



STRATEGIC PLAN **2022 - 2026**

Approved by Board of directors
on 31/12/2022_____

Acknowledgement

Zaina Foundation kindly appreciates the efforts made with various stakeholders and beneficiaries who have participated fully in the development and accomplishing the 2022-2026 Strategic plan. The process of developing this strategic plan engaged; Zaina Foundation board member/committee and staff members, beneficiaries including persons with disabilities, women human rights defenders and journalists, digital technologists, Civil Society Organizations, the authority from Government and development partners.

First and foremost, I would like express my sincerely appreciation to Chairperson of committee and Board members for their insights and technical experiences and countless support towards the accomplishment of this Strategic plan.

The Zaina Foundation 2022 / 26 strategic plan is the climax of the five years' reflections, analysis and vision of many stakeholders and beneficiaries in promoting Digital rights and security in Tanzania. These include; Members of the Zaina Foundation Committee, Zaina Foundation Staff and stakeholders consulted during the formulation of the strategic plan. In particular, we thank the Civil Society Organizations working with; women and young women, and women human rights defenders and persons with disabilities, academic institutions and Government representatives, including from the Tanzania Communication Regulatory Authority (TCRA), who have contributed to the plan and Mr. Henry Kazula for facilitating its development.

I would like to affirm that this Strategic plan has been developed to cater for Zaina Foundation goal striving to promote and protect the state of Digital Rights and Security in Tanzania that can ensure inclusive access of Internet, Freedom of Expression and safe participation of women online. The Zaina Foundation secretariat will work tirelessly and very closely with the Board of directors/ committee and partners to mobilize resources for successfully implementation of aspired goal.

The Zaina Foundation Strategic Plan 2022/2026 intends to inform, guide and open-up room for stakeholders and partners engagement to jointly address women pressing issues aligning with digital rights and security and their involvement online. The onus is to all stakeholders and beneficiaries to take lead and being on board to implement this strategy.



Zaituni Njovu,
Executive director, Zaina Foundation

Message from Chairperson Board of Directors

In 2020 Zaina Foundation the conducted a research to find out the state of digital rights in United Republic of Tanzania; whereby the findings revealed wide gap in understanding of Digital rights and less awareness to the general public on Digital security linked to Online Gender Based Violence (OGBV) and Internet shutdowns, also participation of women in digital platform identified to be limited, which call for progressive actions thus this 2022/2026 Zaina Foundation developed.

The Zaina Foundation Strategic Plan 2022/2026 focus on key strategic areas; Advocacy on Digital Rights and Security, Women empowerment on Digital skills-engaging women journalists and women human rights defenders, Institutional Development and Resource Mobilization to strengthen Zaina Foundation capacity to achieve the goal, Localization and Translation of Open-Sources Tools in Swahili, Research and Partnership with key stakeholders, strategic and development partners.

This strategic plan aims to guide and inspire Zaina Foundation towards achieving its mission over the next 5 years. Zaina Foundation is committed to working with integrity; advocating for digital rights and security, and gender equality in Tanzania; and to evidence-based decision-making and action. With this plan, we also strive to motivate and encourage others to support our mission and work. Achieving our mission requires multi-stakeholder collaboration and investment. Strategic partnerships are values that are central to this plan, including cooperation with women human rights defenders, civil society organizations in target location where we work with academia, authorities and development partners and the global community.

Zaina Foundation mission, vision, and values remain unchanged and unwavering. Our five strategic priority areas remain the same but include newly identified goals that will stretch us to new heights in advocating for policy reform and enforcement on Digital rights and Security, and research. We will continue to strengthen our partnerships with stakeholders and development partners, enhance our competence in equity, diversity and inclusiveness and heighten our role as an anchor organization in the community. As we move closer to May 2022, we will formally share our new strategic priorities and directions.

Always, we will embrace the opportunities, lessons learned and progress made as we go forward together with our partners and our community we are serving.

Rose Sarwat

Chairperson, Board of directors – Zaina Foundation

Executive Summary

Zaina Foundation is a non-governmental, non-profit sharing organization founded in 2017 and registered under NGO's Act of 2002 with the aim of promoting digital rights in Tanzania. Zaina Foundation empowers women and human rights defenders through advocacy on digital right and security, and privacy capacity building training and workshops, awareness creation on social media, publications of articles, flyers, simple guides, TV and radios session.

The 2020-2026 strategic plan has been developed sets out Zaina Foundation's priority goals and actions for the period 2022– 2026. The plan provides a 5-years road map for Zaina Foundation in the pursuit of the organization's mission and vision. This plan is a guide to Zaina Foundation management; staff implementing programs, partners and aligning stakeholders. However, this plan is a communication and resources mobilization tool towards its effectively implementation.

The development process of Zaina Foundation strategic plan builds upon the achievements and lessons learned during the implementation of Zaina Foundation's previous (2017-2021) strategic plan. The plan also reflects the vision and priorities of Zaina Foundation's committee, staff, partners and other stakeholders, as were shared during the organizational capacity assessment and strategic planning process.

The strategic planning process used related literature review of reports and publications, policy briefs, government policies and digital rights frameworks and international conventions. Zaina Foundation key stakeholders in projects i.e. Civil Society Organizations (CSO) and beneficiaries including women journalists and groups in project location, human rights defenders were interviewed and success stories were documented as the outcomes 2017-2021 Zaina Foundation strategic Plan implementation necessary for this Strategic Plan.

The Zaina Foundation Strategic Plan 2022/2026 focus on key strategic themes; Advocacy on Digital Rights and Security, Women empowerment on Digital skills-engaging women journalists and women human rights defenders, Institutional Development and Resource Mobilization to strengthen Zaina Foundation capacity to achieve the goal, Localization and Translation of Open-Sources Tools in Swahili, Research and Partnership with key stakeholders, strategic and development partners.

In this Strategic Plan, Zaina Foundation will work closely with women, young women and women journalists and technologists, persons with disabilities and human rights defenders, collaborates with local and international stakeholders and partners to raise awareness on digital rights and security and accessibility of Internet all the time and localization of digital content and translation of open-sources tools in Swahili language to allow Swahili users to access secured tools for their communication.

Also, enhancing capacities of identified beneficiaries to actively and safely engage online, accessing opportunities on digital space for socio-economic development.

This strategic plan envision that all Zaina Foundation projects will be monitored and reported annually based on key performance indicators applicable to their projects. Zaina Foundation data and annual reports will express update on each of the strategic objectives and targets. Progress relative to the targets will be reported annually to the Zaina Foundation Committee and the Annual General Meeting. The strategic plan should be evaluated and reviewed during the second half of 2025, to review impact and relevance, and to make adjustments as required. Key lesson learned from each of project activities as per strategic area/theme will be documented and add to project outcomes in every strategic target.

This strategic plan will be validated to key stakeholders and beneficiaries and communicated publicly and shared proactively with partners in Government, Development Partners, Civil Society Organizations, Private sectors and Academia. Also, when necessary a user-friendly executive summary will be shared with the communities with whom Zaina Foundation works.

