



# ANNUAL PROGRESS REPORT 2018

*For a Just and Equitable Society*



**Report Compilation**

Legal and Human Rights Centre

**Editors**

Anna Henga  
Felista Mauya  
Michael Mallya  
Neema Lotang'mwaki  
Paul Mikongoti  
Naemy Sillayo  
Fundikira Wazambi

**Core Development Partners**

Embassy of Sweden  
Royal Norwegian Embassy  
Ford Foundation

**ISBN: 978-9987-740-36-9**

©  
LHRC

March, 2019.



Norwegian Embassy



**FORD  
FOUNDATION**





## Acronyms

AGM	Annual General Meeting
AGYW	Adolescent Girls and Young Women
APRM	African Peer Review Mechanism
BoD	Board of Directors
CBO	Community Based Organization
CDF	Children's Dignity Forum
CGP	Community Grievance Process
CHRAGG	Commission for Human Rights and Good Governance
CSO	Civil Society Organization
DC	District Commissioner
DMS	Document Management System
DUCE	Dar es Salaam University College of Education
EU	European Union
FBO	Faith Based Organization
FGM	Female Genital Mutilation
GBV	Gender Based Violence
GEPF	Government Employees Pension Fund
HESLB	Higher Education Students' Loan Board
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HRC	Human Rights Club
HQ	Head Quarters
ICCPR	International Covenant on Civil and Political Rights
ICNL	International Centre for Non Profit Law
ICT	Information Communication Technology
IDLO	International Development Law Organization
IRCPT	Inter-Religious Council for Peace Tanzania
IRDP	Institute of Rural Development Planning
IRI	International Republican Institute
JUKATA	Jukwaa la Katiba Tanzania
KRA	Key Result Area
LAMS	Legal Aid Management System
LAPF	Local Authorities Pension Fund
LHRC	Legal and Human Rights Centre
LSF	Legal Services Facility
MEL	Monitoring, Evaluation and Learning
MNMA	Mwalimu Nyerere Memorial Academy
MoU	Memorandum of Understanding
MP	Members of Parliament
NACONGO	National Council of NGOs
NAP	National Action Plan
NEC	National Electoral Commission
NGO	Non-Governmental Organization
NHIF	National Health Insurance Fund
NIT	National Institute of Transport
NSSF	National Social Security Fund
OSIEA	Open Society for Eastern Africa
PAYE	Pay as You Earn
PIM	Program Implementation Meetings
PPF	Parastatal Pensions Fund
PSSSF	Public Service Social Security Fund
SIDA	Swedish International Development Agency
SMI	Social Media Influencers
SP	Strategic Plan
TANLET	Tanzania Legal Education Trust
TCD	Tanzania Centre for Democracy
TCRA	Tanzania Communications Regulatory Authority
TEC	Tanzania Episcopal Conference
TECMN	Tanzania Ending Child Marriage Network
THRDC	Tanzania Human Rights Defenders Coalition
TPF	The Tanzania Police Force
TSNP	Tanzania Students Networking Program
TUPACE	Tunduru Paralegal Centre
UDOM	University of Dodoma
UDSM	University of Dar es Salaam
UK	United Kingdom
UN	United Nations
UPR	Universal Periodic Review
URT	United Republic of Tanzania
WCF	Workers Compensation Fund



# CONTENTS



Executive Summary

01



Milestone and Annual Trends

02



Message from the Board Chairperson

08



Message from the Executive Director

09



## CHAPTER ONE

Citizens' centered constitution achieved and all laws reviewed to be consistent with the new constitution

12



## CHAPTER TWO

Improved Laws, policies and practices that are human right sensitive

17



## CHAPTER THREE

Reduced Human Rights Violations and Injustices

30



## CHAPTER FOUR

Government and Companies' compliance to regional and international standards with regards to economic, social and environment standards.

46



## CHAPTER FIVE

Improved Laws, Policies and Practices that are human right sensitive

50



## CHAPTER SIX

Monitoring, Evaluation and Learning

58



## CHAPTER SEVEN

Key results, challenges, opportunities, lessons learnt and conclusion

60

INDEPENDENT AUDITORS REPORT

66

# Executive Summary

LHRC concluded the implementation of her six-year Strategic Plan 2013 – 2018 in December 2018 with remarkable achievements towards attaining her vision of a just and equitable society. The overarching objective was to empower citizens (rights holders) to understand their rights, then claim them and hold accountable the duty bearers while advocating for change of laws and practice to conform with the international human rights standards and fulfil their duties.

Such aim was addressed through implementation of the five interrelated and coordinated objectives or Key Results Areas (KRA) namely:



Citizens' centered Constitution achieved and laws reviewed to be consistent with the new Constitution.



Improved laws, policies, and practices that are human rights sensitive.



Reduced human rights violations and injustices.



Government and companies' compliance with regional and international standards on economic, social and environmental rights increased; and .



A relevant, sustainable and high impact LHRC.

Under Objective One, LHRC continued to embrace the revival for the demand of the new constitution as strategic option for the attainment of a citizen centered constitution where human rights would be enshrined and discussions be revived on the conduct and accountability of government and its citizens. This goal was addressed through collaboration and networking with likeminded individuals and organizations in a way to create massive knowledge base and movement to demand for the revival of the new constitution making process despite of lack of political will and priority from the government to make it happen as anticipated by citizens and other stakeholders.

Under Objective Two, LHRC successfully advocated for change of oppressive laws which still exist in the stat-

ute books that can and have been used to oppress human rights in multiple ways. These include the 40 bad laws highlighted by the Judge Nyalali (late) Commission and a number of other oppressive laws enacted in recent years, most of which are very oppressive to the promotion of civil and political rights, specifically on freedom of expression and the right to information.

Further, LHRC advocated for ratification of the important international human rights instruments, including the Convention against Torture and the Optional Protocol to the International Covenant on Civil and Political Rights (ICCPR) that have not been ratified; these instruments were recommended in the Universal Periodic Review (UPR) process of 2015. To that end, LHRC mounted pressure on the government to implement the UPR as well as the African Peer Review Mechanism (APRM) recommendations.

Under Objective Three, LHRC continued to manage knowledge related to human rights violations and injustices in the country through research and fact finding missions. LHRC as well improved the dissemination approach – banking on social media in addition to convention approach of reaching the public through publications, radio and TV outlets. This approach was also in response of the continued shrinking civic space which has seen the media reluctance in addressing human rights issues.

Under Objective Four, LHRC monitored human rights violations experienced in the business and human rights area on issues of non-observance of labour standards, extra-judicial killings, land related conflicts, environmental degradation, violation of consumer rights, lack of mandatory legal framework for Corporate Social Responsibility, climate change, and non-observance of community rights in harnessing natural resources . LHRC also monitored how corporates have been adhering to the UN Guiding Principles on Business and Human Rights in conduct of their business.

Under Objective Five, LHRC worked with both internal and external stakeholders to improve capacity of its staff, both permanent and volunteers to enable them deliver on LHRC Strategic Plan and projects entrusted by the development partners. This has been done to meet public demand and expectations in line with organisational purpose, leadership, culture, capacity, structure, processes and systems in place.

Further, LHRC improved its fundraising capabilities through diversifying funding sources in order to respond to financial constraints and realities by involving her staff and Board members. Further, LHRC maintained its financial accountability, systems the overall working environment, organisational governance and prioritised improvement of security, health and safety plan so as to build a robust and effective organisation.

Finally, key results, challenges, opportunities and lessons learnt were drawn and informed our new Strategic Plan 2019-2024 and Work Plan for adaption and improve on our service delivery.



## Our Coverage



### Visit our offices



Headquarters  
Justice Lugakingira House,  
Kijitonyama, Kinondoni, Dar es Salaam





Kinondoni  
Legal Aid Clinic Isere Street  
Kinondoni, Dar es Salaam





Arusha Office  
Olerian Street, Plot No. 116/5,  
Sakina kwa Iddi, Arusha

## Annual Trend 2013 - 2018

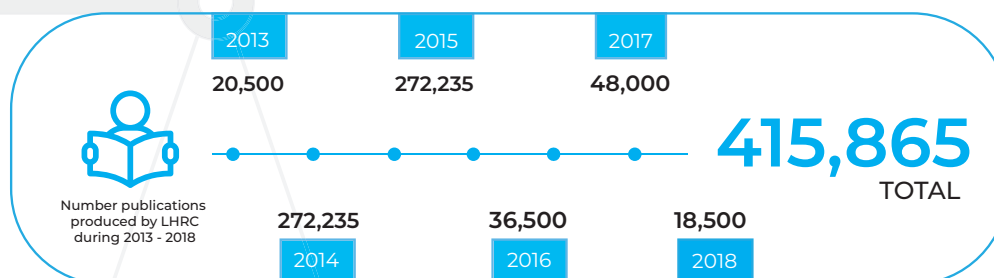
# of Legal Aid Clients Empowered by LHRC during 2013 - 2018

	2013	2014	2015	2016	2017	2018	TOTAL
MALE 	10070	9279	11197	14579	5568	<b>13876</b>	<b>64569</b>
FEMALE 	5601	6012	6029	10282	10610	<b>4921</b>	<b>43455</b>
	<b>15,671</b>	<b>15,291</b>	<b>17,226</b>	<b>24,861</b>	<b>16,178</b>	<b>18,797</b>	<b>108024</b>

# of Human rights cases Attended during 2013 - 2018 HRC during 2013 - 2018

	2013	2014	2015	2016	2017	2018	TOTAL
MALE 	768	294	301	540	3431	<b>155</b>	<b>5489</b>
FEMALE 	398	560	472	381	239	<b>258</b>	<b>1558</b>
	<b>1166</b>	<b>1560</b>	<b>472</b>	<b>921</b>	<b>3670</b>	<b>258</b>	<b>7047</b>

Number publications produced by LHRC during 2013 - 2018





Prof. Geoffrey Mmari  
Board Chairperson - LHRC

## Message from the Board Chairperson

Dear colleagues,

On behalf of the Board of Directors of LHRC, I am delighted to share with you our 2018 milestones as documented in this annual progressive report. In 2018 we witnessed the great work done by LHRC as she boldly responded to increased abuse and violations of human rights, addressing shrinking civic and democratic space and promoting the rule of law and good governance.

Together with the continued cause to advocate for protection and promotion of human rights in Tanzania, LHRC made significant change of her top leadership team as well as change in strategic direction.

Being the last year of her previous strategic plan, LHRC accepted and welcomed the change of gear from her long and successfully serving executive team, Dr. Helen Kijo-Bisimba, Executive Director and Mr. Ezekiel Massanja, Director of Finance and Administration who excellently served the organization for more than 20 years. Ms. Anna Henga, the new Executive Director and Mr. Silvian Sariko, Director of Finance and Administration succeeded the two legendary leaders.



LHRC developed her new six years Strategic Plan (2019 – 2024) to respond to existing and anticipated challenges threatening human rights in Tanzania.

LHRC developed her new six years Strategic Plan (2019 – 2024) to respond to existing and anticipated challenges threatening human rights in Tanzania. The Strategic Plan outlines five strategic objectives aiming at increasing public awareness of rights and laws, enhancing access to justice and rule of law, improving civic and democratic space as well as advancing gender equality in Tanzania.

The good work done by LHRC could not be possible without the generous support from her partners; the Embassy of Sweden, the Royal Norwegian Embassy, Ford Foundation, the Legal Services Facility (LSF), the International Centre for Non Profit Law (ICNL), and the International Development Law Organization (IDLO), among others.

We are very grateful for the continued support from these partners. Also, we would like to express our gratitude to human rights monitors and paralegals who tirelessly volunteer to inform us about human rights issues across the country, as well as providing legal assistance and raising awareness on human rights at community level. Exceptionally, we would like to appreciate the support we have received from the Government and its institutions, the Parliament, the Judiciary and most importantly all Tanzanians in forging our cause to protect and promote human rights in Tanzania.

Lastly, the Board of Directors would like to commend the great and excellent performance of all LHRC staff for their ongoing commitment to delivering innovative and high quality legal services.

We humbly pledge for your continued commitment towards attaining a Just and Equitable Society.

Prof. Geoffrey Mmari  
Board Chairperson - LHRC





Ms. Anna Henga (Advocate)  
Executive Director- LHRC

## Message from the Executive Director

Dear Friends and Colleagues,

In the time so far I have served as the Executive Director of the Legal and Human Rights Centre, it has been my privilege to work alongside such experienced, knowledgeable and committed team of staff and partners. Everywhere I look, I see passion and commitment that I find both humbling and deeply impressive.

It has come to the attention of the country- again- that human rights matters, LHRC exists for "A Just and equitable society". The values we share, the work we do, and our cause for the human rights defenders – the poor, the oppressed, the marginalized, and all those who are left behind – are on the scaffold.

I am thrilled to share with you the LHRC annual report for 2018 which marks the end of our Strategic Plan 2013 - 2018. This report showcase the major activities undertaken during the year 2018, key achievements, success stories and our key learning. In this year the main focus was centred on addressing the current shrinking civic space situation in Tanzania, the most challenging time where the political environment has been grim; laws which hinder civic space, CSOs and media space are enacted and implemented.

We have witnessed deteriorating human rights situation in the country, over the past two years, basic freedoms of assembly, expression, association and the right to take part in governance has severely been restricted by the government apparatus. There has been continued restriction to political assembly and the right to participate in governance has also been violated.

Most of the 2017 and 2018 by-elections were marred by violence and irregularities and incidents of massive human rights violations including excessive use of force by law enforcement agencies, abductions of party leaders, representatives and voters, beatings and torture. There have been continued threats to CSOs, the media and religious leaders for critically commenting on governance and political issues. Regardless of these challenges LHRC has remained strong, focused, determined and vigilant to achieve its objectives.

For the year 2019, LHRC shall intensify its work to intensively advocate for law reforms and rule of law so that the government and other duty bearers can conform to human rights standards including promotion and protection of civil and political rights to enhance meaningful and adequate participation of citizens in governance and democratic processes as Tanzania is heading towards the 2019 Local Government Election and setting inclusive and fair play ground for 2020 general election.

Please let me invite you to read our 2018 Annual Progress Report for further details and share your feedback for adaption and implementation in 2019.

Ms. Anna Henga (Advocate)  
Executive Director- LHRC



This report showcases major activities undertaken during the year 2018, key achievements, success stories and key learnings....



## LHRC Overview



### Who are we?

LHRC was established in 1995 as a private, autonomous, voluntary, non-partisan and not-for-profit sharing, non-governmental organisation with the objective of empowering the people of Tanzania on legal and human rights awareness.

It was formed by University of Dar es Salaam lecturers of the then Faculty of Law, seeking to engage with the causes of some of the rights violations they encountered in their legal aid camps. They founded the Tanzania Legal Education Trust (TANLET) within the University, and later the LHRC as an autonomous NGO.



### What we do?

Since inception the organisation has thought big and responded boldly to a range of issues. It has articulated and given visibility to human rights issues in the country, built relationships with communities and strengthened social and emotional capital. It has built capacities of young lawyers most of whom are now fearless activists and frontline human rights defenders both at home and abroad. LHRC has trained paralegals, human rights monitors, and volunteers and provided capacity building to civil society organisations. It has organised human rights campaigns on specific issues such as environmental justice, created spaces for citizens to air their views and complaints related to social justice, and documented stories of abuse of human rights as well as positive stories. LHRC has grown to be known as a leading human rights organisation, human rights watch dog, pace setter, bold and serious organisation as well as flag bearer of human rights in Tanzania. Its operations are mainly focused in Tanzania mainland with specific interventions in Zanzibar. LHRC is a member of different national, regional, international NGOs Networks and human rights bodies. The LHRC has an observer status with the African Commission on Human and Peoples Rights since 2000.



### Our purpose and values

The LHRC vision, mission and values are largely carried forward from previous Strategic Plans, continuing to accurately express the intentions and niche that LHRC occupies in Tanzania.



### Our Vision

Our vision is for "A Just and Equitable 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 engagement for human rights and good governance; and where justice and respect for human dignity are reality.



### Our Mission

Our Mission is to empower the public and promote, reinforce and safeguard human rights and good governance in Tanzania through legal and 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 Core Values



## Integrity

LHRC ensures that integrity underpins all of its operations. LHRC strives to always conduct its work with honesty and trustworthiness, upholding ethical principles and holding to strong moral uprightness. This means doing the right thing even when no one is watching.



## Equality and diversity

LHRC treats individuals or groups of individuals fairly and equally, specific to their needs. LHRC does not discriminate against its clients or employees on the grounds of age, sex, nationality, tribe, ethnicity, place of origin, political opinion, race, colour, disability, occupation, or on any other status. Even when focused on a specific marginalised group, LHRC does not contravene this principle by limiting benefits to only that group.



## Transparency

Unless confidentiality is required, LHRC ensures that constituents and stakeholders are fully aware of LHRC's actions, management and financial situation.



## Accountability

LHRC is accessible and openly accountable, positioning itself where people know LHRC's responsibilities, and are able to ask for explanations, and give feedback on their experiences of the LHRC.



