



Femina Hip

Annual Report 2025

When Young People Are Trusted, Communities Transform



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Executive Director's Message

Dear Partners and Friends,

2025 was a year of transformation and proof of what happens when young people are trusted to lead. Across Tanzania, Femina Hip reached more than **9 million adolescents and youth**—a 119% increase from the previous year—through our integrated programs in Sexual and Reproductive Health and Rights, Economic Empowerment, and Citizen Engagement.

From classrooms in Njombe to community theatres in Tanga, youth champions stood up, spoke out, and inspired change. Teenage pregnancies dropped by nearly half in targeted areas, school dropout rates declined, and thousands of adolescents gained life skills, financial literacy, and the confidence to participate in civic life. Our media platforms amplified these voices, reaching over **6.4 million people nationwide**, positioning Femina Hip as one of Tanzania's most influential youth-focused organizations.

These results are not just numbers, they are stories of dignity restored, opportunities unlocked, and communities transformed. As one youth champion reflected: "We realized we didn't need to wait for change. When we stood up and spoke—our community stood with us."

All of this happened in a year that was marked by the heaviest political climate that the country has ever seen. We are proud of our youth and hongera to the staff that kept going!!

None of this would be possible without your steadfast support. Your investment has enabled us to scale proven models, strengthen protection systems, and embed youth leadership at every level. Together, we are building a future where informed choices, resilience, and equity are led from within communities themselves.

With deep gratitude,

Ruth Mlay

Executive Director, Femina Hip



Executive Summary

“We realized we didn’t need to wait for change. When we stood up and spoke, our community stood with us.”

- Youth Champion, Tanga





Key Highlights



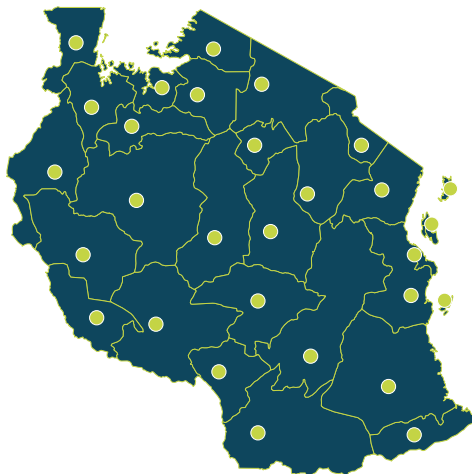
Reach & Scale

Across Tanzania, millions of adolescents navigate puberty, economic uncertainty, and civic exclusion with limited information and few safe spaces to be heard. For too long, their choices have been shaped by silence—around sexuality, livelihoods, and their right to participate in decisions that affect their lives. In 2025, Femina Hip set out to change that reality. By placing young people at the center of Sexual and Reproductive Health and Rights (SRHR), Economic Empowerment, and Citizen Engagement interventions, the organization supported adolescents not just to learn—but to lead, speak up, and act for themselves and their communities.

As a direct result of these interventions, **9,170,157 adolescents and young people** were reached in 2025, comprising **4,244,091 females and 4,926,066 males**. This represents **119.8%** increase in reach compared to **4,172,116 individuals reached in 2024**, demonstrating expanded program scale and effectiveness.



9.17 million
adolescents reached



6.48 million
people engaged



2.6 million
in-school adolescent



Sexual & Reproductive Health and Rights (SRHR) From Information to Agency

Tanzania · Programme Impact Highlights

85,710

**ADOLESCENTS
TRAINED**

incl. 134 with disabilities

52%

**SRHR KNOWLEDGE
SCORE INCREASE**

6.19 - 9.43 average score



554

TEACHERS TRAINED

across 277 schools

277

SCHOOLS REACHED

CSE delivery strengthened



The SRHR thematic area delivered Femina Hip's signature, comprehensive, youth-centered package of interventions called Ujana Salama (Safe Adolescence) designed to increase accurate knowledge, strengthen protection systems, and expand access to youth-friendly services—both in and out of school. **85,710 (46,210F, 39,500m including 134 (82 girls, 52 boys) adolescents with disabilities**, received comprehensive SRHR training using the Ujana Salama package. The results were astounding with SRHR knowledge scores increasing by **52%** amongst the learners. This knowledge gain translated to **82%** of girls supporting the idea of a girls' access to family planning, and **96%** of boys affirmed their supportive role in girls' **SRHR** choices.

The use of theatre for development methodologies also aided in creating greater community awareness. The performances were coupled with community dialogues which allow for inter-generational conversations. This enabled the team in Njombe region to reach **1,065 (361F, 704m)** adolescents, opening safe spaces to challenge myths, stigma, and harmful norms.

