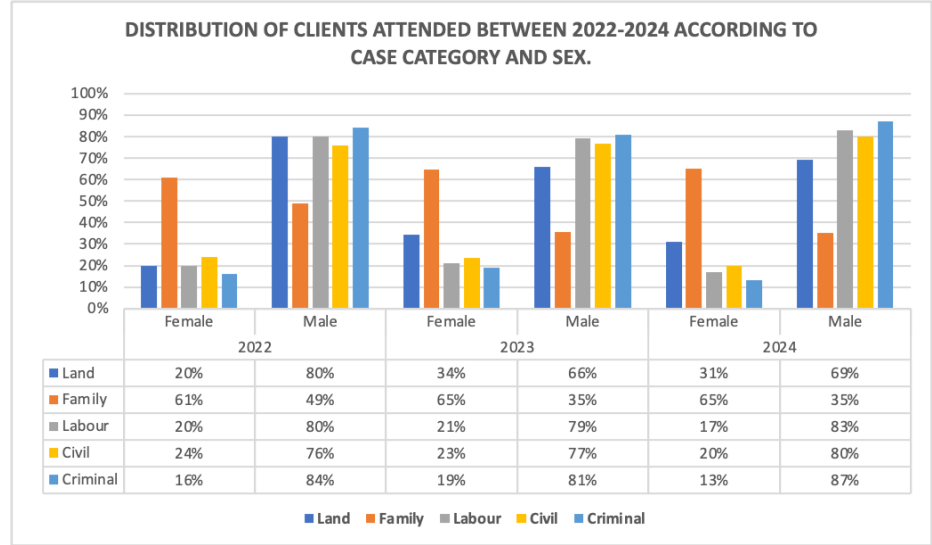
This growth is attributed to several factors, including the reliability and consistency of LHRC services, expanded scope of legal aid through court-annexed services, prison legal aid programs, and community mobile clinics, which have made legal assistance more accessible. Increased awareness of human rights through advocacy and education campaigns has empowered more individuals to seek legal redress.

Additionally, improved trust in legal processes, strengthened legal frameworks, and positive case outcomes have encouraged more people to pursue justice. Socioeconomic challenges such as economic hardships, land disputes, and gender-based violence have further driven the need for legal intervention. Technological advancements, particularly digital tools like HAKI Kiganjani and LAMS, have simplified the reporting and tracking of legal cases, making legal aid more efficient.

However, significant barriers persist, limiting women's access to justice. Cultural and societal norms continue to discourage women from seeking legal assistance due to stigma, fear of retaliation, and pressure to resolve disputes informally. Economic dependency and limited mobility further restrict their ability to access legal aid clinics. LHRC will continue to implement affirmative action to empower and reach more women through community outreach, and awareness campaigns.

2.2.2.2. Clients attended by case category.

In this reporting period, LHRC attended 21473 land cases, with a striking majority of 69% being male clients and 31% female. Family 5019 cases presented a contrasting pattern, with 65% female clients and 35% male, reflecting the tendency for women to be more involved in family-related legal matters such as custody or domestic disputes. Labour 3641 cases were male dominated, with 83% of the clients being male and only 17% female, which could point to gender disparities in formal employment and legal awareness in workplace disputes. Similarly, civil 4284 cases saw 80% male clients and 20% female, indicating that men are more likely to engage in legal actions involving contracts, property, and other civil issues. Criminal 2361 cases also showed a predominantly male clients, with 87% being men and 13% women, reflecting broader trends in criminal proceedings where men are often the primary subjects.



Graph 3: Comparison of clients attended by sex and case category between 2022-2024.

Overall, men constituted most clients in land, labour, civil, and criminal cases, while women dominated family-related cases. This gender disparity across various legal categories highlights potential differences in access to legal resources and socio-economic roles between men and women in Tanzanian society.



Picture 8:LHRC legal aid team posed for the photo together with the wardens of Arusha Central Prison immediately after completion of legal aid mission.

2.2.2.3. Reconciliation and Court cases

In this reporting period, a total of 140 cases were subjected to reconciliation whereby 64% were male clients and 36% female clients. Among the cases subjected to reconciliation 44% were successful and the matter were closed, 39% are still pending and 13% were marked failed.

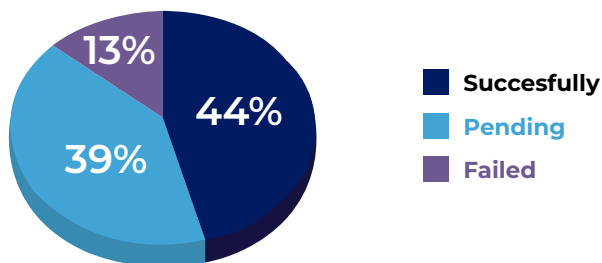
For the cases which parties failed to reconcile were referred to in the court with jurisdiction for determination.

LHRC encourages clients to reconcile their cases where there is a possibility; this creates harmony in society and is time

saving. The percentage of the female clients subjected to the reconciliation is higher than male as majority of the cases subjected for reconciliation are family related in which women are leading in number.

In terms of cases that were filled in courts a total of 168 cases were won. Out of cases won 64% were male clients and 36% female clients. Also, LHRC recorded 21 cases which were lost in court. For the cases which were successful there are distinct stages of execution and those lost with good ground appeal has been preferred.