## Professionalism

Members of LHRC conduct themselves with competence, respect and courtesy in engagement with constituents, stakeholders and duty bearers. LHRC strives to provide timely and high-quality services to society.



## Voluntarism and Volunteerism

LHRC operates in a spirit of volunteerism, undertaking responsibilities willingly and with dedication and commitment beyond the value of financial rewards or material benefit.

## Governance Structure

LHRC is a membership organization with current membership base of more than 150 members. The organization is governed by the (AGM) which meets each year. AGM appoints Board of Directors and approve the external auditors. It also receives the audited accounts reports of the organization. LHRC has a Board of Directors (BoD). Currently there are 8 board members with different backgrounds; lawyers, human rights experts, religious leader, journalist, and accountants. The BoD is the supreme governance body. LHRC has a management team which is headed by the Executive Director.

## Board of Directors

LHRC has a Board of Directors (BoD) composed of 8 board members including staff representative to be selected by staff meeting in 2019 with different backgrounds: lawyers, human rights, media, finance and accountancy experts. The BoD is the supreme governance body.

## Annual General Meeting (AGM)

LHRC hosts 120 members two of which are organizations while others are individuals. Members, form the Annual General Assembly, the highest organ of the organization. Affiliates meet annually to ensure the organization operates within its mandate and scope. The constituent deliberate on the contextual framework of the LHRC while receiving the Audited Financial and Annual Report. They are in charge of making decisions on general lines of policy, including the power to amend the memorandum and articles of association, as well as to appoint the Board of Directors.

## List of Board Members

No.	Name of Board Member	Title
1.	Prof. Geoffrey Mmari	Chairperson
2.	Ms. Anna Aloys Henga (Adv.)	Secretary
3.	Ms. Emeline A. Mboya	Member
4.	Mr. Thaddeo W. Mashera	Member
5.	Dr. James E.M. Jesse (Adv.)	Member
6.	Ms. Rebecca Z. Gyumi	Member
7.	Ms. Anastazia Rugaba	Member
	Ms. Sophia M. Komba	Member





## CHAPTER ONE

# CITIZENS' CENTERED CONSTITUTION ACHIEVED AND ALL LAWS REVIEWED TO BE CONSISTENT WITH THE NEW CONSTITUTION



LHRC continued to embrace the revival for the demand of the new constitution as strategic option for the attainment of a citizen centered constitution where human rights would be enshrined and discussions be revived on the conduct and accountability of government and its citizens. This goal was addressed through collaboration and networking with likeminded individuals and organizations in a way to create massive knowledge-base and movement to demand for the resume of the new constitution making process despite of lack of political will and priority from the government. The following activities were implemented towards realization of the above goal:

#### Engaged and empowered youth groups on the challenges of the Constitutional Review Process and how to overcome the said challenges

Informed students from higher learning institutions have the potential to influence young people both in-school and out of school on the need to demand the revival of the new constitution making process for both current strategic needs and their fate. In this regard, LHRC organized and conducted a workshop on constitution literacy for 425 students (231 (54%) male and 194(46%) female) drawn from human rights clubs (HRC)/Associations in eight (8) higher learning institutions as summarized in table 1 below:

**Table 1: # of Students/Leaders who attended the Constitution Literacy workshop in 2018**

Stakeholder/Participants	Male	Female	Total
Leaders of HRC from 8 Universities	15	10	25
Members of HRC from UDOM	216	184	400
<b>Total</b>	<b>231</b>	<b>194</b>	<b>425</b>
Percent	54%	46%	100%

Source: Activity Report, 2018

The workshop instilled to participants new knowledge and insights around constitution review. The participants were also reminded of their vital role in the drive to revive the constitution making process by demanding review of the laws guiding the constitution review process. At the end of the workshop more than 70% of the participants claimed to have understood the process and related laws which should be reviewed in order to regain the momentum and revamp the stalled process.

#### Established and Maintained Partnership with Media, CSOs and FBOs to invoke Constitution news and Publicity

### Media engagement

LHRC recognizes the power and role of media in spreading information on constitution and other educative contents to the wider public. This enables the public to resonate with tailored information and influence positive change. The media is the as key human rights and rule of law partner in the country. In this regard, LHRC signed a Memorandum of Understanding (MoU) with 63 journalists 41 males and 22 females from mainstream media and community radios across the country and in order to make sure that the public is widely reached and involved in the dialogue on the demand for the revival of the constitution making process.

Further, LHRC embraced intensive use of ICT to amplify voices of the marginalized groups targeting hard to reach young people through social media and online platforms as an addition to limited public fora.

Furthermore, LHRC developed and aired a total of 16 radio programs/sessions for Constitution as follows: eight (8) radio sessions through Sibuka FM, five (5) consecutive sessions through EFM radio, one (1) radio session through Voice of Tabora (VOT), one (1) radio session through Tarime, one (1) radio session through Radio One Stereo. LHRC also aired a total of three (3) television programs through weekly Pambanua program on Chanel Ten of which one was a live.

Some of the media houses offered free airtime to LHRC in order to create and

raise more awareness on the constitution review amongst the citizens and duty bearers through their media outlets. This was highly valued as buy-in by the media and indicated the media concern on the need to have the new constitution which will also address challenging laws affecting freedom of media to operate independently.

### CSO/FBO engagement

LHRC appreciates the role and space of civil society organizations (CSO) and faith based organizations (FBO) in creating awareness and demand for

## In Summary

63

Journalists  
Empowered

16

Radio Programs  
Produced & Aired

27

Religious Leaders  
Engaged

65

Paralegals  
Empowered

<sup>1</sup> University of Dar es salaam, University of Dodoma, Saint Augustine University (Mwanza), St. John University (Dodoma), Tumaini University (Dar es Salaam), Mzumbe University (Morogoro), Muslim university of Morogoro (Morogoro), Social Work Institute (Dar es Salaam) and the Centre for International Migration and Foreign Relations (Dar es Salaam)

constitution review as a strategy to attain real freedom and holistic development.

In this regard, LHRC forged partnership with CSOs such as: Jukwaa la Katiba Tanzania (JUKATA), Tanzania Human Rights Defenders Coalition (THRDC), Tanzania Centre for Democracy (TCD) and International Republican Institute (IRI) and FBOs such as Inter Religious Council for Peace Tanzania (IRCPT), to push for the constitution agenda and spread the same message to their audience through continuous dissemination of the agenda.

As a result of FBO engagement, religious leaders under IRCPT adopted constitution agenda by making various statements which were independently released by its members at different occasions.

On June 17, 2018, the Islamic Confederation of Tanzania gave a public statement advising the government to act on the new Constitution process:

On the same note, the Tanzania Constitution Forum (Jukwaa la Katiba Tanzania) released a press statement to remind the government on the need for the 15th Constitution amendment of the United Republic of Tanzania (URT) constitution especially in matters which touch the election process as the country is heading to 2019/2020 local and general elections respectively; these include inception of several issues such as; establishment of independent National Electoral Commission (NEC), Independent candidate, Equal representation, Political parties Coalitions, Presidential results to be challenged in courts, President to be elected by absolute

<https://www.thecitizen.co.tz/News/Cleric-calls-for-national-dialogue/1840340-4325918-gxb6yc/index.html>

## Cleric calls for national dialogue

FRIDAY MARCH 2 2018

Twitter Facebook LinkedIn Print Email



### In Summary

The priest made this remark on Friday, March 2, during a meeting with Legal and Human Rights Centre (LHRC) to discuss revival of constitution review process.

By Josephine Christopher @JocfineQ  
news@tz.nationmedia.com

Dar Es Salaam. Tanzania Episcopal Conference cleric, Fr Daniel Dule, says dialogue on reconciliation is imperative in promoting national unity.

The priest made this remark on Friday, March 2

*A news clip on the cleric's call for Constitutional Review Process as captured from The Citizen newspaper*

On March 15, 2018, twenty seven (27) Evangelical Lutheran Church Bishops including their leader Dk. Fredrick Shoo confidently, insisted the fact that the country would enjoy everlasting peace and security if Tanzania revives the constitution review process before the 2020 election.

The same sentiments had been expressed by the Tanzania Episcopal Council (TEC) of the Roman Catholic Church on 2nd March 2018 which urged the government to revamp the constitution review process;

majority.

LHRC managed to move the government and gave out its stance and exposed its level of commitment towards carrying on with the stalled constitution review process. Despite of the negative statements from the government, the position helped LHRC to reform its advocacy methods in order to successfully influence change through citizens' empowerment to be able to continuously demand for the people's centered constitution. The President was

“

“The positive things which have been done by the 5th phase government can only be sustained if there will be a new constitution in place... a patriotic leader is not a substitute for a new constitution”

- Fr Daniel Dule,  
Tanzania Episcopal  
Conference (TEC) Cleric  
March 2, 2018





I covered 42,500 Kilometers during my campaign across the country, but I did not at any one time promise a new constitution"

- President John Pombe Magufuli  
November 2018

quoted saying:

*"I covered 42,500 Kilometers during my campaign across the country, but I did not at any one time promise a new constitution"*

Such kind of statements were issued at different time by other high profile government officials in response to the continued demand by CSOs and the empowered general public in an outcry for the demand of the revival of the constitution reviewing process.

Further, LHRC efforts have facilitated establishment of quasi-partnership between leaders of different coalitions in demand for the revival of the constitutional review process. This was witnessed when Political Parties leaders under the Tanzania Centre for Democracy (TCD) and Religious leaders (under IRCPT) joined forces and worked together in pushing for the revival of the constitutional review process realising the same to be the sustainable solution for their organisations to operate freely.

Thus, on 22nd February 2018 TCD and Religious leaders conducted a joint dialogue on Constitution Review process as an everlasting solution to democracy in Tanzania. One of the joint resolution made from the meeting was to seek appointment with the President to address their concerns including the need for the revival of the constitution review process.

### Decision makers' engagement

LHRC empowered Members of Parliament (MPs) through workshops training and round table discussions to appreciate the need for resuming the Constitution review process resulting to adoption of the

agenda. Some empowered MPs went further to table private motions before the Parliament in order to push for the government to revamp the Constitution review process. On March 8th, 2018 Hon. Saed Kubenea, Member of Parliament for Ubungu presented a letter to the Parliament with intention of tabling a private motion calling for major amendments of the Constitution of the United Republic of Tanzania in order to have an independent National Electoral Commission (NEC) before the forthcoming elections namely in the 2019 and the 2020 Local Government Election and General Elections respectively.

In a way to respond to the motion, the minister pronounced the government's intention and interest of reviving the Constitution review process being among 2015-2020 CCM manifestos to be implemented in the year 2018/ 2019. Such statement was made when the minister was presenting his strategic plan and the 2018/19 budget priorities of the Ministry of Constitution and Legal Affairs in Dodoma.

### Experts' engagement

LHRC collaborated with Lawyers and Academicians who are experts in Constitution making process. These conducted the assessment on the reasons for the deadlock and recommended for suitable legal framework amendments.

The analysis document contained expert suggestions on how LHRC would adapt suitable advocacy strategy while engaging the decision makers and the public at large with regards to the necessity of reviving the Constitution review process. The report was published in three differ-



Participant receives from Dr. Helen Kijo-Bisimba a copy of the Expert Analysis on Constitutional Impasse in Tanzania and other awareness materials on constitutional making process in Tanzania. The launching of the book took place in Dar es Salaam on June 22, 2018.

ent simplified versions in both English and Swahili and disseminated to the decision makers including the high profile government officers (shown in figure 2) including President of the URT H.E Dk. John Pombe Magufuli and retired President Dk. Jakaya Mrisho Kikwete during 2018 Saba Saba International Trade fair.

### Grassroots engagement

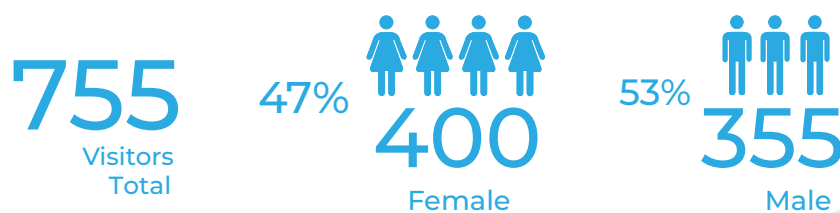
LHRC recognized the need to reach out and engage the paralegals through capacity building trainings in order to cascade and raise awareness on the Constitution review process at their respective district, ward and village levels. In this regard 65 paralegals comprised of male 30 and female 35 from 29 districts were trained on constitution education. Tunduru Paralegal Centre (TUPACE) being one of the participants of the above session, used such education to educate its members and like minded partners in Ruvuma region. During the implementation of their activities on routine basis also distributed constitution's publications materials which were prepared by LHRC in concerning advocating for revival of Constitution review process.

### Constitution Resource Centre

LHRC managed and resourced its Constitutional Database by documenting videos, books, audios and pictures from different constitution events and sources in order to promote the center and invite people to visit Constitution data base both online and offline. Visitors from different areas and institutions visited Constitutional data base and enriched their knowledge during 2018.

#### FACT FILE

#### Constitutional Resource Centre 2018



## CONCLUSION

In this chapter the report portrays the work the LHRC performed in the area of the revival of the Constitutional review process. As it has been shown the LHRC had to engage various stakeholders for the constitutional agenda to stay ticking. Despite some negative statements about the political will in the area it was possible through the parliament engagement to receive the government official stand on the issue of the constitution review process as the Minister of Constitution and Legal Affairs reiterated during his speech in Parliament after one Member raised that issue through an independent Motion. The working together with other CSOs and FBOS has helped the agenda of revival of process to go high through statements and even appointments with the head of state.

The engagement with constitutional experts have led to reaching more people with a well elaborated reason for the state of the process. It was also very positive in engaging the youth and grassroot members of the society through the paralegals in 29 districts who also reached out to its members in the districts. The media was yet another engagement which bore positive results in the area of keeping alive the demand for the new constitution. This outcome as shown in this chapter indicate positive results earmarked by the LHRC



## CHAPTER TWO

# IMPROVED LAWS, POLICIES, AND PRACTICES THAT ARE HUMAN RIGHT SSENSITIVE



There are a number of oppressive laws which still exist in the Tanzanian statute books that can and have been used to oppress human rights in multiple ways. These include the 40 bad laws highlighted by the Late Judge Nyalali Commission and of previous years a number of other oppressive laws have been enacted all very oppressive to the promotion of civil and political rights on the freedom of expression and the right to information. These laws and the conduct of the government calls for continuous engagement and crafting innovative strategies for advocacy for reform of these laws, policies and practices. Further, there is still a number of important conventions that have not been ratified and the same were recommended in the UPR process of 2015 and thus the need to continue the momentum to pressurize and follow up the implementation of the UPR as well as the APRM recommendations and advocate for the ratification of important conventions such as the Convention Against Torture and the Optional protocol to the ICCPR. The following activities were implemented towards realization of the above goal as follows:

#### Strengthened commitment of key Government, Parliament and Civil Society actors advocating for reforms of judicial system and structure

Legal and Human Rights Centre engaged several actors in order to improve laws, policies and practices in the government institutions, parliament and judiciary so that they could be more human rights sensitive and adhere to human rights standards. During this reporting period, a total of 14 roundtable discussions were held with government officials including: Ministers, Directors and Executive Secretaries.

#### Press releases and conferences

In the year 2018 LHRC conducted fourteen (14) press conferences and twenty seven (27) press releases to inform public and condemn various incidences which were against the Constitution of the United Republic of Tanzania, 1977 as follows;

1. A press conference to condemn on the Tanzania Communications Regulatory Authority's (TCRA) decision to impose fines to five

- (5) television stations.
2. Analysis of President Magufuli Speech on the Right of Prisoners
3. A press conference on launching of Freedom of Expression Analysis Booklet
4. A press conference on human rights violation in By-Election
5. The Police Brutality and arbitrary use of powers
6. A call of citizen participation in 12th Parliamentary Session
7. Arbitrary use of powers by District Commissioners (DC)
8. Call for voters participation in By election process
9. Legal analysis on the Cashew nut debate

In response, duty bearers were moved to act upon some of issues recommended for reforms; including issues of policy brutality and arbitrary use of powers.

On October 15, 2018 IGP ordered regional and districts police commissioners to strictly take disciplinary measures against abusive police officers. In the same event, Director of Administration, Ministry of Home Affairs, Issa Ngimba said "I order the Inspector General of the Police (IGP) to take stringent measures against any policy officers found guilty of brutality and arbitrary use of powers" Another notable reaction from the government was on arbitrary use of powers by District and Regional Commissioners whereby the President reacted by revoking some of them including Mwanga District Commissioner who had jailed the district director. (The Citizen, Monday January 28, 2019)

#### Bill Analysis session and submit LHRC recommendations

LHRC is one of the key stakeholders who contribute to law making process in the country. During this reporting period, LHRC analyzed nine (9) laws in order to make sure they comply with the International human rights standards and submitted its recommendations to the government for further adaption. The nine laws are provided below as follows:

1. Miscellaneous No. 5 Act, 2017
2. Non-Governmental Organizations (NGOs) Policy
3. National Prosecution Services Act, 2008
4. Criminal procedure Act, 1985
5. Magistrate's Courts Act Cap.11
6. Statistics Act, Cap.351
7. Tanganyika Law Society Act, Cap 307
8. National Prosecution Service Act

### In Summary

14

Roundtable  
Discussions

27

Press Releases  
Circulated

14

Press Conferences  
conducted

09

Laws  
Analysed

3000

Materials for Advocacy  
produced



## Cap.480

## 9. Online Contents Regulations of 2018

Further, such laws and intended amendments were made public so that citizens could also understand, engage and share their views through media and/or their members of parliaments since not all of them could attend the public hearing sessions. In this regard, LHRC produced and published 1000 copies of advocacy materials, 1000 copies of the analysis of the legal framework on Freedom of Expression and Freedom of Assembly and 500 copies of Know Your Rights Book on Freedom of Expression 500 copies of Hand Book on LHRC recommendations of NGOs Policy. Same materials were also made available in the LHRC's website and social media platforms.