Sexual & Reproductive Health and Rights (SRHR) From Information to Agency





Gender-Based Violence (GBV) Case Rate

Reported GBV cases in secondary schools **declined from 248 cases in 2022 to 68 cases in 2025** indicating reduced incidences, while reporting in primary schools increased from zero in 2022 to 77 cases in 2025. 105 child protection committees (75 primary, 30 secondary schools) were revitalized, strengthening prevention and response to GBV and exploitation. This trend reflects improved awareness, reporting confidence, and access to trusted adults rather than an increase in violence, signalling stronger child protection systems within schools.

A further 23,078 out of school youth in Tanga region received structured training on ways to identify, report and prevent S/GBV and Violence Against Women and Children.

Child Marriage

Although direct reported child marriage cases were limited, improved school retention, reduced dropout rates, and strengthened referral mechanisms have contributed to lowering the risk of child marriage among school-aged girls. Continued enrolment and academic progression remain key protective factors against early marriage in the intervention regions of Tanga, Rukwa and Katavi.

Training Teachers on Comprehensive Health Education (CSE)

Teachers are often the first—and most trusted—adults adolescents turn to for guidance on sexuality, safety, and

wellbeing. To strengthen this frontline role, the project invested in building teachers' capacity to deliver accurate, age-appropriate Comprehensive Sexuality Education (CSE) and to create safe, gender-responsive learning environments. A total of 554 (257 Female, 297 Male) teachers from 277 schools (152 Secondary and 125 primary schools trained) 35 in Sumbawanga DC, 165 in Katavi Region and 77 in Tanga region.

Training teachers leads to early risk detection and improved support mechanisms for students who come from highrisk homes.

A review of trends in the intervention schools indicated dropout rates declined steadily between 2022 and 2025, particularly at the primary school level, where the number of dropouts decreased from over 5,400 learners in 2022 to approximately 2,200 in 2025. In secondary schools, improved teacher engagement and reporting mechanisms have enabled earlier intervention in cases linked to pregnancy, GBV, and household vulnerability.

Improved Learning Outcomes and Examination Pass Rates.

Academic performance improved across both primary and secondary schools, with more than 5,400 secondary students and over 7,800 primary pupils passing national examinations in 2025—the highest pass rates recorded in four years across all schools that Femina Hip's projects are operating.

Sexual & Reproductive Health and Rights (SRHR) From Information to Agency

KNOWLEDGE SCORES

SRHR Knowledge Before vs. After

Average score out of 10 across trained adolescents

+52% Improvement in SRHR
knowledge scores

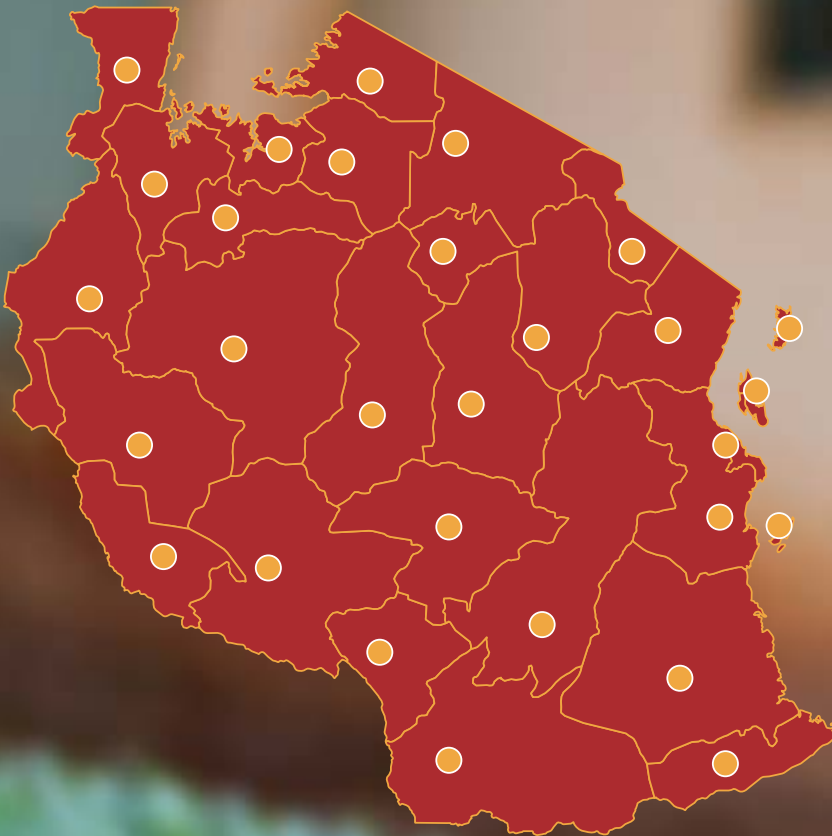
BEFORE TRAINING

6.19

AFTER TRAINING

9.43

Tanzania Intervention Regions



PREGNANCY & BIRTH OUTCOMES

Reductions in Project Areas

Measured in targeted implementation regions

TEENAGE PREGNANCIES

↓ **46%** 46% reduction in teenage pregnancies recorded within project implementation areas