STATUS OF CASES SUBJECTED TO RECONCILLIATION IN 2024



STORIES FROM OUR CLIENTS

Surviving Injustice: My Battle for Freedom and Dignity

My name is Abraham, I am a husband and father of seven. Before my wrongful imprisonment, I worked at a financial institution from 1999 until July 2014.

Arrest and Unfounded Accusations

One day at work, five men approached me, confirmed my identity, and insisted I step outside. After they identified themselves as police officers, my boss advised me to cooperate. They searched my house and vehicles, finding only a religious document discouraging census participation. I was detained for ten days at Kisongo Police Station before being transferred to the Central Police Station.

The next day, I was shocked to see my name in the media, accused of financing terrorism. Authorities claimed I had funded a bombing at a CHADEMA demonstration. Two weeks later, another charge was added bombing a Catholic church. The accusations devastated me, and I collapsed in distress.

Life in Prison

Prison conditions were horrific. I was confined with 65 detainees, and four died from beatings. Food was scarce and overcrowding worsened until the sixth administration reduced arbitrary arrests. When I was finally released, my cell held only eight people.

My wrongful imprisonment shattered my reputation. Friends and family distanced themselves, and my children struggled to afford school fees. One even dropped out to support the others through small businesses.

Seeking Justice

While in prison, I reached out to LHRC to secure my salary for my family, but their efforts were unsuccessful. In 2022, a presidential directive led to the release of many detainees, but my case was complicated due to multiple charges. In May 2023, we sought legal representation, but I found little support. Some even mocked me, implying I should use the alleged "bomb money" to pay for my defense.

In December 2023, I was acquitted in the first case. Later, in the second case, three of us were released, while six were sentenced to life imprisonment. Even after my release, many people continued to fear associating with me.

Fighting for My Rights

A former colleague gave me a bus fare to visit LHRC, where I was received with dignity. LHRC wrote to my employer requesting my reinstatement, leading to two rounds of discussions. My employer initially claimed they had lost my records, but after consulting their South Africa office, they offered to reinstate me. However, after ten years in prison, I felt unfit to return to work and instead requested termination benefits.

LHRC ensured I signed a fair mutual separation agreement, allowing me

to claim my pension. I never imagined I could return to work after such an ordeal, let alone claim my rightful benefits. LHRC's support felt like a rebirth a fresh start in life.

Moving Forward

Life after prison remains difficult. My wife took on demeaning jobs, and my children are still adjusting to my return. I also struggle with behaviors shaped by years of incarceration.

Despite the hardships, I see hope. My employer's decision to pay my dues felt like a fresh start. I urge policymakers to uphold the directive that no one should be detained without a complete investigation.

To those facing injustice, I strongly recommend LHRC. They do not ask for money or accept bribes they simply fight for what is right. I am forever grateful for their support.

Reclaiming Her Rights: Elizabeth's Journey to Empowerment

Elizabeth Ernest Laizer, a 35-year-old woman from Moivaro Ward in Arusha, walked into our offices seeking help after years of enduring a hard and painful marriage. For five years, she had been married to a man who was both unfaithful and cruel, not only to her but also to their young child. In that time, they had managed to acquire one matrimonial home. Despite this shared asset, Elizabeth's husband was neither financially responsible for the family nor attentive to their child's welfare. The abuse escalated to the point where Elizabeth felt compelled to leave their home for her and her child's safety.

With every interaction, Elizabeth's husband belittled her, repeatedly warning, "You are nothing without me. If we ever separate, you will get nothing from the properties we acquired. You have no one to help you." His words were aimed at keeping her in the marriage, isolated and helpless. But Elizabeth's courage and determination led her to seek our assistance, breaking the cycle of intimidation.

Upon hearing her story, our team empowered Elizabeth with knowledge about her rights and the appropriate procedures for handling matrimonial disputes. Guided by this

information, she took her case to the Moivaro Marriage Conciliatory Board. While attempts were made to reconcile the couple, it was clear that reconciliation was not a viable option. With a certificate from the conciliatory board, Elizabeth moved forward.

We assisted her in drafting and filing her petition for divorce in court. The response from her husband was swift and unexpected, he was shaken, for the first time realizing that Elizabeth was serious and empowered to stand her ground. He reached out with the help of a private advocate, hoping to negotiate a settlement outside of court. At this point, we contacted Elizabeth, who expressed openness to reaching a fair resolution that would prioritize her and her child's rights.

Through negotiation, we reached an agreement in which Elizabeth was granted her rightful share of the matrimonial property. Her husband also agreed to take full responsibility for their child's maintenance, including school fees and medical expenses. Elizabeth received full custody of her son, while her husband retained visitation rights as the non-custodial parent. The settlement agreement was finalized,

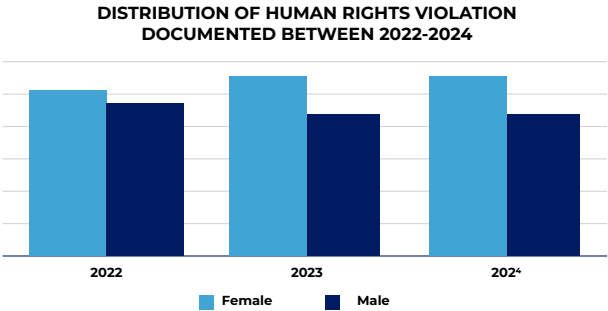
filed in court, and consented to in a judgment pronounced on 30 July 2024.