In addition to the above innovation, LHRC conducted three consultative meetings in order to discuss and clarify on the laws and regulations which contradicted the public and raised awareness to community members including 100 youth comprised of male 60 and 40 female during the dialogues which focused on the online content regulation 2018, the Amendment of the Statistics Act, 2015. Also conducted NGO Policy Review with 45 Paralegals and 5 LHRC Partners.

Increased engagement with like-minded organizations to advocate for government implementation of UPR and APRM recommendations and ratification of International Human Rights Instruments

LHRC prepared a paper with recommendations made for Tanzania after gathered comments from stakeholders on what should be done with regard to each particular recommendation and indicate who is responsible for its implementation. The Ministry of Constitution and Legal Affairs adapted 58% of the UPR recommendations by incorporating them into the new 2018 – 2022 National Human Rights Action plan for implementation.

Further, LHRC conducted two roundtable discussions with 10 CSOs focusing on UPR and APRM respectively and agreed on new approach that will be used to advocate for implementation of the UPR and APRM recommendations in view of the 5th phase government

of Hon. President John Pombe Magufuli. Also, LHRC conducted a focused group discussion with representatives from APRM Secretariat on what they have so far been able to implement based on issues identified in the 2013 APRM Country Report. As a result of the above discussion, partners resolved on the collaborative approach that will bring on board both CSOs and the APRM Secretariat and work together as a team. On the same note, the APRM Secretariat approved LHRC to be part of the validation meeting on the APRM report implementations.

Acceptance of LHRC's technical legal advice to the Parliament of United Republic of Tanzania

On 24th August 2018 LHRC submitted its technical recommendations before the Parliamentary Committee for Constitutional and Legal Affairs to reject the establishment of Mobile Courts until further rectification as was proposed in the Written Laws (Miscellaneous Amendments) Act No. 3 of 2018. The committee adopted the LHRC technical advice and addressed it in the National Assembly which demanded the Government to rectify error highlighted in the LHRC submission for establishment of the Mobile Courts and Special Courts.

Therefore, the Government decided to withdraw the whole part of the bill proposed the establishment of the Mobile Courts and Special Courts due to Parliamentary remarks.

**Strategic engagement for improvement of laws and practice through the provision of legal aid**

#### Legal Aid delivery

LHRC continued with provision of legal aid through her legal aid clinics located in Kinondoni and Arusha Municipalities to indigents in order to empower vulnerable people access justice at convenient and affordable cost and tap into issues for advocacy.

#### Mobile Legal Aid

In 2018, LHRC conducted 3 mobile legal aid clinics along with other mission in Kahama, Dar es Salaam and Ukerewe (Figure 3) in order to support distant indigents to access justice and get legal aid education at their localities also exchange

## In Summary

# 58%

UPR  
Recommendations  
adopted





LHRC representative (3rd from right) with members of partner organizations pose for a photo with Ho. Sophia Mwakagenda (c) in one of the parliamentary engagements in Dodoma.

Figure 1: Graph showing number and type of cases attended during the Commemoration of International Day of Girl Child in Kahama and Shinyanga on October 11th 2018

### Trend Analysis

experience on human rights and advocacy issues at local and district levels. A total of 1,077 clients comprised of male 358 and female 719 were supported during such period. The chart below shows that of all the cases, matrimonial issues scored 34% followed by probate which scored 27%, abuse of children's rights scored 17% and Land scored 10%. The rest of cases ranked low by 5% and below.

Over the past six years, LHRC attended a total of 102,025 clients comprised of men 62,868 (62%) and women 30,157 (38%) as shown in figure 4 below.

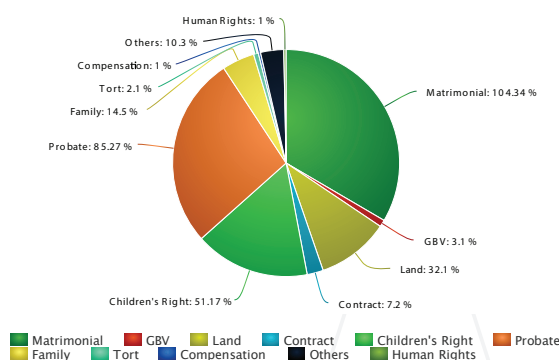


Figure 2: Trend of Legal Aid Clients

While a total of 100,047 cases were attended by LHRC during the same period as follows: Land cases were 35,929 (36%), Employment 25,088 (25%), Probate 5,848 (6%), Matrimonial 10,736 (11%), Contract 6,923 (7%), Tort 3,129 (3%), Insurance 2,407 (2%), Child maintenance 1,943 (2%) and and Other cases 8,044 (8%) as shown in figure 5 below.

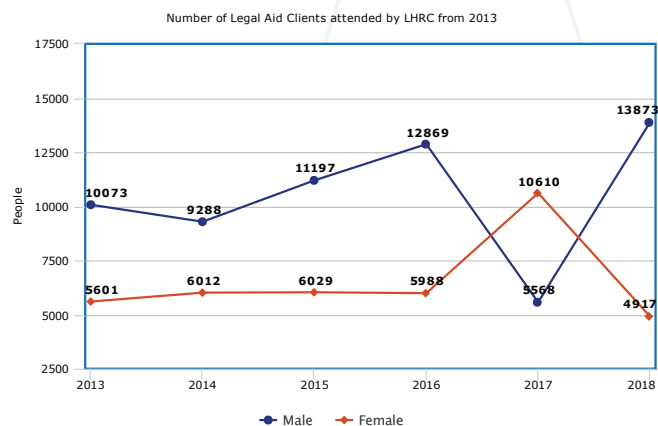
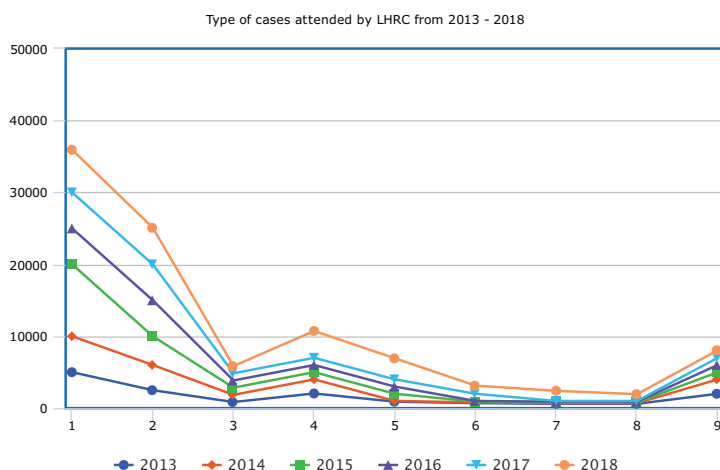


Figure 3: Trend of Cases



Group Photo of Paralegals in Ukerewe, Representatives from Swedish and Irish Embassy and LHRC's Executive Director during mobile legal aid mission held on November 30, 2018

### Tapping Issues for Advocacy

LHRC use legal aid services as one of its strategic options to identify and tap issues for advocacy. In this year, a total of 19 issues (Beyond our target of 12 issues set for 2018) were identified for further action including shaping our advocacy strategy and campaign that seek to improve laws, policies and practices in order to comply with International Human Rights Standards.

### Strategic Litigation

This year, LHRC filed four strategic cases in court 1st challenging the Constitutionality of sections 25 (l) (a), (b) and (c) and Section 26 of the Statistics Act no. 09 of 2015 at High Court Mbeya; 2nd challenging the Constitutionality the provisions of section 16 of the Cyber Crimes Act no. 14 of 2015; 3rd challenging the Constitutionality of Sections 43, 44, 45 and 46 of the Police Force and Auxiliary Services Act [CAP. 322 R.E. 2002] at Mwanza High Court; and 4th challenging mandatory death penalty Miscellaneous Civil Case No. 22/2018 at High Court Tanzania and that of Online Content High Court Mtwara. Before the regional court, LHRC filed the reference before the East Africa court of justice challenging the amendments of the Statistics Act and at the African Court on Human and Peoples Rights on the protection of the people with albinism.

## In Summary

# 19

Issues tapped for advocacy from Legal Aid provision

# 04

Strategic cases filed

# 51

TV Episodes developed and aired

# 1,753,386

People reached through Pambanua TV Program

# 26

Community Radio Episodes aired

# 520,000

People reached



## Case Study

### Access to Justice

### Mr. Elia Mashauri, (Ukerewe) Tanzania

The case of Mr. Elia Leonard Mashauri

Mr. Elia Leonard Mashauri owns a plot of land of 1 acre, which he was given in 1974 through Tanzania's villagization process. The land was, in 2016, claimed by his neighbour and the neighbour's son. The neighbour's son cut down the fruit trees on the land and beat Mr. Mashauri.

Mr. Mashauri did not let this scare him but tried to access justice by requesting the chair of the village land council to provide him with a letter confirming the land was his and by taking the letter to the police to have the neighbour's son arrested.

Nevertheless, the police had allegedly already been bribed by the neighbour's son and, in addition, the police also requested Mr. Mashauri to pay a bribe if he wanted the issue resolved. Mr. Mashauri then turned to LHRC's paralegals who assisted him to turn to the Police Officer Commanding District (OCD). As a result, the OCD arrested the neighbour and neighbour's son.

The paralegals did not only assist Mr. Mashauri to access court for this case, but they also strengthened him to be able to represent himself and his case in court. The neighbour's son was sentenced to one year in prison and to pay Mr. Mashauri a compensation of USD 300.

Mr. Mashauri is today very proud to have been able to represent himself in court and very grateful for the assistance LHRC's provided with him and now believes in the possibility to attain justice.

### Increased advocacy and Empowerment for improvement of rule of law and human rights adherence

#### Mass Education Delivery

In this reporting period, LHRC produced and aired Pambanua television program with 51 episodes including 12 live episodes related to human rights and rule of law in order to raise awareness on then, current issues and empower citizens with relevant information so that they could in turn demand for their rights and hold their leaders accountable. The program was aired by Channel ten television and reached a total of 1,753,386 viewers and interacted with 1,038 viewers from all over the country through live episodes which attracted telephone calls, SMS, Comments and follow up Questions from viewers.

Majority of viewers were happy with tailored episodes and commended for such arrangement to reach out many people who were looking for such knowledge to address their legal and human rights issues.

In addition to the television program, LHRC opted to use community radios in order to cascade mass education messages in a more convenient and appropriate manner due to the fact that majority of the citizens resonate with community radios which operate within their localities and often meet their taste as compared to national media.

In 2018, LHRC designed and aired 26 episodes through Pambazuko la Africa Mashariki program aired by Sibuka FM based in Dar es Salaam and Meza ya Jamii aired by Kahama FM based in Kahama town in Shinyanga region and both reached a total of 520,000 listeners within and around their catchment areas. Feedback was collected through our media log which pulled all messages and comments from listeners which indicated their level of resonance and interest in our radio program.



*From left Ms. Mwanahamis Singano and Dr. Helen Kijo-Bisimba speak on the role played by women human rights defenders in Tanzania amid commemoration of Women Human Rights Defenders Day in 2018.*





## Case Study

### Access to Justice

### Ms. Nyanjige Seki (Ukerewe) Tanzania

Ms. Nyanjige Seki is merely 22 years old but has already been through very difficult times. She has lost a lot in life and is now battling to gain justice. Ms. Seki got married at 15 years of age and subsequently stopped her studies. She and her husband were managing small shops as their business and managed to build a house with their earnings.

After six years of marriage, her husband changed and started drinking a lot. He became violent and she turned into a victim of gender-based violence. One evening, when she was pregnant for the third time, he hit and kicked her so badly that she lost the baby she was expecting. The husband also wanted her to leave the house, but she refused since the house and common children also are hers.

Ms. Seki's husband then filed a matrimonial case seeking a divorce fabricating that she had once tried to poison him and the children. The court ruled that the husband would keep the two older children, but that she would get to keep the youngest one and that the husband would need to pay her 1000 Shillings per day for the youngest child. Also, that their common house should be sold and she would get 30% of value.

She wanted to appeal this, but the magistrate delayed the provision of a copy of the court decision to the extent that she missed the timespan for appeal. Hence, the appeal was rejected. Such delay of the provision of the ruling that hinders the defendant from the appealing can, according to the paralegals, at times be done on purpose as a result of bribes from the complainant.

She has now turned to LHRC's paralegals for support. Since her case is both difficult and very technical, LHRC has assigned the advocate to support her in accessing a fair ruling and justice. For very difficult cases such as this, LHRC also facilitates the provision of psychosocial support to the victim.



Are you passionate  
about protection  
and promotion  
of Human Rights?

Donate to our cause!



#### How to Donate (Airtel Money)

1st Step: Dial \*150\*60# to access your AIRTEL MONEY account.  
2nd Step: Select 5 – Make Payments.  
3rd Step: Select 4 – Enter Business Number.  
4th Step: Enter business number (275454)  
5th Step: Enter the amount you want to pay.  
6th Step: Enter the reference number.(1234)  
7th Step: Enter your "PIN" to confirm.



#### How to Donate (TigoPesa)

1st Step: Dial \*150\*00# to access your MPESA account.  
2nd Step: Select 4 – Pay By Mpesa.  
3rd Step: Select 4 – Enter Business Number.  
4th Step: Enter Business number (275454)  
5th Step: Enter the reference number.(1234)  
6th Step: Enter the amount you want to pay.  
7th Step: Enter your "PIN" to confirm.  
8th Step: Enter 1 to confirm the transaction



#### How to Donate (M-Pesa)

1st Step: Dial \*150\*01# to access your Tigo Pesa account.  
2nd Step: Select 4 – Pay Bills.  
3rd Step: Select 3 – Enter Business Number.  
4th Step: Enter business number (275454)  
5th Step: Enter the reference number.(1234)  
6th Step: Enter the amount you want to pay.  
7th Step: Enter your "PIN" to confirm.

For a Just and Equitable Society







From left, LHRC representatives at Sibuka (l) and Kahama F.M (r) raise public awareness on law and human rights at different times.

Further, LHRC used social media platforms to complement both television and community radio programs in order to raise more awareness on human rights and rule of law targeting especially youth who spend most of their time on smart phones as a strategy to get them involved and advocate for their rights and that of the general public.

A total of 9,751,068 people were reached through social media run by both LHRC and Social media Influencers (SMI) as shown in table 2 below:

of the media in order to promote right to information. In 2018, LHRC received 1,546 mentions (see the attached news clips) as a result of engaging media outlets namely: TV, Radio, Newspapers and Digital media for 28 times in various events and reached total of 13,287,870 people. Further, LHRC received 476 media inquiries from various media houses both national and international. Most of media inquiries sought clarification on issue of human rights and rule of law especially following abuse of human rights and power by duty bearers as shown in figure 4 below.

Table 2: Number of people reached through Social Media

Platform	Instagram	Facebook	YouTube	Twitter	Website	Total
LHRC	149,345	875,959	5,015	3,231,100	89,537	4,350,956
SMI	0	0	0	5,400,112	0	5,400,112
Total	149,345	875,959	5,015	8,631,212	89,537	9,751,068

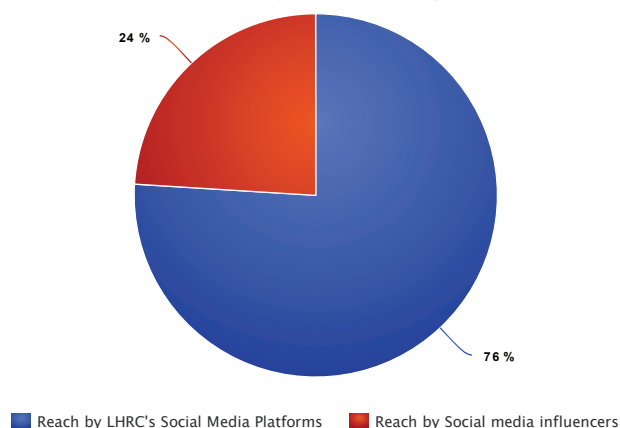
Source: Social Media Records, 2018

Further, LHRC designed and implemented various online campaigns including Katiba Mpya (New Constitution) campaign and Simamia Haki (Stand Up for Human Rights) in order to cascade demand for resume of Constitutional making process among other themes as shown in figure 6 below.

