



PROFILE



Equality for Growth (EfG)

Physical address

NHC, Mandela Road

Opp. National Stadium, Plot No. 322 (2nd floor)

P.O. Box 79329, Dar es Salaam, Tanzania



INTRODUCTION

Equality for Growth is a rights-based NGO seeking to empower Tanzania's informal sector women. EfG began in 2008, since then it has sought for voice, visibility and rights of women who operate in the Tanzania's informal economy.

EfG was established and registered in Tanzania as of 6th August 2008 with registration No. 66935 and later in 2011 the organization acquired a certificate of NGO Compliance No. 00001544. The targeted beneficiaries of EfG's work are self-employed women workers, in both the formal and informal sectors.



VISION

We envision a future where women entrepreneurs in markets are organised, connected, and empowered to claim their rights and solve their problems at the market level and beyond.



MISSION

We are mobilising a movement of women entrepreneurs in markets to promote the voice, agency, and leadership of women in the informal sector at the community, local, and national levels through conscientisation, organising, access to justice, research, and economic empowerment.

OUR VALUES

- JUSTICE
- DIGNITY
- INNOVATION
- SOLIDARITY
- COURAGE
- TRANSPARENCY
- ACCOUNTABILITY

EfG has been set up with the following objectives:

- 1 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.
- 2 To influence and facilitate socio economic policies and practices that promotes equal gender relations for inclusive and sustainable development.
- 3 To enable informal sector women to access justice through provision of legal aid services.
- 4 To raise awareness to the public on the rights of informal sector actors.
- 5 To encourage and support vulnerable and marginalized women in establishing groups/ networks and empower them with entrepreneurship skills.
- 6 To conduct research that will inform our policy engagements, advocacy and organizational development
- 7 To expose women to new marketing opportunities including exploring the use of digital technology.



To attain our aspirations we have designed a clustered our programmatic engagements in three main categories:

- i. **Provision of technical support:** These programs are geared towards equipping informal sector women with necessary skills to be initiators and agents of change. They entail legal aid and outreach programs, capacity building and as well as business development programs.



- ii. **Advocacy on policies and practices affecting the informal sector:** This will involve policy engagements with informal sector women themselves to ensure they influence the conception and adoption policies and practices that support their operations, including organization and collective action endeavors. We equally engage with Local Government Authorities (LGAs) as well as the Association of Local Authorities (ALAT) and the national government to share experience and advocate for rights of informal sector women. Similarly, we will engage in good governance programs with the aim of boosting women's representation in a wide range leadership positions and advocate for better working conditions based on the contextual needs of informal sector women in Tanzania.

- iii. **Linking informal sector women to public and private sector opportunities:** We constantly seek to identify platforms that will streamline women and link them to avenues that can increase their income, voice and visibility as well as those that foster enterprise development in Tanzania.

EQUALITY FOR GROWTH THEORY OF CHANGE

1

BARRIERS

Leadership

- Women are excluded from leadership and decision-making in markets
- Women have weak economic and collective bargaining power
- Lack of solidarity and support to stop harassment and violence

Rights

- Women's agency and voice are viewed as threats by market communities
- Power imbalances and inequalities are reinforced in market settings
- Pervasive gender-based violence

Economy

- The contribution of inform women entrepreneurs is undervalued locally and nationally
- Informal women's voices are not considered in policy development

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SHORT- AND MEDIUM-TERM OUTCOMES

- Market instruction improved with participation from women and in response to their needs
- Market leaders are ensuring fair distribution of spaces of business
- Market leadership actively enforces policies to prevent and respond to gender-based violence
- Increased in positive attitudes toward women entrepreneurs within the community
- More women are contesting and winning market leadership positions
- Key national government institutions actively consult with women entrepreneurs
- The Ministry of Local Government develops GBV guidelines for use nationally
- Women entrepreneurs in markets are aware of their rights and how to claim them
- Women entrepreneurs actively demand change from market leaders
- Women champions are established to advocate for the rights of women in their regions
- Women are included in savings and credit associations

Coming Together



2

ACTIVITIES

- Mobilizing women's groups (Umoja wa Wanawake)
- Linking market women with local leaders
- Formation of VICOBAS
- Awareness raising for women of their rights and how to exercise them
- Paralegal training
- Advocacy to local and national government
- Business and leadership training
- Research
- Engagement with the media

4

LONG TERM OUTCOMES

- Markets are safe and inclusive spaces of work
- Markets are free of harassment and GBV stronger and larger national association of women entrepreneurs in markets with devolved structures, acting together around shared values
- Increased solidarity and unity among female entrepreneurs
- The Ministry of Local Government promulgates guidelines on market operations nationally
- Women entrepreneurs have a voice in policymaking at local and national levels
- Market leaders are responsive to the women entrepreneurs' needs
- Local and national government leaders are aligned in implementing the GBV guidelines
- Local government officials regularly engage with women champions
- Women are able increase their incomes

Means to Action



Educating & Inspiring



Safe and prosperous markets throughout Tanzania where women entrepreneurs are organized, lead, exercise their rights, and economically empowered

Key Stakeholders

- Market women
- Market leadership
- Local government
- National government
- Media

Cross-cutting issues:

- Enhancing social protection access
- Improving information on maternal health and childcare services
- Promoting climate change resilience and adaptation



ORGANIZATION WORK

EfG runs a Voices for Visibility program (VV program) known in Kiswahili as 'Sauti ya Mwanamke Sokoni' which work to enhance the role of women market traders in Tanzania. VV program is a new initiative in Tanzania adopting an integrated approach towards organizing women market traders to increase their collective bargaining power and provide a platform to present their problems and demands, thereby protecting their welfare and livelihoods. Implemented in Dar-es-Salaam since 2012 the VV program was both a model/pilot and a comprehensive learning opportunity.

