**PROJECT COMPLETION REPORT**

**Date submitted to AFB secretariat:** 18th May 2021

**Implementing Entity:** National Environment Management Council

**Country:** Tanzania

**Adaptation Fund Grant I.D:**

**Grant Type:** *TA-ESGP*

**Project Description/Project Title:** To Develop Environmental and Social Policy and Gender policy, Gender Assessment Checklists and Training of NEMC Staff on Gender Issues

**Project Sector:** Institutional capacity building

**Project Completion Date: May 2021**

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| --- | --- | --- | --- |
| **Activity** | **Expected Outcome** | **Outcome Achieved/Not Achieved** | **Comment/Explanation**  **(also explain any deviation from initial plan)** |
|  |  |  |  |
| Development of Environmental and Social Policy and Gender policy | Environmental and Social Policy and Gender policy | Achieved | No deviation |
| Preparation Gender assessment checklists | Gender assessment checklist | Achieved | No deviation |
| Training of NEMC Staff on Gender issues | Staff with knowledge on gender issues | Partially achieved | Only managerial staffs and Principal Officers were trained. The rest of the staff were not trained due to fund shortage. |
| Budget | Overall expenditure was as per plan. Activities were adjusted to where necessary to fit into the planned budget. | | |
| Summary of overall outcome including any challenges faced and how they were resolved, and an explanation of how achieved outcomes will be disseminated or taken forward\*. | All three targeted objectives mentioned above were achieved. Two out of three objectives which include development of gender policy and gender assessment checklists were attained to 100% as aimed.  The third objective on training of NEMC staffs was not achieved 100%. The training was focused on NEMC Management and Principal Officers due to insufficient funds to cover the whole organization. However, internal arrangements are underway to include the rest of the headquarter staff and the zonal offices in training from NEMC’s sources.  The achieved outcome will be disseminated by uploading the policy and its checklist on the website, extending training sessions to all staff and sharing with all relevant stakeholders including the executing entities of our projects.  To access the Policy please go to our website, [www.nemc.or.tz](http://www.nemc.or.tz), at the home page, navigate to publications and you will see NEMC Gender and Anti-Sexual Harassment Policy. Or simply visit the following link. <https://www.nemc.or.tz/uploads/publications/en-1623755878-NEMC%20Gender%20and%20Anti-Sexual%20Harrassment%20Policy.pdf> | | |
| Any feedback/general comment to the AFB secretariat | NEMC appreciates the support of the Fund and the commitment of the Secretariat to provide necessary assistance in order to make this project successful. | | |

\*If there have been any delays in project implementation that affected project completion dates, state the reasons for the delays.

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