



# Androse Disability Organization Tanzania (ADOT)

Tel: +255 753 678 830

Email: [Info@adot.or.tz](mailto:Info@adot.or.tz)

Location: Dodoma HQ. Liasing office in Dar es salaam-Tanzania

## ANNUAL REPORT FOR THE YEAR OF 2024



**YANGEYANGE SCHOOL CHILDREN WITH DISABILITY - DAC 2024**

## 1. An introductory message from the ADOT Managing Director

*'The power of the truth and commitment: Do Not Tear Us Apart...'*

Our advocacy journey began without funds throughout the year 2022. We were, however, devoted to reach out communities through devotion and passion. A big thanks is echoed to the Board of Directors for their endless support and the entire ADOT Team who sacrifice their valued time, energy and expertise to visualize our goals. It was amazingly possible due to the dedication from the keen volunteers who encored their competencies, love, integrity and dignity with ADOT mission. As a matter of fact, it is easy to say you love your neighbour when you give from the exceeds. It is all different when you give from the relatively last cent you know you wont have it anymore any longer but eager still serving a vulnerable comrade. This is the unique approach ADOT has been embracing while designing and implementing its goals. In the contrast, the community embraces different perspectives. When we were challenged in the first place (2019-2022) and further before as to have received lots of funds; we frankly received none; in spite of only shedding the little lights we could from our own sources because that is our passion. When we got our first fund from ForumCiv end of March 2023; we called it 'virgin' funding which in our perspectives we reflected it a 'gift from God'. We were extremely challenged, though, as to why we received it as claimed so little to accept. We decided to take the responsibility to accept and be accountable enough for its full implementation including complementing its ultimate goal including providing some shelter, accommodation, transport and meals for its staff who expressed the demand. When reporting it as small; echoing their earlier perspectives; we were seriously warned not to call it small as we did not have it before. Logic collapses when evaluating the realities of 'small' fund to the communities who have high expectations and disregard of the donor/implementor unbalanced % requirement ratio over small administration ratios. Nevertheless, we successfully implemented the 18 months SEMA (Strengthen Enabling Mechanism for Accountability) project by end of August 2024 through raising awareness on inclusive governance, accountability, human rights, disability rights and comprehensive training for PWDs and local leaders of Sandali and Chamazi wards in Temeke District to reach 400 direct beneficiaries and 4,000 indirect beneficiaries through 10 activities and created employment and empowerment opportunities for our beneficiaries. is a vivid revelation that 'Disability Is Not Inability'.



Additionally, ADOT second funded project by ABILIS Foundation, The Unlocking Voices of Tanzanian females with disabilities on SRHR (Tupaze Sauti za mabinti na wanawake wakitanzania wenye ulemavu kuhusu haki ya afya ya uzazi salama) increases ADOT scope to raise awareness on SRHR issues to four regions (Arusha, Dar es Salaam, Tabora and Dodoma) in Tanzania. We are expecting to cover Tabora and Dodoma in the year 2025 after receiving some funds from ABILIS Foundation. We commit ourselves in reaching out communities of PWDs. Our visit to Yange Yange Pre & Primary school to celebrate the Day of African Child with them in 2024 also a couple of Pugu Boys visits explain our sincere commitment in transforming PWDs lives. We encourage our communities of PWDs not to take advantage of these opportunities but to increase self-esteem and take the lead to transform their lives and live of fellow PWDS. To the larger community; we urge you Need Not To Tear Us Apart in any ways; instead join hands in our efforts to transforming lives of not only persons with disabilities but also those without disabilities from our communities into a more accountable approach at all levels. We are humbled! Stay tuned for 2025. We therefore need your support to take this dream to the furthest.