TEENAGE BIRTHS

↓ **56%** 56% reduction in teenage births — the greatest measured outcome of the programme



82% of girls supporting the idea of a girls' access to family planning, and

96% of boys affirmed their supportive role in girls' **SRHR** choices.

Economic Empowerment

Building Skills, Unlocking Opportunity

85,710

ADOLESCENTS
TRAINED

Entrepreneurship & Financial Literacy

52%

ECONOMIC
KNOWLEDGE GAINED

In targeted project areas



104

YOUTH EMPLOYED OR IN BUSINESS

Via VETA, SIDO & local partners

22%

RISE IN GIRLS' PROPERTY RIGHTS

Belief that girls can own property

Building Skills, Shifting Beliefs, Unlocking Opportunity

Recognizing that health and dignity are inseparable from economic security, the project equipped adolescents with practical skills to imagine and pursue sustainable livelihoods.

Skills and Knowledge

85,710 (46,210 females, 39,500 male) in school adolescents were trained on entrepreneurship, financial literacy, and business planning through Femina Hip's signature manual Jenga Maisha Yako. Economic empowerment knowledge increased by 52%, mirroring SRHR learning gains in the targeted intervention areas.

Gender-Responsive Impact

Belief in girls' rights to own and control property increased by 22%, signalling a shift in norms that limit women's economic participation.

Pathways to Livelihoods

In Tanga, Youth champions were trained on climate-smart livelihoods and the Start and Improve Your Business model. As a result of this, 104 youth (50F; 54M) secured employment or launched income-generating activities, supported by partnerships with VETA, SIDO, agricultural extension officers, and local financial institutions. These results demonstrate that when adolescents are equipped with skills—and supported by enabling systems—they move from dependency to possibility.

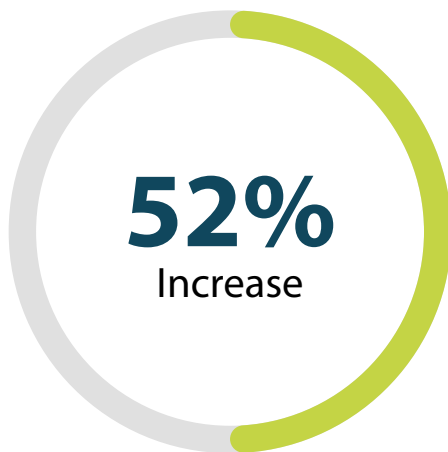


“When adolescents are equipped with skills – and supported by enabling systems – they move from dependency to possibility”.

KNOWLEDGE IMPACT

Economic Knowledge Increased by 52%

Across targeted project intervention areas, adolescents moved from passive awareness to active economic understanding.

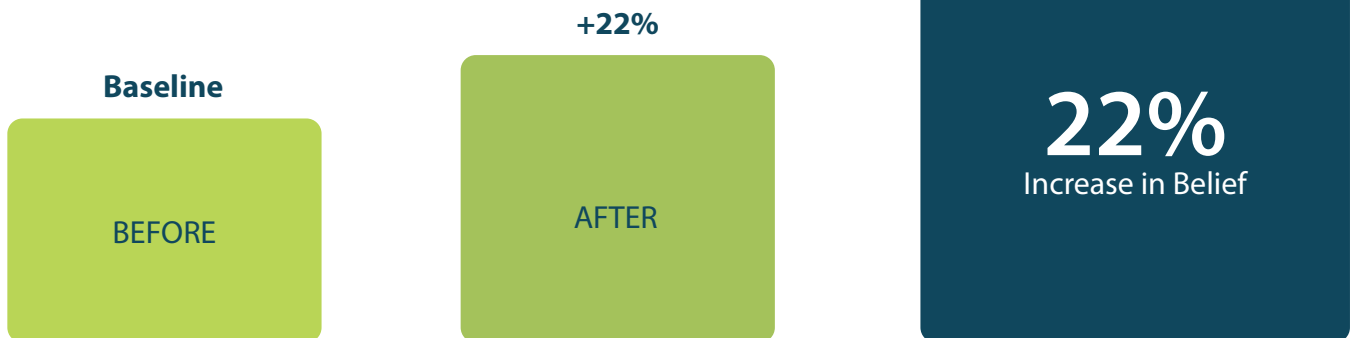


From Information to Economic Agency

Adolescents who completed training demonstrated measurably higher confidence in financial decision-making, business planning, and understanding of market systems.