Zaina Foundation planned to engage our key stakeholders, donors and development partners to mobilize resources, strengthening institution capacity to implement this strategic plan 2022/2026 and achieve desired goals and objectives. Zaina Foundation will need collaborative effort to fundraise for this Strategic plan from different liable and legal sources, and members' contribution. We believe on partnership, where we co-design project and activities, and jointly mobilize resources for a common course.

Zaina Foundation invites our key stakeholders, donors and development partners to mobilize resources to implement this strategic plan 2022/2026 requiring a budget of USD 2,133,700/= and achieve desired goals and objectives. Zaina Foundation will need collaborative effort to fundraise for this Strategic Plan from different liable and legal sources.

TABLE OF CONTENTS

Acknowledgement.....	2
Message from Chairperson of Directors.....	3
Executive Summary.....	4
Contents.....	6
Acronyms.....	7
1.0 Introduction.....	7
1.1 About Zaina Foundation.....	7
2.0 Background to the Strategic Plan.....	8
2.1 The Purpose of Developing Strategic Plan.....	8
2.2 Methodology for Strategic Planning Process.....	9
2.3 Zaina Foundation Strategic Actions Contribution.....	9
3.0 Zaina Foundation’s Goal and Strategies 2022 – 2026.....	13
4.0 Monitoring, Reporting, Evaluation and Learning (MEL) and Communicating the Strategic Plan.....	21
5.0 Financing the Strategic Plan.....	21
ANNEXIES.....	22

Acronyms

ACHPR	African Commission on Human and Peoples’ Rights
ICCPR	International Covenant of Civil and Political Rights
ECOSOC	United Nations Economic and Social Council
TCRA	Tanzania Communication Regulatory Authority
THRDC	Tanzania Human Rights Defenders Coalition
NGO	Non Governmental Organization
CBO	Community Based Organization
CSO	Civil Society Organization
MoU	Memorandum of Understanding

1.1 About Zaina Foundation

Zaina Foundation is a non-governmental, non-profit sharing organization founded in 2017 and registered under NGO's Act of 2002 with the aim of promoting digital rights and defending digital freedom in Tanzania. Zaina Foundation empowers women and human rights defenders through digital security and privacy capacity building training and workshops, advocacy through social media, publications of articles, flyers, simple guides, radios and TV session.

Our Core Value

-  Privacy
-  Dignity
-  Inclusivity
-  Gender Equality
-  Team Working
-  Innovation and
-  Creativity

Core Activities of the organization

The Organization will carry out its operations as an Educational and empowerment, non-profit organization, non- religious, Non-Governmental Organization and will not be involved in any political activities or with any other organization that will be in breach of the country's constitution.

Vision Statement

To promote Digital Rights and Inclusion in Tanzania through advocacy on affordability and accessibility of Internet, digital security and privacy capacity building, workshops and convene.

Mission Statement

To continuously aid women who are Journalists, Human Rights Defenders, technologists, Lawyers, and Students alike, to permanently improve the way they protect and access their information online.

Today, the world boasts of 4.5 billion Internet users; and according to Tanzania Communications Regulatory Authority (TCRA) by April 2022 current data shows that Tanzania has 30 million Internet users. With the increasing advancement of technologies, ethical and insecurity issues continue to equally coop up; cybercrime, as it is estimated that by 2020, global costs of cybercrime will exceed US\$2 billion, a figure that's likely to skyrocket to 1 trillion in the years to come considering the majority of Internet users are susceptible to attacks over the Internet.

Also, Online Gender Based Violence (OGBV) limits equal access to Internet and participation online; especially women and marginalized groups, person with disabilities lags behinds to enjoy the benefit of available Internet penetration. Most women are threatened in various social media and their dignity has been infringed thus discouraging them to freely expressing online and accessing various opportunities digital space is offering; including business and employment opportunities.

It is thus critical to advocate for digital rights and create digital security awareness with concerned stakeholders including human rights defenders, beneficiaries in the quest to empower women, marginalized and persons with disabilities adapt to emerging digital threats as it pertains to digital privacy and online data security.

Since 2017, Zaina Foundation has been working tirelessly to advocate for digital rights and security engaging women and human rights defenders at the forefronts through research, training and capacity building and empowerment programs. The five years' experience of Zaina Foundation of working with women in digital skills programs has uplifted economically more than 1,000 women through digital space in Tanzania mainland and Zanzibar.

2.1 The Purpose of Developing Strategic Plan

This strategic plan sets out Zaina Foundation's priority goals and actions for the period 2022– 2026 as identified from stakeholders feedback, the current state of digital rights and security, freedom of expression and aligning to research and political and government direction in Tanzania and global trends on advancement of digital technology.

The plan provides a 5-years road map for Zaina Foundation in the pursuit of the organization's mission and vision. This plan is a guide to Zaina Foundation management; staff implementing programs, partners and aligning stakeholders. However, this plan is a communication and resources mobilization tool towards its effectively implementation.

This five-year strategic plan builds upon the achievements and lessons learned during the implementation of Zaina Foundation's previous (2017-2021) strategic plan. The plan also reflects the vision and priorities of Zaina Foundation's committee, staff, partners and other stakeholders, as were shared during the organizational capacity assessment and strategic planning process.

This Strategic plan comprises of six (6) key strategic themes;

1. Advocacy on Digital Rights, Artificial Intelligence and Security
2. Women empowerment on Digital Security
3. Institutional Development and Resource Mobilization
4. Localization and Translation of Open-Sources Tools in swahili
5. Research on the state of Digital Rights and Inclusion in Tanzania
6. Partnerships

2.2 Methodology for Strategic Planning Process

The strategic planning process used related literature review of reports and publications, policy briefs, government policies and digital rights frameworks and international conventions. Zaina Foundation key stakeholders in projects i.e. Civil Society Organizations (CSO) and beneficiaries including women journalists and groups in project location, human rights defenders were interviewed and success stories were documented as the outcomes 2017-2021 Zaina Foundation strategic Plan implementation necessary for this Strategic Plan.

2.3 Zaina Foundation Strategic Actions Contribution

Zaina Foundation's Work in the Context of National Goals and Targets

Zaina Foundation empowers women and human rights defenders through advocacy on digital right and security, and privacy capacity building training and workshops, awareness creation on social media, publications of articles, flayers, simple guides, TV and radios session and collaboration with local and international stakeholders. Zaina Foundation works contribute directly to women and youth empowerment economically through leveraging on digital platform opportunities in line with National Development Frameworks, Tanzania Development Vision 2025 and Five Year Development Plan III.

Zaina Foundation's Contribution to Global Targets

Zaina Foundation's focus and strategic action for the past five years aligned with African Union (AU) Agenda 2063, East Africa Community (EAC) Vision 2050 and many international conventions i.e. United Nations Agenda 2030 with Sustainable Development Goals (SDGs) and targets; some of SDGs that we contributes to, most directly, include:

GOAL 5: GENDER EQUALITY

Achieve gender equality and empower all women and girls.

