



# **COMMUNITY FOR CHANGE ORGANIZATION**

## **STRATEGIC PLAN**

COMMUNITY FOR CHANGE ORGANIZATION

**2023 - 2027**



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STRATEGIC PLAN  
2023 - 2027

DECEMBER 2022

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# PREFACE

## Dear Members, Friends and Partners,

I am delighted to present to you the **COCO first Strategic Plan 2023–2027** which outlines the strategic visions and goals we have identified to help the organization realize its full potential and fulfill its mission to serve the girl child and the wider community in Tanzania.

The process of formulating our second Strategic Plan at **COCO** has given us the opportunities to take stock on past successes and failures, to determine our visions and future goals in the light of challenges ahead, and to put forward strategies for our developments not only in response to changing needs but also as an active and participating agent to drive **social, cultural and economic** changes.

The strategic themes attest to our commitment to achieve sustainable development through our core functions of creation, dissemination and exchange of knowledge, as well as our duty to engage stakeholders and the community towards improving wellbeing. In order to implement these strategic aims, we need to develop an enabling environment in which our human, financial and physical resources are appropriately allocated and deployed to help us attain sustainable impacts. Similarly, the organization aims to maintain a girl child centered approach through social ecological model.

The Strategic Plan represents the concerted efforts of the **COCO** stakeholders, whose valuable input has been incorporated in this document. Let me take this opportunity to thank all of them for giving us so much food for thought during the process of consultation and drafting of the Strategic Plan. I would like to thank, in particular, the Board for approving the Strategic Plan and taking up the responsibility for overseeing and monitoring its implementation.

I am sure that, with the collaboration of our talented staff, like minded organizations, volunteers, beneficiaries, and supporters, the goals we aspire to accomplish will in time translate into milestones of which we can be proud. By investing in the future of **COCO**, we are investing to build a better future for the Girl Child and Tanzania community.

I would like to invite you to join hands with us to help this fine and unique Non-Profit organization maintain its characteristics whilst fostering its further developments. May I thank you heartily for taking an interest in the future of **COCO** and the communities we serve.



# ACKNOWLEDGEMENT

Community For Change Organization (COCO) board of directors, Founders, Management and staff would like to highly express their gratitude to **Pact Tanzania** through a **USAID** funding implementing a Data Driven Advocacy (DDA) project for supporting **Community For Change Organization - COCO** in developing the **Five Years Strategic Plan (2023 – 2027)**. The technical support and financial assistance during the process of developing the strategic plan is highly appreciated.

The only way to present our thanks would be highly implementation of this great governing document that **Pact Tanzania** has supported as to have, as we could not manage to develop it on our own as the process is expensive.

More thanks to different stakeholders who have been engaged in this process of developing the **Strategic Plan** as they played their great role placing a big responsibility to **COCO** management, to ensure the implementation of the document from paper to action.

Much thanks to all who participated in the policy.

**Chief Executive Officer (CEO)**

**Community for Change Organization (COCO)**



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# ABBREVIATIONS AND ACRONYMS

<b>UNICEF</b>	<b>United Nations International Children’s Emergency Fund</b>
<b>HIV RT</b>	<b>Human Immune Deficiency Virus Reverse Transcriptase</b>
<b>AIDS</b>	<b>Acquire Immune Deficiency Syndrome</b>
<b>CSO</b>	<b>Community Social Organization</b>
<b>FGM</b>	<b>Female Genital Mutilation</b>
<b>FYD</b>	<b>Five years of Development</b>
<b>GBV</b>	<b>Gender Based Violence</b>
<b>HIV</b>	<b>Human Immunodeficiency Virus</b>
<b>HTS</b>	<b>HIV Testing Services</b>
<b>ILO</b>	<b>International Labour Organization</b>
<b>LGA</b>	<b>Local Government Authorities</b>
<b>MEL</b>	<b>Monitoring Evaluation and Learning</b>
<b>MERL</b>	<b>Monitoring, Evaluation, Research and Learning</b>
<b>NAIA</b>	<b>National Accelerated Action and Investment</b>
<b>NBS</b>	<b>National Bureau of Statistics</b>
<b>NMSF</b>	<b>National Multisectoral Strategic Foundation</b>
<b>PEST</b>	<b>Political Economic Social-Cultural Technological</b>
<b>PLHIV</b>	<b>People Living with Human Immune Deficiency Virus</b>
<b>PSA</b>	<b>Public Service Announcement</b>
<b>VAC</b>	<b>Violence Against Children</b>
<b>SWOT</b>	<b>Strengths, Weaknesses, Opportunities and Threats</b>
<b>STI</b>	<b>Sexual Transmitted Infection</b>

# EXECUTIVE SUMMARY

**Community for Change Organization (COCO)** is a serving organization envisioning having A prosperous Tanzania with women, youth and children generation have sustainable development. Towards realizing and achieving the vision **COCO** has set in place a strategic plan for **2023 – 2027**, which will be focusing on children, Women and youth wellbeing and development. The strategic plan will act as the road map and strategic direction for **COCO** interventions in Tanzania.

The **Strategic Plan** was participatory developed and engaged all key stakeholders in designing stages starting with internal review of the previous strategic plan, situation analysis, then developed a strategic plan developing committee. After that, followed the consultation with **Pact Tanzania**, the Data Driven Advocacy program unit to seek support from them where secured a consultant who led the workshop in Dodoma for five days, a workshop being attended by 1 staff. After the drafting stage of the first draft in Dodoma, **COCO** convened the stakeholders' engagement meeting, that was followed by compiling the draft including the stakeholders' opinion and being presented to the organization management and lastly approved by the **Board of Directors**.

Through a thorough analysis found that there are some critical 5 challenges to be addressed pertaining to **Women, Youth and Children** and 1 institutional such as the child violence, limited inclusion of children and youth in democratic governance process, limited access to friendly **SRHR** services, **MHH** and poverty. The mentioned challenges will be addressed through implementing different innovative solution in these 6 thematic areas including; Organization funding base expanded, Increased access to comprehensive information of **SRH, MHH** and services, Improved women and youth livelihood in Tanzania, Promoted environmental conservation and climate change adaptation, Access to friendly **SRHR** services and free from **GBV**, Having friendly Legal frameworks on **youth, women and children** issue, Promoted Children protection and development in Tanzania with the purpose of attaining the following strategic goals :

- 1 Increase new **networks** and **partnership** and strengthening the existing ones
- 2 Strengthened **organization** system and structures

# EXECUTIVE SUMMARY CONT...

- 3 Promote **women** and **youth** access to economic empowerment opportunities
- 4 Increased youth inclusion and participation in policy development process, governance and democracy in Tanzania
- 5 Ensure sustainability and equitable use of resources in addressing the basic needs of present and future generation without degrading the environment
- 6 Expand access to comprehensive information of **SRH** and **MHH** through innovative programs
- 7 Access to friendly **SRHR** services and free from **GBV**
- 8 Advocate for conducive environment for youth participation in decision making, policy development, governance and democracy



The strategic plan will be implemented through developed programs and projects aligning with the strategy, and deliverables will be tracked through a well-developed ME and project management systems. The communication strategy will put in place to facilitate the implementation of the Strategic plan.

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## 1 INTRODUCTION

### 1.1 Organization Background

**Community For Change Organization - COCO** is a Women-led and youth focused NGO which was established by Young Lady in Rukwa at 2019 and officially registered 15th of August 2019 under the NGO act 2002 with registration number **00NGO/R/0463** with the headquarter in Rukwa Region-Tanzania. **COCO** realized the absence of a clear platform for bringing together Women, youth and children to access information and voice up for their rights and wellbeing, there was a gape of communication as most of services and engagement was adult to women, youth and children, then **COCO** came up with the idea of peer to peer working where **COCO** employs only **Women** and **Youth** below 35 years old to work with their peer women and youths, and deploys the young reporters and children council to work directly with their peers, women and youth reporters work directly with youth and teens to cut down the communication barriers.

### 1.2 Organization Objectives

The following are the **Objectives** of the community :

- 1 To promote and ensure having friendly **Children** and **Youth** legal frameworks in line with their implementation.
- 2 To promote **Children** and **Youth** inclusion in governance and policy development process.
- 3 To promote access to **MHH**, friendly **SRH** health services and **HIV/AIDs** prevention, care and treatment to adolescent and youth in rural and urban areas.
- 4 To mobilize **Youth** and **Children** in supporting the achievement of Sustainable development goals (**SDGs**) and national and international strategies for poverty eradication.

## Organization Objectives Cont ...

- 6 To ensure Youth, Adolescent, Young mothers and children are economically empowered.
- 7 To promote youth, adolescent and children involvement in sports development and culture preservation activities in schools and out of school
- 8 To mobilize children and youth engagement in climate change adaptation and environmental conservation actions.

### 1.3 Methodology Used

In developing the 2023-2027 COCO Strategic Plan, difference Approaches were used to prepare the documents.

The following are the approaches used to collect data for Strategic Plan :

#### 1.3.1 APPROACH 1 : ORGANIZATION DISCUSSION

Internal discussions within the organization in the need assessment for the strategic plan. COCO organized 3 internal meeting with staff and Board of Directors to review the present Strategic Plan that we had and prepare the plan for developing the new strategic plan. During the meeting, it was noted that, there is a need of developing the new Strategic Plan since the past Strategic plan was phasing out and implemented partial.

After internal meeting with staff and board Directors, COCO communicated with PACT to seek a support of capacity building on how to develop new Strategic plan. PACT responded to provide a technical support of developing the Strategic plan to women-led and youth organizations including COCO.

The process of drafting the Strategic plan document started on 5th of September at Nashera Hotel in Dodoma region for 5 days' workshop organized by PACT on facilitating youth-led organization, and COCO being among of attendee who was invited to develop the five years strategic plan.

### 1.3.2 APPROACH 2 : STRATEGIC PLAN WORKSHOP IN DODOMA

During the workshop the facilitator introduced the Theoretical orientation of the PACT **Strategic Planning Toolkit** which as being used as the guideline in developing the Strategic planning, And the key components were considered are:

- 1 Analysis of stakeholders and data collection; by looking on the need of our stakeholders.
- 2 Review of Mission and Vision of COCO organization; they should be short and clear, also they should make sense.
- 3 Analysis of Internal and External trends (SWOT) and PEST analysis
- 4 Identification of Strategic directions,
- 5 Operationalizing the plan,
- 6 Writing and Approval of the plan.
- 7 Periodic review of the plan.

### 1.3.3 APPROACH 3 : STAKEHOLDERS WORKSHOP

After the workshop, the first draft of the **COCO** strategic plan was developed and **COCO** organised for the stakeholders present and share their opinions regarding the developed document. Before the workshop, **COCO** identified the key stakeholders who attended the workshop including; (**COCO beneficiaries**, **LGAs representatives**, **CSOs representatives**, Private sectors representatives, media fraternity.

On **21st September 2023** COCO conducted the workshop at COCO office with the aim of reviewing the first developed draft of COCO strategic plan. During the workshop the attended stakeholders reviewed the draft of the strategic plan and share their inputs. Stakeholders shared their opinions and the committee noted for further draft improvement. More inputs were shared on the activities to be added.



### 1.3.4 APPROACH 4 : FINALIZATION OF THE PLAN AND APPROVAL

After collection the stakeholders' opinions, the improved draft was presented to the management for their inputs and approval. The draft was approved by the management and then being present to the Board of Directors for their final approval. The final draft was approved by the Board of Directors in October 2023.

## 2 SITUATION ANALYSIS

### 2.1 Analysis On Global, Regional And National Frameworks

There are different international, regional and national frameworks which govern children, women and youth rights and welfare, these includes the sustainable development Goal (**SDGs 2030**); The Child Rights Convention, The Human Rights Declaration; UN Youth strategy; **African Youth Charter 2006**, The Africa we want for children 2063. Though the definitions of youth it differs from actions, strategies and policies. According to **African Youth Charter**, Youth has been defined from **15- 35 years** and according to **UN Youth Strategy** youth has been defined from **15-24 years** and According to the Child Rights Convection, child has been defined as a person aged from **0- 17 years** old.