GIRLS' RIGHTS & ATTITUDES

Right to Own Property



22% increase in the belief that girls have the right to own property — a foundational shift in community attitudes toward gender equity.

EMPLOYMENT & ENTERPRISE

Youth Securing Livelihoods

Through structured partnerships, adolescents moved from skills training directly into employment or self-employment.

104 youth

secured employment or launched their own businesses



50 Female



54 Male

IN PARTNERSHIP WITH

VETA

SIDO

Local Institutions

85,710 adolescents

were trained on entrepreneurship, financial literacy, and business planning through Femina Hip's signature manual Jenga Maisha Yako.



46,210 Female



39,500 Male

SKILLS DELIVERED



Financial Literacy
Savings, budgeting & banking



Climate-Smart Farming
Sustainable agri-enterprise



Business Skills
Planning, markets & trade



Property Rights
Legal literacy for girls

These results demonstrate that when adolescents are equipped with skills—and supported by enabling systems—they move from dependency to possibility.

Tanzania · Figures reflect targeted project implementation areas


Citizen Engagement




Episode 4

Story Yangu

Listen / Watch Now on

 audiomack

 Boomplay

 Spotify

 YouTube



Mahusiano
Kufeli

6.48M+

PEOPLE REACHED
VIA DIGITAL PLATFORMS

 2,537,299

 3,943,448

FEMALE & MALE REACH

 147% from 2024

Strengthening youth voice, leadership, volunteerism, patriotism and accountability — within schools and across community governance.

ngu

With KIREADIO



Citizen Engagement

Youth Not as Beneficiaries, but as Leaders

Citizen engagement interventions focused on strengthening youth voice, leadership, volunteerism, patriotism and accountability — both within schools and in community governance. Following training on active and reflective leadership approaches, **104 youth (47F; 57M)** were elected or appointed to school boards, village committees, and local decision-making structures. Of note was one female youth champion who secured a local councillor seat in the 2025 general elections, demonstrat-

ing the tangible civic outcomes of sustained youth engagement.

Shaping National Youth Narratives through media platforms

In 2025, Femina Hip's media platforms reached **6,480,747 (2,537,299 female, 3,943,448 male) million people**, a **147% increase from 2024** — positioning the organization as one of Tanzania's most influential youth-focused media voices.



One issue of Fema magazine addressing SRHR, mental health wellbeing, and leadership was produced with copies distributed to government institutions including 2493 secondary schools, 178 primary schools and 184 Local government authorities reaching 2,603,700 (1,660,582 female, 943,118 male) in school adolescents nationwide.

Furthermore, the organisation ran digital campaigns on entrepreneurship during the week of SabaSaba, menstrual health hygiene (MHH) week, mental health month, the national youth week, mobilizing

hundreds of thousands across multiple social media platforms.

The **Story Yangu** Podcast amplified authentic youth stories, reinforcing adolescents as agents of change — not passive recipients. All these engagement methods created opportunities for youth to utilise the organisation's plakorms to raise their voices and contribute towards improving their own lives.



Youth as Leaders, Not Beneficiaries.

A trajectory from personal leadership to national influence — one young person at a time.



School & Village Leadership

Youth elected or appointed to school boards and village committees

SCHOOL LEVEL



Ward Councillor Elected

One female youth champion elected as a Ward Councillor

COMMUNITY LEVEL

Digital Media

Story Yangu Podcast & Digital Campaigns

Digital campaigns including Story Yangu Podcast, Ruka Juu economic empowerment campaign, and mental health campaign reached millions across Tanzania — positioning Femina Hip as one of the country’s most influential youth-focused media voices.

Print Media

Fema magazine — 2.6 Million Adolescents Reached

A total of **111,170** copies distributed to **2,892** government institutions — including **2,493** secondary schools, **178** primary schools, and **219** local government authorities. Addressing **SRHR**, mental wellbeing, livelihoods, and leadership.

6.48M
Total Reach 2025

+147%
Growth vs 2024

● 2,537,299 Female (39%)

● 3,943,448 Male (61%)

2.6M
Adolescents Reached

2,892
Institutions

● 1,660,582 Female (64%)

● 943,118 Male (36%)

111K
Copies

Fema Magazine Distribution

111,170 copies to **2,892**
government institutions
nationwide

REGIONAL LEVEL

6.5M
Reached

Digital Campaigns & Platforms

Story Yangu Podcast,
Ruka Juu, mental health campaigns
— **147%** growth

NATIONAL LEVEL

Governance

Youth in School & Village Governance

104 young people were elected or appointed to school boards and village committees — building a foundation of governance experience at the most local level of decision-making.