Target 5.4 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

GOAL 8: DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

GOAL 10: REDUCED INEQUALITIES

Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Target 16.10: Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements

Target 16.b: Promote and enforce non-discriminatory laws and policies for sustainable development

GOAL 17: PARTNERSHIP FOR THE GOALS

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Target 17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships

Zaina Foundation's Strategic Plan within the Broader Political and Economic Context

Political context

Article 9 of the African Charter on Human and Peoples' Rights, to which Tanzania is a signatory, guarantees the right to freedom of expression. However, that right identified to have restrictions in some African countries with regards to legal frameworks, platform used either online or offline. Tanzania has taken step in the last five years as far as digital rights are concerned, with an increase in the legislation of laws. Legislation such as the Cybercrimes Act (2015) has been used to prosecute online users perceived to be critical of the persona of the

president or other Authorities in power. Cybercrime Act address concerns such as cyberbullying, which are not gender-centric, as they do not address gaps in terms of online violence, stalking, harassment, and illegal use of images/videos, especially for women.

Article 16 of the Constitution that recognizes the right to privacy. This article states "every person is entitled to respect and protection of his person, the privacy of his own person, his family and of his matrimonial life, and respect and protection of his residence and private communications. Unfortunately, Tanzania does not yet have a data protection and privacy policy, the constitution does guarantee the right to privacy, however this is not reflected in relevant laws in such a way it leaves special groups such as women are vulnerable to technology-related gender-based violence leading to self-censorship and withdrawal from the use of the internet.

Economic context

The National Five Year Development Plan III (2021/22 – 2025/26) provides guidance on economic development and poverty reduction. The FYDP III aspires to achieve the National Development Vision (Vision 2025) and transform Tanzania into a semi-industrialized middle-income country, with high levels of human development.

The FYDP III recognized the impact of digital economy in better service delivery, efficiency in revenue collections, increased efficiency in payments ecosystem, enhanced management of human capital and creation of employment opportunities thus, the Government of Tanzania has undertaken various Digital Economy initiatives including the National ICT Broadband Backbone (NICTBB), National Internet Data Centre (NIDC), National ICT Policy (2016) and its Implementation Strategy, e- Government operationalization, National Cyber Security Strategy 2016 and Financial Sector Development Master Plan 2020/21 – 2029/30.

However, the growth of digital economy has brought significant transformation in the mode of doing business through Internet by presenting new business models such as e-commerce and online advertising. Inclusive digital economic growth has to ensure access to reliable Internet and safe space to operate business online. Unfortunately, Internet penetration, Internet shutdown and high cost to access Internet and digital insecurity and inability to own smartphones limit active participation of less privileged people and women in digital economy and accessing business opportunities. Women are the key drivers in socio-economic development; they are contributing to key sectors of National economic development i.e. agriculture and enterprises.

Zaina Foundation is working tirelessly to advance digital rights and inclusion in Tanzania to ensuring best practices are adopted into policy and legislation. Also, empower women on digital skills, safely online engagement and leveraging digital economy for business creation.

1. *Paradigm Initiative (2021). Tanzania Digital Rights And Inclusion 2020 Report.*

2. *The constitution of the United Republic of Tanzania (1977),*
www.parliament.go.tz/publication/journals

Zaina Foundation's Achievements 2017-2021

In 2020/2021 projects implementation, Zaina Foundation identified key areas to focus on from challenges and opportunities which can be applied in future projects;

- ☑ Working with women journalists and human rights defenders provided multiplier effects; they get empowered with online digital security skills and inform the general public about Online Gender Based Violence (OGBV) cases. 202 women trained in 2020 through Training of Trainers (ToT) program to enhance digital awareness and monitoring of Internet shutdowns. The trainees were engaged in 2021 to train other women from less privilege community in selected regions in Tanzania,
- ☑ Developed Digital Security Trainers' Manual 2021 which has been very useful in capacity building,
- ☑ Contributed to the United Republic of Tanzania's (Tanzania's) third review cycle in March 2021 in line with the Universal Periodic Review (UPR)—an important UN mechanism aimed at addressing human rights issues across the globe.
- ☑ Enhanced conversations with key stakeholders on addressing digital rights and security, Online Gender Based Violence (OGBV) and Internet shutdown in Tanzania.
- ☑ Established cooperation and partnership with communication and media authority, local and international organization, media, Human Rights Defenders, Technologists, Lawyers, and Students alike to advocate for digital rights, inclusion and freedom of expression, and data security and the way of protecting and accessing information online i.e. Access Now- ECOSOC accredited organization, Tanzania Communication Regulatory Authority (TCRA), Tanzania Human Rights Defenders Coalition (THRDC).
- ☑ Formulated Digital Rights Coalition in Tanzania.
- ☑ Advocated for Internet Freedom/Shutdown during 2020 election in Tanzania.
- ☑ Translated 6 Open-source tools into Swahili including Signal Mobile App and Psiphon.

3.0 Zaina Foundation's Goal and Strategies 2022 – 2026

Goal for 2022 to 2026

Zaina Foundation will strive to promote and protect the state of Digital Rights and Security in Tanzania that can ensure inclusive access of Internet, Freedom of Expression and safe participation of women online.

Zaina Foundation's main objectives linked to this Strategic Plan are;

1. To provide digital security awareness women in Tanzania.
2. To monitor Internet shutdowns in Tanzania through 2022 up to 2026.
3. To promote digital rights in Tanzania.
4. To advocate for AI Policy in Tanzania.
5. To empower women to 21st century skills.

In this section, the context, theory of change, strategic objectives and targets for each of the **6 strategic areas** are presented.

Strategy 1: Advocacy on Freedom of Expression and Right to Privacy

Context

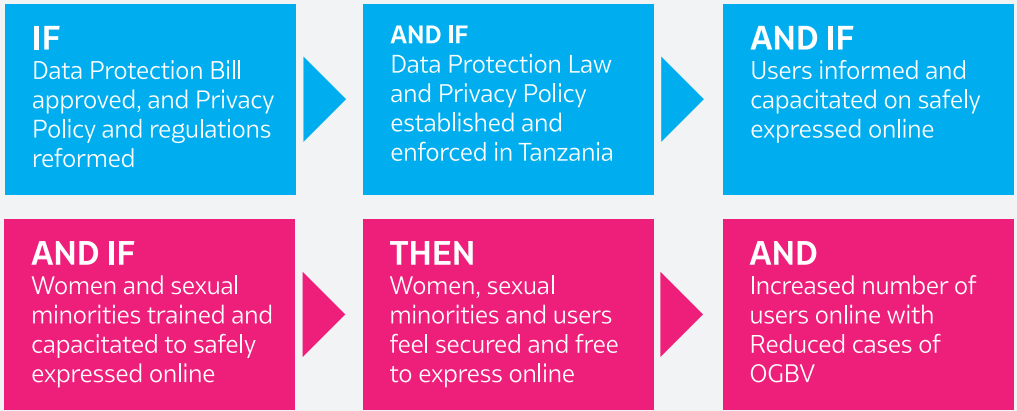
Digital Rights and Freedom of Expression discourse

According to the African Commission on Human and Peoples' Rights (ACHPR) and the United Nation (UN), digital rights refers to the same rights that people have offline must also be protected online; in particular the human rights in the digital era, and the rights that are implicated in the access and use of the internet and other ICTs and the right to freedom of expression. Article 19(2) of the International Covenant of Civil and Political Rights (ICCPR) makes clear that the right to freedom of expression applies regardless of frontiers, through any media of one's choice.