Through legal empowerment, Elizabeth was not only able to secure a fair settlement but also restore her sense of dignity and self-worth. Today, she has full custody of her

child, a financial commitment from her former husband, and the peace of mind of knowing her rights have been protected. Elizabeth's story is a testament to the power of legal aid in helping individuals reclaim control over their lives and futures, regardless of the challenges they face.

2.2.3. Enhanced response to human rights violations

LHRC documented 2019 human rights violations through the Haki Kiganjani System. This is 101% of the planned annual target. while the trend shows an increase in incidence of human rights violations women and children remains the primary victims of human rights violations. In 2024, among the documented violations female accounted for 57% of all violations while that of men is 43% which is the common trend for 2022 and 2023 with 52% and 56% women, respectively. The use of the HAKI Kiganjani digital system has been effective in ensuring timely recording and tracking of reported human rights violations, improving the efficiency and accuracy of response and follow-up actions. LHRC has strengthened her response mechanism by utilizing existing partnerships the preexisting partnership with the Tanzania Police Force, Social welfare officers, police gender desk and tribunals. Other cases are referred to as legal aid services for court representation. LHRC successfully responded to 50% of the violations where more than 35% cases are referred to the police. Most of the referred cases are concluded and a few are pending in different courts and tribunals for determination.



Graph 4: Comparison of human rights violations documented between 2022-2024.

Women and children frequently become the primary victims of human rights violations due to a complex mix of social, cultural, economic, and legal factors. Deep-rooted gender discrimination, stemming from patriarchal systems, results in unequal treatment and perpetuates violence and exploitation against women. Societal norms and cultural expectations often normalize gender-based violence. Inadequate legal protections and weak enforcement mechanisms leave women and children with limited options for recourse. Economic inequality and restricted access to education keep women trapped in, heightening their vulnerability to exploitation.



Picture 9:LHRC team and the Tanzania Police Force during the quarterly feedback on strengthening human rights response 2024.

The impact of climate change exacerbates these vulnerabilities, disproportionately affecting women and children, especially in low-income and rural communities. The environmental stressors intensify pre-existing gender inequalities, leaving women and children with even fewer means to escape cycles of abuse, poverty, and exploitation.

2.3. IMPROVED SOCIO-ECONOMIC AND ENVIRONMENTAL JUSTICE

2.3.1. Enhanced protection of social, economic, and environmental rights

In 2024, LHRC's efforts advocating for the implementation of international agreements, guidelines, and national laws related to business with respect to human rights bore fruits. The Government started to draft the National Action Plan on Business and Human Rights (NAP-BHR) with LHRC participating as member of the National technical team. As of the end of 2024, the draft NAP-BHR was in place including five agenda items spearheaded by LHRC. These include integrating human rights into corporate governance, promoting transparency, and mandatory reporting. Other priorities championed included local content, community needs, strengthening non-judicial remedy access, and creating guidelines for due diligence in business.

CASE STUDY: TOWARDS IMPLEMENTING THE UNGP IN TANZANIA – THE JOURNEY TO NAP-BHR

Introduction

A NAP-BHR is a policy document guiding the implementation of the UNGPs to promote responsible business conduct. Supported by the UN and regional actors, it has been adopted globally, including in Africa. Tanzania's government, through the Ministry for Constitutional and Legal Affairs, has committed to developing a NAP-BHR, with CHRAGG leading the process. Kenya, Uganda, and Nigeria have already established theirs, with progress in other African nations.

Why NAP-BHR

The UNGPs, adopted in 2011, outline three pillars: state duty to protect human rights, corporate responsibility to respect them, and access to remedies. The UN urges states to develop National Action Plans on Business and Human Rights (NAP-BHR) to implement these principles. As a middle-income country, Tanzania needs NAP-BHR to align with international frameworks, strengthen policies, and support responsible business conduct, contributing to national development visions.

NAP-BHR Institutional Framework and process

The Ministries responsible for Human Rights in Mainland Tanzania and Zanzibar and CHRAGG are leading the process for NAP-BHR development. For Mult stakeholders' ownership of the process, Sectoral Ministries, Civil Society Organizations and Corporations have been involved.



Picture 10:LHRC's Executive Director Dr. Anna Henga (seated on the left) with the NAP-BHR technical team. Seated at the center is Deputy Chair of CHRAGG, Hon. Mohamed Hamis Hamad and on his left is CHRAGG Executive Secretary, Mr. Patience Ntwina.

The first step towards development of NAP BHR was to develop the institutional governance framework. The NAP-BHR National Steering Committee was formed to drive the process. The steering committee is led by the Ministry of Constitutional and Legal Affairs with representatives from Government; Civil Society Organizations (CSO) and Businesses in both Mainland Tanzania and Zanzibar. Gender equity is well observed. The National Steering Committee oversees the technical team, which manages and monitors the NAP-BHR process. The team includes CHRAGG, MoCLA, the President's Office in Zanzibar, and LHRC. Thematic Working Groups (TWGs) focus on key sectors such as manufacturing, energy, tourism, finance, and cross-cutting issues like gender and climate change. The process began with a review and validation of the 2017 National Baseline Assessment, followed by consultations, consensus-building meetings, and the pre-drafting of the NAP-BHR document in 2024.