#### Information Exchange with media

LHRC work with media to widely disseminate legal and human rights information through continuous coordination and collaboration for broad and greatest interest of the public regardless of shrinking space

Figure 4: Percentage of LHRC reach by type of Media in 2018



Based on figure 7 above, majority of the audience were reached through social media (41%) followed by radio (28%), Newspapers (19%) and TV (12%). Also covered by both electronic and print media as shown in figure 8 below.

level when it comes to reporting on human rights issues and rule of law. In 2018, LHRC trained 88 journalists comprised of 51 male and 37 female in order to equip them with human rights sensitive journalism and reporting skills focusing on the following themes: Significance of the new Constitutional making process; the newly enacted Legal Aid Act 2017 as well as Media Ethics and Reporting on Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS). The training was held in Dodoma and Shinyanga regions in order to promote convenient and maximum participation of all target journalists from all over the country. Immediate result of both trainings led to increased inquiries and reported incidents of human rights violation across the country.

#### Sharing LHRC stories with the public

LHRC is an open and learning organization which values the right to information and receiving feedback from its beneficiaries and partners. In 2018, LHRC compiled and published her stories emanating from day to day activities and events which were implemented by the centre and its branches. In this regard, LHRC issued 24 press releases/statements and convened 13 press conferences to clarify on issues of human rights and rule of law as well as condemn human rights violations.



*Journalists Training in Shinyanga: LHRC's Michael Mallya facilitates training on Ethical Reporting on HIV/AIDs to journalists in Shinyanga region as part of community empowerment for social accountability on GBV.*

#### In Summary

9,751,068

Social Media Reach

1,546

Media Mentions

28

Media Events

25,312,324

Total Media Reach



# Media Coverage





## LHRC experts suggest three ways to help get Tanzania's new Katiba back on track

FRIDAY JUNE 22 2018

Twitter Facebook Google+ LinkedIn Email



LHRC executive director, Dr. Helen Kijo-Bisimba

### In Summary

According to Dr James Jesse of UDSM, the fifth

By Peter Elias @TheCitizenTz news@tz.nationmcs.com

Dar es Salaam. A team of experts formed by the

Newspaper cuttings depict LHRC coverage through newspaper and television for the year 2018 on issues related to Human rights and laws.





LHRC is known for ground breaking research and documentation regarding the state of human rights in the country. During this period, LHRC invested in Knowledge management in terms of publications, training, tools, courses, and exciting ways in order to position the organisation differently. LHRC tried as much as it could to convert information into knowledge – in order to make sense out of what LHRC was seeing and communicating to the public and the world at large. Further, LHRC was keen about what knowledge it produced and revived academic-activists connections so as to ensure that its research become more rigorous and the analysis is technically sound.

The enhanced connection with universities was meant to ensure that LHRC materials were used in teaching students for broad based impact while strengthening paralegal work, amplifying human rights agenda through media and link the research findings with the advocacy for the reforms of laws, policies and practices as well as constitution. Strategically, LHRC merged its information, mass education and networking units to work as one team in generating knowledge from the public and empowering the public through mass education programmes to be delivered through networks and community media outlets for diversification of risk and broad outreach advocacy.

#### Strengthened Capacity of Human Rights Monitors

LHRC has a network of 160 human rights monitors across the country. In 2018, LHRC trained 127 human rights monitors comprised of male 96 and female 31 equal to 79% of the target. The training was held on June 29th 2018 at Landmark hotel in Dar es Salaam focused on principles of human rights monitoring , report writing ,the use of social media in reporting human rights violation and training on the laws violating freedom of expression in Tanzania. Also a total of 133 reports were produced by human rights monitors whereby most of the reported issues included: Personal liberty (bail), Gender based violence, Matrimonial disputes and Land cases.



*Human Rights Monitors participate in one of backstopping training on human rights and laws to enhance human rights reporting. Training took place in Dar es Salaam from June 29-30, 2018.*

#### In Summary

# 10

Facts Findings  
conducted





## Case Study

### Access to Justice

#### Ms. Getruda Stephano

A case study of Ms. Getruda Stephano and her husband Ms. Gertruda Stephano and her husband live on subsistence farming and fishing. One night in August 2018, they were woken up by the task force who accused them of having illegal fishing nets. They requested the task force to go to the chair of the village council who could confirm that they do not possess any illegal fishing nets. The task force did not listen. They went into the house and beat Mrs. and Mr. Stephano, took money from them and broke their bed. They beat them both with sticks and the handle of an axe. Mr. Stephano was slapped so badly on the side of his head that he now has difficulties hearing.

He was also taken to the police station and further beaten and left in the cellar there until the morning before being taken to hospital as a result of his very poor state.

After less than a day he was sent home from the hospital and recommended to heal with herbal medicine. They reported their case to the LHRC human rights monitor and it constitutes one out of a total of 175 Operation Sangara-related cases reported from the island since the beginning of the year. Thanks to LHRC these cases are being reported and, now, investigated and shortly reported to

the authorities who have the possibility to stop such disrespect for human rights and transform the task-force into one that instead fulfils its mandate with due respect to human dignity and life, as well as with due respect to national laws.



### Conducted Human Rights Fact Findings Missions Based on Nature of Incidence'

In 2018, LHRC conducted ten (10) ad hoc fact finding missions for evidence-based advocacy and interventions in responding to the general public complaints on human rights violations and abuse reported by human rights monitors and media. These include: Killing of Akwilina Akwilini - a student at the National Institute of Transport (NIT) occurred in Kinondoni district; killing of Godfrey Luena - the human rights monitor and land rights defender in Namawala village in Kilombero district; Abduction of Abdul Nondo - a student at the University of Dar es Salaam (UDSM); Unlawful arrest of a pregnant woman in Mkudeni in Mang'ula ward in Kilombero district in Morogoro region; Termination and suspension of Bugando Medical College students; Kiteto village land eviction; Sexual abuse, Kasulu land eviction and Operational Sangara at Ukerewe.



*"operation Sangara" (operation by the Government to curb illegal fishing in Lake Victoria) during fact finding in Ukerewe, Mwanza.*

### Digitalized human rights monitoring system to track human rights violations

LHRC embraces digital technology to enhance its services and connect with human rights monitors across the country due to the fact that, a lot goes on through digital society and if used well it can contribute more on information sharing and uncover human rights violations at fast track pace. In 2018, LHRC digitalized its human rights monitoring system in order to identify, verify, document and expose human rights violations for evidence-based advocacy in the country. The digital system has helped the multiple users including human rights monitors, paralegals, media outlets and other human rights defenders to report on human rights violations country wide.

The system is hosted by Legal and Human Rights Centre subdomain and is accessible over the internet, but also incorporated on Android and IOS Mobile apps, for offline data filling when human rights monitors are located at internet challenging areas. The system has been integrated with SMS, as the general public can just text LHRC registered number +255 699 695 486 and the details are pushed to the system as shown in figure 9 below.

The system is hosted by Legal and Human Rights Centre subdomain and is accessible over the internet, but also incorporated on Android and IOS Mobile apps, for offline data filling when human rights monitors are located at internet challenging areas. The system has been integrated with SMS, as the general public can just text LHRC registered number +255 699 695 486 and the details are pushed to the system as shown in figure 9 below.

### In Summary

# 1,219

Students Trained on  
Human Rights

## Follow-up on the Reported incidents of Human Rights Violations for Redress

**Human Rights Monitoring System**

**Incident Submission/ Ripoti tukio**

**Contacts/ Mawasiliano**

Name/ Jina

Phone/ Namba ya simu

E-mail/ Barua Pepe

**Location/ Eneo**

Region/ Mkoa \*

District/ Wilaya \*

Ward/ Kata \*

Street/ Mtaa \*

**Time frame of the Event/ Tarehe na muda wa tukio**

Date/ Tarehe ya tukio

Time

**Brief Report of What Happened/ Maelezo Mafupi**

Message/ Ujumbe \*

**Pictures/ Picha**

Add a new file  no files selected

**DIGITAL HUMAN RIGHTS MONITORING SYSTEM**

Download on the App Store

ANDROID APP ON Google play

Send SMS: +255 699 695 486  
<https://hrms.humanrights.or.tz>

Picture 9. A snapshot of the human rights monitoring system

In 2018 LHRC attended a total of 258 human rights cases comprised of 103 female and 155 male who reported different issues of violations of human rights such as: denial of right to bail, gender based violence, land eviction, extrajudicial killings and child abuse cases. Based on figure 16 below, it is evident that, still majority of human rights violations are not reported perhaps due to failure to distinguish between human rights violation and what is considered culturally accepted malpractices especially, against women, girls, boys and elderly people both in rural and peri-urban communities.

This may definitely call for long term awareness raising and redress ignorance and fear among community members to achieve zero human rights violation. Based on these LHRC took different initiatives to resolve some of the issues through writing letters to relevant authorities like ministries, press releases and statements to call for government and community action for certain issues, referral services to CHRAGG and Social welfare departments as shown in figure 10 below.

Further, in 2018 a total of 214 cases of Human Rights violations were reported by media for further response as summarized in figure 17 below. Based on the pie chart, mob violence scored highest by 39%; followed by personal liberty 13%; and Gender Based Violence (GBV) 9%. Other violations were related to: Personal security and Extrajudicial Killings which scored 8% each; Rule of law scored 6%. While Freedom of expression, Freedom of Assembly, witchcraft and road accident scored 4% each. Death penalty scored least by 1% as shown in figure 11 below.

Over the past six years, LHRC attended a total of 7,047 human rights cases of which 5,489 cases (78%) were reported by men and 1,558 cases (22%) were reported by women as shown in figure 5 below.

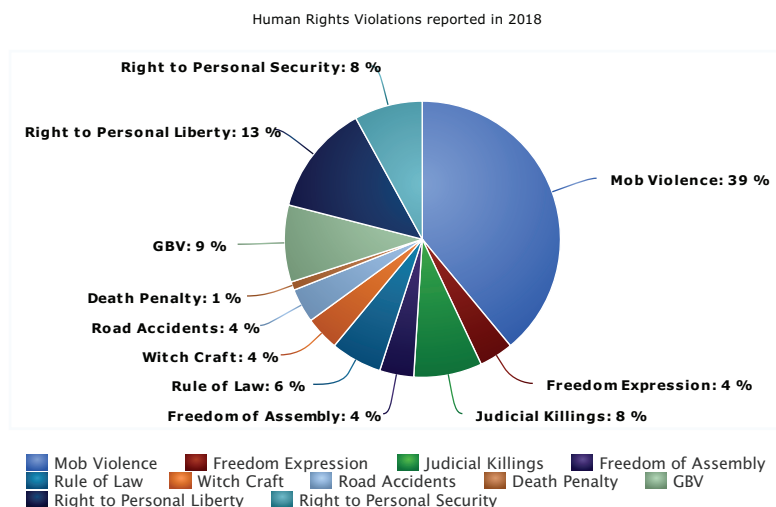


Figure 5: Type of Human Rights Violations recorded in 2018

#### Deliver Press Statements to amplify voices against human rights violations

In 2018, LHRC issued two press release following reported incidents of human rights violations in order to call up on the government and other stakeholders take appropriate action against suspects and protect victims and ensure maximum protection of all citizens across the country. The 1st press statement was issued to condemn the killing of Ms. Akwilina Bafta Akwilini (the former student of the National Institute of Transport) who was killed on 16th February 2018 at Mkwajuni Kinondoni Dar es Salaam as shown in picture 10 below. In this matter LHRC observed excessive use of the power by the police force. Her death was the result of the negligence of the police force in the implementation of their daily duties.



Mr. Onesmo Olengurumwa (c) address members of the press (not in a photo) in a joint CSO's Press Conference to condemn brutal killing of Akwilina Akwilini. The press conference took place on February 17, 2018 at LHRC Office in Dar es Salaam

The 2nd press conference was issued to condemn unlawful detention of the pregnant woman named Amina Raphaeli Mbunda resident of Mkudeni Mang'ula in Kilombero District in Morogoro region after arrested by the police force on 1st of June 2018 concerning the offense alleged to have been conducted by her husband named Abdallah Mrisho. The press statement raised the voice of the member of the parliament as a result the Honourable Speaker Job Ndungai ordered the Parliamentary Committee on foreign affairs and security to interrogate the woman on the allegation of being arrested for her husband offence and the alleged gender based violence occurred on 8th June, 2018.



### LHRC – Tanzania Police Force (TPF) partnership for human rights in Tanzania

The Tanzania Police Force (TPF) is one of the key and strategic partners in the protection and promotion of Human Rights in the country. Given this importance, LHRC continued to engage with TPF based on a signed MoU in the past through scheduled periodic meetings and trainings on specific themes. In 2018, LHRC conducted a reflection meeting with TPF held on 13th of December 2018 at Protea Hotel, Dar es Salaam. The meeting was attended by 19 people comprised of 7 female and 12 male being senior officers and representatives from the office of the IGP, CP NsatoMarijan, DCP Ahmed Msangi, ACP Lazaro Mambosasa and OCD from each District of Dar es salaam and representative from Commission of Human Rights and Good Governance (CHRAGG) as shown in picture 11 below.

Among other deliberations, it was agreed that there is a need to review the MoU between LHRC and the Tanzania Police Force to reflect on the current realities and going forward, both should meet on quarterly basis to reflect on human rights situation in the country and do timely response.



*The LHRC's Executive Director, Ms Anna Henga ( 2nd from left) and Director of Empowerment and Accountability, Ms. Felista Mauya pose for a photo with the Dar es Salaam Special Zone Police Commander, Mr. Lazaro Mambosasa (l) and ACP Ahmed Msangi, Head of Human Crimes at the Criminal Investigation Department (r) after a meeting held in Dar es Salaam in December 2018.*

### Strengthened and Established Human Rights Clubs at Universities, Colleges and Secondary Schools

#### LHRC – Students Partnership for Human Rights in Tanzania

LHRC made a strategic choice to work with secondary schools and higher learning students and their guardians as current and future change agents in promoting and protecting human rights and rule of law in the country. So far LHRC established 83 human rights clubs/associations in various institutions since its inception, and for this year, LHRC facilitated establishment and launching of additional five (5) new human rights clubs in both schools and higher learning institutions including; Tumaini University - Dar es Salaam College; St John's University; Institute of Rural Development Planning (IRDP); Institute of Social Work; and Baobab Secondary School as shown in a table below



Name of the Institution/Forum	Female	Male	Total
University of Dodoma (UDOM)	176	261	437
St. Johns University	272	150	422
Tanzania Students Networking Program (TSNP)	4	12	16
Dar es Salaam University College of Education (DUCE)	0	3	3
Institute of Rural Development Planning (IRDP)	216	121	337
Mwalimu Nyerere Memorial Academy (MNMA)	0	4	4
Total	668	551	1,219



#### Strengthening Existing Human Rights Clubs/ Associations for sustainability

LHRC continued to strengthen the work of human rights clubs through tailored trainings and mentorship. In 2018, LHRC conducted seven (7) trainings to a total of 1,219 students comprised of 668 female and 551 male being members of human rights clubs/associations from 11 institutions. Such trainings helped the students to learn about human rights concepts such as: identity, respect and tolerance; also reflect on their role and responsibilities as human rights pioneers and share information with LHRC facilitators and among themselves.

Further, they got an opportunity to discuss new and current issues affecting human rights and rule of law in Tanzania as shown in picture 13 below.



#### Deliver Human Rights Education through Exchange Visits

LHRC hosts and deliver human rights education to different people including students who pay a visit to our offices for the sake of learning and/or collecting data to inform their research studies. In 2018, LHRC hosted and educated four (4) groups comprised of 198 students (Female 99 and Male 99) namely: Pendamoyo secondary school, Aghakhan primary school, Goba secondary school and Kijitonyama Kisiwani primary school as shown in table 4 below. The students had an opportunity to learn about human rights history, mechanisms that protect human rights at national and international level as well as LHRC's history and work in Tanzania.

At the end of their visit, students shared their understanding before and after the visit, majority confirmed about having broadened their knowledge regarding human rights and rule of law, also compared what they learnt in class room and practical realities in the society. Finally, students learnt about how to establish their own human rights clubs for in-house capacity building and further reference as shown in picture 14 and 15 below



visit at LHRC on September 1, 2018.

Table 4: # of students attended by LHRC through Exchange Visits in 2018

Name of the Institution	Female	Male	Total
Pendamoyo secondary school	9	0	9
Aghakhan primary school	32	72	104
Goba secondary school	0	3	3
Kijitonyama Kisiwani primary school	58	24	82
Total	99	99	198

Source: Human Rights Clubs/Associations records 2018



### LHRC Joined the World to Commemorate the International Human Rights Day

LHRC joined the world to commemorate the International Human rights day as an initiative to promote human rights in Tanzania. The 2018 commemoration was marked with the theme “Stand up for Justice Equality and Human Dignity”. The commemoration was held on 7th of December 2018 at Karimjee Hall involving dialogues, debates and documentaries of human rights violations. LHRC used this day to convene the Annual Human Rights Associations in order to facilitate dialogue and exchange experience around Human rights issues in Tanzania.