With kindest regards, **Rosemary Choma. ADOT Managing Director.**

## 2. What we do

ADOT is a short form for Androse Disability Organization Tanzania; a non-profit governmental organization registered in Tanzania under the registrar of the non-governmental organization under registration number 00NGO/R/2904 to operate at the national level to dignify the lives of the most vulnerable persons with disability, especially women, children, and youth. Visit our website: <https://www.adot.or.tz>

**Our vision;** Envision the dignified and empowered lives of the most vulnerable women, children, and youth with disability in Tanzania, Africa, and beyond. Read more about it from our instagram account and youtube account @ADOTTanzania as well as through our website: <https://www.adot.or.tz>

## 3. List of governing body members

1	Dr Sarah Kisanga	Board Chairperson
2	Gloria Kalabamu	Board Member
3	Easter Majapwani	Board Member
4	Tuma Dandi	Board Member
5	Fredrick Msigala	Board Member

## 4. List of projects and activities conducted in 2024

### *SEMA Extended Project*

- i. **Conducting comprehensive training sessions in entrepreneurship, financial literacy, and public speaking skills and counselling to PWDs.**

**Date:** 03 May 2024

**Venue:** Mkondogwa.

The training was attended by 116 participants including 72 women, 44 men among them 54 was persons with disabilities from Chamazi and Sandali Wards. The purpose of this meeting was to provide comprehensive training on entrepreneurship, financial literacy, public speaking and counselling to persons with disabilities.

The training started with an opening word and welcome from the Managing Director of ADOT madam Rosemary Choma and followed by a brief explanation about the rights of people with disabilities from one of the facilitators called Madam Bertha Kayora. Collaborative training on entrepreneurship was given by Mr. Rodrick, the training was

about the type of business to do and how to find the best business idea. Also training on caring for health and avoiding the use of drugs such as marijuana was given by the facilitator from Mr. Hemedi Ngochele. There were also facilitators who presented on-line via zoom meeting among of them are Mr. Theodory who presented about the best way to handle business information including business loans, Mr. Alex presented about the importance of entrepreneurs having the right information in business, Mr. Mmanyi presented about good management of money in business. The biggest is the participation of the facilitator from SIDO Mr. Jonathan John who started by providing counselling to the participants and providing details about training opportunities on entrepreneurship which found at SIDO and how to acquire those opportunities. In order to increase the quality and market of their products, entrepreneurs were taught about the importance and how obtaining bar-code by an officer from GSITZ Mr. Erick Kafula.

The result was increased knowledge of the persons with disabilities on entrepreneurship. After acquiring the knowledge they will be able to start their own business so that they can support themselves, rely on themselves and stop begging.

ii. **Conducting comprehensive training sessions on entrepreneurship, financial literacy, public speaking skills and counselling to local leaders, socially grounded formations/networks and platforms:**

**Date:** 25 June 2024

**Venue:** COMHESWA Hall.

The training was attended by 50 participants who are local leaders, socially grounded formations/networks and platforms including 29 women, 21 men among them 17 was persons with disabilities from Chamazi and Sandali Wards.

The purpose of this meeting was to provide comprehensive training on entrepreneurship, financial literacy, public speaking and counselling to local leaders, socially grounded formations/networks and platforms.

The training started with an opening word and welcome from the Managing Director of ADOT madam Rosemary Choma and followed by a brief explanation about the rights of people with disabilities from one of the facilitators called Madam Bertha Kayora.

Collaborative training on entrepreneurship was given by Mr. Rodrick, the training was about the type of business to do and how to find the best business idea. Also training on caring for health and avoiding the use of drugs such as marijuana was given by the facilitator from Mr. Hemedi Ngochele. There were also facilitators who presented on-line via zoom meeting among of them are Mr. Theodory who presented about entrepreneurship in relation with disability statistics in Tanzania as demonstrated by

National bureau of statistics, Mr. Mmanyi presented about management of money in business.

The facilitator from SIDO Mr. Frank Fulgence Bishashara who started by providing counselling to the participants and providing details about training opportunities on entrepreneurship which found at SIDO and how to acquire those opportunities. In order to increase the quality and market of their products, entrepreneurs were taught about the importance and how obtaining bar-code by an officer from GSITZ Mr. Erick Kafula.