The Role of LHRC

In consideration of the country's development and economic growth, as well as the importance of upholding human rights in the business sector, LHRC has persistently advocated human rights in business. LHRC has been actively involved in policy advocacy and ensuring the implementation of international agreements, guidelines, and national laws related to business with respect to human rights.

Among key issues LHRC advocated for are;

- Integrating human rights into corporate governance,
- Promoting transparency, and
- Mandatory reporting. Other agenda included

- Local content consideration in corporates interventions, community needs, strengthening non-judicial remedy access, and creating guidelines for due diligence in business.
- Following her expertise in the corporate accountability and environmental justice portfolio, LHRC formed part of the technical team of BHR experts. Under this capacity, LHRC participated fully in the Literature Reviews to supplement information to NBA 2017 and thematic working groups zonal dialogues with community members and consultative meetings with state entities and corporates. LHRC actively took part in the NAP-BHR pre-drafting session conducted in Arusha in November 2024.

What Next

- With the NAP-BHR draft in place, LHRC plans to engage in the National Steering Committee Meeting for review and approval, a National Stakeholders Consensus Meeting for validation, and submission for government approval. LHRC remains committed to advocating for a legal framework on Human Rights and Business and ensuring its implementation.

Supported legal reforms to protect small scale mining

LHRC supported the Mining Commission to draft new regulations to address unclear provisions allowing foreign entities to operate under small-scale mining licenses, which raised issues around local participation and equitable benefits for Tanzanians. This regulatory framework aims to balance foreign expertise with national interests, environmental sustainability, and fair economic benefits for Tanzanians.

LHRC also documented commitments from the Mining Commission, Local Government Authorities, and the National Environmental Management Council to integrate human rights-based approaches into their regulatory practices and operational frameworks. This included initiatives to secure gender and social inclusion in the mining sector.

2.3.2. Enhanced corporate compliance, accountability, and environmental justice

Compliance with Corporate Social Responsibility (CSR) and Corporate Local Content Requirements (LCR) has been observed with varying degrees of effectiveness across Tanzania's mining regions. According to a 2022 survey, over half of respondents (56%) indicated they benefit from CSR initiatives, while about a third (37%) felt these activities provided no significant advantages.

On environmental protection efforts, the 2024 survey reported majority of businesses taking several proactive measures. They conduct due diligence before beginning operations, comply with environmental laws and adhere to guidelines set by the

National Environmental Management Council (NEMC). They also proper waste disposal and sewage systems. A few corporates also mentioned use of environmentally friendly machines and equipment (operating environmentally friendly business). Some large enterprises, such as GGML in Geita, also contribute funds or support environmental management and protection initiatives.



Picture 11:feedback session with Officials of Workers Compensation Fund (WCF) as part of implementing recommendations from Human right and Business report 2024.

According to the Human Rights and Business survey of 2024, 58% of respondents were unsure if compensation was granted fairly and timely. 16% said compensation was fair but not timely, while 11% stated it was unfair but timely. Only 9% reported that compensation was both fair and timely, and 6% said no compensation was provided. Business compliance with labour laws and standards remains a challenge, however the percentage of workers claiming to have employment contracts increased from 64.6% in 2022 to 69.4% in 2024. The percentage was higher in regions such as Arusha (94%), Dar es Salaam (87%), Dodoma (85%), Geita (85%), and Mbeya (85%).

In Geita, interviews with the Planning Officer at the Geita Town Council highlighted that companies, particularly Geita Gold Mine Limited (GGML), have adhered to CSR requirements as outlined by mining laws and regulations. A similar sentiment was shared by the Planning Officer in Nyang’wale District, who acknowledged the positive contributions of Bulyanhulu Gold Mine Limited in sectors such as health, education, and the environment. The efforts of small-scale miners in supporting CSR initiatives in the district were also noted.

The same survey also explored compliance with LCR, particularly in mining-heavy regions like Shinyanga, Mara, and Geita, where most of the country's mining activities are concentrated. The findings revealed that companies in these areas complied with local content requirements by developing and submitting local content plans, sourcing locally produced goods and services, providing employment opportunities for citizens, and offering training programs.

2.3.3. Enhanced access to appropriate and effective judicial/non-judicial remedies

LHRC has constantly been providing legal support to victims of business activities and advocating effective access to remedies for victims of human rights abuses by businesses in the country. LHRC successfully facilitated the realization of workers' rights by exposing rights violations in the Human Rights and Business report

For instance, one of the victims who was injured in Chinese factories face challenges in compensation is exposed. With LHRC support the WCF worked on the recommendation and facilitated accessibility and the realization of Mr. Meshack's rights as narrated in the story below.

Meshack Alfred, a former employee of Goldsun Mattress Limited in Mkuranga District, was injured at work on October 12, 2023, when his hand was crushed by a machine. He was rushed to local hospitals and underwent treatment, with his employer covering medical expenses totaling 1,500,000/- Tanzanian shillings. However, the employer did not provide compensation. Meshack claimed he was mislead into signing a WCF notification form that blamed him for the injury due to negligence, preventing WCF from offering compensation. He stated that he did not fully understand the form, which was in English. Meshack has not been able to return to work but was advised to explore alternative tasks. He is still receiving treatment at Muhimbili Hospital and has medical debt. Following exposing this violation in the Human Rights and Business report 2024 WCF acknowledged his claim, provided medical assistance, paid his salaries, and as the year was ending, they were finalizing the process for compensation related to his disability.