The aim was to sensitize the protection of human rights in in Tanzania and further, raise public awareness which would make the government to ensure human rights are fully protected in political, social and economic arena. A total of 618 stakeholders comprised of CSOs, Religious leaders, partners such as SIDA Sweden, Norway, Ireland, Belgium, EU delegate, human rights clubs and media attended this event as shown in picture 16 below.



*The Ambassador of Sweden in Tanzania H.E Anders Sjoberg issue akeynote speech at the event to commemorate 2018 human rights day. The event took place in Dar es Salaam on December 7, 2019.*



*Participant makes a point in the dialogue to discuss on the situation of civil and political rights. The dialogue was held as part of the commemoration of human rights day on December 10, 2018, in Dar es Salaam.*



### Production and Launch of the Human Rights Report 2017

In 2018, LHRC launched its Tanzania Human Rights Report for 2017 titled “Unknown Assailants: A Threat to Human Rights” as tool to advocate for and promote human rights in Tanzania. Upon its early week launching, LHRC reached more than 9 million Tanzanians and managed to stimulate public debate on key human rights issues raised by the report, especially right to liberty, right to life, violence against children, freedom of expression, freedom of assembly and right to education for girls. Live coverage shows that, the report had almost 7,000 views on Millard Ayo YouTube channel, while the views for the Mid-Year Human Rights Report 2018 on the same channel were 5,000 people suggesting high demand from the public as shown in picture 17 and 18 below.



Participants of the Tanzania Human Rights Report 2017 launching event on the photo above follow up the panel discussion from the panellists on the photo below.





### The Documentation System of LHRC is strengthened to Support all its Operations

In 2018, LHRC continued to provide knowledge dissemination through its library and Constitution database in order to enhance knowledge and understanding of legal and human rights issues in the country. A total of 20,130 different materials on legal and human rights were published out of which 17,802(88%) were disseminated to key stakeholders such as CSO's, armed forces, private sector, networks, human rights monitors, media, public libraries, networks, human rights clubs, paralegals, Universities and individual library users. Also for documentation and future reference of the organization a total of 2,328 copies were reserved as shown in table 5 below.

Table 5: Summary of Publications produced, Disseminated and Reserved in 2018

Title of Publication	Quantity
Tanzania Human rights Report 2017	1,000
Muhutasari wa Ripoti ya Haki za Binadamu Tanzania	3,500
Summary of the Tanzania Human Rights Report 2017	500
Expert Analysis on the Constitutional Review Impasse in Tanzania	1,000
Mchakato wa katiba Mpya (kijarida cha maelezo)	5000
Mchakato wa katiba Mpya (kijarida cha katuni)	5,000
Gazeti la Mlinzi wa Haki	100
Annual progress Report 2017	500
The National policy on non-Governmental organizations	500
Human Rights and Business Report 2017	1,000
Muhutasari wa Ripoti ya Haki za Binadamu na Biashara 2017	1,000
Freedom of Expression	500
Katibaya Jamuhuriya Muungano wa Tanzania	500
Core Human Rights Document	30
Total Publication	20,130
Total Dissemination	17,802
Reserved for future Reference	2,328

Source: LHRC Publications 2018

It is worth noting that in 2018, bulk of the publications were related to Constitutional literacy materials which enabled the general public to understand the need for demand of citizen centred Constitution in the country as shown in figure 6 below.

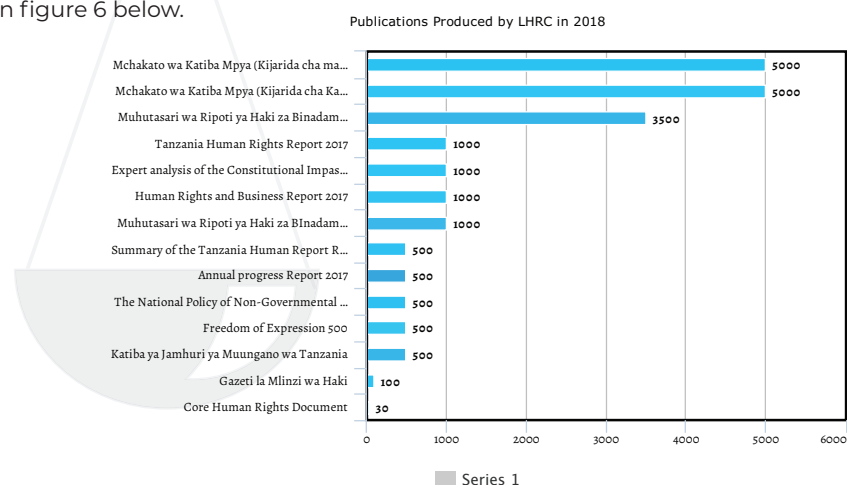


Figure 6: LHRC Publications 2018

In 2018 LHRC has served a total of 1,888 of which women accounted for 48% and men 52% of people who accessed library services in 2018 in the three LHRC offices of Arusha, Kinondoni and Kijitonyama (Head Office) as indicated by the below table. Those could not access our established library sites; some were able to reach LHRC through sabasaba trade show and learnt a lot from a team of lawyers and Human rights experts.

While over the past six years, LHRC produced and disseminated a total of 415,865 copies of publications with different themes for civic education awareness creation and contributing to the global knowledge society as shown in figure 7 below.

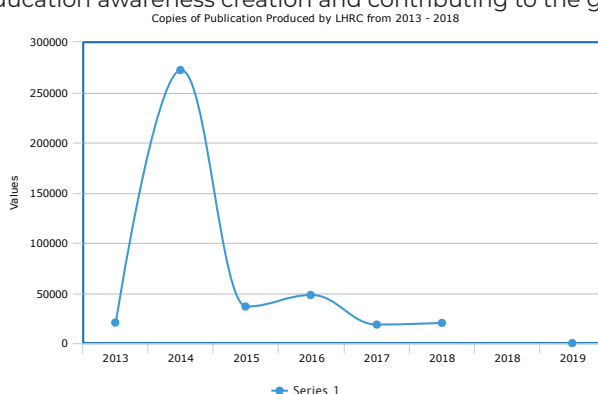


Figure 7: Trend of LHRC Publications

Increased Public and Targeted Actor Advocacy for Reform of Laws and Practices Affecting Women, Youth and Children Advocate for amendment of the Law of Marriage Act on Child Marriage

#### Amendment of the Law of Marriage Act on Child Marriage advocated

In 2018, a total of 49 civil society organizations LHRC being among them were coordinated by Children's Dignity Forum (CDF) in February 2018 under the Tanzania Ending Child Marriage Network (TECMN) and met with Members of Parliament (MPs) in Dodoma in trying to influence their support in amending provisions of the Law of Marriage Act of 1971 which allow child marriage as shown in picture 19 below. As a result of this meeting all women MPs agreed to support the anti-child marriage movement and to champion a movement against child marriage; TECMN met all members of the Constitutional and Legal Affairs Committee; Majority of the MPs (committee members) express their willingness to support the network in pushing for amendment of the marriage law to set 18 as minimum age of marriage.

Further met with the Social Services Committee, and the meeting was very positive as compared to the one held with Constitutional and Legal Affairs Committee, as more MPs committed for their support in amending the marriage law; Majority of women MPs and committee members promised to support the network's anti child marriage initiative.



The TECMN team members in a group photo with members of the Constitutional and Legal Affairs Parliamentary Committee after advocacy session held in Dodoma on February 14, 2018.

### Joining Stakeholders to Commemorate other International and Human Rights Events

LHRC engage and coordinate with other stakeholders to commemorate the international human rights events and human rights regional/international advocacy for ratification of conventions. In 2018, LHRC rendered mobile legal aid to 4,035 clients comprised of female 2,643 and male 1,392 during Law day, commemorations of International Day of Girl Child, Fact finding mission and Legal Aid week as summarized in table 6 below:

### Commemoration of International and Human Rights Events

To increase public awareness and call for accountability in protection and promotion of human rights; Law Day, commemorations of International Day of the Girl Child, Fact finding mission and Legal Aid week as summarised in table 6 below:

Table 6: Number of people attended through mobile legal aid services

Region	Female	Male	Total	Ref. International Day
Dar es Salaam	24	32	56	Law Day and sabasaba
Shinyanga	2,407	1,133	3,540	International day of a girl child
Ukerewe	48	129	177	Facts finding mission
Morogoro	164	98	262	Legal Aid week and TALA project baseline
Total	2,643	1,392	4,035	

### Community Support to carry out Alternative Rite of Passage to Girls

LHRC in collaboration with other stakeholders address traditionally accepted human rights violations including female genital mutilation (FGM) in Serengeti district and other places where such practice has been widely reported by the government, researchers and other credible sources. In 2018 a total of 403 girls were registered to alternative rites of passages as a result of advocacy initiatives and awareness rising made to the community on the effect of FGM. Girls under 15 years old are registered by the committee made up of traditional leaders with a support from district officials following strategic engagement between LHRC, traditional leaders and the district council.

Further, LHRC reached a total of 100 community influential leaders comprised of 53 male and 47 female with key messages on the health hazards and effect of female genital mutilation and enhance their knowledge on the importance of alternative rites of passage. Same group was trained on laws and policies which criminalize such inhuman practices. Alternative rite of passage supports all the positive traditional values and norms in transforming child girls from childhood to maturity hood without involving FGM.



*Adoption of ARP to Eradicate FGM in Serengeti, Mara Region: Mothers associated with their daughters respond to registration for Alternative Rites of Passage (ARP) at Kisangura ward in Serengeti district, Mara region.*

Enhanced AGYW and their communities' capacity to demand quality HIV related service delivery for AGYW, including protection against GBV and discrimination.

LHRC in collaboration with IDLO implemented a project which aimed at Adolescent Girls and Young Women (AGYW). Through the project, LHRC managed to train a total of 100 AGYW (50 from each district) namely: Kahama and Shinyanga both in Shinyanga region. According to the outcome survey conducted to the beneficiaries after project implementation.



*Representatives from all the three state organs together with LHRC representatives in a group photo with beneficiaries of the Dreams Innovation Challenge Project after the dialogical session on the Right to Health held in Dodoma.*

- 75.2%** of the girls interviewed were able to explain with confidence the available preventive services available at the Health facilities
- 43.5%** of the interviewed AGYW were able to identify the place to report the survivors of SGBV of whom:
  - 80%** reports to the police, 7% reports to the one stop Centre 81% reports to the health service facility and the rest report to other places like village authority, court, CBOs and Legal and Human Right Centre;
- 58.4%** of the interviewed AGYW could mention at least two basics of the right to Health in terms of availability, accessibility, affordability and quality; and
- 50.5%** could mention two more services available for them at the health centers and two basics to rights;
- 10,495** total of girls reached by trained girls in safe spaces available in 20 target wards: 10 wards in Kahama district and 10 wards in Shinyanga district.



## CONCLUSION

Chapter three has presented the different activities which the LHRC has worked on in moving towards achieving the outcome of reducing human rights violation and injustices. As noted in the chapter; the LHRC produced the state of human rights report which is produced annually to put across the way Tanzania abide or does not abide with its obligation towards protection of human rights.

The LHRC has shown in this chapter the connections it had to make with universities and students in most of the universities. Fact finding missions have also been one way of unveiling human rights abuses and follow up has been done through press statements and conferences so as to intensify the voices against human rights violation. The ambivalence of partnering with the police force continued in this reporting period as shown in this chapter where the LHRC abiding with the MoU with the police had reflection meeting with the Police leaders.

To further enhance realization of the outcome in this chapter it was necessary to digitalise the tracking of human rights violation system as shown above. To some extent what has been achieved under the work in this chapter has contributed towards the reduction of human rights violation and injustices in the country.





Are you passionate  
about protection  
and promotion  
of Human Rights?

Donate to our cause!



#### How to Donate (Airtel Money)

- 1st Step: Dial \*150\*60# to access your AIRTEL MONEY account.
- 2nd Step: Select 5 – Make Payments.
- 3rd Step: Select 4 – Enter Business Number.
- 4th Step: Enter business number (275454)
- 5th Step: Enter the amount you want to pay.
- 6th Step: Enter the reference number.(1234)
- 7th Step: Enter your "PIN" to confirm.



#### How to Donate (TigoPesa)

- 1st Step: Dial \*150\*00# to access your MPESA account.
- 2nd Step: Select 4 – Pay By Mpesa.
- 3rd Step: Select 4 – Enter Business Number.
- 4th Step: Enter Business number (275454)
- 5th Step: Enter the reference number.(1234)
- 6th Step: Enter the amount you want to pay.
- 7th Step: Enter your "PIN" to confirm.
- 8th Step: Enter 1 to confirm the transaction



#### How to Donate (M-Pesa)

- 1st Step: Dial \*150\*01# to access your Tigo Pesa account.
- 2nd Step: Select 4 – Pay Bills.
- 3rd Step: Select 3 – Enter Business Number.
- 4th Step: Enter business number (275454)
- 5th Step: Enter the reference number.(1234)
- 6th Step: Enter the amount you want to pay.
- 7th Step: Enter your "PIN" to confirm.

For a Just and Equitable Society







## CHAPTER FOUR

# GOVERNMENT AND COMPANIES' COMPLIANCE TO REGIONAL AND INTERNATIONAL STANDARDS WITH REGARDS TO ECONOMIC, SOCIAL AND ENVIRONMENTAL STANDARDS



Tanzania is endowed with different natural resources. Its strategic location attracts both domestic and foreign investors. In the recent years the numbers of the business entities have increased in urban and rural areas. The increased number has both positive and negative contribution to the society.

In that regard, there are a number of human rights violations experienced in different areas for instance, non-observance of labour standards, extra-judicial killings, land related conflicts, environmental degradation, violation of consumer rights, lack of mandatory legal framework for Corporate Social Responsibility, climate change, and non-observance of community rights in harnessing natural resources. More threat posed by global climatic change such as global warming needs to be addressed accordingly.

In consideration of the current context of industrialization as key priority of the current government in power, LHRC anticipates more human rights and business challenges that would need to be addressed. Therefore, immediate interventions to safeguard, protect, and promote Human Rights and Business were essential. This goal seeks to increase engagement to strengthened propensity of government and companies' compliance to regional and international standards as follows:

**Increased Collective and Strategic Action on Business Companies to Improve their Compliance to Labour, Land and Environmental Rights, Gender and Tax**

**Organized a Multi-Stakeholders Working on Duty to Respect**

In 2018, LHRC organized two (2) strategic meetings on duty to respect at Dodoma Hotel in Dodoma City on 19th - 20th September, 2018. The first meeting was conducted with the members of Parliament representing different Parliamentarian Committees together with government representatives in order to strengthen partnership with Members of Parliament to advocate for Human Rights and business in the country. A total of 20 participants consisting of 7 female and 13 male including Deputy Minister for Minerals attended this meeting as shown in picture 21 below. Also, LHRC convened a dialogue with stakeholders and civil societies working in the extractive sector in Kahama district on 22th Sept, 2018. The dialogue was attended by 40 participants comprised by 5 female and 35 male. Such engagement targeting local communities was essential to make sure that extractive operations are planned and implemented in a way that support the social and economic development of respective local communities.



*Members of the Parliament participate in one of advocacy meeting held in Dodoma on September 19, 2018*

## In Summary

# 2000

Copies of Human Rights  
and Business Report  
Produced and  
Disseminated

# 06

Cases on Human Rights  
and Business filed



### Joined CHRAGG to develop the National Action Plan on Business and Human Rights (NAP)

In 2018, LHRC collaborated with the Commission for Human Rights and Good Governance (CHRAGG) in developing the National Baseline Assessment - an important step towards drafting the National Action Plan on Business and Human Rights (NAP). LHRC conducted an extensive desk research and review which significantly fed into the assessment and contributed to the production of the National Baseline Assessment as confirmed in the screenshot shown in figure 21 below.

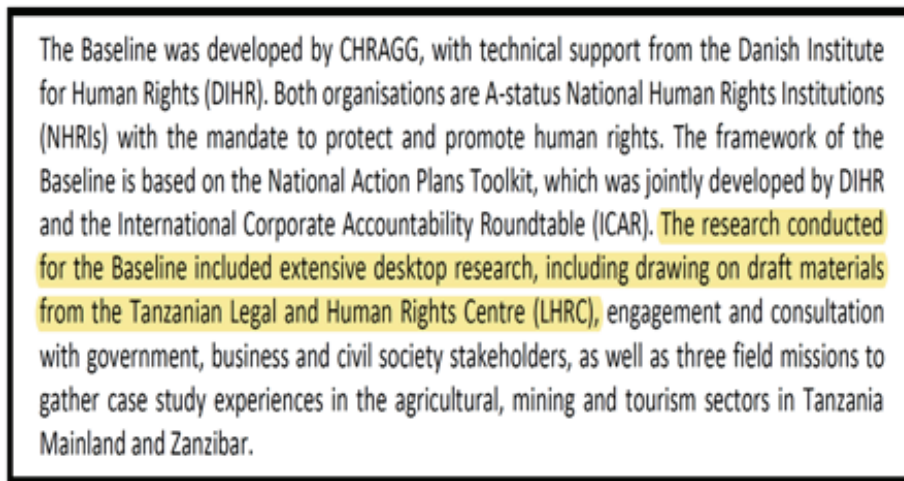


Figure 21: Screenshot of copy of the National Baseline Assessment released by CHRAGG

Increased Engagement on Business Companies to improve their Compliance to Labour, Land and Environmental Rights and to take Social Responsibility + Tax Engagement with Business Companies to improve their Compliance to Social, Economic and Environmental Rights.