Digital Safety discourse

The Media Legal Defense Initiative report (2018) identified that, in order to fully enjoy the benefits and opportunities that the Internet has to offer, it is important for users to feel that they can safely access the Internet and express themselves without being subjected to online violence. However, the lived experiences of many users includes; online harassment, threats, cyberstalking, instances of revenge pornography, blackmail and more, whereby women and sexual minorities being more vulnerable of such attacks, thus increasing prevalence of online violence against women. Lack of effective measures to prevent and contain it, and the ensuing impunity must be addressed as part of the struggle to eliminate all forms of online gender-based violence (OGBV).

Theory of Change



Objectives and Targets for Strategy 1: Advocacy on Freedom of Expression and Right to Privacy

Objective 1.1: To advocate for Data Protection Bill and Privacy Policy in Tanzania

Target 1.1.1 Established and enforcement of Data protection Law and Privacy Policy in Tanzania.

Objective 1.2: To advocate for friendly implementation of Electronic and Postal Communication Act (EPOCA) regulations of 2022.

Target 1.2.1: EPOCA reviewed and friendly enforced.

Objective 1.3: To capacitate Internet users on digital safety skills and data protection.

Target 1.3.1: 1000 women capacitated annually.

3. *Media Legal Defence Initiative (2018). Mapping Digital Rights and Online Freedom of Expression in East, West and Southern Africa. www.mediadefence.org*

Strategy 2: Women empowerment on Digital skills

Context

According to according to the 2019 Mobile Gender Gap Report by the Global System for Mobile Communications (GSM), 77% of women compared to 86% of men own a mobile phone and only 17% of women in Tanzania have mobile Internet access compared to 35% of men. Unfortunately, such a wide gap limit women to access information for socio-economic opportunities and has limit them to engage in digital space and freedom to express online. Also, those involved online are insecure and the mostly vulnerable to online gender based violence (OGBV), and the women journalists' and human rights defenders advocating for digital equality in participation are threatened to OGBV and restricted to Freedom of expression.

Theory of Change



UNESCO, (2022). Adolescent girls and young women in Tanzania expand digital literacy and skills. <https://www.unesco.org/en/articles/adolescent-girls-and-young-women-tanzania-expand-digital-literacy-and-skills>

Objectives and Targets for Strategy 2: Women Empowerment on Digital Skills

Objective 2.1: To increase civic engagement and Digital safety awareness to women.

Target 2.1.1: 2000 women human right defenders and 50 civil society organizations empowered annually.

Objective 2.2: To empower women on 21st Century digital skills and security.

Target 2.2.1: Improved level of women participation online by 50%.

Objective 2.3: To build capacity of young women aged 17-25 that can remain protected from online-gender-based violence (OGBV).

Target 2.3.1: Improved level of young women participation online by 50%.

Objective 2.4: To capacitate women on accessing available digital opportunities for socio-economic development.

Target 2.4.1: 500 women and young women including persons with disabilities capacitated annually to access and create business opportunities on digital platforms.

Strategy 3 Institutional Development and Resource Mobilization

Context

The organizational capacity assessment conducted in 2021, highlighted many strengths for the organization including its focused mission and its dedicated and skilled staff. The assessment also highlighted priority areas for development particularly on resource mobilization and fund raising.

IF

Zaina Foundation builds the capacity of its staff to fulfil their roles in achieving Zaina Foundation's mission and targets;

AND IF

Zaina Foundation is proactive in seeking resources for the implementation of the strategic plan;

AND IF

Zaina Foundation practices high standards of governance and upholds its good reputation with stakeholders including Development partners and Government;

AND IF

Zaina Foundation will have the human and other resources necessary to fulfil its mission.

AND

Civil Society under which Zaina Foundation is working with will have greater legitimacy, representation, resilience and impact.

Objectives and Targets for Strategy 3: Institutional Development and Resource Mobilization

Objective 3.1: To extend area of operation i.e. extending to Tanzania Island.

Target 3.1.1: Two (2) sub offices established within a period of five years.

Objective 3.2: Internal capacity building for organization development.

Target 3.2.1: At least 5 departments trained.

Target 3.2.2: At least 20-staff/ intern/ volunteer recruited in a period of five years.

Target 3.2.3: Working facilities purchased i.e. 10 laptops, 5 tables, 2 projectors, internet cost, 2 coloured printers, furniture.

Strategy 4: Localization and Translation of Open-Sources Tools

Context

Digital insecurity, and less engagement of women groups and marginalized, person with disabilities on digital space identified to be triggered with language barriers. In Tanzania, like other East Africa countries, majority use Kiswahili as common language of communication has used Kiswahili. Unfortunately, the advancement of technology and penetration of internet with various tools in English language has limited mostly women groups to actively engage with various useful and secure tool

IF

Secured tools translated and localized into Swahili language;

AND IF

Swahili community trained on proper use of secured tools;

AND IF

Swahili community has access to gadgets/ mobile device

THEN

Number of Swahili users will increase online;

AND

Swahili users feel secured to participate online.

Objectives and Targets for Strategy 4: Localization and Translation of Open-Sources Tools

Objective 4.1: To localize digital tools and contents into Swahili language.

Target 4.1.1: 30 secure tools and contents for Human Rights Defenders to be translated and localized into Swahili language by December 2026.

Strategy 5: Research

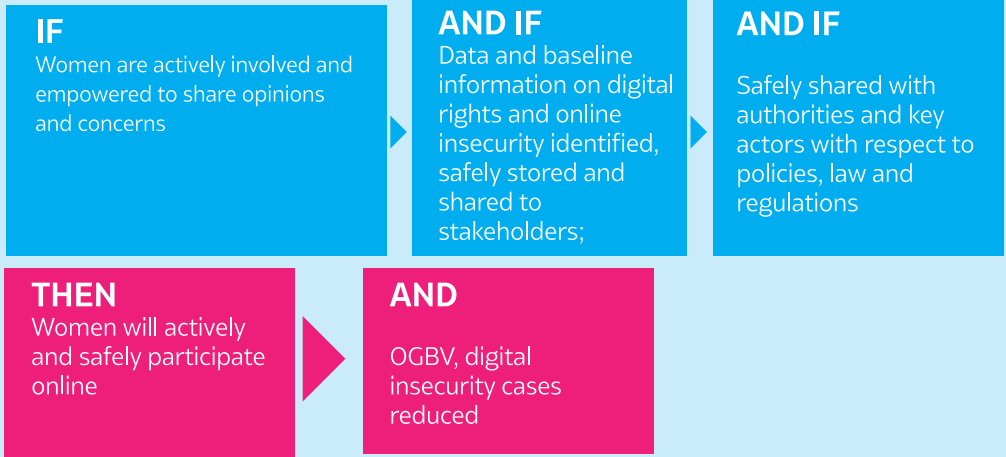
Context

Successful implementation of Zaina Foundation Strategic Plan 2022-2026 hinged on research findings. The last Zaina Foundation Strategic plan and research findings on State of Digital Rights 2020/2021 recommended the following, which can set basis to further researches for effectively implementation of this SP;