During the training, people with disabilities participated, including those who had previously received training, and get the opportunity to show their products to the leaders and convince leaders and stakeholders who participated in the training that people with disabilities can be independent if they are trusted and empowered.

The result was increased knowledge of the local leaders, socially grounded formations/networks and platforms on entrepreneurship, financial literacy, public speaking skills.

### **iii. Capacity building for ADOT Internal Personnel**

**Date:** 20 July 2024

**Venue:** ADOT HQ

The training was attended by 9 (5 men and 4 women) ADOT personnel where two of them followed the training online through the zoom meeting application among there was 4 persons with disabilities.

The purpose of the training was to build capacity of ADOT staff in order to improve their working knowledge and skills so that they can carry out their duties to a great extent.

The training involved various topics such as getting to know the ADOT organization (its establishment, vision, mission, objectives and values), how to build team work, Accountability and personal development skills.

The facilitator of the training was Mr Rodrick Nabe from the Road to Success Institute.

The training started at 09:30 am with a prayer from the selected member and followed by the introduction of each participant to introduce himself/herself and explain how he was able to meet the ADOT managing Director join to work in the ADOT organization.

After the introduction, the managing director of ADOT madam Rosemary Choma followed where she gave a brief history about the establishment of the ADOT organization as well as welcoming all the participants in the training.

Collaborative training began where the facilitator Mr Rodrick Nabe started by explaining the importance of every human being to value themselves and fear God in order to be able to have compassion to serve the community.

The trainer taught how to build a good team that can bring good results to the institution, citing the example of CIA team formation. He also explained about accountability in responsibilities to staff was provided in detail through a chart of accountability, this is all for the purpose of reminding the ADOT staff so that they can serve the community in a responsible way.

Also, the trainer taught how to do an analysis in selecting the right stakeholders including donors to work with in non-profit organization especially organization which serve persons with disabilities. In topic of building the personal development capacity of the ADOT staff facilitator explained on how to make decisions quickly and wisely, things to learn, leverage, leave and lift. In order to increase personal income described a good way to save money for yourself by starting to serve a certain percentage of income before starting expenditure this is important to build staff to have financial discipline and be able to afford important services which lead to have good work performance in the organization.

After the training, the participants were able to discuss and ask questions related to the topics given by the trainer. All questions were answered and further explanations were given by the trainer.

The training was closed at 16:09 pm with a prayer from the volunteer participant followed by a word of thanks from the ADOT managing Director.

The outcome of the training was increased in the confidence of the ADOT staff in doing work to serve the community because in the beginning they did not have the knowledge, for example, on how to create a team and select stakeholders to work with or collaborate.

Increased knowledge of economic self-sufficiency as many of them did not know the best way to save money/income for themselves, this will enable them to continue volunteering which will strengthen work performance and enable the institution to grow and become more popular.

## **UNLOCKING VOICES OF TANZANIAN FEMALES WITH DISABILITIES ON SRHR (TUPAZE SAUTI ZA MABINTI NA WANAWAKE WAKITANZANIA WENYE ULEMAVU KUHUSU HAKI YA AFYA YA UZAZI SALAMA)**

This project is funded by Abilis Foundation which aim to raise Awareness on SRHR issues to women and girls with disabilities in Arusha, Dar es Salaam, Dodoma and Tabora.