2.4. IMPROVED LEGAL AND POLICY PROTECTION FOR WOMEN, CHILDREN, AND PERSONS WITH DISABILITIES

2.4.1. Increased Legal empowerment rights of women, children, and persons with disability.

Increased Women LGA Leadership Through Empowerment

LHRC empowerment to women in Mtwara and Pwani regions has managed to increase the number of women in the local government leadership. In the last two years LHRC conducted specific interventions in Pwani and Mtwara to use women leaders' voices to influence women to vie for leadership positions.

In Pwani 2023 LHRC documented more than 300 women who committed to run for LGE with support from their Women councilors. In the 2024 LGE there was an increase of women in LGA leadership which could only be possible through the Program. In all Pwani Districts there have been a slight increase of women leadership from 2% to 8%.

Also, in 2024 women's day LHRC empowered 70 women aspirants with leadership and electoral laws to motivate them, run for LGE. Out of 70 women 32 run in their respective political parties and 38% were elected to represent their political parties, 9% women were elected with 6% being Mtaa chairperson and 1 being a Mtaa council representative.

"It is challenging to be a woman politician, but the councilors have given us hope and that they will support us in ensuring we do not stop throughout the way. They have been motivational and inspiring, and we believe if they have done it, we all can." Mwanahamisi Salum, Aspirant
Rufiji(translated from Kiswahili)



Picture 12: A gathering during the women days where 70 women were empowered on electoral laws and the importance of having representation from LGA level.

1. Police Commitments on Femicide.

LHRC has documented a notable shift in police reporting practices. Unlike in the past, where femicide cases were broadly recorded as general murder crimes, current police report now differentiate femicide cases from other homicides, acknowledging the gender-based motives behind these crimes. This improved categorization has led to better visibility of femicide data in official police records and media reporting, enabling stakeholders to address the issue more effectively.



Picture 13: Meeting with RPCs during the dissemination of femicide study in 2024.

2. Effective Implementation of ACEWRC recommendations

The government has implemented the recommendations made by ACERWC on reentry case by almost 80% of, which is exceptional, and it was recommended by the committee for the excellent work done and collaboration between Applicants and the Respondent in making sure all 14 recommendations are implemented fully.

3. Effective protection of persons living with Albinism in Tanzania

In 2024 the government of Tanzania adopted the National Action Plan on Persons living with Albinism. The NAP represents a significant commitment by the government to protect the rights and well-being of individuals with albinism. It is a comprehensive effort that combines legal, health, and social measures to address the challenges faced by people with albinism and promote their full inclusion in Tanzanian society.

BREAKING THE SILENCE: LHRC'S LANDMARK FIGHT FOR ALBINISM RIGHTS IN TANZANIA

Background

In response to the widespread human rights violations faced by persons living with albinism (PWA) in Tanzania, LHRC, in collaboration with Centre for Human Rights and Institute of Human Rights and Development in Africa, filed a case before the African Court on Human and Peoples' Rights (AfCHPR). The case, Centre for Human Rights and Others v. United Republic of Tanzania (Application No. 019/2018), sought to hold the Tanzanian government accountable for failing to protect PLWA from discrimination, violence, and social exclusion.

The case addressed the severe human rights violations faced by Persons Living with Albinism (PLWA), focusing on their right to life, non-discrimination, protection from torture, and dignity. These violations included brutal killings, mutilations for superstitious rituals, exclusion from education and employment, and a lack of legal protection. On February 5, 2025, the African Court delivered a groundbreaking judgment, ruling that Tanzania had violated several provisions of the African Charter on Human and Peoples' Rights and other international human rights treaties. The court ordered the government to take action, including developing a national strategy to eliminate violence against PLWA, strengthening investigations, and improving healthcare and education services tailored to their needs.

This ruling marked a significant step forward in recognizing the rights of PLWA and holding the Tanzanian government accountable for ensuring their protection. It also raised awareness internationally about the struggles of PLWA in Tanzania. However, challenges remain, such as delays in implementing reforms, ongoing social stigma, and gaps in law enforcement. The case highlighted the importance of strategic litigation to drive change, the need for collaboration between various sectors, and the critical role of continued advocacy and community engagement to shift public attitudes and ensure that legal victories result in real, lasting change.

Conclusion

The litigation initiated by LHRC represents a significant milestone in the fight for the rights of people with albinism in Tanzania. While the court ruling marks a step forward, continuous engagement, advocacy, and monitoring are essential to ensure that the legal gains translate into real-world protection and improvements for PWA. LHRC remains committed to ensuring that Tanzania upholds its human rights obligations and implements the court's directives effectively.



Picture 14: LHRC staff and police officer during empowerment session on the effect of Femicide in the community at Southern Highland in 2024.

2.4.2. Reformed discriminatory laws, policies and harmful practices against women, children and PWDs

1. The Launch of the National Plan of Action to end VAWC

The Government launched the National Plan of Action to end Violence against Women and Children (NPA/VAWCII) committing to ensuring enough budget for implementation. NPA/VAWCII included recommendations made by LHRC which were around the area of parenting, community participation and prevention mechanism to be put in place to prevent violence rather than response. These recommendations will equip families with the skills to create safer home environments, reducing the risk violence at the household level while fostering collective responsibilities in preventing violence in the community.