It reported that, many youths in worldwide face with the challenge of poor education and unemployment, gender inequality, in accessing quality and unfriendly health services, **poverty** and **hunger**, and low engagement in decision making bodies. The world's population is projected to reach **8 billion** on **November 2022**, and in 2019 young people aged 15 – 24 years were reported to be **1.2 billion** (UN) equal to 16% of the total population.

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## Analysis On Global, Regional And National Frameworks Cont ...

According to **UN- Department of Economics**, **1.2 billion** young people aged 15 to 24 years, accounting for 16 per cent of the global population there are different global initiatives towards having a better world for young people, through **UN** there is a global strategy which intends to eradicate extreme poverty for all people considered to be living on less than **1.25 USD** a day everywhere by 2030. The **Sustainable Development Goals (SDGs)**, 2030 provides a global focus to all member state, and Tanzania being among of them is obliged to set policies, strategies and support the achievement of the targeted goals such as to end poverty in all forms, Zero hunger, **Good health and well- being**, **Quality Education**, **Gender equality**, **Clean water and Sanitation**, **Affordable and clean energy**, decent work and economic growth, industry, innovation and infrastructure, reduced inequalities, sustainable cities and communities, responsible consumption and production, climate action, life below water, life on land, peace, justice and strong institutions, partnership for the goal

The focus on young people in the sense of children, women and youth is more emphasized in **SDG goals** which is highly linked with unemployment rate to youth as reported by **ILO** the global employment trend for youth in 2022 being **15.6 in 2021** and **14.9 in 2022** while in Africa is 12.9 and 12.7 in 2021 and 2022 respectively. For instance, about 156 million youth in low- and middle-income countries are working poor (**ILO**), while almost 30 per cent of the poorest 12- to 14-year-old have never attended school. The un employment challenge is linked with hunger, poverty, access to health and wellbeing, gender inequality, Quality Education, Clean water and Sanitation, Affordable and clean energy. In the area of **Sexual reproductive health and rights** to young people, **UNICEF** provides that, the **early adolescents child** bearing from **10 – 14 age** group is common to sub–African Countries, whereby in 2020, **1.75 million** adolescents between **10 – 19** were living with HIV worldwide. In education, **142 million** youth of upper secondary age are out of school.

### 2.1.1 THE GAP

Far from being mere **beneficiaries** of the **2030 Agenda**, still there is a challenge in their implementation resulting from the nature on how they have domesticated, financing and low knowledge on those **strategies** to countries or global frameworks.

At the level of global policy, finance and measurement are major issues to be addressed as part of worldwide youth development efforts. At the national level, policy and programmatic responses to the Sustainable Development Goals have been slow and should be accelerated.

To ensure that **youth development challenges** are addressed. Key elements to an effective youth policy include providing political leadership and strategic vision; securing adequate budget and resource allocations; utilizing the knowledge, implementation and evaluation of the **youth policy** and developing a transparent monitoring and accountability framework.

## 2.2 NATIONAL FRAMEWORKS

Tanzania implements different strategies, policies and guideline on the area of **children**, **women** and **youth** issue include National Frameworks of the Five years **Development plan** 2021/2022 - 2025/2026.

### 2.2.1 FRAMEWORK 1 : **National Policy on HIV/AIDs and Tanzania National Multisectoral Strategic Framework**

HIV testing services coverage and uptake increased significantly during the implementation of NMSF III surpassing the targets for 2015 and reaching about seven million individuals in 2016. Despite this progress only 52.2% percent only (THIS2017) of PLHIV ages 15 to 64 years (55.9 percent of HIV positive females and 45.3 percent of HIV positive males) of HIV males Knew about HIV positive status by 2016. By 2017, only 42 percent of PLHIV who self-reported that they knew their HIV status.



There is a low take of HTS among men and other people at highest risk of HIV, particularly those who do not interact regularly with the health system. HTS is only offered to adults who are more than 18 years limiting provision of services to sexually adolescents and youth who are below the age band. It has been noted that, some areas in the country still face stock-outs of HIV rapid kits. The HTS services are also faced inadequate health workforce and infrastructure to comply with HIV RT testing it has also been noted that there is inadequate linkage of HIV positive individuals to care, treatment and support services.

### 2.2.2 FRAMEWORK 2 : **National Health Policy 2017**

The policy shows that 34% of the children under age 5 are stunted which is above the target of 22%. One third of children under age 5 are stunted that they are short for their age and 14% are underweight. These children have an increased risk of diseases, impaired mental health and physical development and early death. Also, there are interregional variances whereby Ruvuma, Iringa, Rukwa, Kagera, Geita and Njombe all have rates above 40%. Malnutrition in the form of obesity is becoming a health problem in children.

Despite the observed notable improvements of public health through promotion and sensitization about nutrition to the community, still there is prevailing malnutrition in communities and stunting is evident. There is inadequate implementation of guidelines of maternal, infants and young child feeding, management of acute malnutrition, control of micronutrient deficiencies, healthy eating and life style issues. Also, there is low level of awareness about nutrition matters to the people in communities.

### 2.2.3 FRAMEWORK 3 : **National Climate Strategy 2012**

Climate change projection indicates that the frequency and severity of extreme climatic events will increase. In the last 40 years Tanzania has experienced severe and recurring droughts with devastating effects to agricultural, water and energy sectors. Currently more than 70% of all natural disasters in Tanzania are hydro-meteorological, and are linked to droughts and floods. Agriculture in the affected areas was crippled, a lot of livestock and wildlife perished due to starvation and lack of water.

### 2.2.4 FRAMEWORK 4 : National Adolescent Health and Development Strategy 2018-2022

Given that 57% of young women and 48% of young men report having had sex by age 18, Adolescent pregnancies are currently a major sexual and reproductive health concern in Tanzania. Among adolescents aged 15 to 19 years, 27% of them have begun child bearing (21% have given birth and 6% are pregnant with their first child). Although there are plans to reduce Adolescent Fertility Rate from the current 128 to less than 100 pregnancies per 1,000 women by 2020, this target is unlikely to be achieved due to existing barriers including comprehensive knowledge on SRH. Sexually Transmitted Infections (STIs), including HIV/AIDS remain a great risk for adolescents. Condom use outside marriage is low as 37% in adolescent girls and 35% in adolescent boys between the ages of 15-19. HIV/AIDS is a big risk factor for male and female ages 15-19 with 43% of new HIV infections in Tanzania occurring among youth below 24 years and with 70% of new adolescent infections occurring in girls.

### 2.2.5 FRAMEWORK 5 : National Youth Development Policy 2007

Young people who according to the Integrated Labor Force Survey (2001), require economic enfranchisement and equitable access to resources that provide a solid economic and material base for their development while they face with limited access to land ownership. Customary practices discriminate young girls to own and even to inherit land. There is limitation on equity of resource allocation and capital accessibility for youth development, which affect their effective participation in economic activities. Also lack skills on marketing and production of quality products.

### 2.2.6 FRAMEWORK 6 : Child Development Policy 2008

The National Population and Housing Census of 2002 indicated that in 2007 the total population was estimated to be 39, 446,061. Among that population 20,192,608 which is 50.6% will be children with an average of 5 children in every family. Among those children 10,136,882 are girls and 10,033,726 are boys. According to the statistics children form more than half of the total population.

Nevertheless, statistics shows that 10% of all children are orphans losing one or both parents. 10. According to Demographic Health Survey DHS 2004/05 61 per cent of children live with both parents, 19 per cent of children reside with only their mother, 5 per cent with only their father, 15 per cent of children do not live with either parent but both their parents are still alive.

As the availability and accessibility of Child's Rights depend to a great extent on the socio-economic status of the parents, in situations where poverty is rampant as it is in Tanzania (in most areas), the ability of the parents to access their children to their rights is very minimal. The extent (of the denial of children's rights) is even more pronounced to vulnerable children, in particular the orphaned ones, who do not have parents provide the rights and thus posing unique challenges to the community and the nation as a whole in providing basic rights to such children.

### 2.3 SWOT ANALYSIS

#### 2.3.1 ANALYSIS 1 : **Strengths and Weakness**

There is direct engagement with national state actors like LGAs especially in advocating for youth friendly policies and children rights through young reporters' program. Also, Organization has internal controls such as body, management, policies and procedures that protects the organization includes a well-developed financial policy and procedures which are documented and they support accountability.

It also helps to prevent assets loss and it ensure carefully review of financial information to reduce errors. These increases accountability in program implementation and organization capacity and hence sustainability of the organization. In designing program and project, the team involves beneficiaries and stakeholders directly from the beginning for better planning and achieving results. In programs implementation, we use radio and TV programs with different interactive formats such as public service Advertisements (PSA), and live shows.



## Swot Analysis Cont ...

Also, by creating contents and share them to COCO social media pages (Facebook, Instagram, Twitter). Gender is considered at all angles such as in staff recruitments gender is highly considered, programs implementations (beneficiaries' selection) and in our daily operations.

Absence of strong MEL systems This leads to poor documentation the program and data management. lack of qualified staff in proposal writing, organization fails to meet its expectations on time due to scarcity of funds and sometimes loses trust to our beneficiaries and stakeholders. Due to small funding opportunities at a time, the organization fails to hire large number of qualified staff or capacity building to existing staff. lack of capacity building leads to poor management systems which contributes some hardship in programs implementations.

### 2.3.2 ANALYSIS 2 : Opportunity and Threat

#### OPPORTUNITY

While working with NGO sector, COCO has opportunities of expanding its technical capacity from staff and program implementation through availability of Developing partners who are willing to provide technical assistance to COCO staff on how to implement and manage successful programs, and those who have interest of working in Tanzania. Presence of supportive legislative system legal framework which guide us in the implementation of the programs.

#### THREAT

Shift of donor priorities which may affects our strategies and plans, Political leader's regime changes and Political leader's decree. Increase of women and youth led CSOs with new innovations on media and social media, government and community engagements with high influence.



## Swot Analysis Cont ...

**Table 1 : Strengths and Weakness Analysis**

STRENGTH	WEAKNESS
<ul style="list-style-type: none"> <li>● Having strong engagement with national state actor's which facilitate the implementation of programs.</li> </ul>	<ul style="list-style-type: none"> <li>● Absence of strong MEL systems leads to weak documentation the program and data management</li> </ul>
<ul style="list-style-type: none"> <li>● Having internal good governance system and structures such as body, management and policies which increases accountability in program implementation and organization capacity and hence sustainability of the organization.</li> </ul>	<ul style="list-style-type: none"> <li>● Absence of diversity funding opportunities.</li> </ul>
<ul style="list-style-type: none"> <li>● Good at designing and implementing successfully community centered programs.</li> </ul>	<ul style="list-style-type: none"> <li>● Low number of staff with capacity in program, funding and financial and management.</li> </ul>
<ul style="list-style-type: none"> <li>● Good at media and social and media advocacy campaigns.</li> </ul>	<ul style="list-style-type: none"> <li>● Weak knowledge and management system .</li> </ul>
<ul style="list-style-type: none"> <li>● Having sounding financial systems which increased accountability in program delivering .</li> </ul>	<ul style="list-style-type: none"> <li>● Lack of safe space for children and youth that incur vulnerability in the society.</li> </ul>
<ul style="list-style-type: none"> <li>● The organization is gender sensitivities .</li> </ul>	

## Swot Analysis Cont ...

**Table 2 : Opportunity and Threat Analysis**

OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> <li>● Availability of technical assistance from Development partners.</li> </ul>	<ul style="list-style-type: none"> <li>● Shift of donor priorities</li> </ul>
<ul style="list-style-type: none"> <li>● Availability of development partners with interest of working in Tanzania.</li> </ul>	<ul style="list-style-type: none"> <li>● Political leader's regime change.</li> </ul>
<ul style="list-style-type: none"> <li>● Presence of 10% loan from the government.</li> </ul>	<ul style="list-style-type: none"> <li>● Political leaders decree .</li> </ul>
<ul style="list-style-type: none"> <li>● Presence of supportive legislative system legal framework.</li> </ul>	<ul style="list-style-type: none"> <li>● Increase of women and youth led CSOs with new innovations on media and social media, government and community engagements with high influence.</li> </ul>
<ul style="list-style-type: none"> <li>● The increase of young who are in need of our service's particular economic empowerment and child protection.</li> <li>● Network, COCO Use available network opportunities for learning and sharing experience, knowledge skills and funding opportunities .</li> </ul>	

## 2.4 PEST ANALYSIS

### 2.4.1 ANALYSIS 1 : POLITICAL

NGO sector in Tanzania has gone through different political situation resulting from the changes of political regime from 2015 to 2020 where a number of strict laws and regulations which are somehow not much friendly were enacted such as the Statistics Act, NGO Act regulations which made it mandatory to seek approval for project implementation where they could decline to approve the project implementation or instruct to change the project location, the Cyber-crimes Act. All those laws are limiting the freedom of organizations in implementing the activities, access to data and information sharing. Advocacy activities were not were implemented with high precautions.

