

EQUALITY FOR GROWTH



**ANTIBRIBERY/CORRUPTION POLICY
DEC 2022**

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1.0 Background Information

Equality for Growth is a right-based national NGO focusing on empowering women in the informal sector in Tanzania. Since its inception, it has spearheaded efforts for the voice, visibility, and rights of women operating in the informal economy in Tanzania. EfG was established in 2008 as an EfG limited by guarantee and later, in 2011, transformed into an NGO with a certificate of compliance no. 00001544. EfG's Mission is to empower Tanzania's informal sector women to increase their income and reduce household poverty through access to legal and human rights education, business opportunities, capacity building, and active engagement in policy and practice reforms. Similarly, EfG envisions vibrant and economically empowered informal sector women and believes working spaces can be liberated from gender, legal and economic barriers and informal sector women can operate in the absence of all forms of exploitation. EfG believes working spaces can be liberated from gender, legal and economic barriers; and informal sector women can operate in the absence of all forms of exploitation.

EfG strives to achieve the following strategic objectives and priorities

- To facilitate processes that ensure women and men have equal access to ownership, management, and utilization of land and other productive resources for enhanced livelihood.
- To influence and facilitate socio-economic policies and practices that promote equal gender relations for inclusive and sustainable development.
- To enable informal sector women to access justice by providing legal aid services.
- To raise awareness to the public on the rights of informal sector actors.
- To encourage and support vulnerable and marginalized women in establishing groups/ networks and empower them with entrepreneurship skills.
- To conduct research that will inform our policy engagements, advocacy, and organizational development.

2.0 Principles and Rules

EfG is committed to developing a corruption-free environment in all interactions with its partners, employees, and other stakeholders. Therefore, the following rules and principles guide the implementation of this policy.

2.1 Basic Rules

- Employees, partners, and leaders of EfG must not bribe, and they must not use intermediaries, such as agents, consultants, advisers, or any other partners, to commit acts of bribery.
- EfG does not distinguish between public officials and private persons so far as bribery is concerned: bribery is not tolerated, regardless of the recipient's status.

Definitions

1. **Corruption** is defined as the abuse of entrusted power for gain. It includes practices such as bribery, fraud, extortion, collusion, and money laundering. It also includes an offer or receipt of any gift, loan, fee, reward, or other advantages to or from any person as an inducement to do something dishonest,

illegal, or a breach of trust in the conduct of the EFG's activities. This may include cash or in-kind benefits, such as free goods, gifts, and holidays, or special personal services provided for the purpose of an improper advantage or that may result in moral pressure to receive such an advantage. Occasional minor gifts and entertainment should be handled by the applicable Conflicts of Interest Policy, Codes of Conduct, and other related policies

2. Public official means

- Any elected or appointed officer or employee of a government or government department, government agency, or a company owned or partially owned by a government
- Any person acting in an official capacity for or on behalf of a government or a government department, government agency, or of a public international organization
- Politicians and candidates for a political position
- Any other person who is considered to be a public official according to applicable laws, and regulations of the United Republic of Tanzania

3. Lobbying

- Lobbying describes interactions with policymakers and other external stakeholders with the intent to represent EFG's position in the policymaking process. Active contribution to policymaking is an integral part of the EFG functions. EFG engages in lobbying activities to provide policymakers with data and insights to enable widely informed decision-making for the active participation of women in economic and civic activities
- Lobbying should not be misused for corrupt or illegal purposes or improperly influence any decision. Lobbying should be conducted based on transparency, honesty, and integrity.

3.0 Scope of the Policy

Suggestions that EFG is linked to corruption can damage reputation - undermining the morale of staff and the trust and support of stakeholders, partners, government, the public, and donors.

Corruption also poses legal risks both for the EFG and the individuals involved. We must act and be seen to act in a way that is honest and transparent. This policy supports existing policies, such as the Code of Conduct, reinforcing EFG's commitment to fostering a culture where corruption is never acceptable. It further clarifies standards of conduct for preventing corruption and provides a common foundation for developing procedures to manage EFG's corruption risk. This policy also complies with the Prevention and Combating of Corruption Act of 2007 of the United Republic of Tanzania.

4.0 Policy Statements

- 1) Corruption on the part of any EFG employee, board member, or volunteer (collectively "EFG Persons") or any third party (consultant, vendor, partners, etc.) in their engagement with EFG is prohibited.

- 2) No EFG Person, or any third party acting on behalf of EFG or dealing with EFG, shall offer to pay a bribe or pay a bribe, nor shall they solicit the payment of a bribe or accept a bribe in conjunction with any aspect of EFG's activities.
- 3) EFG will perform a corruption risk assessment to inform the development of a corruption-aware workforce and foster an organizational culture in which corruption is never acceptable. Such as conducting surveys
- 4) EFG will ensure employees, Board members, volunteers, and third parties that engage with EFG are made aware of the corruption Policy.
- 5) EFG and its subsidiaries will implement a "whistleblower" policy and procedures to provide employees, board members, volunteers, and third parties with a mechanism to report evidence of misconduct, including corruption, and to encourage such reporting.
- 6) EFG will develop a corruption response plan documenting how incidents will be investigated, reported, and closed.
- 7) If employees who commit a corrupt act, fail to report knowledge of corruption or fail to manage the risk of corruption will be subject to disciplinary action up to and including termination of employment. Board Members who fail to comply with this policy are subject to removal. Third parties who fail to comply with this policy will have their agreements and/or contracts with EFG terminated. EFG may also seek restitution or prosecution or other legal remedies.
- 8) EFG will immediately report all instances of suspected and actual corruption to the Board of Directors (except in cases where the allegation is directed at that body), which is responsible and accountable for ensuring the incident is investigated appropriately

Approved by EFG Board on 5 May 2023

Name of Chairperson Penina Reveta

Signature of Chairperson 

Name of Board Secretary Jane Magigita

Signature of Board Secretary 