### **Activities and Results;**

#### **1. SRHR Social media account creation and advocacy**

A social media account known as *empowerhervoicetz* was opened through Instagram on 27/01/2024. The goal of opening the account is to increase efficiency especially in promoting advocacy and raising awareness about SRHR as social media are very powerful tools in conveying messages to the community. The main beneficiaries of this campaign are girls and

women with disabilities in Tanzania in order to recognize their rights and be able to defend themselves; decision makers, health care providers, universities, technical colleges and community at large recognizing the importance of SRHR for girls and women with disabilities in order to remove stigma and provide them with SRHR support. The success was great because we managed to open an Instagram account known as *@empowerhervoicetz* and achieved to reach many people at a lower cost and more quickly. Also, many people who use Instagram are young people, including those with disabilities, so we believe that many have benefited in learning the content from the *@empowerhervoicetz social media account*. This is confirmed through photos and videos about this project that we posted on the *@empowerhervoicetz* Instagram account and got positive comments from various stakeholders. Therefor a short period of time after revealing the account, 97 people's accounts followed us. 445 account engagement which is equivalent to 11% of the total engagements and we were able to be reached by 16000 Instagram accounts. This shows that nearly 17000 people acquired knowledge about SRHR from different parts of Tanzania through our Instagram account. This is based on the professional dashboard insight dated March 28 to April 26, 2024.

## **2. Dissemination of SRHR PhD findings in Arusha**

The meeting was held on 17/02/2024 at the New Africa Hotel in Arusha and was attended by 116 various stakeholders including people with and without disabilities, SHIVYAWATA representatives, Decision makers from Arusha, Dodoma, Dar es salaam and two representatives from Abilis foundation among of them 65 female, 51 male and 53 persons with disabilities. The aim of the meeting was to launching the project named Unlocking Voices of Tanzanian female with disabilities on SRHR (Tupaze sauti za mabinti na wanawake wakitanzania wenye ulemavu kuhusu haki ya afya ya uzazi salama) and to disseminate THE PhD SRHR related findings. The panel discussion session composed of Dr Virpi & RAC (Research Assistants Committee). The result of the meeting was increased in understanding about SRHR especially for the girls and women with disabilities, because in Tanzania there is very little understanding about SRHR for people with disabilities disability. Therefore, through this meeting many people knew about it including persons with disabilities, this will help persons with disabilities especially girls and women to raise their voice to advocate for their rights on reproductive health and services, also raised awareness and change attitude to decision makers, health care providers and community at large towards women and girls with disabilities on sexual and reproductive health and rights issues.

### **3. Awareness raising on SRHR issues to women and girls with disabilities at Themis secondary school in Arusha.**

The meeting was held on 19/02/2024 at Themis secondary school located in Arusha region. The aim of the meeting was to provide awareness about SRHR for students with disabilities. This activity was originally planned to take place at Selian Hospital in Arusha but we learned that they had received such training early, decision was made to choose another audience hence Themis secondary was the nearest and available audience for such training. We succeeded to increase knowledge about SRHR to nearly 92 students with and without disabilities among of them female 53, male 39 and 16 persons with disabilities. "Before this training, many students especially girls with disabilities did not know about SRHR. They claimed as that "Now we know our RSH and rights, we will also teach our colleagues in the street so that we have one voice in advocating our rights regarding safe reproduction " was heard from one of the disabled student known as Glory Frank Kileo when she was giving her opinion about the arrival of ADOT after the end of session.

### **4. Awareness raising on SRHR issues to women and girls with disabilities in Dar es Salaam.**

The session was held on 20 April 2024 at the UVIKIUTA hall located at Chamazi Ward in Dar es salaam Region and was attended by 95 people including 50 persons with disabilities among of them 61 females and 34 male.

The goal of this session was to continue to provide awareness to the community about SRHR issues. The meeting started with a presentation from the Managing Director of ADOT regarding the identity of the institution and followed by a presentation from Mr. Mmanyi about RSHR PHD report read on behalf of Dr Virpi. After all the presentations panel discussion session composed of medical experts, political figures, social welfare officer, community development officer and SHIVYAWATA demonstrated their expertise and experience on SRHR.