Political Leadership

Breaking Barriers — Female Youth Councillor

One female youth champion made history by winning election as a Ward Councillor — demonstrating that the leadership pipeline from school to government is not just possible, it is already happening.

104

Youth Leaders Placed

2

Governance Tiers

1

Ward Councillor
Elected



Female Youth
Champion

A Message to Our Donors.



“ 2025 proved that when young people are trusted, they transform communities. With your support, Femina Hip has scaled proven models, strengthened protection systems, and embedded youth leadership at every level. Together, we are building a future where informed choices, dignity, and resilience are led from within communities themselves. ”



Power of Collective Action

How a Fema Club in Njombe turned vision into a thriving school salon — building health, livelihoods, and community from the ground up.

STORY #01 **Lupila Secondary School Fema Club**
📍 Njombe, Tanzania

“When young people are trusted, they innovate solutions that improve health, build livelihoods, and strengthen community.”

The **Fema Club at Lupila Secondary School** in Njombe turned a bold idea into reality: a school-based salon. What began as a vision shared by club leaders quickly gained momentum, with members, mentors, and community stakeholders rallying behind it. Through timber harvesting, farming, and local fundraising, the club raised **TZS 425,000** to launch the project.

With these funds, they built the salon, equipped it with solar power, and hired technical experts to ensure quality construction. Today, the salon provides students with safe, affordable, and hygienic grooming services — replacing risky razor practices that once threatened health and dignity.

Beyond grooming, the salon has become a hub of opportunity. Club members have learned barbering skills, gained self-employment experience, and generated steady income. At just **US\$0.25** per haircut, proceeds now support school initiatives like fertilizers for the garden, new equipment, and even a TV where students watch Femina Hip programs such as the Story Yangu Podcast.

This initiative proves that when young people are trusted, they innovate solutions that improve health, build livelihoods, and strengthen community.

FUNDS RAISED

425K

TANZANIAN SHILLINGS

Through timber, farming & fundraising

COST PER HAIRCUT

\$0.25

AFFORDABLE FOR ALL STUDENTS

Proceeds fund school initiatives

HOW THEY DID IT



Timber harvesting by club members



Farming produce sold locally



Community fundraising drives



Solar-powered salon construction

WHAT THE SALON CREATED



Safe

Hygienic Grooming

Replaced risky razor practices that threatened student health and dignity



Skills

Barbering Training

Club members gained real vocational skills and self-employment experience



Income

Steady Revenue Stream

Funds reinvested into school garden, equipment, and Femina Hip media access



Media

Story Yangu Podcast

A TV purchased with salon proceeds connects students to national youth programming

THE PROOF

From a Bold Idea to Lasting Change

The Lupila story is not an exception — it is a blueprint. When young people are given trust, tools, and mentorship, they create solutions that ripple outward: from personal health to school income to community pride.

A MESSAGE TO OUR SUPPORTERS

More Clubs. More Ideas. More Impact.

With your continued support, more Fema Clubs across Tanzania can turn ideas into impact — creating safe spaces, building skills, and transforming schools into centers of empowerment. Together, let's invest in youth-led innovation for lasting change.

INPUT

Bold Idea by Club Leaders

Vision for a school salon shared among peers

MOBILISATION

TZS 425,000 Raised Collectively

Timber, farming & community fundraising

INFRASTRUCTURE

Solar-Powered Salon Built

Safe, hygienic grooming hub for all students

OUTCOMES

Skills, Income & Health Improved

Barbering skills, steady revenue, no razor risks

RIPPLE EFFECT

School & Community Transformed

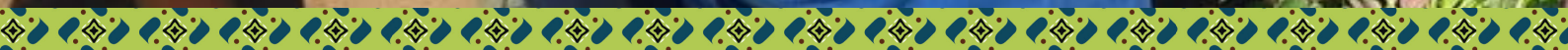
Garden, equipment, media access — youth led

SUPPORT FEMA CLUBS

#YouthLedChange

From Vegetables to Vision

How Bassotu Fema Club in Hanang District turned a connectivity crisis into a two-year journey of innovation, enterprise, and digital learning.