Currently EfG manage women groups in 9 regions of Tanzania mainland and has established contacts with local authorities in the regions of Mwanza, Shinyanga, Mara, Mtwara, Iringa, Dodoma, Lindi, Mbeya, Tanga (Lushoto and Bumbuli) and Dar-es-Salaam. We have physical offices in Dar es Salaam. Engagement in Dar es Salaam is done to 15 markets and to other regions are at-least six markets per region with the intention to expand to more markets as trade grows in new cities.

Primary target

Market traders, vendors, home based workers, unpaid workers and informal workers in the formal settings



Our key Stakeholders

LGAs, law makers, enforcers, interpreters like police force, gender and children's desks, municipal leaders, religious leaders, media and general public.

Secondary target

Market leadership, men operation in the informal sector, paralegals and other Civil Society Organisations

Our Programmatic Engagement



Women Leadership & Civic space



Policy reform & engagement



Safe public space & Access Justice



Access to private & public sector Opportunities



Technical support & Bridging the digital gender divide



Women unionization

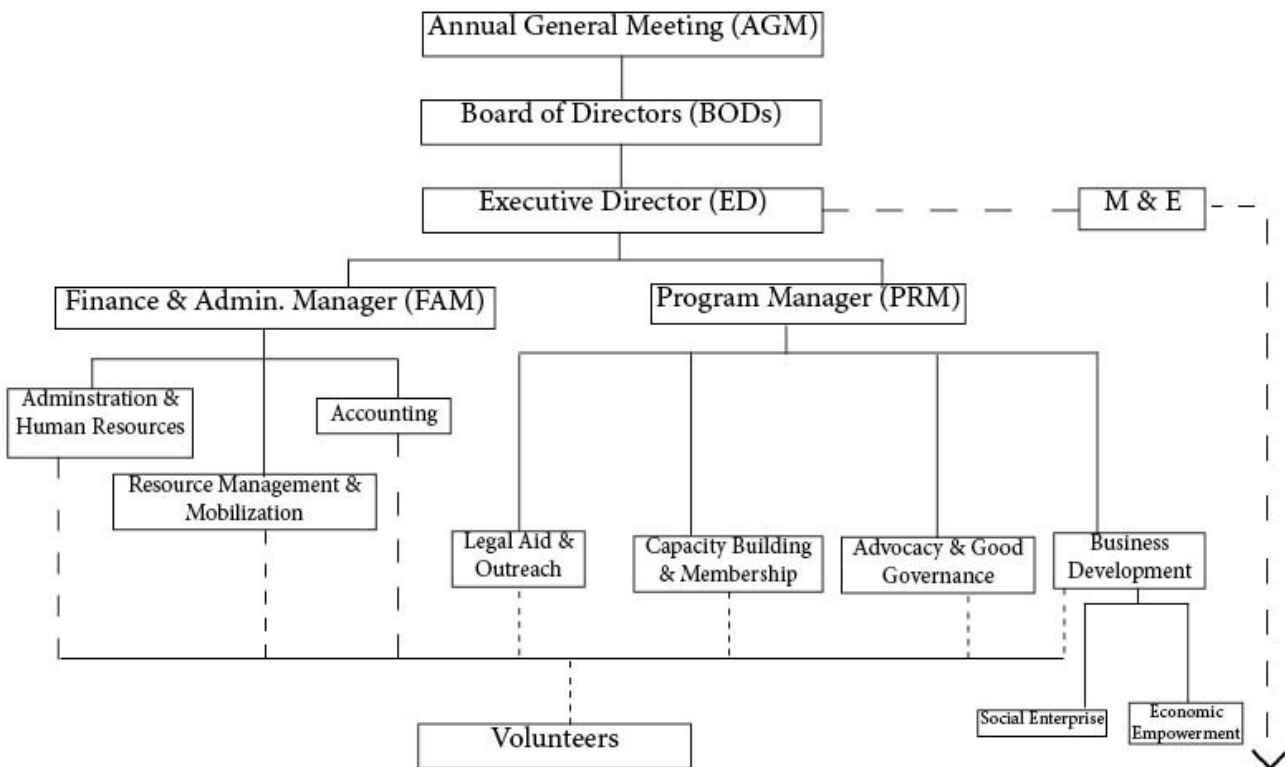
Organizational structure

Institutional Arrangement

The organizational structure of EFG is divided into three levels. The Annual General meeting, Board of Directors functions as a governance organ at the apex. The Board of Directors is composed of five highly respected and committed individuals who serve in their individual capacities and provide the policy directives and guide the implementation strategies of the programs. Being a new organization EFG has visionary leadership and committed volunteers. EFG has seven active Boards of Directors including Executive Director who is an ex officio, a Secretary to the Board.

ORGANOGRAM

EfG's Organizational Structure



Our Previous and Current Supporters and Partners

UK Department for International Development (UKAID/FCDO)

UN Trust Fund for Ending Violence Against Women

The Embassy of Finland

One World Action

Legal Services Facilities (LSF)

US State Department of the American Embassy

Economic Development associate (MEDA)

Women Fund Tanzania (WFT)

Victoria Development Agency (VIDEA)

Foundation for Civil Society (FCS)

The British High Embassy

Melinda and Gates Foundation - Vital Voices

I4ID, Palladium Group

Africa Philanthropy Network (APN)

Twaweza East Africa

Urgent Action Fund - Africa (UAF-Africa)

UN Women - Tanzania

Habitant for Humanity Tanzania (HFH)

Segal Family Foundation (SFF)



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