### Production and Dissemination of the Human Rights and Business Report, 2018

On 16th August 2018, LHRC launched the 6th Human Rights and Business Report, 2017 and disseminated a total of 2,000 copies: 1,000 copies in English version as well as a simplified booklet in Kiswahili version of human rights and business to the participants as shown in picture 22 below and later on to the target institutions after launch.

The 2017 report was an outcome of the survey conducted by LHRC in 15 selected regions in Tanzania mainland. The 2017 report had a theme "Industrialization Drive and Workers Rights in Tanzania" responding to the government's drive in transforming the country's economy through industrialization. The report revealed increased incidents of human rights violations involving workers' rights in spite of relative improvement in terms of companies complying with human rights standards in 2017 compared to 2016 as highlighted below:

- 74% of workers claimed to have employment contracts (of whom 84% had written contracts);
- 95% of interviewed workers were working within the working hours limit as per Employment and Labour Relations Act, 2004;
- 67% of interviewed workers were paid when they are required to work overtime;
- 73% of interviewed workers rated their working environment as good, average and very good implying improved working environment at most companies;
- 45% of the interviewed workers were of the view that compensation was provided in case of injury sustained during work;
- 66% of interviewed workers indicated that there were trade union branches at their workplace; and
- 90% of interviewed employees claimed that they take annual leave.



*Executive Director, Ms. Anna Henga during the launching event.*

### Supported Local Communities to Access Remedy for Violation of Human Rights by Corporates

In 2018, LHRC and UK lawyers known as Deighton Pierce Glyn presented six (6) cases to the Community Grievance Process (CGP) and the mine worked for two (2) cases which were ready for the hearing so that they could all be heard before the committee of the mine. Also LHRC had two (2) cases separately but unfortunately one of the clients died before all the evidence was collected. These initiatives led the mine agree withdrawal of litigation of the cases and were brought down to North Mara Gold Mine for internal grievance mechanism on the condition that, if fails to reach a consensus then will be returned for litigation in the UK courts.

The LHRC intervention led the mine to change their internal grievance mechanism and comply with the United Nations Guiding Principles on Human Rights and Business and be more open to the community on how they operate regarding the existing grievance process.

Further, LHRC managed to conduct four (4) field visits to Nyamongo whereby two visits involved collection of additional information to feed into the claims while the other two visits were meant to facilitate public hearing – currently, taking place through the community Grievance Mechanism.



## CONCLUSION

In this chapter it is revealed how the work in the area of human rights and business has been undertaken. The outcome planned is increased collective and strategic action on Business companies to improve their compliance to labour, land, environmental rights, gender and tax. As heavy as it is the outcome can be achieved by assorted interventions which the chapter establishes as performed by the LHRC in this year. One way was to have strategic meetings and dialogues in the area of duty to respect as well as on how to plan and implement Extractive operations which support social economic development. It also have been shown how the LHRC has supported some members of communities to access remedy after their rights were infringed upon by the companies engaging in activities in their localities.

The issuing of the Human rights and business report is one achievement of the year as this report opens wide issues in the area of business and human rights which have to be worked upon by the businesses, the government and communities. What the chapter portrays indicates success in the area towards the achievement of the outcome being reported.



## CHAPTER FIVE

# A RELEVANT, SUSTAINABLE AND HIGH IMPACT LHRC





LHRC worked with both internal and external stakeholders to improve capacity of its staff and volunteers so LHRC worked with both internal and external stakeholders to improve capacity of its staff and volunteers so that they could deliver on her strategic plan and projects entrusted with the development partners but also meet public demand and expectations in line with organizational purpose, leadership, culture, capacity, structure, processes and systems in place. LHRC improved its fundraising capabilities in order to respond to financial constraints and reality by involving her staff and Board members throughout the year.

Further, LHRC endeavored to improve financial accountability, systems the overall working environment, organizational governance and priorities improvement of security, health and safety plan so as to build a robust and effective organization. This goal was addressed as follows:

#### Transformed, Sustainable and well-functioning LHRC Governance, Management, Human Resources, Systems and Facilities

##### Improved Human Resource Capacity and Security

LHRC continued to improve capacity and security of its staff and volunteers given the fact that they are most valuable resource and have been built overtime to their growth. LHRC developed and mentored its staff and volunteers to execute their activities towards accomplishing its mission and goals while observing security issues and concerns. Staff members and volunteers were reminded to take appropriate and precautionary measures in case of any security threats. This was done through the following strategies.

##### Induction and Training of new staff members and Volunteers

LHRC conducted an induction session for all 28 Volunteers comprised of 16 female and 11 male in order to help them understand the organizational structure, core values, policies and operational systems. The session was complemented by weekly team meetings held across LHRC offices in Dar es salaam and Arusha regions in order to make it a reality for everyone within the organization to live up to the

organization's vision and internalize organization culture.

#### Increased Awareness and Management of Security and Risk to Staff

Having understood the rapid changing context in terms of civic, political, economic and technological arena in the country, LHRC decided to take the issues of safety and security for staff as a top priority that requires an immediate action. With this understanding LHRC developed a project proposal under this thematic area and was lucky to get support from the Irish Embassy in Tanzania. The six months project which started in December 2018 would enhance safety and security awareness to all LHRC staff, Paralegals and Monitors including development of safety and security risk management policies and manuals/guidelines.

##### Implemented Retention Strategy

LHRC value and retain all potential staff members so that they can continue to serve and contribute to the center's productivity. This was done in many ways including revising the staff benefits package. In 2018, LHRC registered its contractual staff with their dependents to the National Health Insurance Fund (NHIF) to cover their medical insurance as oppose to cash reimbursement system used to cover medical bills. In 2019, LHRC will broaden its benefits profile and explore the possibility of including volunteers in the medical insurance cover so that both staff and volunteers can enjoy the same benefit.

Despite the fact that LHRC started the year by paying staff salaries at 40% of the contractual basic salary following financial constraints, yet our staff members remained strong and dedicated to defending human rights and worked tirelessly in delivering the organization's mandate. It is from this spirit that LHRC could retain up to 95% of its contractual staff and 94% of its volunteer's team. Six staff members left the organization for different reasons including Dr. Helen – Kijo Bisimba (Former. Executive Director) and Mr. Ezekiel Massanja (Former Director of Finance and Administration). Director of Finance and Administration) who retired

from LHRC employment after served for more than 20 years.

#### Review and Implement LHRC Succession Plan

In the process of acquiring the new management team, LHRC initiated a succession process of recruiting the Executive Director but also filling the position of the Director of Finance and Administration within the organization. LHRC thus, identified a team of five officers from LHRC as potential candidate to undertake the vacant positions. The team undergone a mentoring program that was specially tailored to empower them with managerial and leadership skills for enabling them to fill the positions.

Two groups were formed whereby one group consisted of three officers and the second group consisted of two officers. The first group was sent for one week study visit in Nairobi to learn from Local and International NGOs operating in Kenya and the second group was sent to South Africa for similar purpose as shown in picture 23 and 24 respectively. Below are the names of the individuals who were identified to undergo the above process as:

1. Anna Henga  
Director of Advocacy and Reforms;
2. Silvan Sariko  
Acting Director of Finance and Management;
3. Paul Mikongoti  
Program Officer, Research
4. Naemy Sillayo  
Programme Officer  
Gender and Children
5. Felista Mauya  
Director of Human Rights  
Monitoring and Accountability



*Kenyan Team Brainstorming before starting one of the study visit sessions held on 14th March 2018 at Silver Spring hotel Nairobi.*

After the study visit the five officers were called to undergo further processes whereby each candidate had to attend several interview sessions conducted by LHRC Board recruitment and remuneration committee before final decision was made.

The outcome of this process was that Advocate Anna Aloys Henga was appointed as a new LHRC Executive Director taking over from Dr. Helen Kijo-Bisimba who retired in 2018. Further, Mr. Silvian Michael Sariko was appointed as a new Director of Finance and Administration taking over from Mr. Ezekiel Massanja who retired in 2018. These incumbents took their new positions effective from July 01, 2018. It is from this perspective that LHRC has put its succession plan in practice whereby a person within the organization can grow from volunteer to the Executive Director Position.

#### Conducted Staff performance Appraisal

LHRC conducted staff performance appraisal involving all 55 staff members in July 2018 whereas the results of this process enabled LHRC to establish performance gaps and plan for improvement. Five (5) out of 55 staff members (9%) registered an outstanding performance for the year and were awarded a certificates of recognition and a token amount of TZS 100,000/= each in order to motivate staff to perform at their full potentials.

#### Improved LHRC Working Environment

In 2018, LHRC continued to provide conducive working environment for its staff and volunteers so that they could creatively use the space and other resources serve our clients with a difference and impact. The following interventions were conducted to achieve optimum productivity while serving the public with passion and integrity.

#### Provide Office Upkeep and Support Programme Staff

LHRC continued to provide office upkeep to all its offices and support staff and volunteers throughout the year by ensuring that all offices get necessary utilities and used by staff as intended for optimum productivity.



*group in Cape Town, South Africa during the study visit held on the 15th March 2018*

*After the study visit the five officers were called to undergo further processes whereby each candidate had to attend several interview sessions conducted by LHRC Board recruitment and remuneration committee before final decision was made.*

*LHRC's Ms. Naemy Sillayo and Ms. Felister Mauya with partners from the International Women Peace*

### Hire ICT Consultant to Audit the Systems

The ICT specific Audit could not happen this year as LHRC went through other audits including efficiency audit which was conducted this year. Therefore, the ICT system audit will be conducted next year to determine its efficiency and effectiveness in view of the new Strategic Plan and Operational plan requirements.

### Educate Staff on the ICT Best Practices

LHRC trained her staff on the dynamics of the ICT security, soft skills and best use of the systems in place and those from external environments. Further, LHRC created and started running awareness training Series to increase ICT Capacity for the Organization. Namely;

- i. LHRC ICT 101: Productivity line awareness
- ii. LHRC ICT 102: Hands on training for various equipment
- iii. LHRC ICT 103: Information Security

### Provision of Hardware and Software System Support

a) Legal and Human Rights Centre continued to make sure that staff are working with modern ICT equipment's and fully supported by the Centre. In 2018, LHRC replaced the OLD and phased out the obsolete equipment.

b) LHRC through IDLO Project commissioned a TOLL FREE NO: 0800750035 by which the public could call for Gender and HIV/AIDS issues and cases. Charges are fully covered by the project.

c) LHRC registered payment number 275454 with major mobile operators in Tanzania namely: Vodacom Tanzania, Airtel and Tigo for effective digital fundraising, as well as disbursement of funds. The advert for donation/fundraising can be found on the Organization website <https://www.humanrights.or.tz/assets/images/upload/files/Donatel.jpg>

d) LHRC maintained various systems to support her operations and ensure smooth internal and external communication as outlined below:

### In-house Systems

1. Document Management System (DMS) (<https://dms.humanrights.or.tz>), for automation of office internal communications, memos, invoices, imprest and petty cash management.

This was overhauled in May 2018 and the general framework of the system was updated which enormously improved speed, security and functionality of the system.

Legal Aid Management System (LAMS) (<https://aid.humanrights.or.tz>), database for legal aid clinics, that is widely issued for tapping issues for advocacy.

2. Katiba Database (<https://katiba.humanrights.or.tz>), this is one stop Centre for all constitutional reform resources. LHRC maintained the system and overhauled it to change the general framework to align with technological dynamics.

3. Digital Library (<https://newlib.humanrights.or.tz>) this contains all LHRC catalogues.

4. LHRC website (<https://www.humanrights.or.tz>) this is major external media outlet stream for the Centre. LHRC maintained it and changed the framework align with LHRC new Branding toolkit and reinforced its security which can now be accessed via secure protocol only.

### Licensed Systems

Payroll system: Legal and Human Rights Centre Managed to move from the older payroll system Daichii to Power Soft Payroll. The new system came with various good features: very fast payroll processing capabilities and can generate all Tanzania Statutory contributions reports including: Public Service Social Security Fund (PSSSF) - Local Authorities Pension Fund (LAPF), Government Employees Pension Fund (GEPF), and Parastatal Pensions Fund (PPF), National Social Security Fund (NSSF), Workers Compensation Fund (WCF) as well as Higher Education Students' Loan Board (HESLB),

Pay as You Earn (PAYE), and other internal contributions. The system can track staff leaves, Advance payments and Loans while making it so easier to maintain all employee details active & non active. The system is automated to send pay slips to staff mail addresses after payroll processing that cuts off, paperwork totally in the process. Thus, LHRC staff can get their salary slips immediately.

### Newly Developed Systems

Legal and Human Rights Centre has managed to develop and integrate the two important systems which will enhance programme delivery and achievements. These systems are:

**Research Management System,** <https://rms.humanrights.or.tz>

LHRC introduced digital system in collection of data to inform its research and program reporting. The system also support in data analysis and storage of clean data for multiple use including evidence – based advocacy.

**Human Rights Monitoring System-** <https://hrms.humanrights.or.tz>

LHRC launched the digital Human Rights Monitoring System in order to address delays in sending in and processing incidents of human rights violations. With 160 human rights monitors on board, information flow has been very easy and feedback delivered on time than ever before. Further, the system allows other stakeholders send in relevant information meant to uncover human rights violations. The system brings in the following advantages:

Allows citizens to share information with the Centre regarding human rights violations;

Keeps information of all registered Human Rights Monitors countrywide;

Gives a list of all clients attended by LHRC Officers;

Keeps records of human rights violations reported by all media outlets like newspapers and mainstream sources, as well as fact finding missions carried out by the Centre; and



The system can receive and process the SMS from non - smart phones – thus, make it accessible by many people across the country.

#### Maintenance of Office Networks (LAN & WAN)

LHRC continued to maintain her office networks in order to support smooth operation of programs. All offices are inter-connected through MPLS for efficient resources sharing under the service provider Simba Net that provides internet as well as data connectivity among the offices.

a) Amid this year LHRC managed to convince Simba Net to increase bandwidth of the internet from 20mbps to 30mbps without additional charges, this plan helped to cut down the cost by 20, 240USD/Annum equivalent.

b) LHRC bought a firewall in July 2018 and replaced the older one, Cyber roam CR50ing, with the SOPHOS XG330, the older firewall was slow by 30% affecting the internet and internal data speed due to a lower internal processing speed, and could sometimes just freeze after running out of CPU resources and render the network down and unresponsive. The new firewall came with full subscription for three years which reduced the cost per annum by 4,000 USD equivalents.

c) LHRC procured and integrated phone exchange boxes in Kijitonyama HQ and Kinondoni Legal Aid Clinic in order to ensure effective internal intercoms. A mid 2018 new Yeastier 100, PBXs were installed in the two offices.

d) LHRC maintained her Internal LAN network throughout the year in order to support staff and her internal functions, including, Printers, Wi-Fi nodes, Servers, Computer and Handouts in all her three offices.

#### Visits to Branch Offices

In an endeavor to strengthen interconnectivity between LHRC offices, the HQ team visited the branch offices at least once per quarter in order to monitor progress and share updates with the teams also solve problems. Further, LHRC installed SUN system to Arusha office - such installation and integration in the local workstation also expanded WLAN interconnection.

#### Strengthened Sound Governance Mechanisms

LHRC built capacity of its governing bodies by recruiting new Board members to fill in two vacant positions and replaced two old Board members whose tenure expired in June 2018. Four new Board members comprised of three female and one male were recruited/appointed by the Annual General Meeting held on 56th May 2018.

#### Annual General Meeting (AGM) held for LHRC Members

In compliance to its Memorandum and Articles of Association and statutory obligations, LHRC convened the 17th Annual General Meeting for 2018. The meeting was attended by 37 (15 Female; 22 Male). The key agenda was to discuss and endorse the 2017 Audit report and financial statements; also the re-appoint Ernst & Young as LHRC external auditor for 2018. Further, the AGM endorsed the appointment of four new LHRC Board members namely: Ms Sofia Komba, Ms Anastazia Rugaba, Ms Rebeca Gyumi and Dr. James Jesse.

#### Board Meetings

By the end of December 2018, LHRC Board of Directors had eight (8) members comprised of five (5) female and three (3) males. This is a policy making body that supervises the management and issuing directives on governance issues so that the centre can achieve the best in its efforts to have a just and equitable society. In 2018, LHRC organized and conducted all four statutory board meetings scheduled on quarterly basis in order to review and endorse quarterly narrative and financial management reports, also provide oversight to the management. Prior to Board meetings, LHRC conducted 12 management meetings and one staff meeting as required by LHRC Memart. The overall achievement for these meetings is improvement in checks and balance at all levels while ensuring quality delivery of LHRC mandate.