In 2021 to date the Tanzania political regime changed and got the new President, there has been no amendment or review of those laws governing NGOs operations, but there has been political statements and the silence of those laws in terms of implementation. There the situation is not fully set as the laws are still the same, then what is happening is just the discretionary power of the president and officials to silence the supervision and enforcement of those laws. Presence of unfriendly legal framework may be threat to the NGOs sectors as they can be applicable at any time.

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Then, recently the government seems to appreciate the role of NGOs sectors, political leaders' decree/ statements favoring the NGOs sectors. That facilitates the implementation of the NGOs activities and it create trust and good relations with government.

### 2.4.2 ANALYSIS 2 : ECONOMIC

The government has imposed laws which are resulting into double taxation in money transfer system which affects the organizations' operation working on cashless systems especially to beneficiaries. Recently there has been increase in inflation and currency exchange rate which is the threat to organization budgets as the market prices of products are fluctuating and mostly increasing compared to the budget that was planned leading to budget variation. It has remained a very big challenge in Tanzania for NGOs to secure a charitable status, this has implications in tax charges in procurement.

### 2.4.3 ANALYSIS 3 : SOCIAL

Tanzania has been highly influenced by globalization especially to young people, then they are running very fast with changing life style and advancement of technology. Unfortunately, as the principles of development, there is high imbalance of development between the rural and urban youth that has brought a challenge in access to information between urban and rural young people, perceptions on social life, gender issues and services. Due to the gape of knowledge, awareness and information, there can be a challenge on cultural issues which may affect the implementation of projects or changes in the implementation approaches.

**Table 3 : Political Trends and Impacts on NGOs**

POLITICAL TREND	IMPACTS ON NGOs
<ul style="list-style-type: none"><li>● The government appreciate the role of NGOs sectors.</li></ul>	<ul style="list-style-type: none"><li>● It facilitates the implementation of the NGOs activities and it create trust and good relations with government.</li><li>● Though there are good political statement but the present of unfriendly legal framework may be threat to the NGOs sectors as they can be applicable at any time.</li></ul>



## Pest Analysis Cont ...

POLITICAL TREND	IMPACTS ON NGOs
<ul style="list-style-type: none"> <li>● The government has policies in place which governing the NGOs sectors but due to political regime change the policies and laws they are not changed though the political leaders decree favors the NGOs sectors.</li> </ul>	

**Table 4 : Economic Trends and Impacts on NGOs**

ECONOMIC TREND	IMPACTS ON NGOs
<ul style="list-style-type: none"> <li>● Taxation policies and laws.</li> <li>● THigh exchange rates.</li> <li>● Inflation rate.</li> </ul>	<ul style="list-style-type: none"> <li>● Its affect the financial policies of the NGOs and increase the cost operations or variation in budget .</li> <li>● It's very complicated in getting charitable status.</li> <li>● Its affect the procurement process which affect the implementation of the programs.</li> </ul>

**Table 5 : Social Trends and Impacts on NGOs**

SOCIAL TREND	IMPACTS ON NGOs
<ul style="list-style-type: none"> <li>● Changes of Life style attitude.</li> <li>● Cultural barriers.</li> <li>● Population growth rates</li> </ul>	<ul style="list-style-type: none"> <li>● Some cultural practices and beliefs affect the implementation of the programs example implementation of MHH and SRHR programs.</li> <li>● The population growth increases the expansion of the services provided by the organization.</li> <li>● The organization may lead to change in approaches or focus areas.</li> </ul>

**Table 6 : Technological Trends and Impacts on NGOs (optional)**

TECHNOLOGICAL TREND	IMPACTS ON NGOs
<ul style="list-style-type: none"> <li>● Increase of technological awareness to young people.</li> <li>● Technological changes and new of innovations.</li> </ul>	<ul style="list-style-type: none"> <li>● Facilitate room to media campaign and increase reach out since its easy and fast.</li> <li>● Increase of cyber bullying/ harassment in digital ways.</li> <li>● Its strengthening operational and administrative system of the organization.</li> </ul>

**Table 7 : Environmental Trends and Impacts on NGOs (optional)**

ENVIRONMENT TREND	IMPACTS ON NGOs
<ul style="list-style-type: none"> <li>● Environment and Climate change.</li> </ul>	<ul style="list-style-type: none"> <li>● It may hinder outreach activity .</li> <li>● Shift of donor priorities and other strategic themes of the organization may be left without fund.</li> <li>● It provides opportunities to the government to design program in the environment ways.</li> </ul>

**Table 8 : Legal Level Trends and Impacts on NGOs (optional)**

LEGAL LEVEL TREND	IMPACTS ON NGOs
<ul style="list-style-type: none"> <li>● NGOs policies, NYDP 2007, Child policy 2008.</li> </ul>	<ul style="list-style-type: none"> <li>● Some laws are not friendly to the operation of the organization.</li> <li>● Presence of legal frameworks that support implementation of the program in children and youth area.</li> </ul>

## 2.5 ANALYSIS BY REVIEWING OF IMPLEMENTATION OF THE PREVIOUS PLAN

This is our first **strategic plan** where we will focus on strengthening the organization capacity, Advocating for friendly legal frameworks, Early childhood development, child development and protection, economic empowerment and Environmental management.

We plan to implement almost **65%** or **75%** that are in our **strategic plan** during 2023 -2027.

**COCO** has strengthened capacity of **Youth CSOs** in their systems as one of the action points on the capacity development program from Pact.

## 2.6 STAKEHOLDERS' ANALYSIS

In the implementation of **COCO strategic plan 2023 – 2027** COCO has conducted a thoroughly analysis of stakeholders who were previously engaged and who should be engaged in this strategy. The findings grouped of the stakeholders in the following are

### Youth, Children and PWDs

This includes all groups of **youth** and **young** people including teen mothers and girls.

### Government

This includes local government, government institutions and central government such as Ministry department, LGAs, Gender Desk, SIDO, BRELA e.t.c

### Judiciary



## Stakeholders' Analysis Cont ...

### Legislature

This includes all engaged in policy process, the parliament and at some point, will include the Judiciary for supporting legislative process data (MOCLA).

### Development partnersnt

This includes all UN Agencies, Donors, International organizations.

### Media houses

This includes all online, off line, print out and all media platforms. CSOs, these are all local organizations registered in Tanzania dealing with youth, children and any person who is defined to be COCO beneficiaries (Primary stakeholders).

### Private sectors

These includes all business entrepreneurs, SIDO, BRELA

### Research institutions

These are institutions dealing with research who may be engaged by COCO

### Religious, traditional and influential persons

This will include all individuals identified to have influence in the community.

## Stakeholders' Analysis Cont ...

These stakeholders maybe engaged in data provision, information, supporting the organization in term of resources such as technical and capacity development, facilities, funding and any support as maybe needed.

### 2.7 CRITICAL ISSUES

After analysis conducted in Global and **National frameworks**, the key issued identified were challenge in implementation of global and national frameworks. The financing and measurement of the frameworks were not effectively addressed.

At the national level, policy and programmatic responses to the Sustainable Development Goals have been slow and should be accelerated. To ensure that youth development challenges are addressed, the friendly and implementation of children and youth legal framework, Youth livelihood Health services and wellbeing, Child development and protection were supposed to be implementation. Key elements to an effective youth policy include providing political leadership and **strategic vision**; securing adequate budget and resource allocations; utilizing the knowledge, implementation and evaluation of the youth policy and developing a transparent monitoring and accountability framework.

In **SWOT** and **PEST** analysis, the key issue identified were, Absence of strong MEL systems leads to poor documentation the program and data management, Absence of diversity funding opportunities. Political statements and the silence of those laws in terms of implementation and presence of unfriendly legal framework may be threat to the **NGOs** sectors as they can be applicable at any time.

# CHAPTER THREE

## 3 THE PLAN

### 3.1 VISION

A Tanzania's social communities whereby **children, youth** and vulnerable **women** are having their rights and receiving considerable access to health care.

### 3.2 MISSION

To empower children, youth and vulnerable women in order to advocate for their rights through promotion of basic life skills that brings self-awareness.

### 3.3 STRATEGIC THEMES

In the strategic year of 2023 – 2027 COCO will focus on the following thematic areas :

#### 3.3.1 THEMATIC AREA 1 : ORGANIZATION FUNDING BASE EXPANDED

**COCO** has 4 years' experience on carrying out children and youth programs and projects based on the donor dependence. Approximated to 27 proposals per year that equal to 3 proposals per month written but only 5 and below proposals will enter the next step of project assessment. For the past four years, **COCO** succussed to secure 1 project that equal to 2 - 1 project per year with total amount of **TZS 2,500,000** but the number of projects secured were not enough to cover the organization cost such renting, staff salaries and others. The problem **COCO** noticed is low capacity of staff in fundraising strategies and there are some organization system and structures and supposed to strengthened in order to make organization strong to manage large funding. **COCO** priorities on expanding organization funding base to increase its financial capacity to support its operations (include program and administration) through expanding its networks and strengthening organization system and structures.

## Thematic Area Cont ...

### STRATEGIC GOAL 1

Increase new networks, partnership and strengthening the existing ones.

STRATEGY 1	<ul style="list-style-type: none"> <li>● Increase organization visibility.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Produce and disseminate publications and communication materials on COCO activities to stakeholders.</li> <li>● Conduct training on social media packages to the COCO Information and Relation department so can improve their capacity on branding and marketing the organization activities.</li> <li>● Conduct media monitoring and feedback to increase engagement with the audience hence increase followers' base and reach out to different stakeholders.</li> <li>● Attend and organize organization show casing example: CSO weeks, CSO forum. Through attending these events with a good avenue for reaching different partners.</li> </ul>
STRATEGY 2	<ul style="list-style-type: none"> <li>● Review, maintain and improve strategic communication with existing partnership</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Conduct organization mapping and analysis with the existing and new partners and networks, and develop the NGOs database.</li> <li>● Conduct joint program implementation and consortium projects.</li> <li>● Promote learning exchanges with other organizations</li> <li>● Organize stakeholders' meetings for exchanging knowledge experience and skills.</li> <li>● Strengthen Staff skill especially negotiation skill with the donors. Diversify funding base.</li> </ul>



## Thematic Area Cont ...

### STRATEGIC GOAL 2

Strengthened organization system and structures.