2. Legal Recognition of Junior Councils

The government on Tanzania established and legally recognized the juniors' councils from the local government to the national level. This means the councils will be receiving annual budgets and guaranteed legal protection. LHRC in collaboration with other stakeholders have been advocating for the junior or children councils since 2023 as the junior councils were established through a specific guideline for the same.

3. Children in Contact and in conflict with the law

LHRC has contributed to the amendment of the Law of the Child Act 2024 Section 115 to introduce the provision requiring the presence of the social welfare where the victim is the child. The law only protected children in conflict with the law to have social welfare officers mandatorily but not children as victims of violence or as witnesses in a court of law. LHRC has championed the need for full protection of children in courts and other legal authorities, ensuring that their rights and well-being are safeguarded. The law now requires having social welfare officers present mandatorily when a child is a witness. This will help protect the best interests of the child, provide psychosocial support, and mitigate potential trauma during legal proceedings.

4. Protection of children from digital violence

The government has amended the Law of the Child Act section 158(1) to include protections against sexual exploitation of children in digital space. This amendment expands the legal framework to explicitly recognize digital violence against children,

ensuring that offenses such as online grooming, cyberbullying, and child pornography are legally actionable. It also strengthens enforcement mechanisms by providing law enforcement agencies with a clear mandate to investigate and prosecute digital offenses against children.

This significant milestone is a direct result of LHRC and other like-minded organizations' consistent advocacy efforts. Through sustained engagement with policymakers, awareness campaigns, and strategic partnerships, LHRC has played a key role in pushing for stronger child protection laws.

CASE STUDY: IMPLEMENTING RE-ENTRY – SUCCESSES, CHALLENGES, AND LESSONS LEARNED

Introduction:

Legal and Human Rights Centre, in collaboration with Centre for Reproductive Rights, successfully litigated before the African Committee of Experts on the Rights and Welfare of the Child (ACERWC) in Communication No. 0012/Com/001/2019. The case resulted in Decision No. 002/2022, which ruled that Tanzania's policy of expelling pregnant and married girls from school violated the African Charter on the Rights and Welfare of the Child. The Committee issued 14 recommendations aimed at ensuring the re-entry of affected girls into the formal education system. This case study examines the progress made, challenges encountered, and lessons learned from the implementation of the decision.

Successes in Implementing Re-Entry

- **Policy Shifts and Public Commitments,** In November 2021, the Tanzanian government lifted the ban on pregnant girls returning to school. This shift was reinforced by President Samia Suluhu Hassan, who officially announced the policy change. In March 2022, the government issued re-entry guidelines outlining the process for returning girls to school.
- **Increased Awareness and Advocacy,** Public discourse on girls' education has significantly improved. CSOs and human rights groups have worked to raise awareness about the importance of re-entry.
- **Reduction in Forced Pregnancy Testing,** While reports still indicate inconsistent enforcement, mandatory pregnancy testing has been publicly discouraged by the government.
- **Establishment of Reporting Mechanisms,** The National Child Helpline 116 was strengthened to provide a platform for reporting violations, including cases of expulsion, or forced pregnancy testing.

Challenges in Implementation

- **Legal and Policy Gaps,** despite lifting the ban, the Education (Expulsion and Exclusion of Pupils from School) Regulations, 2002, which justify the expulsion of

pregnant and married girls, remain unchanged. This has created confusion and inconsistent implementation.

- **Limited Enforcement and Accountability**, many schools still expel pregnant girls, citing outdated regulations. There is no legal sanction against school administrators who refuse to comply with the new guidelines.
- **Barriers to Returning to School**, The re-entry guidelines impose a two-year limit for girls to return to school, creating an unnecessary restriction. Moreover, many girls face stigmas, lack of financial support, and challenges balancing education with childcare responsibilities.
- **Lack of Holistic Support Programs**, There is no structured national program to provide psychosocial support, mentorship, or financial assistance to returning students, making it difficult for them to succeed.
- **Inconsistent Teacher and Community Awareness**, Many teachers and school administrators are unaware of the re-entry guidelines or deliberately refuse to implement them. Similarly, communities still uphold discriminatory norms, discouraging girls from resuming their education.

Lessons Learned

1. **Legislative Reforms Are Essential**, Policy shifts alone are insufficient. Tanzania must amend the Education Regulations and explicitly prohibit expulsion due to pregnancy or marriage to ensure legal clarity and enforceability.
2. **Stronger Monitoring and Accountability Are Needed**, the government must introduce strict enforcement mechanisms, including penalties for non-compliant schools and training for educators on implementing re-entry policies.
3. **Comprehensive Support Systems Improve Outcomes**, beyond re-admitting girls, there is a need for scholarships, mentorship programs, and daycare facilities to ensure their sustained success in school.
4. **Community Engagement Is Key**, overcoming societal stigma requires grassroots sensitization campaigns to shift negative perceptions and empower girls to reclaim their right to education.

Conclusion

While Tanzania has taken important steps toward implementing the ACERWC decision, significant gaps remain in legal reforms, enforcement, and holistic support systems. Ensuring meaningful re-entry requires policy changes, accountability mechanisms, and sustained advocacy efforts. Moving forward, LHRC and its partners will continue engaging stakeholders to push for comprehensive legal amendments, increase public awareness, and monitor compliance to secure the right to education for all girls in Tanzania.