INVESTED IN TECHNOLOGY

1.35M

TZS — Projector purchase after 2 years of gardening

MONTHLY TENDER INCOME

100K

TZS monthly — School meal supply contract won

ACCESS RESTORED

Digital

Fema Magazine, Ruka Juu, Sema Tenda, Cheza Salama

From Vegetables to Vision

STORY #02

Bassotu Fema Club Turning Adversity into Opportunity

📍 Hanang District, Manyara Region

“This story shows the power of youth innovation: turning barriers into bridges, and ensuring education and empowerment thrive even in resource-limited settings.”

When Bassotu Fema Club in Hanang District, Manyara Region lost access to Fema Magazine due to the shift to digital distribution, connectivity challenges threatened their learning. Instead of giving up, they launched a vegetable garden project, selling produce to teachers and the local community.

Their dedication and consistency earned them a school tender to supply student meals — bringing in up to **TZS 100,000** monthly. This was not pocket money. It was a statement: that young people, given agency, will build the systems they need.

After two years, the club invested TZS 1,350,000 in a projector — restoring their access to Fema Magazine content digitally and reconnecting with Femina Hip’s full programme agenda

The garden remains the backbone of their success. But water shortages during the dry season pose real challenges to sustainability. With characteristic resolve, the club has already planned ahead: SimTanks, bucket drip irrigation, and rainwater collection wells are the next chapter of their story — if support arrives to make it possible.

MONTHLY INCOME

100K

TZS / MONTH

From school meal tender — won through consistent quality supply

TECHNOLOGY INVESTMENT

1.35M

TZS — PROJECTOR

Saved over 2 years of vegetable enterprise

PROGRAMS NOW ACCESSIBLE

- Fema magazine (Digital)
- Ruka Juu — Economic Empowerment
- Sema Tenda
- Cheza Salama

“Turning barriers into bridges ensuring education thrives even in resource-limited settings.”

2 yrs
TO SAVE THE PROJECTOR

CHALLENGE

THE PROBLEM

Loss of Fema Magazine access due to shift to digital distribution — connectivity challenges threatened their learning.



Instead of giving up, the club turned adversity into opportunity.

THE TWO-YEAR JOURNEY

Year 0

Access Lost

Digital shift cuts off Fema Magazine. Connectivity gap threatens learning.

Month 1

Garden Launched

Vegetable garden project begins. Produce sold to teachers and community.

Ongoing

School Tender Won

Club earns school meal supply contract up to TZS 100,000 per month.

Year 2

Projector Purchased

TZS 1,350,000 invested. Digital access to Femina Hip content fully restored.

CURRENT CHALLENGE

The Dry Season Threatens Growth

- Water shortages during dry season disrupt vegetable production
- Sustainability of income — and therefore digital access — at risk
- Resource-limited setting makes infrastructure investment difficult alone

THEIR PLAN — WITH YOUR SUPPORT

Youth-Designed Water Solutions

SimTank Installation

- Rainwater storage tanks to buffer dry season shortages and protect crop yields

Bucket Drip Irrigation

- Low-cost, high-efficiency irrigation to conserve every drop during dry spells

Rainwater Collection Wells

- Structural wells to harvest and store seasonal rainfall for year-round use

4

PROGRAMS RESTORED

POTENTIAL IF SUPPORTED

Youth Voices Rising in Tanganyika

How Ujana Salama youth champions turned community silence into bold action — mobilising their own funds, their communities, and their stories to demand change.



SELF-FINANCED BY YOUTH

US\$140

Mobilised from their own pockets
— a shift from dependence to agency

COMMUNITY EVENT ATTENDANCE

132

Members, officials, police & religious
leaders at Theatre for Development

TOTAL PEOPLE REACHED

300+

Across all events, clean-up
& peer champion training





Youth Voices Rising in Tanganyika

STORY #03

Ujana Salama
— Tanganyika Ward Youth Champions

Tanganyika Ward, Tanzania

THE BEFORE

A Community Where Youth Were Overlooked

For too long, young people in Tanganyika Ward watched their communities struggle — and their voices were often ignored. Until the Ujana Salama project empowered them to lead.

- Gender-Based Violence
- Child Labour
- Exploitative Loans
- Limited SRHR Knowledge

WHAT THEY DID — THREE ACTS OF CHANGE

FLAGSHIP EVENT

Theatre for Development at Bombani Bus Stand

Banners, marches, and powerful storytelling brought the community together in one of the most visible public spaces in the ward. The performance broke taboos around menstrual hygiene, gender-based violence, child labour, and access to SRHR services — in the open, in front of those who needed to hear it most.

132 ATTENDEES

Local officials, police, and religious leaders joined the dialogue — lending authority and visibility to the youth-led agenda.