STRATEGY 1	<ul style="list-style-type: none"><li>● Conduct internal organization capacity assessment.</li></ul>
ACTIVITIES	<ul style="list-style-type: none"><li>● Review, develop and implement organization policies and strategies.</li><li>● Conduct mid-term and annual organization evaluation.</li><li>● Strengthen Monitoring and Evaluation system and frameworks to monitor and evaluate and operation of the organization.</li><li>● COCO will adopt basket funding policies.</li></ul>

### 3.3.2 THEMATIC AREA 2 : IMPROVED YOUTH LIVELIHOOD AND INCREASED ECONOMIC OPPORTUNITIES IN TANZANIA

According to **FYD III**, 75% of Tanzania population are youth age 15-35 years old. It's estimated that about **1,000,000** young people enter the labor market each year while **200,000** of them successfully find employment immediately and **800,000** of them are not guaranteed with official employment. According to International Labor Organization, **ILOSTAT** database, Data retrieved on **February 8, 2022** by the world bank on the unemployment rate in Tanzania, the number of unemployment rate is increasing from **2019** the rate of unemployment was 2.2%, in **2020** was 2.5% and in 2021 was 2.6% while for the age between 15-24 the rate of unemployment was 3.9% in 2018, in 2019 was 4 and 2020 was 4.4%.

Tanzania through its policies and strategies aim at having a society engaged in sustainable decent gainful employment, capable of generating a decent income for the improvement of the quality of life and social well-being for Tanzanians, and to reduce poverty as envisaged in the **Tanzania Development Vision 2025**.

The challenge observed in improvement of **youth** livelihood is, there is low enabling environment which are important in enhancing youth employment, such as **infrastructure**, **skills training**, guidelines for formal skills training program like vocation guidance and counselling, business development and financial services for business start-up are not effectively implemented and mobilized by those organs since there is no timely curricular review and developing such inputs as part of formal training for making beneficiaries especially youth aware of them and lead youth dependent on employed work only.

### STRATEGIC GOAL 1

Promote youth and women access to economic empowerment opportunities

STRATEGY 1	<ul style="list-style-type: none"> <li>● Enhancing youth and skills to participate in formulating, developing and implementing employment creation programmes and action plans at different levels.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Conduct capacity building to youth groups on business skills such as trainings, coaching, mentorship, learning exchange on entrepreneurship and business development skills to youth.</li> <li>● Link youth with 10% loan from the government and Youth Development fund, Private sectors, marketing opportunities</li> <li>● Advocate for improved infrastructures and system on youth business .</li> <li>● Conduct training on income generating activities, provide them with skill set on value addition of their products, branding and marketing</li> <li>● Awareness raising to youth on economic opportunities found within the government.</li> <li>● Establishment of mentorship program that will help youth to get employment (cv writing, employability skills, labour market demand, attaching youth to different organization etc.</li> </ul>

## Thematic Area Cont ...

### STRATEGIC GOAL 2

Increased youth and women inclusion and civic participation in policy development process, governance and democracy in Tanzania.

STRATEGY 1	<ul style="list-style-type: none"><li>● Conduct training to youth, women and children in Advocacy and communication skills.</li></ul>
ACTIVITIES	<ul style="list-style-type: none"><li>● Facilitate, convene children and youth to participate in policy development process, governance and democracy in Tanzania.</li><li>● Strengthening local government authorities on youth, women and children inclusion in governance and democracy.</li><li>● Advocate for improved infrastructures and system on youth business .</li><li>● Advocacy for friendly legal frameworks supporting youth and inclusion in policy development process, governance and democracy in Tanzania.</li><li>● Facilitate the establishment and strengthening children, women and youth platforms in leadership skills, policy development process and engagement with government and private sector.</li><li>● Facilitate youth and women access to timely right information on their socio, economic and political rights through a digital platform such as establishment of youth website and physical spaces</li></ul>

### 3.3.3 THEMATIC AREA 3 : PROMOTED ENVIRONMENTAL CONSERVATION AND CLIMATE CHANGE ADAPTATION

Tanzania implements strategies and policies to prevent and control degradation of land, vegetation and air, which are vital in supporting life system. It also aims at ensuring sustainability and equitable use of resources in addressing the basic needs of present and future generation without degrading the environment. Furthermore, it emphasizes the need to conserve and enhance the natural resources and manmade heritage including the biological diversity of the unique ecosystems of Tanzania. The Environment Policy identifies six major environmental concerns in the country; namely, land degradation; loss of biodiversity and wildlife habitat; deforestation; deterioration of aquatic and terrestrial ecosystems; and environmental pollution, particularly in urban areas. The vision and ambition of the Policy provide a viable platform to enhance adaptation and mitigation of climate change impacts. Apart from enactment and implementation of these strategies, still Tanzania face with the problem poor environment conservations, increasing in the effect of climate change like drought, floods and low awareness of the environmental issues and polices.

#### STRATEGIC GOAL 1

Ensure sustainability and equitable use of resources in addressing the basic needs of present and future generation without degrading the environment.

STRATEGY 1	<ul style="list-style-type: none"> <li>● Facilitate LGAs in integrating climate change interventions in development programs.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Support LGAs to develop climate change adaptation plan.</li> <li>● Identify and train young “Climate Change Role Models and Champions” for lower local government (ward and village) outreach on climate change adaptation.</li> <li>● Work with the District Community Development Office and environmental officer to facilitate the development of a District Youth Development Plan.</li> <li>● Private sector’s engagement.</li> <li>● Awareness raising and advocacy intervention.</li> </ul>



### STRATEGIC GOAL 2

Enhancing adaptation and resilience measures as harnessing of mitigation opportunities for enhancing economic and development growth.

STRATEGY 1	<ul style="list-style-type: none"> <li>● Optimizing energy consumptions, detoxifying, reducing and recycling emissions and waste.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Support the implementation of equal friendly eco-activities.</li> <li>● Organize and facilitate youth empowerment and agency workshops in collaboration with District Community Development Office and district environment officer.</li> <li>● Develop an advocacy strategy and roll out advocacy on key issues identified during the baseline survey, particularly on enabling environment for youth participation in decentralized governance, support for basic skills of young people through socioeconomic groups, youth communication for development, private sector engagement in climate smart agricultural and business practices.</li> </ul>

### 3.3.4 THEMATIC AREA 4 : INCREASED ACCESS TO COMPREHENSIVE INFORMATION OF SRH AND MHH AND SERVICES

According to NAIA, Tanzania Mainland has an adolescent population of about 12,439,677, accounting for about a fourth of Tanzania's population. The combination of socio-economic and cultural factors such as low education levels, high poverty rates, discriminatory social norms, and some religious practices, drive adverse behavioral outcomes among adolescents. Inadequate adolescent friendly services and delivery channels prevent improvements in health-seeking behavior. Within the enabling environment, policies and legislation do not often recognize adolescents as a unique demographic segment, and some policies are not aligned in their prioritization of adolescent development components.

## Thematic Area Cont ...

The current programs operating in Tanzania Mainland reach about 3.4 million adolescents which are quarter of the adolescent population. Most of the implemented programs for adolescents focuses on sexual and reproductive health (SRH) together with Menstrual Health and Hygiene (MHH) only a few programs address the challenges in improving nutrition, preventing violence, enhancing access to education, or improving economic opportunities.

According to the (NAIA), the following are the pillars represent issues that affect adolescents in Tanzania as their interventions are limited in their targeting of adolescents; and/or adolescent (1) Preventing HIV; (2) Preventing Teenage Pregnancies; (3) Preventing Sexual, Physical and Emotional Violence; (4) Improving Nutrition; (5) Menstrual Health and Hygiene (MHH) (6) Keeping Boys and Girls in School; and (7) Developing Skills for Meaningful Economic Opportunities.

### STRATEGIC GOAL 1

Expand access to comprehensive information of SRH and MHH through innovative programs .

STRATEGY 1	<ul style="list-style-type: none"> <li>● Strengthening peers' educators and teachers on SRH and MHH sharing to adolescent and young people.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Conduct capacity building trainings to youth peer educators and SRH and MHH service delivers including school teachers</li> <li>● Produce communication materials on SRH and MHH</li> <li>● Media and social media engagement on SRH and MHH</li> <li>● Conduct community outreach activities in and out of schools</li> <li>● Develop a SRH and MHH information application which will be facilitate youth to access friendly information.</li> <li>● Establishment of peer-to-peer dialogue that aims at rising awareness to youth on SRH and MHH.</li> <li>● Educate youth on the proper use of contraceptive measures to avoid the spread of some diseases like cancer.</li> <li>● Establishment of sports Bonanza that will help youth to come together and learn on the issue of SRH and MHH</li> </ul>

### STRATEGIC GOAL 2

Access to friendly SRH and MHH services and free from GBV.

STRATEGY 1	<ul style="list-style-type: none"> <li>● Advocate for development and implementation of SRH and MHH policies and strategies to ensure accessibility to youth friendly health services.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Training peer educators on SRH and MHH services and referral.</li> <li>● Conduct media and social media campaign on accessibility of the youth friendly health services.</li> <li>● Produce communication material on the right information regarding accessibility of SRH and MHH to adolescent and youth.</li> <li>● Linking youth with SRH and MHH service providers in respective areas. Strengthen SRH and MHH service providers and centers on provision of friendly SRH and MHH .</li> </ul>

### 3.3.5 THEMATIC AREA 5 : HAVING FRIENDLY LEGAL FRAMEWORKS ON YOUTH AND CHILDREN ISSUE

According to NYDP 2007, Youth who constitute about 75 per cent of the Tanzania population and 65% of total labor force are not represented in various forums and do not participate adequately in decision making bodies. As a result, most of the decisions which have been made do not take concerns of the women and youth. Though the government made some initiative to facilitate effective participation of youth in structures and issues as defined in the Local Government system, Central Government and other participatory organs at national and international levels but there is no conducive environment and supportive measures for increased participation of young people like National Youth Council Act, Local government (Urban and Rural) District Authorities Act as well as The Constitution of The United Republic of Tanzania. The use of different consultation mechanisms such as focus groups, adolescents' workshop, online surveys and others should be the center to ensure meaningful participation in design and throughout implementation of the adolescent programs.

### STRATEGIC GOAL 1

Advocate for conducive environment for women and youth participation in decision making, policy development, governance and democracy.

STRATEGY 1	<ul style="list-style-type: none"> <li>● Conduct legal framework analysis on children, women and youth rights in Tanzania and advocate for their review and amendment.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Conduct awareness campaigns targeting parents, religious leaders, influential, traditional leaders, service providers, government, and political officials on child and youth participation decision making, policy development, governance and democracy.</li> <li>● Advocate for the establishment and strengthen capacity of Junior and Youth Councils to enhance children, women and youth participation decision making, policy development, governance and democracy.</li> <li>● Conduct engagement meetings with stakeholders</li> <li>● Media engagement</li> <li>● Convene and facilitate Children, women, Youth and CSO engagement in government policy process and advocacy on child rights women and youth development.</li> </ul>

### 3.3.5 THEMATIC AREA 5 : PROMOTED CHILDREN PROTECTION AND DEVELOPMENT IN TANZANIA

According to the 2010 Demographic Health Survey, 39 percent of women age 15-49 have ever experienced physical violence since age 15 and almost one-third of women (33%) aged 15-49 experienced physical violence in the 12 months prior to the survey. In 2011, Tanzania released the findings of a Violence against Children (VAC) survey which found that nearly one in three girls and one out of seven boys experience some form of sexual violence before turning 18. Rates of physical and emotional violence are high: among girls, 72% experience some form of physical violence, while for boys the figure is 71%. Emotional violence affects approximately one quarter of boys and girls.