- » To continue providing awareness/training from grass route level to national level.
- » Repeal or amend all repressive sections of the Media Services Act, in accordance with the decision of the East African Court of Justice, the Cybercrimes Act, and the Electronic and Postal Communications (Online Content) Regulations as well as all provisions of any law which are contrary to the provision of the Constitution of United Republic of Tanzania, which promote and protect digital rights.
- » Joint effort between CSOs to create more awareness to much of the Tanzanian community and advocate for changes and amendments of repressive laws that infringe on digital rights.
- » Government engagement.
- » Promotion of digital literacy among the key groups to all groups especially the most affected group like women.
- » Adoption and advocating for legislation of the data protection law and its regulations in Tanzania.
- » Engagement of a like-minded community to push the agenda of digital protection.
- » Ensuring there is adequate data and information (hub of digital rights center) records of all incidents of digital rights including OGBV, in order to provide a sustainable solution to the problems.
- » Advocacy for digital rights and inclusion in Tanzania.

Still, with this 2022/2026 SP more emphasis will to be made to monitor Internet shutdown and OGBV thus to engage and advice authorities and general public to jointly and strategically design program.

Theory of Change



Objectives and Targets for Strategy 5: Research

Objective 5.1: To conduct baseline research for strategic interventions.

Target 5.1.1: Established ground for implementation of designed projects.

Objective 5.2: To conduct research on digital rights in Tanzania.

Target 5.2.1: Annual research report on state of digital rights in Tanzania produced.

Target 5.2.2: 5,000 newsletters, policy briefs, position paper and brochures published annually.

Target 5.2.3: Established database and report on OGBV in Tanzania annually.

Strategy 6: Partnership

Context

Zaina Foundation believes on partnership to achieve the mission and vision through co-design of project and multi-stakeholders engagement in activities implementation. Our key stakeholders, donors and development partners will ease to mobilize resources, strengthening institution capacity to implement this strategic plan 2022/2026 and achieve desired goals, objectives and targets.



Objectives and Targets for Strategy 6: Partnership

Objective 6.1: To build the capacity of CSOs to engage in advocacy on digital rights and security and fighting OGBV.

Target 6.1.1: At least 10 CSOs (30% should include representation of people with disabilities and marginalized women group) capacitated annually.

Objective 6.2: To engage International stakeholders on Digital rights and Localization of digital tools.

Target 6.2.1: Zaina Foundation has a formalized MoUs and fund-raising plan to implement projects on Digital rights and Localization of digital tools.

Objective 6.3: To establish cooperation with Academic institutions for expertise and knowledge sharing on information technology.

Target 6.3.1: 500 young women in five universities capacitated annually on digital safety skills.

Target 6.3.2: Established digital data about OGBV among young women in Universities.

Objective 6.4: To establish relationship with Government: Ministry of Community development, Gender, women and special groups, Ministry of Communications and Information Technology, TCRA, Members of Parliaments (women champions on Digital rights).

Target 6.4.1: Dissemination/steering negotiations to amplify and advocate for Freedom of Expression and Right to Privacy online in Tanzania.

4.0 Monitoring, Reporting, Evaluation and Learning (MEL) and Communicating the Strategic Plan

Monitoring and reporting

This strategic plan envisions that all Zaina Foundation projects will be monitored and reported annually based on key performance indicators applicable to their projects. It is the responsibility of the Project Managers to submit data and reports to Zaina Foundation Executive Director. Zaina Foundation Annual reports will include an update on each of the targets. Progress relative to the targets will be reported annually to the Zaina Foundation Committee and the Annual General Meeting.

Evaluation

The strategic plan should be evaluated and reviewed during the second half of 2025, to review impact and relevance, and to make adjustments as required.

Learning

Key lessons learned from each of project activities as per strategic area/theme will be documented and added to project outcomes in every strategic target in order to improve, redesign implementation process.

Communication

The strategic plan will validate to key stakeholders and beneficiaries and communicated publicly and shared proactively with partners in Government, Development Partners, Civil Society Organizations and Academia. Also, when necessary a user-friendly summary will be shared with the communities with whom Zaina Foundation works.

5.0 Financing the Strategic Plan

Zaina Foundation planned to engage our key stakeholders, donors and development partners to mobilize resources, strengthening institution capacity to implement this strategic plan 2022/2026 and achieve desired goals and objectives. Zaina Foundation will need collaborative effort to fundraise for this Strategic plan from different liable and legal sources, and members' contribution. We believe on partnership, where we co-design project and activities, and jointly mobilize resources for a common course.

ANNEXIES

I. STAKEHOLDERS ROLES IN IMPLEMENTATION OF ZAINA FOUNDATION PLANS

The implementation of this Strategic Plan comprises of the local organizing committee, which shall draw members from different sectors:

Stakeholders	Responsibilities
Zaina Foundation Management Team includes; Executive Director, Legal Officers, Trainers, Project Manager, Finance Manager, Advocacy Manager and Administrator.	All activity plans will be organized and implemented by management team.
Board Members / Annual General Meeting i.e. Chairperson of Committee	Approve Strategic Plan
Local Government, local organization, international organization, Municipal Officers includes Municipal Director and his Municipal Development Officer, Local NGO, Universities, Journalists and community as well	Shall be involved in seminars and training
Professional facilitators, experienced and professionals' facilitators from associated organization / Consultants	Organization Capacity building
Researchers from different professionals	Data creation, Recommend solutions
Mass media and social networks (Television, Radio, Newspapers, Magazines, Website, Blogs, Facebook pages, Instagram and WhatsApp group)	Advocacy, awareness creation
Sponsors and Development partners	Shall be involved in resource mobilization to execute activities aligning with this Strategic Plan

II. SCHEDULING FOR ZAINA FOUNDATION 2022/2026

In order to initiate this plan, we first need to have more time for resource mobilization, advertisement and research through different perspective.