THE TURNING POINT

20
AUG 2025

Youth champions took bold, coordinated action across Tanganyika Ward

US\$140
SELF-FUNDED BY CHAMPIONS

Mobilised from their own funds, supplemented by local stakeholder support — a powerful act of collective agency

“From dependence to collective agency — one initiative at a time.”

COMMUNITY ACTION

Fish Market Clean-Up Drive

Boda boda drivers, Fema Club members, and faith leaders united to clean the fish market — a practical demonstration that youth-led initiatives can cross every social boundary.

Cross-Sector Unity

SUSTAINABILITY

12 New Peer Champions Trained

Using Femina Hip’s Protect Your Life manual, they trained 12 new peer champions — embedding the movement’s knowledge and ensuring it outlives any single event.

Femina Hip Manual

300+

PEOPLE REACHED

Across all events & activities

132

AT THEATRE EVENT

Officials, police, faith & community leaders

On **20 August 2025**, youth champions took bold action — mobilising **US\$140** from their own funds and securing additional support from local stakeholders. This act of self-financing marked a powerful shift from dependence to collective agency. Their flagship event, a Theatre for Development performance at Bombani Bus Stand, brought banners, marches, and powerful storytelling to life.

Over **132** community members, local officials, police, and religious leaders joined the dialogue, breaking taboos around menstrual hygiene, GBV, child labour, and access to **SRHR services**. These were not whispers in a meeting room — they were declarations made in public, witnessed by those with the power to act on them.

The champions didn't stop there. They organised a fish market clean-up, uniting boda boda drivers, Fema Club members, and faith leaders across every social boundary.

They then trained **12 new peer champions** using Femina Hip's Protect Your Life manual — ensuring the movement outlasts any single moment. In total, they reached **over 300 people**, sparking commitments from parents to continue family-level dialogues and pledges of enduring support from officials.

ISSUES TACKLED

- Gender-based violence awareness
- Menstrual hygiene — breaking taboos
- Child labour prevention
- SRHR access and knowledge
- Exploitative lending practices

WHO JOINED IN

- Local government officials
- Police & law enforcement
- Religious leaders
- Boda boda drivers
- Fema Club members
- Parents & families

MOVEMENT STRENGTH

12

NEW PEER CHAMPIONS

Trained using the Femina Hip Protect Your Life manual — ensuring the movement outlasts every single event

“*Youth power can drive sustainable change — when given the tools and trust, they transform communities from within.*”

A FINAL CALL TO ACTION

More Champions. Bolder Communities. Lasting Change.

With your support, more young champions across Tanzania can lead bold initiatives that tackle harmful practices, strengthen resilience, and build healthier, more inclusive communities. Together, let's invest in youth leadership for lasting impact.

12

PEER CHAMPIONS TRAINED
Using Protect Your Life manual

US\$140

YOUTH SELF-FINANCED
+ additional stakeholder support secured

JOIN US

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



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Embassy of Switzerland in Tanzania
Ubalozi wa Uswisi Tanzania



Ambasáid na hÉireann | Tanzania
Embassy of Ireland | Tanzania
Ubalozi wa Ireland | Tanzania



german
cooperation
DEUTSCHE ZUSAMMENARBEIT



Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



Contact us at:
info@feminahip.or.tz

**“2025 proved one thing:
when young people are trusted, they deliver.**

From school salons to village councils, from vegetable gardens to national digital platforms — Tanzania’s youth didn’t wait for change. They built it.

With your support, Femina Hip equipped them with the tools.
They did the rest.

*The next generation of leaders is already here.
Let’s keep investing in them.”*

Thank You.



Annual Report 2025



INDEPENDENT AUDITOR'S REPORT

Board Chairperson
House No. 23, plot 138
Migombani Street, Mikocheni
P.O Box 2065
Dar es Salaam
Tanzania

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF FEMINA HIP

Opinion

We have audited the financial statements of Femina Hip which comprise the statement of financial position as at 31 December 2025, and the statement of financial performance, statement of cash flows and statement of comparison of budget and actual amounts for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects the financial position of the organisation as at 31 December 2025 and of its financial performance and its cash flows for the period then ended in accordance with International Public Sector Accounting Standards (IPSASs).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the organisation in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Republic of Tanzania, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters




Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. We have determined that there are no key audit matters to communicate in this report.

Other Information

The directors are responsible for the other information. The other information comprises the Report by Those Charged with Governance or any other equivalent report and the Declaration by the Head of Finance but does not include the financial statements and this audit report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read, the other information and, in doing so, consider

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INDEPENDENT AUDITOR'S REPORT

whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this audit report, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IPSASs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all

INDEPENDENT AUDITOR'S REPORT

relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

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

As required by the NGO Act, 2002, we are also required to report to you if the organization has not kept proper records. In respect of the foregoing requirements, we have no other matter to report.