## Thematic Area Cont ...

Corporal punishment which regarded as normal means of disciplining children although it is seen as a common method of child rearing in Tanzania. Apart from physical, sexual, and emotional violence, Tanzania also has traditional practices that harm children and women. Tanzanian women marry young - almost five years earlier than men - at about 19 years of age. Female Genital Mutilation (FGM) exists in Tanzania, and in some communities as many as 70.8% are circumcised. The data show that at least 7.9 million women and girls in Tanzania are estimated to have undergone FGM.

Most children do not report their experience, few seek services, and even fewer actually receive any care, treatment, or support if they do report. The exposure to violence during childhood leaves physical marks on the brain that can impact a person for the rest of their life. The brain is most vulnerable to trauma in the first two years of life, when many new neural pathways are still being formed, and again in the teenage years when adolescents learn complex analytical skills and mature emotionally.

Challenges observed by survivors in accessing essential services include a lack of effective police investigation, failure to prosecute and convict perpetrators, intimidation and discrimination. Access to justice is hampered by the cost, limited availability of legal aid, corruption, and in general, a lack of knowledge and awareness of human rights among law enforcers.

Patriarchal norms have embedded gender discrimination within the very structures of society that should be providing avenues for justice, redress, and protection. These structures are allowing perpetrators to escape accountability for their crimes, especially with regard to poor investigation and evidence gathering, ineffective prosecution, and low sentences imposed for crimes of violence against women and children. These patriarchal beliefs lead to a lack of accountability in combating violence against women and children, with further negative consequences for the survivors.

### STRATEGIC GOAL 1

Reduced different forms of violence against children and adolescence and improve their welfare.

STRATEGY 1	<ul style="list-style-type: none"><li>● Eliminate all forms of violence in formal and non-formal educational to allow al children and adolescence realize their full potential.</li></ul>
ACTIVITIES	<ul style="list-style-type: none"><li>● Empower children family economically.</li></ul>

## Thematic Area Cont ...

ACTIVITIES	<ul style="list-style-type: none"> <li>● Changing social norms and attitude like child marriage and FGM to protect children and adolescence.</li> <li>● Advocate for adequate implementation of guidelines and laws in children protection.</li> <li>● Conduct training on positive parenting skills.</li> <li>● Provide knowledge and awareness of human rights among law enforcers, children and adolescent.</li> <li>● Conduct quarterly training and mentorship to children and People with disabilities in developing life skills to help them stay safe in and out of school.</li> <li>● Establish Children and adolescent safe space centers in 4 zones Katavi, Rukwa, Mbeya and Songwe.</li> </ul>
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### STRATEGIC GOAL 2

Improved early childhood development.

STRATEGY 1	<ul style="list-style-type: none"> <li>● Enhance positive relationships between children and parents/-caregivers throughout development process of child life cycle.</li> </ul>
ACTIVITIES	<ul style="list-style-type: none"> <li>● Provide awareness about nutrition matters and healthy eating and life style issues to the communities.</li> <li>● Strengthening sensitization sessions through Media and social media in designing and broadcasting Gender sensitive and children's programs on positive parenting .</li> <li>● Create awareness to parents, Caregivers and families on proper use of technology to children and positive parenting.</li> <li>● Conduct visits to families and communities' groups and sensitization on positive parenting.</li> </ul>

# RESULT BASED LOG-FRAME

COCO is a result-oriented organization and has developed a result-based log framework that will be observed throughout the implementation of the strategic plan for 2023 – 2027 indicating Vision, Mission, strategic theme, strategic goal, theme, objectives, indicators, means of verifications and assumptions. ME is the heart of the organization interventions.

# CHAPTER FOUR

## 4 IMPLEMENTATION OF THE PLAN

### 4.1 COSTING OF THE STRATEGIC PLAN IN TZS

**COCO** will need to raise funds and resources worth value of TZS 14,067,450 equal to USD 6,116,282.6, the exchange rate applied (2300) to facilitate the implementation of the 2023 – 2027 SP as projected in the detailed budget annexed:

### 4.2 SOURCES OF FINANCIAL RESOURCES

To facilitate the implementation of **COCO** strategic plan 2023 – 2027, will employ different fundraising strategies as provided in the Business, resource mobilization and fundraising strategy as explained hereunder:

- 1 Donors' and partners' funding,
- 2 Local fundraising and resource mobilization,
- 3 Crowds funding
- 4 Income generating activities
- 5 Founders' fees/contributions
- 6 Gift from Friends/ well-wishers
- 7 Private companies/ institutions

**COCO** will develop and apply different policies and strategies to ensure strong fundraising and sustainability strategies to facilitate the implementation of **COCO** Strategic plan.



**COCO** will ensure designing and implementing the programs which are community/beneficiary centered and driven to ensure embedding the project/program community ownership which will facilitate community support to the projects and their sustainability.

### 4.3 MONITORING & EVALUATION

**Monitoring and Evaluation (M&E)** is a continuous assessment that aims at providing all stakeholders with early detailed information on the progress or delay of the ongoing assessed activities. Monitoring and Evaluation will be carried out by team of experts in the respective field. M&E team will give an oversight of the activity's implementation stage assessing the extent to which outputs, deliverables and schedules that have planned have been reached or not and why. However, the M&E team will also have representatives from our partners and key stakeholders especially those from our donors, departments of social welfare, community development, lawyers, consultants, children and youth. The **M&E** reports will be submitted to the Chairman of the Board of Directors for deliberations. After going through the reports, the Board of Directors will convene a meeting with the management team/staff for further discussion on the progress or shortcomings that will be highlighted in the reports. What is important to note is that stakeholder needs, the evaluation purpose, and target audience should be considered when communicating results. Evaluation reporting should not only identify what, when, how, and to what extent information should be shared but take into account how information might be received and used.

# APPENDICIES

## ANNEX I

Table 9 : Review of implementation of the previous plan

### STRATEGIC OUTPUT 1 : STRENGTHENING ORGANIZATIONAL CAPABILITY

ACTIVITIES	IMPLEMENTATION STATUS	OBSERVATION	WAY FORWARD
1. Improve the ability of COCO to plan, manage, implement and monitor programmes, both in the immediate and longer term	The capacity of staff has improved almost to 60% as we have managed to prove improvement in some percentage of the intended areas	If the organization would have good staff retention, could be at a good position of having more improved staff ability on those intended areas	COCO will strengthen the fundraising systems to ensure maintaining staff retention and having more staff development programs.
2. Strengthen internal organizational structures, administrative systems and processes, quality assurance systems	75% of the structures and systems have been strengthened	Technical assistance is needed to continue improving other structures and systems of the organization	COCO will continue utilizing available opportunity from development partners and other stakeholders to support strengthening the systems and structures.
3. Enhance programme and project management, leadership, governance, resource mobilization and overall staff capacity building	75% attained in enhancing program and project management, leadership, governance, resource mobilization and overall staff capacity building	More capacity building programs should be implemented to staff	Continue strengthening staff capacity on programme and project management, leadership, governance, resource mobilization
4. Adopt a multi-dimensional and encompassing organizational capability	Implemented	Need to continue with the system	The approach will be upheld

## STRATEGIC OUTPUT 2 : ENHANCE CHILD AND YOUTH DEVELOPMENT

<i>ACTIVITIES</i>	<i>IMPLEMENTATION STATUS</i>	<i>OBSERVATION</i>	<i>WAY FORWARD</i>
<b>1.</b> Strengthen existing services and programs to expand opportunities	80% implemented	More fundraising strategies should be employed to ensure securing enough funding	A new comprehensive program to enhance child and youth development will be developed and implemented
<b>2.</b> Develop competencies and skills to prepare them for work and adult life	50% implemented	Increase the level of implementation	New innovative program will be designing
<b>3.</b> Promote social emotional competencies of children and youth especially those at-risk.	Partially done	Need to be carried forward	Innovative intervention will be designed on child development and protection to include social emotion competencies.
<b>4.</b> Enhance accessibility of best-practice resources on social emotional interventions for families, caregivers, and professionals working with vulnerable children and youth.	Not done	There is no need of this intervention as will be integrated into ECD	Will be intergrated into ECD program.

### STRATEGIC OUTPUT 3 : PROMOTING CHILDREN, WOMEN AND YOUTH PROTECTION AND CARE

<i>ACTIVITIES</i>	<i>IMPLEMENTATION STATUS</i>	<i>OBSERVATION</i>	<i>WAY FORWARD</i>
<p><b>1.</b> Promote the rights of the children and youth as set out in the UN Convention on the Rights of the Child, African Charter on the Rights and Welfare of the Child and the Tanzanian Child Act</p>	<p>Done</p>	<p>Continue with the program</p>	<p>Continue and scale up the implementation</p>
<p><b>2.</b> Protect children and young people from violence, exploitation and abuse against children including commercial sexual exploitation, trafficking, and child labor</p>	<p>40% as most of the interventions based on raising awareness and strengthening the child protection committees</p>	<p>There is a need to implement fully service delivery interventions on child protection chain</p>	<p>Design and Implement a comprehensive child protection program</p>
<p><b>3.</b> Protect young girls from harmful traditional practices, such as female genital mutilation/cutting and early child marriages</p>	<p>40% as most of the interventions based on raising awareness and strengthening the child protection committees</p>	<p>There is a need to implement fully service delivery interventions on child protection chain</p>	<p>Design and Implement a comprehensive child protection program</p>
<p><b>4.</b> Protect the rights of children living and working on street, abandoned children and children living in deprived areas</p>	<p>40% as most of the interventions based on raising awareness and strengthening the child protection committees</p>	<p>There is a need to implement fully service delivery interventions on child protection chain</p>	<p>Design and Implement a comprehensive child protection program</p>



<i>ACTIVITIES</i>	<i>IMPLEMENTATION STATUS</i>	<i>OBSERVATION</i>	<i>WAY FORWARD</i>
<b>5.</b> Promote youth entrepreneurship by supporting self-employment initiatives	Done, COCO has implemented a project on economic empowerment to youth	Continue and scale up the implementation	Continue and scale up the implementation

#### **STRATEGIC OUTPUT 4 : FACILITATING CHILDREN AND YOUTH PARTICIPATION**

<i>ACTIVITIES</i>	<i>IMPLEMENTATION STATUS</i>	<i>OBSERVATION</i>	<i>WAY FORWARD</i>
<b>1.</b> Promote the rights of children to participate in decision making processes that affect their livelihoods	Done	There is a need to scale up the intervention in all levels	There is a need to scale up the intervention in all levels
<b>2.</b> Involve children and young people in policy, child service planning, delivery and evaluation	Done, children and young people were engaged in policy development process	Continue engaging many youth and children in the policy development process	This will be carried forward
<b>3.</b> Guide local communities and organizations to create appropriate environments in which children and young people can be involved in meaningful ways so that their views are listened to and acted upon	Done	Some districts were reached in Mwanza, and Mbeya	The organization will continue by scaling up the interventions

**STRATEGIC OUTPUT 5 : MOBILIZING FUNDS TO BUILD COCO OWN OFFICE PREMISES**

<i>ACTIVITIES</i>	<i>IMPLEMENTATION STATUS</i>	<i>OBSERVATION</i>	<i>WAY FORWARD</i>
<b>1.</b> To build our own office premises and stop renting	Not Done	Need to carry out income generating	Secure a plot and construct our own office
<b>2.</b> Conduct fundraising to get support in constructing our own office premises	Not implemented	Still there is a need to fundraise for construction of new office	COCO will set the strategies to fundraise especially through income generating activities
<b>3.</b> Own a commercial property that will give MYCN access tax advantages and deductions that the organization would not otherwise receive as a renter	Not implemented	Still there is a need to own a commercial property	Set strategies for getting start up capital
<b>4.</b> Use the property as a guarantee when forming deals with potential clients	Not implemented	There is no need	We will need to come up with a new strategy of cost sharing