The meeting was very successful among of the success was increased knowledge about SRHR for the beneficiaries especially women and girls with disabilities and non-disabled from Saku primary school, Dovya secondary school, technical colleges and various universities such as the University of Dar es Salaam campus of DUCE, build the capacity of other stakeholders such as government officials and stakeholders from civil institutions



regarding SRHR to be able to provide appropriate services to girls and women with disabilities. This is demonstrated by testimony from participants such as feedback from one of the participants from the University of Dar es DUCE campus to the director of ADOT "I am very grateful for making us as beneficiaries of the ADOT family and I wish for greater success in bringing awareness to this community of people with disabilities to recognize their SRH and rights and responsibilities in society"

## **INTERNATIONAL DAY OF THE AFRICAN CHILD REPORT**

**PLACE:** YANGEYANGE PRE AND PRIMARY SCHOOL

**WARD:** MSONGOLA

**DISRICT:** ILALA

**REGION:** DAR ES SALAAM

**DATE:** 16 July 2024

### ***THEME***

*The theme for the Day of the African Child in 2024 is "Education for all children in Africa: the time is now", aligning with the African Union's Year of Education which focuses on building resilient education systems to ensure increased access to inclusive, lifelong, quality and relevant learning in Africa.*

### **PARTICIPANTS**

ADOT team, local leaders, students with disabilities and teachers from Yangeyange Pre and primary school.

### **RESULT**

First of all, this event was supposed to be held on June 16, 2024, but due to students being on holiday, it was impossible to hold it on the scheduled date and scheduled for July 16, 2024.

The activity was attended by a total of 40 people, 26 women and 16 men, including 21 students with disabilities from Yangeyange primary school.

The activity started with a prayer from the moderator Mr. Jacob and was followed by a welcome from the head teacher of Yangeyange primary school where he also gave a brief history about the establishment of the school and a special unit for students with disabilities, the successes and challenges they face.

After a word from the head teacher, was followed by the Managing Director of ADOT madam Rosemary Choma who due to reasons beyond her control was unable to attend but was able to talk through online zoom meeting application. The director of ADOT started by thanking government leaders and schools for making the activity successful, after that he

gave his speech starting with the history of ADOT, including the goal of its establishment to serve communities that were in a vulnerable environment such as people with disabilities, women, children and youth. Therefore madam Rosemary encouraged children with disabilities to value themselves and study hard because among them there are future leaders who are trusted by the nation she also gave a testimony about herself where she was born healthy but was sick and got a disability even the doctor said that she would not be able to live she would die within six month but she was able to live, study up to masters level, have a family and serve the community.

There were also various speakers including madam Bertha Kayora who gave a presentation on the types of disabilities, recognition and how to teach people with disabilities while at school giving the example of the disability of a blind and deaf student together to be more diligent in studies and learn life skills so that later they can get rid of themselves economically and be independent so that they are not seen as a burden in society.

Sister Irene, she is a person with physical disabilities, she first gave testimony and advice on how she was able to study hard and get division one in the results of the sixth form announced by the examination council recently, she also encouraged students with disabilities to study hard so that they succeed well. Self-confidence and use their talents well to strengthen themselves as they will come to help them later especially in earning income.

Finally, the celebrations were closed with a thank you note from the social development officer of Msongola ward and to encourage other organizations to do the same as ADOT did not to forget students with disabilities as they get comfort to be visited and feel confident like other people in the family. After thanking all the participants, they were welcomed with food prepared and socialized with children with disabilities.

## EVENT PICTURES



*Figure 1: Students with disabilities from Yangeyange pre and primary school .*



Figure 4: Madam Bertha Kayora presentation on the types of disabilities, recognition and how to teach people with disabilities.



Figure 5: Irene Ngerangera gave testimony and advice on how she was able to study hard and get division one in the results of the sixth form announced by the examination council recently.

#### ACHIEVEMENTS OF THE ADOT IN 2024

In 2024 ADOT has been very successful and impactful in raising awareness about human rights, inclusion, and empowerment for persons with disabilities and the community in general.

Report prepared by ADOT Program Team

31 Dec 2024

Reviewed by ADOT Management Team

5 January 2025

Endorsed by ADOT Managing Director

12 January 2025