#### Conducted Board Training on Governance

In 2018, LHRC organised and facilitated a training session on governance for its Board of directors as part of the LHRC Board development plan. The training was conducted by Institute of Directors (Tanzania Chapter) the training has been necessitated by the role which the Board has on LHRC to ensure its operation are realised.

#### Conducted Staff Meetings and Retreat Session



LHRC 18<sup>TH</sup> BOARD OF DIRECTOR'S MEETING OCTOBER 27<sup>TH</sup> 2018  
NASHERA HOTEL MOROGORO TANZANIA

LHRC Board members pose in a group photo after Board meeting held on October 27, 2018 at in Morogoro

From November 26th – 29th 2018, LHRC convened all 87 staff members and volunteers comprised of female 30 and male 57 at Morogoro Hotel to carry out both staff meeting combined with annual retreat in order to reflect discuss and endorse the work plan for 2019.

Staff members had an opportunity to meet the management and express their burning issues for future improvement and strengthen relationship and team work spirit.

#### Improve and Implement the Financial Resilience Plan

In 2018, LHRC started preparation of the 2019–2024 sustainability strategy, which will outline the funding expectations for its new strategic plan and the strategies to achieve these targets. Further, recruited the Resources Mobilisation Manager who closely worked with Resource Mobilisation Consultant as a mentoring programme for one year to finalize and start implementation of the LHRC resilient plan 2019 -2024.

#### Built Capacity of Staff and Board of Directors on Fundraising issues

In 2018 LHRC conducted two fundraising capacity building workshops which involved staff from all its three offices. The first trainings was conducted at the beginning of the year in February 2018 while the second one was conducted in the mid of the year in July 2018. The trainings covered all aspects of fundraising techniques including successful proposal writing and moving from reacting to donor opportunities to the pro-active management of relationships.

The trainings involved 51 staff members comprised of 18 female and 33 male. Thanks to consultants Mr. Bill Brut and Ms. Marie-Claire from Fundraising Training Limited, UK for their creative facilitation and delivery of the training.

The session was very productive as it enabled LHRC to clearly identify gaps in fundraising and devise suitable strategies to address them. Some of the proposed mechanism included development of fundraising strategies and policy thereto;

establishing a fundraising committee to oversee fundraising activities including proposal writing and program/project designing;

continuous capacity building of staff on fundraising;

strengthening collaboration with external partners who can support resource mobilization;

learning and adopting other models such as social enterprises and endowment funding.

Nonetheless, based on the emerging new constrained reality related to funding of CSO's in the country and the world, LHRC has started using the knowledge obtained through this training to innovatively establish and adopt new fundraising strategies that will make the organization programmes more sustainable.

#### Diversified Funding Sources

LHRC continued to strive in diversifying its funding sources and during the year 2018, a total of (9) funding proposals were developed and submitted to various donors with different thematic areas of which four of them were approved i.e. the proposals to Irish Embassy on Safety and Security measures; the BUILD Project, Access to Remedy project, proposal to Inter news on a project titled Boresha Habari; to LSF on scaling up of the Urban Paralegal project; to Viiv Health Care on adolescents girls and young women health rights. These entire proposals were approved and LHRC signed agreements

ready for implementation. With the remaining proposals, LHRC will follow up on response in the coming year; nonetheless some donors indicated their interest in supporting LHRC.

Further, LHRC developed digital fundraising platform targeting local and international donations. The digital system was published in the LHRC's website and social media platforms. The system allows the general public and friends of human rights to donate money online through mobile money i.e. M-PESA, TIGOPESA and AIRTEL MONEY.

The advert for donation/fundraising can be found on the Organization website <https://www.humanrights.or.tz/assets/images/upload/files/Donate1.jpg>

#### Improved Financial Management Systems

##### Statutory External Audits

LHRC engaged an International external audit firm Ernest &Young to undertake the statutory annual external audit. After such audit LHRC obtained a clean audit report due to having good financial management systems in place and procedures that provide robust internal controls. LHRC has continuously been getting clean audit reports since its establishment.

##### Special Procurement Audit

In February 2018, the Swedish International Development Agency (SIDA) commissioned a Special Procurement audit covering five years 2014, 2015, 2016, 2017 and 2018. The audit report was good with key recommendations that suggested reviewing procurement policy for better improvement of LHRC procurement procedures in line with universally acceptable procurement best practices.

### Efficiency Audit

In February 2018, the Swedish International Development Agency (SIDA) commissioned an efficiency audit covering five years 2015, 2016, 2017 and 2018. The audit, which was conducted by KPMG, covered three key areas, namely:

- Organizational structure;
- Management of operations; and
- Financial management and controls.

The overall result of the audit was good with few notable areas for improvement. The efficiency audit report was shared with LHRC Board and other Development partners as deemed necessary.

Both audits acknowledged LHRC's strong financial, administration and human resources systems and practices and provided some areas for improvements especially review of Procurement policy whose revised version was prepared in December now waiting to be approved by LHRC Board in January 2019 and adopt it with immediate effect.



## CONCLUSION

For all the work reported in the first four chapters to have been undertaken the LHRC had to be in place and highly functioning. The outcome reported in this chapter is about the relevancy, sustainability and impact of the organisation itself. What has been done is to ensure the LHRC functions well through sound governance and management systems. The systems are operationalised by human resource so it is appropriate to see what the chapter depicts in capacity improvement of the staff in the area of security and risks, capacity of staff and board in the area of fundraising. All the governance and management meetings were conducted as shown in the chapter with four Board meetings, one Annual general meeting of members, 12 Management meetings and one staff meeting of all the LHRC staff in its four offices.

It has been shown how the retention strategy for staff has been implemented as well as the succession plan which was implemented to the extent of coming up with change of management leadership and governance members. A new Executive Director and Finance and Administration Director and four new Board members.

The working environment which is vital in achieving the work of the LHRC was improved and the ICT knowledge, best practices enhanced while improving the management financial systems. The chapter has shown how coming to the end of the 6 years strategic plan 2013-2018 has led to numerous evaluation and audits; the final evaluation, the external audit, the special procurement audit, and the efficiency audit. All of these have shown how the organisation is strong in its systems both financial and programmatic. With the new management in place the LHRC has prepared in advance a new strategic plan for the coming six years 2019-2024. The idea is to ensure the organisation stays relevant, efficient with high impact.





Are you passionate  
about protection  
and promotion  
of Human Rights?

Donate to our cause!



#### How to Donate (Airtel Money)

1st Step: Dial \*150\*60# to access your AIRTEL MONEY account.  
2nd Step: Select 5 – Make Payments.  
3rd Step: Select 4 – Enter Business Number.  
4th Step: Enter business number (275454)  
5th Step: Enter the amount you want to pay.  
6th Step: Enter the reference number.(1234)  
7th Step: Enter your "PIN" to confirm.



#### How to Donate (TigoPesa)

1st Step: Dial \*150\*00# to access your MPESA account.  
2nd Step: Select 4 – Pay By Mpesa.  
3rd Step: Select 4 – Enter Business Number.  
4th Step: Enter Business number (275454)  
5th Step: Enter the reference number.(1234)  
6th Step: Enter the amount you want to pay.  
7th Step: Enter your "PIN" to confirm.  
8th Step: Enter 1 to confirm the transaction



#### How to Donate (M-Pesa)

1st Step: Dial \*150\*01# to access your Tigo Pesa account.  
2nd Step: Select 4 – Pay Bills.  
3rd Step: Select 3 – Enter Business Number.  
4th Step: Enter business number (275454)  
5th Step: Enter the reference number.(1234)  
6th Step: Enter the amount you want to pay.  
7th Step: Enter your "PIN" to confirm.

For a Just and Equitable Society





## CHAPTER SIX

# MONITORING, EVALUATION AND LEARNING





## MONITORING, EVALUATION AND LEARNING

This section outlines the monitoring, evaluation and learning processes used by LHRC team and consultants to gather data from the audience and reflect on key achievements resulting in the implementation of planned activities for 2018.

At strategic level, the LHRC kept abreast of the changing context in the country after revisiting/reviewing its operational plan in 2017 and kept track of its implementation during 2018.

### a) Monitoring

Output level indicators were tracked through routine monitoring exercise using data collection tools defined in the monitoring, evaluation and learning (MEL) plan in order to capture both intended and unintended results. The program team used a number of tools such as: participant list to collect names and contacts of participants during trainings and workshops; pre and post-test was used to measure change of knowledge before and after training; evaluation forms were used to collect feedback at the end of the activity in order to measure change of attitude; feedback from viewers and listeners of the media program was collected through media log.

Outcome level indicators were collected through success and/or learning stories generated from direct beneficiaries and partners ahead of the final evaluation of the current SP.

Further, each department had an opportunity to share their outcomes through brainstorming and monthly reports and plenary presentation during the Program Implementation Meetings (PIMs).

### b) Evaluation

In 2018, LHRC concluded implementation of its six years strategic plan 2013 – 2018 by commissioning an external evaluators who did the end of SP evaluation before drafting a new SP which will guide the centre for the next six years 2019 – 2024. The main purpose of the assignment was to evaluate and measure the performance of LHRC current

Strategic Plan (2013-2018), how it has been implemented and how in the future, lessons learnt from the evaluation could inform better implementation of the next Strategic Plan. Overall findings, suggest that:

**Relevance:** LHRC is a well-known, proactive and bold human rights Organization that has been consistently responsive to the needs of its targeted beneficiaries. Through its human rights awareness raising, advocacy, Strategic litigation and interventions, it has consistently built empowered rights holders to claim their rights while at the same time enhancing the capacity of duty bearers to meet their obligations.

**Efficiency:** LHRC managed to achieve great results with relatively little amount of resources. It was noted that staff have had to make considerable sacrifices to ensure the targeted outcomes are achieved especially in the context of reduced financial support from some partners. Most of the partners indicated high level of confidence in the use of financial resources. In addition, most of the projects / programmes were delivered in a timely manner except in cases where funds were not remitted by donors on time. To a large extent, the current Organizational structure is supportive of service delivery. More attention should be made to the aspect of monitoring and evaluation, prioritization of activities, and staff rationalization. It is important to identify certain areas in which costs can be reduced to improve efficiency in service delivery.

**Effectiveness:** LHRC had clearly defined target group which includes children, women, persons with albinism, persons with disabilities, and vulnerable population that cannot afford legal services. LHRC Operational Plans set out to undertake advocacy for reform of laws and practices affecting its various target groups including women, youth and children. For women, the LHRC in working towards legal reform and practices identified the risks and assumptions that would pose an obstacle to the realization of the identified goals. These were listed as extreme patriarchal /customary societies which would not favour women and children rights.

**Impact:** LHRC had performed extremely well in most of the areas and the clients were delighted. In particular, the clients at Legal Aid Offices at Kinondoni and Arusha provided an invaluable snapshot of how positively the Centre had impacted their lives. Some gave moving stories of how they had lost family land to very influential persons in the society and they found no justice until they came to the Centre.

**Sustainability:** In the course of the implementation of the 2013 – 2018 Strategic Plan, LHRC celebrated twenty years of legal and human rights advocacy in Tanzania. A civil society Organization that has been at the forefront of legal and human rights work for two decades, and maintained its central role as a relevant, credible, resourceful and efficient entity is definitely having the right pillars on which to build sustainability.

### c) Learning

LHRC is a learning organization thus, used different opportunities to draw lessons from its own practices so that it could reflect, learn and act on feedback in order to improve on its service delivery while implementing different activities. Such fora include: Development Partners' meetings and feedback, feedback from media, the public and duty bearers, internal opportunities such as monthly program implementation meetings (PIM), management meetings and Quarterly Board meetings. Further, LHRC used results from research, fact finding missions and other learning surveys conducted by the centre and/or other organizations to complement its knowledge base and make use of it to improve its performance and maximize its impact and better manage risks.





## CHAPTER SEVEN

# KEY RESULTS, CHALLENGES, OPPORTUNITIES, LESSONS LEARNT AND CONCLUSION



## KEY RESULTS

While LHRC did a lot of work this year, a few outcomes resulting in activity implementation have been considered as key results in terms of return on investment done by the centre during 2018 and/or in the past but recorded this year. These have been extracted from different chapters of this annual report as shown below.

Increased demand from multi stakeholders to resume Constitution review process resulting in LHRC's collaboration and coordination with boundary partners for collective voice and action (Ref. Chapter one)

LHRC continued to embrace the revival for the demand of a new constitution as strategic option for the attainment of a citizen centered constitution where human rights would be enshrined and discussions be revived on the conduct and accountability of government and its citizens. In 2018, LHRC identified key influencers namely: media, CSOs, FBOs, secondary and higher learning students' human rights associations, experts and decision makers who would collaborate and network in order to create massive knowledge base and movement to demand for the resume of the new constitution making process despite of lack of will and priority from the government to make it happen as anticipated by citizens and other stakeholders.

Further, on 22nd February 2018, LHRC facilitated a joint dialogue involving Tanzania Center for Democracy (TCD) and Religious leaders focusing on Constitution Review process as the solution of Democracy in Tanzania. One of the joint resolution was to seek appointment with the President to address their concern including the need for the continuation of the Constitution review process. The government adapted this resolution and the President Magufuli met the religious leaders this year.

Hopefully, he will meet political leaders next year following further request made by religious leaders.

Acceptance of LHRC's technical legal advice to the Parliament of United Republic of Tanzania On 24th August 2018 LHRC submitted its technical recommendations before the

Parliamentary Committee for Constitutional and Legal Affairs to reject the establishment of Mobile Courts until further rectification as was proposed in the Written Laws (Miscellaneous Amendments) Act No. 3 of 2018. The committee adopted the LHRC technical advice and addressed in the National Assembly which demanded the Government to rectify error highlighted in the LHRC submission for establishment of the Mobile Courts and Special Courts.

Therefore, the Government decided to withdraw the whole part of the bill proposed the establishment of the Mobile Courts and Special Courts due to Parliamentary remarks.

The government through the Ministry of Constitution and Legal Affairs adapted 58% of the UPR recommendations made by LHRC by incorporating them into the new 2018 – 2022 National Human Rights Action plan for implementation (Ref. Chapter two)

LHRC prepared a paper with recommendations made for Tanzania after gathering comments from stakeholders on what should be done with regard to each particular recommendation and indicate who is responsible for its implementation.

The recommendations were as a result of LHRC's two round table discussions with 10 CSOs focusing on UPR and APRM respectively and agree on the new approach that will be used to advocate for implementation of the UPR and APRM recommendations in view of the 5th phase government of Hon. President John Pombe Magufuli. Also, LHRC conducted a focused discussion with representatives from APRM Secretariat on what they have so far been able to implement based on the issues identified in 2013 APRM Country Report. As a result of the above discussion, partners resolved on the collaborative approach which will bring on board both CSOs and the APRM Secretariat to work together as a team. On the same note, the APRM Secretariat approved LHRC to be part of the validation meeting on the APRM report implementations.

Seeking Human Rights Interpretation through Strategic Litigation (Ref. Chapter two)

This year, LHRC filed four strategic cases in court 1st challenging the Constitutionality of sections 25 (1) (a), (b) and (c) and Section 26 of the Statistics Act no. 09 of 2015 at High Court Mbeya; 2nd challenging the Constitutionality of the provisions of section 16 of the Cyber Crimes Act no. 14 of 2015; 3rd challenging the Constitutionality of Sections 43, 44, 45 and 46 of the Police Force and Auxiliary Services Act [CAP. 322 R.E. 2002] at Mwanza High Court; and 4th challenging mandatory death penalty Miscellaneous Civil Case No. 22/2018 at High Court Tanzania and that of Online Content at the High Court Mtwara.

Before the regional court, LHRC filed the reference before the East Africa court of justice challenging the amendments of the Statistics Act and at the African Court on Human and Peoples Rights on the protection of the people with albinism. All cases proceeded on merit without facing preliminary objection. On the online content regulation case, the court instituted an injunction of the application of the online content regulation pending determination of the main case.

Increased mass awareness among citizens to empower and advocate for improvement of rule of law and human rights adherence through multimedia engagement. (Ref. Chapter two)

LHRC made use of multimedia platforms such as community radio, TV, and social media to raise mass awareness and empower citizens so that they can demand for improvement of law and human rights adherence in the country. In this ambition, a total of 25,312,324 people were reached and resonated with LHRC episodes as follows: 1,753,386 viewers were reached through channel ten Television; 520,000 listeners reached through community radios; and 9,751,068 people reached through social media run by both LHRC and Social media Influencers. Further, LHRC reached total of 13,287,870 people through online campaigns including Katiba Mpya (New Constitution) campaign and Simamia Haki (Stand Up for Human Rights) in order to cascade demand to resume the Constitutional making process among other themes. Such huge number could not be reached through community meetings even if the government



would encourage CSOs to convene such meetings during the year.

#### Strengthened collaboration with key stakeholders (Ref. Chapter three)

LHRC and the Tanzania Police Force signed up the revised MoU to reflect on the current realities and rescheduled their meetings to be held on quarterly basis in order to reflect on human rights situation in the country and do proactive and timely response.