## STRATEGIC OUTPUT 6 : STRENGTHENING NETWORKING AND PARTNERSHIPS

<i>ACTIVITIES</i>	<i>IMPLEMENTATION STATUS</i>	<i>OBSERVATION</i>	<i>WAY FORWARD</i>
<b>1.</b> Strengthen the partnership and network to build a strong alliance	Done	Continue identifying relevant partners and networks to join and engage	Strengthen the partnership and Establish new partnerships, joining new networks
<b>2.</b> Use the network to position and promote COCO's image	Somehow this has been conducted	COCO will continue working with networks to promote COCO's image	COCO will conduct network analysis and join new networks while strengthening the existing ones
<b>3.</b> Access a broader range of resources to strengthen competitive advantage	Done	There is a need to strengthen our capacity and strategies	Develop the Business sustainability plan which will help in resource strengthening
<b>4.</b> Gain knowledge, share and exchange experience	Done	Need to engage more networks working around our thematic areas	COCO will continue with existing networks and join new networks basing on the current strategic areas

# ANNEX 2










**Table 10 : Stakeholders' Analysis**

- Data sharing
- Data gathering / analysis
- Revision of mission and vision
- External trends analysis
- Identification of strategic direction
- Drafting of plan
- Implementation of plan
- Facilitation
- Others

**STRATEGIC OUTPUT 1 : STRENGTHENING ORGANIZATIONAL CAPABILITY**

<i>Stakeholder Group</i>	<i>Stakeholder interest in strategic plan</i>	<i>Potential strategies for obtain support or ensuring participation support</i>	<i>Types of participation needed</i>								
<p><b>1.</b> Program beneficiaries (children, Youth, young mothers, Disabilities).</p>	<p>Direct benefit from the implementation of strategic plan.</p>	<p>Program and project beneficiaries will be engaged during designing and implementing the programs and projects of through Sharing, gathering and analyzing of data.</p>	✓	✓	✓	✓	✓	✓	✓	✓	



Stakeholder Group	Stakeholder interest in strategic plan	Potential strategies for obtain support or ensuring participation support	Types of participation needed										
													
<b>2.</b> Government institutions (SIDO, NBS).	Provide technical support to project and program beneficiaries.	Provide approved data, approval of research and findings, provide training to youth groups	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>3.</b> LGAs and Central Government.	Engagement in advocating for strategic advocacy	Information sharing, approval of project and program implementations, recommendations, engaged in developing of process of the policy,	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>4.</b> Partners (youth and children).	Provide technical assistance in the children and youth area	Sharing of information and experience, developing of consortium	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>5.</b> Donors and developing partners.	Provide technical assistance in the children and youth area, provide capacity building to organization staff in the implementation of the program and project.	Engaging in joint programs, applying for partnerships and network. Sharing of strategic and program implementations plan.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>6.</b> Religious leaders.	Provide moral support to the program and project beneficiaries.	Invite them in planning, implementing and evaluating of the programs and projects.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Stakeholder Group	Stakeholder interest in strategic plan	Potential strategies for obtain support or ensuring participation support	Types of participation needed											
			1	2	3	4	5	6	7	8	9	10		
<b>7.</b> Traditional leaders	Provide moral support to the program and project beneficiaries and preserved the cultural and traditional beliefs.	Invite them in planning, implementing and evaluating of the programs and projects.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>8.</b> Education institutions.	Provide moral and technical support to the program and project beneficiaries.	Invite them in planning, implementing and evaluating of the programs and projects. Organizing school events and competition	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>9.</b> Media house.	Provide platforms for engaging program and project beneficiaries with stakeholders and decision makers, expand organization visibility,	Invite them in planning, implementing and evaluating of the programs and projects. Organizing events and competitions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>10.</b> Private sectors..	Financing and support projects and program implementations, provide resources for program implementations.	Invite them in planning, implementing and evaluating of the programs and projects.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>11.</b> Women, Youth and children CSOs and networks.	Provide information's, technical support, network and coalitions.	Engage them in planning, managing, implementing, and evaluating of the program and projects. Implementing joint programs.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

# ANNEX 3

**Table 11** : Result Based Log-Frame ( COCO will develop MEL tools to monitor, track and evaluate the following result ).

## STRATEGIC THEME 1

Organization Funding Base Expanded

<b>Strategic Goal 1</b>	Increase new networks and partnership and strengthening the existing ones		
<b>Strategy 1</b>	Increase organization visibility		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>1</b> Produce publications and communication materials	No. of publications and communication materials produced, Type of contents developed.	Copy of produced publications and communication materials.	Increased Organization visibility
<b>2</b> Conduct training on social media packages to the COCO Information and Relation department	No. of trainings conducted, number of staff trained.	Reports, photos, training manuals, registrations.	IRO department will gain wide knowledge on social media hence networks and partnership increases.
<b>3</b> Conduct media monitoring and feedback.	No. of viewers interviewed, no. of feedback collected.	Copy of monitoring tools, feedback report.	Improved media engagement and networking.

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>4</b> Attend and organize organization show casing example: CSO weeks, CSO forum	No. of organization show casing organized and attended, no. of CSOs engaged.	Photos, report, names of CSOs attended	Improved organization strong networking and engagement with other CSOs

### Strategy 1

Review, maintain and improve strategic communication with existing partnership

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>1</b> Conduct organization mapping and analysis with the existing and new partners and networks	No. of partners and networks selected.	List of partners and networks.	Increased number of organization partners and networks.
<b>2</b> Promote learning exchanges with other organizations.	No. of organizations contacted; type of issues raised.	A copy of organizations list engaged.	Improved efficiency in the organization.
<b>3</b> Conduct joint program implementation and consortium projects.	No. and type of programs and projects implemented.	A list of implemented programs and projects.	Enhanced programs/projects implementation.
<b>4</b> Organize stakeholders' meetings for exchanging knowledge experience and skills.	No. of meetings convened, list of stakeholders engaged, type of issues raised.	Attendance sheet, report, photos.	Improved organization managerial and administrative capacity.



OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>5</b> Strengthen staff skills especially negotiation skills with the donor for diversify fund base.	No. engagement conducted with stakeholders.	Amount secured for Administration cost.	Staff improved negotiation skills with donors.

**Strategic Goal 2** Strengthened organization system and structures.

**Strategy 1** Conduct internal organization capacity assessment

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>1</b> Review, develop and implement organization policies and strategies	No. of organization policies and strategies reviewed, developed and implemented.	Copies of policies and strategies.	Strong and efficiency organization set up.
<b>2</b> Developing Monitoring and Evaluation frameworks to monitor and evaluate and operation of the organization	No. of MERL frameworks developed.	Copies of MERL frameworks developed.	
<b>3</b> COCO will adopt basket funding policies such as Nacre to ensure administrative cost and retaining high qualified staff.	Type of basket funding policies developed and adopted.	A copy of basket funding policy developed and produced.	Staff retained.



# STRATEGIC THEME 2

Improved Women and youth livelihood in Tanzania

<b>Strategic Goal 1</b>	Promote women and youth access to economic empowerment opportunities.		
<b>Strategy 1</b>	Enhancing women and youth skills to participate in formulating, developing and implementing employment creation programmers and action plans at different levels.		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>1</b> Conduct capacity building to women and youth groups on business skills such as trainings, coaching, mentorship, learning exchange on entrepreneurship and business development skills to women youth.	No. of trainings conducted, no. of youth participated.	Attendance sheet, photos, training manuals, tentative program.	Developed and owned their business.
<b>2</b> Conduct media monitoring and feedback.	No. of trainings conducted; no. of youth participated.	Attendance sheet, photos, training manuals, tentative program.	Improved products packaging and branding hence market expansion.
<b>3</b> Link youth with 10% loan from the government, Youth Development fund and marketing opportunities	No. of youth linked with loan (10%) and market opportunities	List of applicants to particular loan, amount of fund provided to youth.	Youth established their own business and increased self-employed.

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>4</b> Monitor and track the provision and loan repayment of the 10% From LGA fund and Youth development Fund.</p>	<p>Percent of money returned by youth. Number of youth groups that secured loans</p>	<p>Amount of money returned by the youth to LGA</p>	<p>Youth get access to loans and other youth opportunities provided by the LGA and from the ministry of Youth</p>
<p><b>5</b> Advocate for improved infrastructures and system on youth business.</p>	<p>No. and type of infrastructures and systems improved.</p>	<p>Infrastructures and systems.</p>	<p>Expanded youth business from small to medium scale</p>
<p><b>6</b> Awareness rising to youth on economic opportunity found in Government and private sectors.</p>	<p>No of training and mentorship dialogue, and seminars conducted to youth.</p>	<p>Attendance sheet, photos, training manuals, tentative program.</p>	<p>Youth become aware with different programs and opportunities from the Government and private sectors.</p>
<p><b>7</b> Establishment of mentorship program that will help youth to get employment</p>	<p>No. of mentorship program that conducted to youth.</p>	<p>Attendance sheet, photos.</p>	

<b>Strategic Goal 2</b>	Increased youth inclusion and participation in policy development process, governance and democracy in Tanzania.		
<b>Strategy 1</b>	Strengthen youth and children engagement in decision making systems.		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>1</b> Conduct training to youth and children in Advocacy and communication skills.	No. of children and youth trained, types of issues raised.	Attendance sheet, photos and short videos, training manuals.	Improved youth and children's skills.
<b>2</b> Facilitate children and youth to participate in policy development process, governance and democracy in Tanzania.	No. of children and youth trained, type of policy developed.	Names of youth and children trained, photos, report.	Children and youth will participate in different opportunities and will be able to address and present their concerns to stakeholders and decision makers
<b>3</b> Strengthening local government authorities on youth and children inclusion in governance and democracy.	No. of LGAs strengthened.	Names of LGAs strengthened.	Child and youth participation and development increased and are engaged in opportunities, express their views and influence matters that concern them directly and indirectly

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>4</b> Advocate for friendly legal frame work supporting youth inclusion in policy development process, governance and democracy in Tanzania</p>	<p>No. of engagement meeting conducted from LGA to Central government.</p>	<p>No. of policy reviewed and laws amended</p>	<p>Changes in law or policy . And youth started to be engaged on strategic meeting and on decision making</p>
<p><b>5</b> Facilitate the establishment and strengthen women and Youth and children platform in leadership skills, Policy development process and engagement with government and private sector.</p>	<p>No of women and youth and children platform established.</p>	<p>Number of women and Youth and Children Meeting conducted. Photos and attendance of participants.</p>	<p>Women and Youth improved skills on leadership, build public speaking confidence and improved skills on advocacy and leaders' engagement.</p>
<p><b>6</b> Facilitate women and youth access to timely right information on their socio, economic and political rights through a digital platform such as establishment of youth website and physical spaces</p>	<p>No of women and youth and children platform established.</p>	<p>Type of women and youth information posted. Number of women and youths reaching out the website</p>	<p>Increased youth access to right information on their socio, economic and political rights.</p>

# STRATEGIC THEME 3

Promoted environmental conservation and climate change adaptation

<p><b>Strategic Goal 1</b></p>	<p>Ensure sustainability and equitable use of resources in addressing the basic needs of present and future generation without degrading the environment.</p>		
<p><b>Strategy 1</b></p>	<p>Facilitate LGAs in integrating climate change interventions in development programs.</p>		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>1</b> Strengthen local government authorities in designing and supporting environmental and climate change resilience interventions.</p>	<p>No. of LGAs engaged in designing and supporting environmental and climate change resilience interventions,</p>	<p>Names of LGAs reached and contact person, photo, reports.</p>	<p>Improved LGAs in designing and supporting environmental and climate change resilience interventions.</p>
<p><b>2</b> Support LGA to develop climate change adaptation plan.</p>	<p>No of climate adaptation plan developed No of engagement meeting conducted with LGA</p>	<p>Attendance list and photos and report of the meeting.</p>	<p>Climate adaptation plans exceeded into district development plan.</p>
<p><b>3</b> Identify and train youth climate change role models and champion for LG outreach on climate change adaption.</p>	<p>No. of Youth role models identified and trained.</p>	<p>Photos during the training. Attendance list.</p>	<p>Youth raised awareness on climate change.</p>



OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>4</b> Work with District CDO and Environmental officer to facilitate the development of district youth environment and development plan.</p>	<p>No. of engagement meeting conducted with District CDO and Environmental office on the development of youth environment Plan</p>	<p>Youth environment development plan created.</p>	<p>Climate adaptation plans and intervention exceeded into district development plan.</p>
<p><b>5</b> Private sector engagement.</p>	<p>No of private sector engaged.</p>	<p>Support and fund from the private sector.</p>	<p>Private sector taking action on fighting against climate change and culminating the society to adopt climate change resilience measures.</p>
<p><b>6</b> Conducting advocacy through creating advocacy themes and advocating for environment laws and policy changes.</p>	<p>No of advocacy themes/message created No of policy and laws changed</p>	<p>Existence of Advocacy message and themes. No of environment laws and policy changed.</p>	<p>People raised awareness on environment and climate change and adopting the climate change resilience measures. Government taking action to enact laws and policy that support environmental conservation activities toward creating the green environment</p>

Strategic Goal 2	Enhancing adaptation and resilience measures as harnessing of mitigation opportunities for enhancing economic and development growth		
Strategy 1	Optimizing energy consumptions, detoxifying, reducing and recycling emissions and waste.		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
1 Support the implementation of eco- friendly eco-activities.	No. of friendly eco-activities supported and implemented.	Reports, activity photos and short videos.	Environment conserved and adaptation of climate change resilient

# STRATEGIC THEME 4

Increased access to comprehensive information of SRH and MHH services

Strategic Goal 1	Expand access to comprehensive information of SRH and MHH through innovative programs.		
Strategy 1	FStrengthening peers’ educators and teachers on SRH and MHH sharing to adolescent and young people.		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
1 Conduct trainings on SRH and MHH.	No. of trainings conducted, no. of adolescent and young people participated.	Attendance and tentative program, photos and short video, report.	Reduced rate of new infection and death to Adolescent and young people.
2 Produce communication materials.	No. of produced and disseminate communication materials.	Copy of produced communication materials.	Increased awareness level on SRH and MHH to the community.
3 Media and social media engagement	No. of media outlets engaged; no. of social media influencers reached	Names of media invited, feedback from social media influencers, report.	Awareness raised in the community on SRH and MHH issues
4 Conduct community outreach activities.	No. of community outreaches conducted, types of issues raised, number of communities reached	Photos and short videos, activity report	Awareness raised in the community on SRH and MHH issues.

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>5</b> Develop a SRH and MHH information application which will be facilitate youth to access friendly information</p>	<p>SRH and MHH information application developed</p>	<p>SRH shared information</p>	<p>Increased level of awareness on SRH and MHH due to the access of friendly information</p>
<p><b>6</b> Establishment of peer-to-peer dialogue that aims at rising awareness to youth on SRH and MHH</p>	<p>No of dialogues conducted.</p>	<p>Photos during the dialogue List of participants</p>	<p>Youth raised awareness on SRH and MHH issues.</p>
<p><b>7</b> Establishment of sport bonanza that will help youth to come together and learn the issue of SRH and MHH.</p>	<p>No of sport Bonanza conducted.</p>	<p>Photos during the Sports Bonanza.</p>	<p>Youth raised awareness on SRH and MHH issues.</p>
<p><b>8</b> Educate youth on proper use of contraceptive measures to avoid of spread sexual and other diseases such as HIV/AIDS and Cancer.</p>	<p>No of seminars on SRH and MHH conducted to Schools  No of women and Youth especially girls engaged and got education</p>	<p>Success stories Photos on the training.</p>	<p>Girls and youth raised awareness on SRH and MHH Reducing the spread of SRH and MHH diseases and other diseases like Cancer Reducing the number of unwanted and unplanned pregnancies Reducing unsafe abortion to girls</p>

<b>Strategic Goal 2</b>	Access to friendly SRH and MHH service and free from GBV.		
<b>Strategy 1</b>	Advocate for development and implementation of SRH and MHH policies and strategies to ensure accessibility to youth friendly health services		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>1</b> Training peer educators on SRH and MHH services and referral.</p>	<p>No of training and seminars conducted.</p>	<p>Photos Attendance list of participants.</p>	<p>Girls and youth raised awareness on SRH and MHH Reducing the spread of SRH and MHH diseases and other diseases like Cancer and HIV/AIDS Reducing the number of unwanted and unplanned pregnancies Reducing unsafe abortion to girls</p>
<p><b>2</b> Conduct media and social media campaign on accessibility of the youth friendly health services.</p>	<p>No of radio shows, TV shows, and Media content posted on social media pages</p>	<p>No of viewers, listeners, comments and feedback from the listeners.</p>	<p>Awareness raising to the community on SRH and MHH.</p>



OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>3</b> Produce communication material on the right information regarding accessibility of SRH and MHH to adolescent and youth</p>	<p>No of communication material produced like posters, fliers</p>	<p>Banners and posters created</p>	<p>Awareness raising to the community on SRH and MHH.</p>
<p><b>4</b> Conduct organization mapping and analysis with the existing and new partners and networks</p>	<p>Linkage between</p>	<p>Number of Women and youth visited health service centres for getting information and service on SRH and MHH</p>	<p>Friendly health services to youth and adolescent.</p>
<p><b>5</b> Strengthen SRH and MHH service providers and centers on provision of friendly SRH and MHH</p>	<p>Number of trainings, workshop and seminars provided to Health service providers like nurses and Doctors</p>	<p>Photos of workshop</p>	<p>Health service providers improved communication skills to women and youth when giving service to them</p>

# STRATEGIC THEME 5

Having friendly Legal frameworks on women, youth and children issue

**Strategic Goal 1** Advocate for conducive environment for Women and youth participation in decision making, policy development, governance and democracy

**Strategy 1** Conduct legal framework analysis on children and youth rights in Tanzania and advocate for their review and amendment.

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>1</b> Conduct awareness campaigns targeting parents, religious leaders, influential, traditional leaders, service providers, government, and political officials on child and youth participation decision making, policy development, governance and democracy.</p>	<p>No. of campaigns conducted, number of participants involved, type of awareness conducted</p>	<p>Names of participants involved, photos, activity report</p>	<p>Children, women and youth participation increased with strong support from stakeholders</p>
<p><b>2</b> Conduct engagement meetings with stakeholders.</p>	<p>No. of engagement meetings conducted, number of stakeholders engaged, type of issues raised</p>	<p>Attendance sheet, photos and short videos, report</p>	<p>Increased support from stakeholders in protecting women, youth and children's rights</p>

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>3</b> Advocate for the establishment and strengthen capacity of Junior and Youth Councils to enhance children, women and youth participation, decision making, policy development, governance and democracy.</p>	<p>NEstablished and strengthened junior and women and Youth Councils</p>	<p>Report</p>	<p>Percentage of youth and children involved in decision making bodies and their concerns are taken into action.</p>
<p><b>4</b> Media engagement. Convene and facilitate Children, Youth and CSO engagement in government policy process and advocacy on child rights and youth development.</p>	<p>No of engagement meeting conducted</p>	<p>Photos of the workshop. List of participants</p>	<p>Existence of youth and Children network CSOs aiming at advocating for friendly legal frame work that promote the rights of children and youth.</p>

# STRATEGIC THEME 6

Promoted Children protection and development in Tanzania

Strategic Goal 1	Eliminate all forms of violence against children and adolescence and improve their welfare.		
Strategy 1	Eliminate all forms of violence in formal and non-formal educational to allow all children and adolescence realize their full potential.		
OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
1 Empower children family economically	No. of children family empowered, kind of support provided	Names of children families get support, photos, reports	Family wellbeing and improved status economically
2 Conduct training and mentorship to children in developing life skills to help them stay safe in and out of school.	No. of trainings and mentorship conducted, no. of children trained, types of issues raised	Photos and short videos, training manuals, Attendance sheets	Children protection in and out of school improved, also children will reach their future plans
3 Advocate for adequate implementation of guidelines and laws in children protection	No. of guidelines and laws advocated and implemented, Percentage of children protected	Copies of guidelines and laws	Community awareness on child rights and protection will raise.

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<b>4</b> Conduct training on positive parenting skills	No. of trainings conducted, no. of parents reached, type of issues raised	Training manuals, photos and short videos, attendance sheets, reports	Increased self-esteem to children because they will be active participants in their own behavioural. Community improved parenting care.
<b>5</b> Changing social norms and attitude like child marriage and FGM to protect children and adolescence	Level of social norms and attitudes changed. Examples of social norms and attitudes changes	Documented success stories on norms and attitudes changes	A community with a decreased child marriage, FGM..
<b>Strategic Goal 2</b>	Increase early childhood development		
<b>Strategy 1</b>	Enhance positive relationships between children and parents/caregivers throughout development process of child life cycle		
<b>1</b> Provide awareness about nutrition matters and healthy eating and life style issues to the communities	Component of awareness provided, no. of community reached	Training manuals, List of community (target) members reached, photos, reports	Children wellbeing improved in the community; example malnutrition rate will be reduced.
<b>2</b> Create awareness to parents, Caregivers and families on proper use of technology to children and positive parenting.	No. of parents, caregivers and families trained, components of awareness provided	Attendance sheet, training manuals, reports, photos	Improved parent's accountability to their children. Children will maintain proper use of technology



OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p><b>3</b> Strengthening sensitization sessions through Media and social media in designing and broadcasting Gender sensitive and children's programs on positive parenting.</p>	<p>No. of designed contents based on Gender sensitive and children's programs, no. of programs produced and aired.</p>	<p>Copies of scripts developed, copies of story cuts, reports</p>	<p>Awareness level on gender sensitive and positive parenting will increase in the community.</p>
<p><b>4</b> Conduct visits to families and communities' groups and sensitization on positive parenting</p>	<p>No. of visits conducted, number of families and community groups reached, component of sensitization provided, type of issues raised.</p>	<p>Attendance sheets, photos and short videos, reports,</p>	<p>Community will have positive parenting and children will change their behaviour into positive way.</p>

# ANNEX 4

**Table 12 : Budgets & Cost Estimation.**

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Administration cost		2,767,450	538,265	543,165	556,465	560,140	569,415
<b>2</b> Remunerations and fringe benefits		1,038,450	208,265	203,165	206,465	211,140	209,415
<b>3</b> Indirect costs		350,000	70,000	70,000	70,000	70,000	70,000
<b>4</b> Office rent, utilities,		50,000	10,000	10,000	10,000	10,000	10,000
<b>5</b> Office assets *car, office		1,219,000	230,000	240,000	250,000	249,000	250,000
<b>6</b> Audit fee, staff travel, Board meetings		110,000	20,000	20,000	20,000	20,000	30,000

# STRATEGIC THEME 1

Organization funding base expanded Strategic

**Strategic Goal 1** Increase new networks and partnership and strengthening the existing ones

**Strategy 1** Increase organization visibility

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Produce publications and communication materials		25,000	5,000	5,000	5,000	5,000	5,000
<b>2</b> Conduct training on social media packages to the COCO Information and Relation department		25,000	5,000	5,000	5,000	5,000	5,000
<b>3</b> Attend and organize organization show casing example: CSO weeks, CSO forum.		25,000	5,000	5,000	5,000	5,000	5,000