2.5. IMPROVED EFFECTIVENESS OF LHRC IN DELIVERING HER MANDATE

LHRC has made considerable progress in strengthening its governance, fiscal management, resource mobilization, and operational efficiency throughout 2024.

Strengthening Board Oversight

Throughout 2024, the LHRC Board of Directors played a crucial role in guiding strategic direction, reviewing performance, and enhancing organizational governance.

Board Committees, including the Board Risk Audit and Compliance Committee (BRAC) and the Governance and Policy Committee, met periodically to review financial oversight, audit compliance, and policy frameworks.

A major milestone in 2024 was LHRC's official recognition as a Charitable Organization by the Tanzania Revenue Authority. This status will enhance credibility with donors, enable tax exemptions where necessary, and access to new funding opportunities. Additionally, LHRC aligned its financial and regulatory frameworks with national compliance standards, ensuring sustained financial transparency and efficiency.

Improved Human Resource Management

To maintain a safe and efficient working environment, LHRC ensured that all four offices remained operational, clean, and well-maintained. Security enhancements, including regular maintenance of office premises, equipment, and vehicles, improved workplace functionality and efficiency.



Picture 15:LHRC staff attending staff engagement session in December 2024 as part of Wellness and reflection.

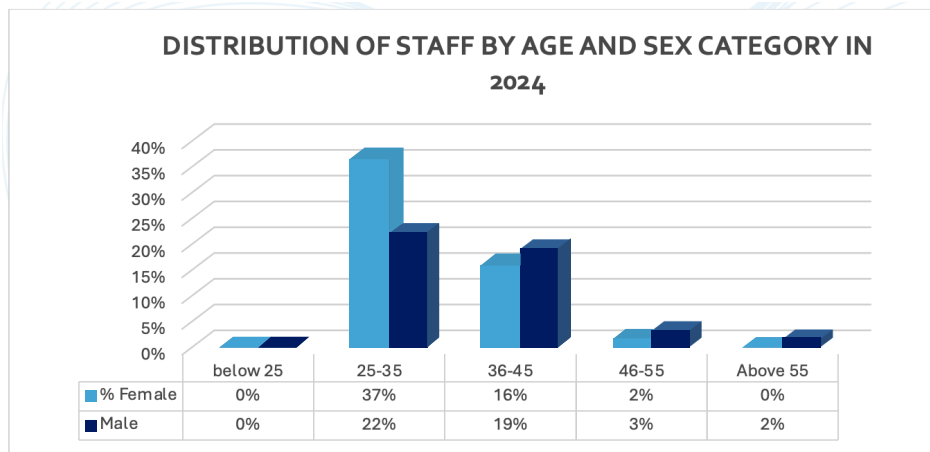
Diversity, Equality, and Inclusion

In 2024, LHRC continued her commitment to fostering diversity, equality, and inclusion by supporting individuals from various racial, ethnic, religious, and gender backgrounds, as well as people with different abilities.

LHRC has actively integrated a gender equality perspective at all levels across policies, programs, projects, and tools. We have successfully exceeded the 50-50 gender balance,

with our board comprising 37% males and 63% females, while our workforce consists of 38% males and 62% females.

Additionally, in 2023, our organization was enriched by the presence of four generations within our team. This generational diversity brought together a mix of ages, contributing to greater effectiveness through diverse perspectives, ideas, creativity, and innovation.



Graph: Distribution of LHRC staff and volunteers by age and sex in 2024.

The data highlights a predominantly younger workforce, with over two-thirds (66%) of employees under 36 years. Women represent the majority in most age categories, especially in the 25-35 age bracket and fixed-term contracts, reinforcing the importance of gender inclusion. The presence of PWDs among fixed-term contract staff signifies efforts toward workplace diversity and inclusivity.

Enhanced Infrastructure Security compliance and business continuity

Significant security enhancements have been implemented, which has improved intrusion prevention and VPN access. These measures have strengthened the organization's cybersecurity posture, minimizing risks of data breaches.



Picture 16: Staff following up internal training on safety and security and ethical use of Artificial Intelligence in 2024.

Security improvements have contributed to safer work environments, ensuring staff can operate without security concerns. When staff feel secure, they can focus on their work without the distraction or anxiety of potential security threats. This leads to improved morale, higher engagement, and increased efficiency.

LHRC's Disaster Recovery Plan enhances ICT resilience, ensuring secure data backup, swift restoration, and minimizing downtime for business continuity.

LHRC ensures data governance and security by complying with Tanzania's Personal Data Protection Act and registering with the Personal Data Protection Commission. This builds confidence among clients and stakeholders that their personal information is handled responsibly and in accordance with legal standards.



SECTION

03

MONITORING, ACCOUNTABILITY, EVALUATION, & LEARNING

LHRC's Monitoring and Evaluation system is essential in guiding the organization's work, ensuring that programs are on track and aligned with their goals. In 2024, after completing its 2019–2024 Strategic Plan, LHRC conducted an independent evaluation to reflect on its progress. The findings from this evaluation not only helped shape the new 2025–2030 Strategic Plan but also provided valuable recommendations for enhancing future programs.