#### Parliamentary committees committed to support CSO towards ending child marriage (Ref. Chapter three)

In February 2018, a total of 49 civil society organizations including LHRC teamed up under the coordination of the Children's Dignity Forum (CDF) through the Tanzania Ending Child Marriage Network (TECMN) and met with Members of Parliament (MPs) in Dodoma in trying to influence their support in amending provisions of the Law of Marriage Act of 1971 which allow child marriage. As a result of this meeting all women MPs agreed to support the anti-child marriage movement and to champion a movement against child marriage.

#### Companies complying with Human rights Standards (Ref. Chapter four)

LHRC through its annual Business and Human Rights Survey/Reports has been generating findings which focus on how companies run their businesses in accordance with human rights standards. Some of the companies have used such feedback to improve their operations and comply with human rights standards as per UN guiding principles on human rights and business. The 2017 report which was launched on August 16th 2018, revealed positive change compared to 2016 findings resulting in such feedback in spite of recurring incidents of human rights violations at some work places as outlined below:

74% of workers claimed to have employment contracts (of whom 84% had written contracts);

95% of interviewed workers were working within the working hours limit as per Employment and Labour Relations Act, 2004;

67% of interviewed workers were paid when they are required to

work overtime;

73% of interviewed workers rated their working environment as good, average and very good implying improved working environment at most companies;

45% of the interviewed workers were of the view that compensation was provided in case of injury sustained during work;

66% of interviewed workers indicated that there were trade union branches at their workplace; and

90% of interviewed employees claimed that they take annual leave.

#### Successful Transition of LHRC's Management Team (Ref. Chapter five)

LHRC initiated and implemented its succession plan by recruiting the Executive Director and filling the position of the Director of Finance and Administration within the organization in an open and competitive way involving potential candidates drawn from both middle and senior cadre. The final outcome of this process led to recruitment of a new Executive Director, Adv. Anna Henga taking over from Dr. Helen Kijo-Bisimba who retired from LHRC after served the organization for 23 years and Mr. Silvian Sariko who was recruited as the Director of Finance and Administration (DFA) taking over from Mr. Ezekiel Massanja who retired after long service.

#### Diversified Funding Sources (Ref. Chapter five)

In 2018, LHRC diversified its funding sources which resulted in winning four out of nine project proposals focusing on different project thematic areas and signed up the grant agreements. Such projects were meant to contribute to the overall implementation of strategic plan of the centre and its mission.

#### LHRC obtained unqualified opinion (Ref. Chapter five)

In 2018, LHRC went through statutory external audit conducted by Ernest & Young and obtained clean audit report. Secondly, the Swedish International Development Agency (SIDA) commissioned a special procurement audit covering five years 2014, 2015, 2016, 2017 and 2018. The audit report was good with key recommendations that

suggested reviewing procurement policy for better improvement of LHRC procurement procedures in line with universally acceptable procurement best practices.

Finally, SIDA commissioned the KPMG to conduct efficiency audit covering five years 2015, 2016, 2017 and 2018. The audit covered three key areas, namely: organizational structure, management of operations and financial management and controls. The overall result of the audit was good with few notable areas for improvement. The efficiency audit report was shared with LHRC Board and other Development partners as deemed necessary. Both audits acknowledged LHRC's strong financial, administration and human resources systems and practices.

## CHALLENGES

In 2018, LHRC experienced both external and internal challenges in the course of work plan implementation in spite of successes attained.

External challenge – LHRC operated in the context where CSO's space was limited and media freedom was restricted to air critical human rights issues and challenge the government on some malpractices especially in the non-promotion and protection of some civil and political rights.

Following shrinking space of CSOs, and global economic and political crisis, funding levels from the international donor communities went down thus limited our ability to achieve more than what we could if we were fully funded.

Newly imposed NGO's regulations created a shock on the freedom of NGOs to operate and whether to align with government's or citizen's priorities especially where soft governance has been not perceived as a key priority for sustainable economic growth and development.

Internally, LHRC had to squeeze her budget in order to implement its commitments and maintain its staff members by rewarding 40% of their contractual salaries which made hard life and suffering. Thanks to all staff members and volunteers who devoted their time and energy to accomplish set goals and activities in 2018.



## OPPORTUNITIES

In spite of shrinking space of CSO to empower right holders to hold their duty bearers accountable, LHRC innately, used the social media to amplify concerns and voices of the needy majority so that the government and other duty bearers could respond and protect at risk rights. Through this platform and other outlets, LHRC could reach more than half of the estimated population in Tanzania without incurring huge budget.

Working with volunteers enabled LHRC to bridge the staffing gap but also avail an opportunity for young graduates to learn about human rights and rule of law so that they can be compliant and influence positive change in the society and other bodies where they will be working.

LHRC interacted with students at secondary schools, higher learning institutions and primary level in order to introduce issues of human rights and rule of law so that they can grow with such concepts and start seeing the difference in their community and neighborhood. These are the future of Tanzania and the world.

With all challenges LHRC is going through, still there are some development partners who empathize with LHRC work and they would like to support this kind of efforts for the broad public interest.

## LESSONS LEARNT

LHRC drew some lessons resulting in implementation of its 2018 work plan for the sake of learning and improve on its service delivery as from next year when LHRC will be implementing its new strategic plan as highlighted below.

i. In order for the government and companies to positively change their behaviour and conduct, LHRC will identify and join credible networks to carry out constructive dialogues with the government and help them acknowledge multiple ways of how human rights are violated and appreciate the role of human rights defenders who reveal such incidents and support the government and corporates to comply with international human rights standards;

ii. LHRC will work with NACONGO and other like-minded organizations to review NGO regulations in order to create conducive environment for CSOs to operate freely and conduct programmes which would inform different initiatives and contribute to the national development goals and strategies while respecting laws of the country;

iii. LHRC will continue with its strategy to diversify sources of funding by expanding and strengthening synergies with development partners in its activities for long term retention and linkage with their communities also contribute to global advocacy; and

iv. LHRC will conduct workload analysis to revise its staff size requirements and identify core team and flex team including project staff and volunteers in order to compensate and motivate staff based on budget realities in order to achieve high level impact and desired efficiency.

## CONCLUSION

LHRC concluded implementation of her six-year strategic plan 2013 – 2018 in December this year with remarkable achievement in trying to attain her vision of a just and equitable society. The overarching objective was to empower citizens (rights holders) to understand their rights then, claim them and hold accountable the duty bearers while advocating for change of laws and practice to conform with the international human rights standards and fulfil their duties.

Such aim was addressed through implementation of the five interrelated and coordinated objectives or Key Results Areas namely:

- Citizens' centered Constitution achieved and all laws reviewed to be consistent with the new Constitution;
- Improved laws, policies, and practices that are human rights sensitive;
- Reduced human rights violations and injustices;

- Government and companies' compliance with regional and international standards oneconomic, social and environmental rights increased; and
- A relevant, sustainable and high impact LHRC.

Under objective one, LHRC continued to embrace the revival for the demand of the new constitution as strategic option for the attainment of a citizen centered constitution where human rights would be enshrined and discussions be revived on the conduct and accountability of government and its citizens. This goal was addressed through collaboration and networking with like-minded people and organizations in a way to create massive knowledge base and movement to demand for the resume of the new constitution making process despite of lack of will and priority from the government to make it happen as anticipated by citizens and other stakeholders.

Under objective two, LHRC continued to advocate for change of oppressive laws which still exist in the statute books that can and have been used to oppress human rights in multiple ways. These include the 40 bad laws highlighted by the Late Judge Nyalali Commission and of previous years a number of other oppressive laws were enacted all very oppressive to the promotion of civil and political rights on the freedom of expression and the right to information.

Further, continued to advocate for ratification of the important conventions including the Convention against Torture and the Optional protocol to the ICCPR that have not been ratified and the same were recommended in the UPR process of 2015. Also mounted pressure on the government to implement the UPR as well as the APRM recommendations.

Under objective three, LHRC continued to manage knowledge related to human rights violations and injustices in country through research and fact finding missions also improve on dissemination approach – this year banking on social media in addition to convention approach of reaching the public through publications, radio and TV outlets.

Under objective four, LHRC continued to monitor human rights violations experienced in different areas for instance, non-observance of labour standards, extra-judicial killings, land related conflicts, environmental degradation, violation of consumer rights, lack of mandatory legal framework for Corporate Social Responsibility, climate change, and non-observance of community rights in harnessing natural resources happen and how companies have been adhering to UN guiding principles on business and human rights.

Under objective five, LHRC worked with both internal and external stakeholders to improve capacity of its staff and volunteers so that they could deliver on her strategic plan and projects entrusted with the development partners but also meet public demand and expectations in line with organisational purpose, leadership, culture, capacity, structure, processes and systems in place.

Further, LHRC improved its fundraising capabilities through diversified funding sources in order to respond to financial constraints and reality by involving her staff and Board members throughout the year. Further, LHRC maintained its financial accountability, systems the overall working environment, organisational governance and prioritise improvement of security, health and safety plan so as to build a robust and effective organisation.

The above, achievements could not be realized by LHRC alone without support from dedicated development partners and other stakeholders including the general public at large.





Are you passionate  
about protection  
and promotion  
of Human Rights?

Donate to our cause!



### How to Donate (Airtel Money)

- 1st Step: Dial \*150\*60# to access your AIRTEL MONEY account.
- 2nd Step: Select 5 – Make Payments.
- 3rd Step: Select 4 – Enter Business Number.
- 4th Step: Enter business number (275454)
- 5th Step: Enter the amount you want to pay.
- 6th Step: Enter the reference number.(1234)
- 7th Step: Enter your "PIN" to confirm.



### How to Donate (TigoPesa)

- 1st Step: Dial \*150\*00# to access your MPESA account.
- 2nd Step: Select 4 – Pay By Mpesa.
- 3rd Step: Select 4 – Enter Business Number.
- 4th Step: Enter Business number (275454)
- 5th Step: Enter the reference number.(1234)
- 6th Step: Enter the amount you want to pay.
- 7th Step: Enter your "PIN" to confirm.
- 8th Step: Enter 1 to confirm the transaction



### How to Donate (M-Pesa)

- 1st Step: Dial \*150\*01# to access your Tigo Pesa account.
- 2nd Step: Select 4 – Pay Bills.
- 3rd Step: Select 3 – Enter Business Number.
- 4th Step: Enter business number (275454)
- 5th Step: Enter the reference number.(1234)
- 6th Step: Enter the amount you want to pay.
- 7th Step: Enter your "PIN" to confirm.

For a Just and Equitable Society





# Audited Financial Report For the Year 2018



## INDEPENDENT AUDITOR'S REPORT (Continued)

To the Members of  
LEGAL AND HUMAN RIGHTS CENTRE

### Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

- If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

### REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

This report, including the opinion, has been prepared for, and only for, the Company's members as a body in accordance with the Companies Act, 2002 of Tanzania and for no other purposes.

As required by the Companies Act 12, 2002 of Tanzania, we report to you, based on our audit, that:

- We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;
- In our opinion, proper books of account have been kept by the Company, so far as appears from our examination of those books;
- The Directors' Report is consistent with the financial statements;
- Information specified by law regarding directors' remuneration and transactions with the Company is disclosed; and
- The Company's statement of financial position and statement of income and expenditure are in agreement with the books of account.

  
Ernst & Young  
Certified Public Accountants  
Dar es Salaam

Signed by: Deokari Mkenda – Partner (ACPA 3438)

Date:  21 May 2019

## LEGAL AND HUMAN RIGHTS CENTRE

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE PERIOD ENDED 31 DECEMBER 2018

	Notes	2018 USD	2017 USD
<b>Income</b>			
Grants income	6	2,535,634	2,472,971
Other income	7	243,181	54,111
Release of deferred capital grant	8	19,442	138,687
		<u>2,798,257</u>	<u>2,665,769</u>
<b>Expenditure</b>			
Operating expenses	9	(2,638,847)	(2,550,496)
Amortisation charge of capital grant	13	(19,442)	(138,687)
		<u>(2,658,289)</u>	<u>(2,689,183)</u>
		<u>139,968</u>	<u>(23,414)</u>
Finance Income		166	57
<b>Operating surplus/(deficit)</b>		<u>140,135</u>	<u>(23,357)</u>
<b>Other comprehensive income</b>		-	-
<b>Total comprehensive income/(loss) for the year</b>		<u>140,135</u>	<u>(23,357)</u>



## LEGAL AND HUMAN RIGHTS CENTRE

STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2018

	Notes	2018 USD	2017 USD
<b>Assets</b>			
<b>Non-current assets</b>			
Property and equipment	13	748,382	724,359
		<u>748,382</u>	<u>724,359</u>
<b>Current assets</b>			
Receivables	11	13,566	14,890
Cash and bank balances	12	997,894	329,604
		<u>1,011,460</u>	<u>344,494</u>
<b>Total assets</b>		<u>1,759,842</u>	<u>1,068,853</u>
<b>Stakeholders' funds and liabilities</b>			
<b>Stakeholders' funds</b>			
Accumulated surplus/(deficit)		(73,649)	(213,784)
		<u>(73,649)</u>	<u>(213,784)</u>
<b>Non - current liabilities</b>			
Deferred capital grants	8	845,743	821,720
		<u>845,743</u>	<u>821,720</u>
<b>Current liabilities</b>			
Other payables and accruals	14	36,004	460,917
Deferred Revenue grants	15	951,744	-
		<u>987,748</u>	<u>460,917</u>
<b>Total stakeholders' funds and liabilities</b>		<u>1,759,842</u>	<u>1,068,853</u>

These financial statements were approved by the board of directors on 26<sup>th</sup> April 2019  
and signed on its behalf by:

<u>Geoffrey Mman</u>	<u>Chairman</u>	<u>[Signature]</u>	<u>2/5/2019</u>
Name	Position	Signature	Date
<u>Ann Henga</u>	<u>Executive Director</u>	<u>[Signature]</u>	<u>02/05/2019</u>
Name	Position	Signature	Date

## LEGAL AND HUMAN RIGHTS CENTRE

STATEMENT OF CHANGES IN STAKEHOLDERS' FUNDS  
FOR THE PERIOD ENDED 31 DECEMBER 2018

	Accumulated Surplus/(deficit) USD	Total USD
At 01 January 2018	(213,884)	(213,884)
Surplus for the year	140,135	140,135
At 31 December 2018	<b>(73,749)</b>	<b>(73,749)</b>
At 01 January 2017	(190,527)	(190,527)
Deficit for the year	(23,357)	(23,357)
At 31 December 2017	<b>(213,884)</b>	<b>(213,884)</b>

## LEGAL AND HUMAN RIGHTS CENTRE

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2018

		2018	2017
	Notes	USD	USD
<b>OPERATING ACTIVITIES:</b>			
Surplus/(deficit) for the year		140,135	(23,357)
<b>Adjustments for non-cash items</b>			
Depreciation of property and equipment	13	19,442	138,687
Amortization of capital grant	8	(19,442)	(138,687)
Insurance compensation gain		-	-
		<b>140,135</b>	<b>(23,357)</b>
<b>Changes in working capital:</b>			
(Increase)/decrease in other receivables		1,325	(9,402)
Increase/(Decrease) in accruals and other payable		(424,913)	211,217
Increase in deferred revenue grants		951,744	-
<b>Net cash flows generated from operating activities</b>		<b>668,290</b>	<b>178,458</b>
<b>INVESTING ACTIVITIES:</b>			
Purchase of property and equipment	13	(43,465)	(11,701)
<b>Net cash flows used in investing activities</b>		<b>(43,465)</b>	<b>(11,701)</b>
<b>FINANCING ACTIVITIES:</b>			
Donor funds received for purchase of property and equipment	13	43,465	11,701
<b>Net cash flows from financing activities</b>		<b>43,465</b>	<b>11,701</b>
<b>Net decrease in cash and cash equivalents</b>		<b>668,290</b>	<b>177,661</b>
Cash and cash equivalents			
At the beginning of the year	12	329,604	151,943
<b>At the end of the year</b>	<b>12</b>	<b>997,894</b>	<b>329,604</b>





Norwegian Embassy



FORD  
FOUNDATION

**Legal and Human Rights Centre (LHRC)**

Justice Lugakingira House, Kijitonyama, P. O. Box 75254, Dar es Salaam- Tanzania

**Tel:** +255 22 2773038/48; **Fax:** +255 22 2773037

**Email:** lhrc@humanrights.or.tz **Website:** www.humanrights.or.tz

**Arusha Office,**

Olerian Street, Plot No. 116/5, Sakina kwa Iddi  
P.O. Box 15243, Arusha Tanzania

**Phone:** +255 27 2544187

**Email:** lhrcarusha@humanrights.or.tz

**The Legal Aid Clinic**

Isere Street – Kinondoni

P. O. Box 79633, Dar es Salaam – Tanzania

**Phone/ Fax:** +255 22 27612015/6

**Email:** legalaid@humanrights.or.tz



@humanrightstz



Haki TV

***For a Just and Equitable Society***