**Strategic Goal 2**

Increase new networks and partnership and strengthening the existing ones

**Strategy 1**

Review, maintain and improve strategic communication with existing partnership

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Conduct organization mapping and analysis with the existing and new partners and networks	Conduct organization mapping and analysis with the existing and new partners and networks	6,500	3,000	-	-	3,500	-
<b>2</b> Conduct joint program implementation and consortium projects,	Cost for developing joint program	20,000	4,000	4,000	4,000	4,000	4,000
<b>3</b> Promote learning exchanges with other organizations	Transport, per-diem,	100,000	20,000	20,000	20,000	20,000	20,000
<b>4</b> Organize stakeholders' meetings for exchanging knowledge experience and skills.	Transport, venue, refreshments, stationeries,	150,000	30,000	30,000	30,000	30,000	30,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>5</b> Organize stakeholders meeting for exchange knowledge experience and skills.		200,000	40,000	40,000	40,000	40,000	40,000
<b>6</b> Strengthen staff skills especially negotiation skills with the donor for diversify fund base.		25,000	5,000	5,000	5,000	5,000	5,000

**Strategic Goal 3**

Strengthened organization system and structures

**Strategy 1**

Conduct organization capacity assessment

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Review, develop and implement organization policies and strategies	Consultant for conducting OCA/ITOCA and strengthening the systems, venue, printings	4,000	3,000	-	-	1,000	-



OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<p><b>2</b> Strengthen Monitoring and Evaluation system and frameworks to monitor and evaluate and operation of the organization</p>	<p>Consultant for developing M&amp;E systems and training MYCN M&amp;E staff, installation cost of M&amp;E system</p>	<p>2,500</p>	<p>2,500</p>				
<p><b>3</b> MYCN will adopt basket funding policies such as Nacre to ensure administrative cost and retaining high qualified staff.</p>	<p>Consultation fee for developing the policy and standards, printings</p>	<p>2,000</p>	<p>2,000</p>				

# STRATEGIC THEME 2

Improved youth livelihood in Tanzania

<b>Strategic Goal 1</b>	Promote youth access to economic empowerment opportunities
<b>Strategy 1</b>	Enhancing youth skills to participate in formulating, developing and implementing employment creation programmers and action plans at different levels

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Conduct capacity building to youth groups on business skills such as trainings, coaching, mentorship, learning exchange on entrepreneurship and business development skills to youth.	Venue, transport, facilitation fee, start-up/-seed support grants, communications, stationeries	450,000	90,000	90,000	90,000	90,000	90,000
<b>2</b> Link youth with 10% loan from the government and Youth Development fund and marketing opportunities	Venue, transport, stationeries, communications,	150,000	30,000	30,000	30,000	30,000	30,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
3 Monitor and track the provision and loan repayment of the 10% From Monitor and track the provision and loan repayment of the 10% From LGA fund and Youth development Fund.	Media and social media, engagement meetings, venue, transport	200,000	40,000	40,000	40,000	40,000	40,000
4 Advocate for improved infrastructures and system on youth business	Venue, refreshments, transport, publications	75,000	15,000	15,000	15,000	15,000	15,000
5 Awareness rising to youth on economic opportunity found in Government and private sectors		150,000	30,000	30,000	30,000	30,000	30,000
6 Establishment of mentorship program that will help youth to get employment		240,000	40,000	50,000	50,000	50,000	50,000

## Strategy 2

### Strengthen youth and children engagement in decision making systems

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Conduct training to Youth sub-group members, youth and children in Advocacy, policy development process and democratic governance and communication skills	Facilitator, venue, stationeries, refreshments	150,000	30,000	30,000	30,000	30,000	30,000
<b>2</b> Facilitate children and youth to participate in policy development process, governance and democracy in Tanzania	Engagement meetings, venue, stationeries, refreshments,	500,000	100,000	100,000	100,000	100,000	100,000
<b>3</b> Strengthening local government authorities on youth and children inclusion in governance and democracy	Facilitator, venue, stationeries, engagement meetings	100,000	20,000	20,000	20,000	20,000	20,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
4 Advocacy for friendly legal frameworks supporting youth inclusion in policy development process, governance and democracy in Tanzania	Media, social media, engagement meetings with stakeholders,	450,000	90,000	90,000	90,000	90,000	90,000
5 Facilitate the establishment and strengthen Youth and children platform in leadership skills, Policy development process and engagement with government and private sector.		600,000	120,000	120,000	120,000	120,000	120,000



**Strategic Goal 2** Ensure sustainability and equitable use of resources in addressing the basic needs of present and future generation without degrading the environment

**Strategy 1** Facilitate LGAs in integrating climate change interventions in development programs

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Strengthen local government authorities in designing and supporting environmental and climate change resilience interventions		340,000	50,000	60,000	70,000	80,000	80,000
<b>2</b> Support LGA to develop climate change adaptation plan		90,000	10,000	20,000	20,000	20,000	20,000
<b>3</b> Identify and train youth climate change role models and champion for LG outreach on climate change adaptation		75,000	15,000	15,000	15,000	15,000	15,000
<b>4</b> Private sector engagement		80,000	15,000	15,000	15,000	15,000	

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<p><b>5</b> Work with District CDO and Environmental officer to facilitate the development of district youth environment and development plan</p>		50,000	10,000	10,000	10,000	10,000	10,000
<p><b>6</b> Conducting advocacy through creating advocacy themes and advocating for environment laws and policy changes.</p>		100,000	20,000	20,000	20,000	20,000	20,000

## Strategy 2

Optimize energy conception, detoxifying, reducing and recycling emissions and waste.

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
1 Support the implementation of eco-friendly activities	Facilitator, venue, transport, refreshments,	300,000	60,000	60,000	60,000	60,000	60,000

## Strategic Goal 3

Expand access to comprehensive information of SRH through innovative programs

## Strategy 1

Strengthening peers' educators and teachers on SRH sharing to adolescent and young people

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
1 Conduct capacity building trainings to youth peer educators and SRHR service delivers including school teachers	Facilitation fee, stationeries, venue,	350,000	70,000	70,000	70,000	70,000	70,000
2 Produce communication materials on SRHR	Printings, printing costs, short videos	100,000	20,000	20,000	20,000	20,000	20,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
3 Media and social media engagement on SRHR	Airtime costs, social media contents, short video production,	400,000	80,000	80,000	80,000	80,000	80,000
4 Conduct community outreach activities in and out of schools.	PA, Publications, Community theatre group cost, moderator, transport ,	35,000	7,000	7,000	7,000	7,000	7,000
5 Develop a SRH information application which will be facilitate youth to access friendly information	Designing and launching the application, running cost of the application	6,000	4,000	500	500	500	500
6 Establishment of peer-to-peer dialogue that aims at rising awareness to youth on SRHR		120,000	15,000	30,000	15,000	30,000	30,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
7	Establishment of sport bonanza that will help youth to come together and learn the issue of SRHR	60,000	10,000	10,000	10,000	10,000	20,000
4	Educate youth on proper use of contraceptive measures to avoid of spread sexual and other diseases such as HIV/AIDS and Cancer	225,000	25,000	50,000	50,000	50,000	50,000

### Strategic Goal 3

Advocate for conducive environment for youth participation in decision making, policy development, governance and democracy.

### Strategy 1

Conduct legal framework analysis on children and youth rights in Tanzania and advocate for their review and amendment.

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
1	Conduct engagement meetings with stakeholders	Venue, stationeries, publications 130,000	10,000	30,000	30,000	30,000	30,000



OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<p><b>2</b> Conduct awareness campaigns targeting parents, religious leaders, influential, traditional leaders, service providers, government, and political officials on child and youth participation decision making, policy development, governance and democracy.</p>	<p>Media, community outreaches, communication materials, printings, stakeholders' engagement meetings,</p>	<p>200,000</p>	<p>40,000</p>	<p>40,000</p>	<p>40,000</p>	<p>40,000</p>	<p>40,000</p>
<p><b>3</b> Advocate for the establishment and strengthen capacity of Junior and Youth Councils to enhance child and youth participation decision making, policy development, governance and democracy.</p>	<p>Media, social media, engagement meetings, trainings</p>	<p>600,000</p>	<p>120,000</p>	<p>120,000</p>	<p>120,000</p>	<p>120,000</p>	<p>120,000</p>

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>4</b> Conduct engagement meetings with stakeholders		400,000	80,000	80,000	80,000	80,000	80,000
<b>5</b> Convene and facilitate Children, Youth and CSO engagement in government policy process and advocacy on child rights and youth development	Media, social media, engagement meetings, trainings	1,500,000	300,000	300,000	300,000	300,000	300,000

# STRATEGIC THEME 3

Promoted Children protection and development in Tanzania

<b>Strategic Goal 1</b>	Eliminate all forms of violence against children and adolescence and improve their
<b>Strategy 1</b>	Eliminate all forms of violence in formal and non-formal educational to allow al children and adolescence realize their full potential.

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> Empower children family economically	Media engagement costs, meetings, publications, workshop costs, trainings, facilitator	330,000	50,000	50,000	50,000	50,000	90,000
<b>2</b> Changing social norms and attitude like child marriage and FGM to protect children and adolescence	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings,	300,000	60,000	60,000	60,000	60,000	60,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>3</b> Advocate for adequate implementation of guidelines and laws in children protection	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings, r	330,000	50,000	50,000	50,000	50,000	90,000
<b>4</b> Changing social norms and attitude like child marriage and FGM to protect children and adolescence	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings,	450,000	90,000	90,000	90,000	90,000	90,000
<b>5</b> Conduct training and mentorship to children in developing life skills to help them stay safe in and out of school.	Venue, transport, stationeries, refreshments	200,000	40,000	40,000	40,000	40,000	40,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>3</b> Advocate for adequate implementation of guidelines and laws in children protection	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings,	330,000	50,000	50,000	50,000	50,000	90,000
<b>4</b> Changing social norms and attitude like child marriage and FGM to protect children and adolescence	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings,	450,000	90,000	90,000	90,000	90,000	90,000
<b>5</b> Conduct training and mentorship to children in developing life skills to help them stay safe in and out of school.	Venue, transport, stationeries, refreshments	200,000	40,000	40,000	40,000	40,000	40,000



OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>6</b> Conduct training on positive parenting skills	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings, capacity building to children council, child protection committees,	330,000	50,000	50,000	50,000	50,000	90,000
<b>7</b> Changing social norms and attitude like child marriage and FGM to protect children and adolescence	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings,	200,000	40,000	40,000	40,000	40,000	40,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>8</b> Provide knowledge and awareness of human rights among law enforcers, children and adolescent.	Media, community out-reaches, communication materials, printings, stakeholders' engagement meetings,	250,000	35,000	45,000	60,000	60,000	50,000

**Strategic Goal 2**

Improved early childhood development

**Strategy 1**

Eliminate all forms of violence in formal and non-formal educational to allow al children and adolescence realize their full potential.

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>1</b> provide awareness about nutrition matters and healthy eating and life style issues to the communities.	Media engagement costs, meetings, publications, workshop costs	125,000	25,000	25,000	25,000	25,000	25,000

OBJECTIVES	ACTIVITIES (INPUT)	COST (ESTIMATE) "000"	2023"000	2024"000	2025"000	2026"000	2027"000
<b>2</b> Strengthening Media and social media in designing and broadcasting Gender sensitive and children's programs on positive parenting	Media, community outreaches, communication materials, printings, stakeholders' engagement meetings,	250,000	30,000	40,000	50,000	60,000	50,000
<b>3</b> Create awareness to parents, Caregivers and families on proper use of technology to children and positive parenting.		300,000	40,000	50,000	60,000	70,000	40,000
<b>4</b> Conduct visits to families and communities' groups and sensitization on positive parenting		85,000	17,000	17,000	17,000	17,000	17,000
<b>TOTAL</b>		<b>14,067,450</b>	<b>2,659,765</b>	<b>2,770,665</b>	<b>2,814,965</b>	<b>2,901,140</b>	<b>2,920,915</b>