Effectiveness

Over the past six years, LHRC has consistently worked towards realizing her strategic objectives, demonstrating a strong commitment to addressing pressing human rights issues in Tanzania. Quantitative interviews showed that 96.3% of beneficiaries had a well-entrenched knowledge of human rights, with high awareness of specific rights such as education (77%), life (68%), and health (57%). Women's knowledge was skewed towards the right to education (79%), while men's knowledge focused on the right to health (63%) and freedom of expression (61%). Media played a key role in driving awareness, as confirmed by 59% of beneficiaries.

Efficiency

LHRC has implemented various measures to ensure cost-

effectiveness and efficiency in her activities and interventions. The use of comparative analyses to assess the relative cost-effectiveness of different approaches, such as comparing the costs of legal aid clinics versus mobile legal aid clinics has been useful and effective in reaching more clients. Partnerships and collaborations with grassroots, national and international organizations have enabled LHRC to expand its reach and impact without incurring significant additional costs. LHRC has embraced innovative approaches, such as using technology and community-based paralegals, to enhance cost-effectiveness. Mobile legal aid clinics, community radio programs, and training community-based paralegals have proven to be cost-effective strategies for expanding and sustaining access to legal services and reaching larger audiences. The organization has

also integrated cost-effectiveness considerations into her monitoring and evaluation framework, allowing for data-driven decision-making and continuous refinement of strategies.

Relevance

LHRC's Strategic Plan 2019-2024 demonstrated strong alignment with her goals and objectives, as confirmed by 93% of stakeholders. Beneficiary surveys revealed pressing human rights issues in communities, including gender-based violence (34%), child abuse (17%), and discrimination based on disability (11%). 56% of right holders surveyed both men and women had experienced or knew someone who experienced violations of socio-economic rights mainly abuse (50%), land grabbing (37%), and discrimination (24%). LHRC's objectives and strategies align well with these identified needs.

Coherence

The endline evaluation found that LHRC's five strategic objectives are interconnected and mutually reinforcing, working together to advance the overall goal of improving the human rights situation in Tanzania. 93% of LHRC's activities align with the strategic plan objectives, indicating strong internal coherence between day-to-day work and strategic direction. Externally,

LHRC Strategic Plan aligns well with key national policies, SDGs and regional and international human rights mechanisms.

Impact

Analysis of the quantitative findings indicates that LHRC's interventions have significantly improved beneficiaries' knowledge and understanding of their rights. Most of the beneficiaries (59%) confirmed that LHRC has positively impacted on their ability to recognize and largely demand their rights. Furthermore, 41% of respondents specified that LHRC's programs have positively influenced their decision-making ability. These findings suggest that LHRC's efforts have not only raised awareness about human rights but also empowered individuals to actively advocate for their rights and make informed decisions in their personal and community life.

Sustainability

LHRC is pursuing several deliberate strategies to enhance the sustainability of her human rights impacts. These include institutionalizing legal aid by developing standard procedures, investing in staff capacity, and securing long-term funding; empowering grassroots actors like paralegals and human rights monitors through training and mentorship; engaging the government collaboratively to

entrench human rights education in the education curricular at all levels; mainstream human rights approaches in policies and sectors; and exploring ways to diversify its resource base beyond traditional donors.

LESSONS LEARNED

The following are lessons learnt

- i. Feedback mechanisms like the WhatsApp groups have been effective in facilitating communication between LHRC and grassroots partners like the women councilors. This has enabled real-time updates on cases and quick mobilization of support.
- ii. Digital tools like 'Haki Kiganjani' have facilitated efficient case management and reporting. Ensuring such tools are functioning well is important for effective operations.
- iii. The strong collaboration between LHRC and women leaders, facilitated through direct contacts and communication platforms, enables timely support when handling complex cases in communities.
- iv. Marginalized groups like women with children who are PWD are becoming empowered to voice their challenges and seek help, pointing to improving attitudes due to the education programs.
- v. LHRC's capacity building for women councilors has empowered them to take on leadership positions more confidently.
- vi. LHRC has contributed to notable human rights improvements, with many of its recommendations being implemented, such as policy changes, freedom for media, allowing pregnant students to return to school, and formulating a Criminal Justice Commission.



SECTION

04

KEY PRIORITIES FOR 2025



4.1.1. Democratic Engagement

Tanzania is set to conduct general elections in October 2025. In 2024, LHRC received accreditation from the Independent National Electoral Commission (INEC) to observe and provide civic awareness during the biometric voter registration (BVR) exercise.



4.1.2. Supporting implementation of laws and practices safeguarding rights of women, children and PWDs

Supporting the rights of the most vulnerable groups, particularly women, children, and persons with disabilities (PWDs), will be a key focus for LHRC. In addition to advocating for reforms of harmful laws.



4.1.3. Conducting inclusive research about the situation of Human Rights

LHRC will focus on conducting inclusive research. Research is a core program of LHRC, aimed at ensuring access to data and information that supports evidence-based advocacy efforts.



4.1.4. Bills and laws analysis

For the first year of program implementation, LHRC will focus more on analysis of laws and regulations.



4.1.5. Supporting implementation of laws and practices safeguarding rights of women, children and PWDs

Supporting the rights of the most vulnerable groups, particularly women, children, and persons with disabilities (PWDs), will be a key focus for LHRC and associated bills governing media freedom, digital space, good governance, and democratic process.



4.1.6. Implementing community based human rights response

LHRC will operationalize an elevated and sustainable human rights response by enhancing the capacity of frontline human rights defenders, particularly women human rights victims and defenders, and community actors.



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