No	EVENTS/PROGRAM/ ACTIVITIES 2022	DURATION	STARTING DATE	ENDING DATE
1	OFFICE RESUME Staff Meeting (Zaina Foundation staff meeting in every Monday of the week)	1 WEEK	03/01/2022	07/01/2022
		1Day	03/01/2022	03/01/2022
2	MOBILIZATION/PREPARATION/ RESEARCH ON THE STATE OF DIGITAL RIGHTS IN TANZANIA a) Through mass media such as radio, television and newspaper and through social network such as Twitter, Face Book, WhatsApp, Instagram, Blogs and Website b) Conducting research to measure the extent of the problem in the targeted scope c) Conducting training to project coordinators, Ambassadors and foreperson. d) Creating Digital awareness team from different organizations Establishing data base analysis on the issues concerning digital awareness and privacy protection	1 YEAR	04/01/2022	30/11/2022
3	STARTING PROJECT ON DIGITAL SECURITY AWARENESS & PRIVACY TRAINING AT ARUSHA, DAR ES SALAAM, TANGA, DODOMA, ZANZIBAR, MOROGORO, MBEYA, MTWARA, RUVUMA, MWANZA, SHINYANGA & KIGOMA. This planned to conducted at all region mentioned above by involving women journalist.	3 DAYS@ each region for 7 months	04/01/2022	30/07/2022

No	EVENTS/PROGRAM/ ACTIVITIES 2022	DURATION	STARTING DATE	ENDING DATE
4	ADVOCACY WITH HASHTAG #KeepItOnTz & #DigitalRightsTZ on twitter	1 YEAR	04/01/2022	30/11/2022
	ADVOCACY MEETING. With parliamentarians, CSOs, Journalists, Coalition members and government.	3 months	4/2/2022	30/4/2022
5	LOCALIZATION AND TRANSLATION OF TOOLS AND CONTENTS	5 YEARS	04/01/2022	30/11/2026
6	CAPACITY BUILDING TRAINING IN ORGANIZATION (Proposal & Report writing, Resource Mobilization/ Fundraising Skills, Communication Skills for effective Communication)	1 YEAR	04/01/2022	30/11/2022
7	REPORTING AND SUBMIT PROPOSALS TO DONORS AND GOVERNMENT	1 MONTH	01/03/2022	31/03/2022
8	RETREAT	5 DAYS	04/04/2022	08/04/2022
9	DIGITAL RIGHTS AND INCLUSION FORUM (DRIF22)	1 DAYS		20/04/2022
10	COALITION MEETING DIGITAL RIGHTS COALITION IN TANZANIA (DRC)	1 DAYS	24/05/2022	24/05/2022
11	RIGHTSCON	5 DAYS	06/06/2022	10/06/2022

No	EVENTS/PROGRAM/ ACTIVITIES 2022	DURATION	STARTING DATE	ENDING DATE
	ADVOCACY FOR DATA PROTECTION BILL & AMMENDMENT OF EPOCA –Zaina Foundation conduct meeting with law makers, parliamentarians, technical people, private sector, CSOs, Digital Rights Coalition members, journalists and academia.	30 DAYS	1/7/2022	31/7/2022
	BOARD OF DIRECTORS	2 DAYS	10/07/2022	11/07/2022
12	FORUM ON INTERNET FREEDOM IN AFRICA	4 DAYS	26/09/2022	29/09/2022
13	TRAINING REPORT& FEEDBACK	1 WEEK	03/10/2022	07/10/2022
	DRC Coalition members meeting.	1 MONTH	4/10/2022	4/10/2022
14	TOOL'S FEEDBACK COLLECTION TRAINING (User Experience (UX) – ONLINE	3 WEEKS	10/10/2022	31/10/2022
15	CYBER SECURITY AWARENESS MONTH Zaina Foundation will conduct digital security training to Women journalists, Young women from Universities, Activists and marginalized women.	1 DAY	22/10/2022	22/11/2022
16	REPORTS & DOCUMENTATION	14 DAYS	15/11/2022	26/11/2022
	BOARD OF DIRECTORS MEETING	2 DAYS	28/11/2022	29/11/2022
17	HOLIDAY	1 MONTH	01/12/2022	03/01/2023

No	EVENTS/PROGRAM/ ACTIVITIES - 2023	DURATION	STARTING DATE	ENDING DATE
1	<p>OFFICE RESUME</p> <p>Staff Meeting (Zaina Foundation staff meeting in every Monday of the week)</p>	<p>7 DAYS</p> <p>1 YEAR</p>	<p>02/01/2023</p> <p>02/01/2023</p>	<p>06/01/2023</p> <p>30/11/2023</p>
2	<p>MOBILIZATION/PREPARATION/ RESEARCH ON STATE OF DIGITAL RIGHTS IN TANZANIA AND OGBV</p> <p>a) Through mass media such as radio, television and newspaper and through social network such as Twitter, Face Book, WhatsApp, Instagram, Blogs and Website</p> <p>b) Conducting research to measure the extent of the problem in the targeted scope</p> <p>c) Conducting training to project coordinators, Ambassadors and foreperson.</p> <p>d) Creating Digital awareness team from different organizations</p> <p>e) Establishing data base analysis on the issues concerning digital awareness and privacy protection</p>	<p>1 YEAR</p>	<p>02/01/2023</p>	<p>30/11/2023</p>
3	<p>STARTING PROJECT ON DIGITAL SECURITY AWARENESS & PRIVACY TRAINING AT ARUSHA, DAR ES SALAAM, TANGA, DODOMA, ZANZIBAR, MOROGORO, MBEYA, MTWARA, RUVUMA, MWANZA, SHINYANGA & KIGOMA.</p> <p>This planned to conducted at all region mentioned above by involving women journalist.</p>	<p>3 DAYS@ each region</p> <p>1 YEAR</p>	<p>01/02/2023</p>	<p>30/11/2023</p>

No	EVENTS/PROGRAM/ ACTIVITIES - 2023	DURATI ON	STARTING DATE	ENDING DATE
4	ONLINE CAMPAIGN WITH HASHTAG KEEPITONTZ & DIGITALRIGHTSTZ	1 YEAR	02/01/2023	30/11/2023
5	LOCALIZATION AND TRANSLATION OF TOOLS AND CONTENTS	1 YEAR	02/01/2023	30/11/2023
6	REPORTING AND SUBMIT PROPOSALS TO DONORS AND GOVERNMENT	1 MONTH	01/3/2023	31/3/2023
7	RETREAT	5 DAYS	03/04/2023	07/04/2023
8	ICT SECURITY POLICY FOR 10 ORGANIZATION	1 WEEK	10/04/2023	14/04/2023
9	DIGITAL RIGHTS AND INCLUSION FORUM (DRIF23)	1 DAY	19/04/2023	19/04/2023
10	DIGITAL AWARENESS TRAINING FOR HRDs IN DAR ES SALAAM	2 DAYS	18/05/2023	19/05/2023
11	RIGHTSCON	5 DAYS	05/06/2023	09/06/2023
12	DIGITAL SECURITY TRAINING FOR WOMEN HUMAN RIGHTS DEFENDERS IN DODOMA	3 DAYS	21/06/2023	23/06/2023
13	TRAINING REPORT& FEEDBACK	1 WEEK	03/07/2023	10/07/2023
14	FORUM ON INTERNET FREEDOM IN AFRICA (FIFAfrica23) & NETRIGHTS FORUM23	2 DAYS	28/09/2023	29/09/2023
15	FORUM ON INTERNET FREEDOM IN AFRICA (FIFAfrica23) & NETRIGHTS FORUM23			
16	TOOL'S FEEDBACK COLLECTION TRAINING (User Experience (UX))	1 MONTH	02/10/2023	31/10/2023
17	CYBER SECURITY AWARENESS MONTH Zaina Foundation will conduct digital security training	1 MONTH	02/10/2023	31/10/2023
18	REPORTS & DOCUMENTATION	14 DAYS	13/11/2023	24/11/2023
19	HOLIDAY	1 MONTH	01/12/2023	03/01/2024