The engagement partner on the audit resulting in this independent auditor's report is CPA Christopher Alex Mageka.



INNOVEX Auditors

Certified Public Accountants

Dar es Salaam

Per Christopher Alex Mageka, CPA-PP

Date 14/04/ 2026



FEMINA HIP

THE REPORT BY THOSE CHARGED WITH GOVERNANCE AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 TZS	2024 TZS
Revenue			
Revenue from non-exchange transactions	5	3,603,350,673	3,445,899,228
Revenue from capital grants amortization	13	72,651,282	69,673,021
Other revenue	6	183,232,944	-
Total revenue		<u>3,859,234,899</u>	<u>3,515,572,249</u>
Expenses			
Program direct expenses	7	2,851,232,409	2,539,252,076
Administrative expenses	8	886,903,192	1,097,419,470
Total expenses		<u>3,738,135,601</u>	<u>3,636,671,546</u>
Surplus/(deficit)	23	<u>121,099,298</u>	<u>(121,099,298)</u>

The notes on pages 56 to 82 form an integral part of these financial statements. The Financial Statements on pages 49 to 55 were approved by the board of directors and authorized for issue on 13/04/2026 and were signed on its behalf by:



Abdulrahman Hussein
Chairperson



Ruth Mlay
Executive Director

Report of the independent auditors – page 46 to 48.

FEMINA HIP

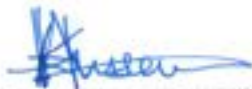
THE REPORT BY THOSE CHARGED WITH GOVERNANCE AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2025

	Notes	2025 TZS	2024 TZS
Assets			
Current assets			
Cash and cash equivalents	12	959,742,001	1,019,148,909
Trade and other receivables	11	64,839,951	61,401,988
		<u>1,024,581,952</u>	<u>1,080,550,897</u>
Non-current assets			
Furniture and equipment	9	81,086,051	118,646,825
Intangible assets	10	71,085,207	80,413,891
		<u>152,171,258</u>	<u>199,060,716</u>
Total assets		<u>1,176,753,210</u>	<u>1,279,611,613</u>
Liabilities			
Current liabilities			
Deferred grant	5	952,135,772	1,029,435,848
Trade and other payables	14	72,446,180	172,214,346
		<u>1,024,581,952</u>	<u>1,201,650,194</u>
Non-current liabilities			
Capital grants	13	152,171,258	199,060,717
		<u>152,171,258</u>	<u>199,060,717</u>
Total liabilities		<u>1,176,753,210</u>	<u>1,400,710,911</u>
Net assets			
Accumulated surpluses/(deficits)		-	(121,099,298)
Total net assets		-	<u>(121,099,298)</u>

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Abdulrahman Hussein
Chairperson



Ruth Mlay
Executive Director

Report of the independent auditors – page 46 to 48.

FEMINA HIP

THE REPORT BY THOSE CHARGED WITH GOVERNANCE AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 TZS	2024 TZS
Cash flows from operating activities			
Surplus for the end of the year		121,099,298	(121,099,298)
<i>Adjusted for</i>			
Grants released to revenue	5	(3,603,350,673)	(3,445,899,228)
Loss on disposal of assets		3,111,388	1,820,624
Capital grants released to income	13	(72,651,282)	(69,673,021)
Depreciation and amortization	9	69,539,894	67,852,397
<i>Changes in working capital:</i>			
Increase in trade and other receivables	11	(3,437,963)	75,046,083
Decrease in trade and other payables	14	(98,518,063)	82,071,557
Net cash flows used in operating activities		(3,584,207,401)	(3,409,880,886)
Cash flows from investing activities			
Proceeds from disposal of furniture and equipment		-	-
Purchase of furniture and equipment	9	(21,065,423)	(26,531,200)
Purchase of intangible assets	10	-	(7,108,920)
Net cash flows used in investing activities		(21,065,423)	(33,640,120)
Cash flows from financing activities			
Revenue grants received	5(a)&6	3,566,316,158	3,685,738,535
Capital grant received	9	21,065,423	33,640,120
Grants used to pay off prior year salary accruals		(24,609,443)	-
Grants returned		(16,906,222)	(41,667,695)
Net cash flows from financing activities		3,545,865,916	3,677,710,960
Net increase in cash and cash equivalents		(59,406,908)	234,189,955
Cash and cash equivalents at the start of the year		1,019,148,909	784,958,954
Cash and cash equivalents at the end of the year	12	959,742,001	1,019,148,909

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