No	EVENTS/PROGRAM/ ACTIVITIES - 2024	DURATION	STARTING DATE	ENDING DATE
1	<p>OFFICE RESUME</p> <p>Staff Meeting (Zaina Foundation staff meeting in every Monday of the week)</p>	<p>7 DAYS</p> <p>1YEAR</p>	<p>08/01/2024</p> <p>08/01/2024</p>	<p>12/01/2023</p> <p>29/11/2024</p>
2	<p>MOBILIZATION/PREPARATION/ RESEARCH</p> <p>a) Through mass media such as radio, television and newspaper and through social network such as Twitter, Face Book, WhatsApp, Instagram, Blogs and Website</p> <p>b) Conducting research to measure the extent of the problem in the targeted scope</p> <p>c) Conducting training to project coordinators, Ambassadors and foreperson.</p> <p>d) Creating Digital awareness team from different organizations</p> <p>e) Establishing data base analysis on the issues concerning digital awareness and privacy protection</p>	<p>1 YEAR</p>	<p>08/01/2024</p>	<p>29/11/2024</p>
3	<p>ONLINE CAMPAIGN WITH HASHTAG KEEPITONTZ & DIGITALRIGHTSTZ</p>	<p>1 YEAR</p>	<p>08/01/2024</p>	<p>29/11/2024</p>
4	<p>STARTING PROJECT ON DIGITAL RIGHTS AWARENESS & PRIVACY TRAINING AT ARUSHA, DAR ES SALAAM, TANGA, DODOMA, ZANZIBAR, MOROGORO, MBEYA, MTWARA, RUVUMA, MWANZA, SHINYANGA & KIGOMA. This planned to conducted at all region mentioned above by involving women journalist.</p>	<p>3 DAYS@ each region 1 YEAR</p>	<p>01/02/2024</p>	<p>29/11/2024</p>

No	EVENTS/PROGRAM/ ACTIVITIES - 2024	DURATI ON	STARTING DATE	ENDING DATE
5	LOCALIZATION AND TRANSLATION OF TOOLS AND CONTENTS	1 YEAR	08/01/2024	29/11/2024
6	REPORTING AND SUBMIT PROPOSALS TO DONORS AND GOVERNMENT	1 MONTH	04/3/2024	29/3/2024
7	RETREAT	5 DAYS	01/04/2024	05/04/2024
8	ICT SECURITY POLICY FOR 15 ORGANIZATION	1 WEEK	08/04/2024	12/04/2024
9	DIGITAL RIGHTS AND INCLUSION FORUM (DRIF24)	1 DAY	19/04/2024	19/04/2024
10	DIGITAL AWARENESS TRAINING FOR HRDs IN DAR ES SALAAM	2 DAYS	15/05/2024	16/05/2024
11	RIGHTSCON	5 DAYS	06/06/2024	10/06/2024
12	DIGITAL SECURITY TRAINING FOR WOMEN HUMAN RIGHTS DEFENDERS IN TANGA	3 DAYS	25/06/2024	27/06/2024
13	TRAINING REPORT& FEEDBACK	1 WEEK	01/07/2024	05/07/2024
14	RETREAT	5 DAYS	15/07/2024	19/07/2024
15	FORUM ON INTERNET FREEDOM IN AFRICA (FIFAfrica24) & NETRIGHTS FORUM24	2 DAYS	26/09/2024	27/09/2024
16	TOOL'S FEEDBACK COLLECTION TRAINING (User Experience (UX))	1 MONTH	01/10/2024	31/10/2024
17	CYBER SECURITY AWARENESS MONTH Zaina Foundation will conduct digital security training	2 DAYS	24/10/2024	25/10/2024
18	REPORTS & DOCUMENTATION	14 DAYS	13/11/2024	29/11/2024
19	HOLIDAY	1 MONTH	01/12/2024	03/01/2025

No	EVENTS/PROGRAM/ ACTIVITIES - 2025	DURATI ON	STARTING DATE	ENDING DATE
1	<p>OFFICE RESUME</p> <p>Staff Meeting (Zaina Foundation staff meeting in every Monday of the week)</p>	<p>7 DAYS</p> <p>1YEAR</p>	<p>06/01/2025</p> <p>06/01/2025</p>	<p>10/01/2025</p> <p>28/11/2025</p>
2	<p>MOBILIZATION/PREPARATION/ RESEARCH ON STATE OF DIGITAL RIGHTS IN TANZANIA</p> <p>a) Through mass media such as radio, television and newspaper and through social network such as Twitter, Face Book, WhatsApp, Instagram, Blogs and Website</p> <p>b) Conducting research to measure the extent of the problem in the targeted scope</p> <p>c) Conducting training to project coordinators, Ambassadors and foreperson.</p> <p>d) Creating Digital awareness team from different organizations</p> <p>e) Establishing data base analysis on the issues concerning digital awareness and privacy protection</p>	<p>1 YEAR</p>	<p>13/01/2025</p>	<p>28/11/2025</p>
3	<p>ONLINE CAMPAIGN WITH HASHTAG KEEPITONTZ & DIGITALRIGHTSTZ</p>	<p>1 YEAR</p>	<p>06/01/2025</p>	<p>28/11/2025</p>
4	<p>STARTING PROJECT ON DIGITAL RIGHTS AWARENESS & PRIVACY TRAINING AT ARUSHA, DAR ES SALAAM, TANGA, DODOMA, ZANZIBAR, MOROGORO, MBEYA, MTWARA, RUVUMA, MWANZA, SHINYANGA & KIGOMA.</p> <p>This planned to conducted at all region mentioned above by involving women journalist.</p>	<p>3 DAYS@ each region 1 YEAR</p>	<p>03/02/2025</p>	<p>28/11/2025</p>

No	EVENTS/PROGRAM/ ACTIVITIES - 2025	DURATI ON	STARTING DATE	ENDING DATE
5	LOCALIZATION AND TRANSLATION OF TOOLS AND CONTENTS	1 YEAR	06/01/2025	28/11/2025
6	REPORTING AND SUBMIT PROPOSALS TO DONORS AND GOVERNMENT	1 MONTH	03/3/2025	27/3/2025
7	ICT SECURITY POLICY FOR 20 ORGANIZATION	1 WEEK	07/04/2025	11/04/2025
8	DIGITAL RIGHTS AND INCLUSION FORUM (DRIF25)	1 DAY	19/04/2024	19/04/2024
9	DIGITAL AWARENESS TRAINING FOR HRDs IN ZANZIBAR	3 DAYS	21/05/2025	23/05/2025
10	RIGHTSCON	5 DAYS	09/06/2025	13/06/2025
11	DIGITAL SECURITY TRAINING FOR WOMEN HUMAN RIGHTS DEFENDERS IN ARUSHA	3 DAYS	25/06/2025	27/06/2025
12	TRAINING REPORT	1 WEEK	01/07/2025	08/07/2025
13	MONITORING INTERNET SHUTDOWN IN TANZANIA 2025 DURING PRESIDENTIAL ELECTION	4 MONTHS	01/07/2025	10/11/2025
14	RETREAT	1 WEEK	21/07/2025	25/07/2025
15	FORUM ON INTERNET FREEDOM IN AFRICA (FIFAfrica25) & NETRIGHTS FORUM25	3 DAYS	24/09/2025	26/09/2025
16	FORUM REPORT	1 WEEK	01/10/2025	07/10/2025
17	TOOL'S FEEDBACK COLLECTION TRAINING (User Experience (UX))	1 WEEK	01/10/2025	07/10/2025
18	CYBER SECURITY AWARENESS MONTH Zaina Foundation will conduct digital security training	2 DAYS	28/10/2025	29/10/2025
19	REPORTS & DOCUMENTATION	14 DAYS	03/11/2025	20/11/2025
20	ANNUAL MEETING & REFRECTION	1 WEEK	24/11/2025	28/11/2025
21	HOLIDAY	1 MONTH	01/12/2025	03/01/2026

No	EVENTS/PROGRAM/ ACTIVITIES - 2026	DURATI ON	STARTING DATE	ENDING DATE
1	OFFICE RESUME Staff Meeting (Zaina Foundation staff meeting in every Monday of the week)	7 DAYS 1 YEAR	05/01/2026 12/01/2026	09/01/2026 27/11/2026
2	MOBILIZATION/PREPARATION/ RESEARCH a) Through mass media such as radio, television and newspaper and through social network such as Twitter, Face Book, WhatsApp, Instagram, Blogs and Website b) Conducting research to measure the extent of the problem in the targeted scope c) Conducting training to project coordinators, Ambassadors and foreperson. d) Creating Digital awareness team from different organizations e) Establishing data base analysis on the issues concerning digital awareness and privacy protection	1 YEAR	12/01/2026	27/11/2026
3	ONLINE CAMPAIGN WITH HASHTAG KEEPITONTZ & DIGITALRIGHTSTZ	1 YEAR	12/01/2026	27/11/2026
4	STARTING PROJECT ON DIGITAL RIGHTS AWARENESS & PRIVACY TRAINING AT ARUSHA, DAR ES SALAAM, TANGA, DODOMA, ZANZIBAR, MOROGORO, MBEYA, MTWARA, RUVUMA, MWANZA, SHINYANGA & KIGOMA. This planned to conducted at all region mentioned above by involving women journalist.	3 DAYS@ Each region 1 YEAR	12/01/2026	27/11/2026

No	EVENTS/PROGRAM/ ACTIVITIES - 2026	DURATION	STARTING DATE	ENDING DATE
5	LOCALIZATION AND TRANSLATION OF TOOLS AND CONTENTS	1 YEAR	12/01/2026	27/11/2026
6	REPORTING AND SUBMIT PROPOSALS TO DONORS AND GOVERNMENT	1 MONTH	02/3/2026	31/3/2026
7	ICT SECURITY POLICY FOR 25 ORGANIZATION	1 WEEK	05/04/2026	07/04/2026
8	DIGITAL RIGHTS AND INCLUSION FORUM (DRIF26)	1 DAY	20/04/2026	20/04/2026
9	DIGITAL AWARENESS TRAINING FOR HRDs IN MBEYA	2 DAYS	18/05/2026	19/05/2026
10	RIGHTSCON	5 DAYS	08/06/2026	12/06/2026
11	DIGITAL SECURITY TRAINING FOR WOMEN HUMAN RIGHTS DEFENDERS IN DAR ES SALAAM	3 DAYS	23/06/2026	24/06/2026
12	TRAINING REPORT	1 WEEK	29/06/2026	03/07/2026
13	FORUM ON INTERNET FREEDOM IN AFRICA (FIFAfrica26) & NETRIGHTS FORUM26	2 DAYS	28/09/2026	23/09/2026
14	TOOL'S FEEDBACK COLLECTION TRAINING (User Experience (UX))	1 MONTH	05/10/2026	30/10/2026
15	CYBER SECURITY AWARENESS MONTH Zaina Foundation will conduct digital security training	2 DAYS	26/10/2026	27/10/2026
16	REPORTS & DOCUMENTATION	14 DAYS	02/11/2026	19/11/2026
17	ANNUAL MEETING & REFLECTION	1 WEEK	23/11/2026	27/11/2026
18	HOLIDAY	1 MONTH	01/12/2026	04/01/2027

II. OPERATIONAL PLAN

SN	OBJECTIVE	TARGET	ACTION	END RESULTS
1.	To provide digital security awareness to women in Tanzania	Our target is 2000 women human right defender women and 50 civil society organization in Tanzania per year	Conducting training and research to measure the extent of the problem in the targeted scope	Increase number of Empowered women in chnology, digital security, Policy and privacy protection
2.	To localize digital tools and contents into Swahili language.	30 Secure tools and contents for Human Rights Defenders to be translated and localized into Swahili language up to December 2026	Through Localization sprint one day before every digital security training and during pre- events at every big tech convening i.e Rightscon, IFF, Innovation Week in Tanzania, FIFAfrica, etc	At least Swahili Community use secure tools which have been translated and localized into Swahili language, Increase number of Swahili users online
3.	To monitor Internet Shutdowns in Tanzania through 2022 up to 2026	Coalition of 15 tech experts to be to measure, advocacy network and documents in different city in Tanzania	Social media accounts and other media	Promotion of Democracy, Freedom of Expression and Transparency through 2022 up to 2026
4.	To promote digital rights in Tanzania	Through Digital Security Training and Localization of tools and contents into Swahili language	Swahili sprints one day before every digital security training	Availability of Swahili language in technology & increase of number of at risk internet users from Swahili community for 70%
5	To empower women to 21st century skills.	Training women on 21stCentury Skills is Collaboration, communications, critical thinking and creativity	Session during big Convening and Digital Security Day	Increase for 50% on leveraging Technology among women

ACTIVITY	2022					2023						
	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL
Project Launch	✓											
Training UDSM (DAR)		✓										
Media Visit	✓											
Training ZU (Zanzibar)			✓									
Training Gender Desk				✓								
Training UA (Arusha)							✓					
Advocacy Meeting (Activists)						✓						
Collect Data Base (OGBV)	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
Training UDOM (Dodoma)									✓			
Creation of Clubs										✓		
Training IFM (DAR)										✓		
Media visit											✓	
Report Writing				✓								✓



GET IN TOUCH



+255 754 503 551



www.zainafoundationtz.org
info@zainafoundationtz.org



P.O.Box 75757, Dar es Salaam - Tanzania



GET IN TOUCH



+255 754 503 551



www.zainafoundationtz.org
info@zainafoundationtz.org



P.O.Box 75757, Dar es Salaam - Tanzania

STRATEGIC PLAN **2022 - 2026**

Approved by Board of directors
on 31/12/2022_____