



2023 ANNUAL REPORT



Compiled by:
Equality for Growth (EFG)
P.O. BOX 7932
Dar es Salaam, Tanzania
www.efg.or.tz



INTRODUCTION:

PLANNED ACTIVITIES FOR THE PERIOD OF OCTOBER 2022 – DECEMBER 2023

1. Field awareness raising on GBV and human rights by paralegals and LCS.
2. Participation in national and regional Gender and GBV-related meetings (NPA VAW meetings, GBV zonal meetings).
3. Provision of Legal Aid services by LCS/Paralegals in markets.
4. Conduct consultative dialogues with ministries concerning policy issues related to the informal sector, PWDs, and health system infrastructure.
5. Partnerships and model sharing.
6. Facilitation of formation and reformation of self-help and saving groups (VICOBA groups), including disability-inclusive groups.
7. Technical support, continuous monitoring, and facilitation to register VICOBA groups.
8. Strengthening collaboration between CDOs and trained women with disabilities to access a 2% LGA Empowerment fund.
9. Support for associations through follow-up visits: progress follow-up and reporting by assigned volunteers.
10. Modeling Children's care centers (Planning Committee meetings follow-ups).
11. Participation in the process of reform enactment or pro-informal sectors law and policies (Universal Periodic Review (UPR) participation).
12. Development of documentaries and collection of women's stories and views (outsourced to media personnel).
13. Design and airing of inspirational messages to informal sector women to encourage leadership (hard cards, fliers, brochures, calendars, etc.).
14. Linking women with Government empowerment funds (LGA fund and other funds).
15. Conducting internal reflective sessions.
16. Organizational Learning (ICT, social network pages, disability concept (board staff), communication strategy, E-System of collecting and managing data collection).
17. Regular Monitoring and Evaluation (learning innovative ways of monitoring groups, identification of burning issues).
18. Organizational media and Communication (improving communication strategy, handling media houses, evaluating EfG media platforms, IT personnel).
19. Conducting Board meetings and implementing critical feedback.
20. Conducting Yearly Annual General Meeting.
21. Capacity Building for Board.

IMPLEMENTED ACTIVITIES FOR THE PERIOD OF OCTOBER 2022 – DECEMBER 2023

1. Conduct market campaigns on GBV and women's rights by women champions (Dar).
2. Develop and share short videos for women's stories.
3. International Women's Day Celebrations.
4. Prepare, produce, and disseminate training and awareness materials.
5. Field awareness raising on GBV, human rights, and SRHR by paralegals, LCS, and healthcare workers.
6. Undertake social media campaigns and educative sessions (i.e., Twitter, Instagram, Facebook).
7. Conduct stakeholders validation meeting for review of the National Anti-GBV guideline.
8. Review of the National Anti-GBV guideline by the SMT.
9. Printing and dissemination of the National Anti-GBV guideline to relevant authorities.
10. Conduct National Anti-GBV guideline adoption session with MOCDGWS.
11. Provide Legal Aid services by LCS/Paralegals in markets.
12. Partnerships and model sharing.
13. Technical support, continuous monitoring, and facilitation to register VICOBA groups.
14. Support associations through follow-up visits: Progress follow-up and reporting by assigned volunteers.
15. Modeling Children's care centers (Planning Committee meetings follow-ups).
16. Link women with Government empowerment funds (LGA fund and other funds).
17. Regular Monitoring and Evaluation (learning innovative ways of monitoring groups, identification of burning issues).

18. Organization Audit and Capacity Assessment.
19. Conduct Board meetings and implement critical feedback.
20. Field awareness raising on GBV and human rights by paralegals and LCS.
21. Participation in national and regional Gender and GBV-related meetings (NPA VAW meetings, GBV zonal meetings).
22. Facilitation of formation and reformation of self-help and saving groups (VICOBA groups).
23. Design and air inspirational messages to informal sector women to encourage leadership (hard cards, fliers, brochures, calendars, etc.).
24. Conduct internal reflective sessions.
25. Organizational Learning (ICT, social network pages, disability concept (board staff), communication strategy, E-System of collecting and managing data collection).
26. Organizational media and Communication (improving communication strategy, handling media houses, evaluating EfG media platforms, IT personnel).
27. Provide Legal Aid services by LCS/Paralegals in markets and across borders.
28. Identify potential community-led activities for the protection of the environment.
29. Raise awareness in the community on climate change and environmental protection.
30. Community engagement in environmental conservation, including tree planting.
31. Train women and youth economic groups in garbage recycling as an income-generating activity.
32. Hold Annual Launch for 16 Days of Activism.
33. Development of documentaries and collection of women's stories and views.
34. Conduct mobilization and sensitization to informal sector women on issues of NHIF and NSSF.
35. Conduct clean community campaigns.
36. Conduct dialogues on climate change and environmental conservation.

UNIMPLEMENTED ACTIVITIES FOR THE PERIOD OF OCTOBER 2022 – SEPTEMBER 2023

1. Conduct Consultative dialogue with ministries concerning policy issues related to the informal sector, PWDs, health system, infrastructure
2. Formation of saving and credit groups at cross-borders
3. Launching of "4:2 Campaign" to raise awareness of 4% & 2% LGA Empowerment fund (political statement) to women with disabilities (WWDs) CDOs and Government Officials
4. Identify and mobilize women across borders to form women's associations/groups





SUMMARY OF THE PLANNED AND IMPLEMENTED ACTIVITIES BY PERCENTAGES:

Out of the planned activities for the period of January to December 2023, 36 activities were implemented, accounting for 88% of the total planned activities, while 4 activities remained unimplemented, representing 12% of the total planned activities.



MILESTONE 1: TECHNICAL SUPPORT FROM JANUARY TO DECEMBER 2023

OUTCOME 1.1: TARGETED INFORMAL SECTOR WOMEN OPERATE IN SAFE CITIES AND PUBLIC SPACES, AND THE WORKING ENVIRONMENT SPACE THAT IS FREED FROM GBV/VAWG AND OTHER INSECURITIES SO THEY CAN EXECISE THEIR HUMAN AND ECONOMIC RIGHTS TO THE FULLEST

Outputs and Activities:

1.1.1: Assertiveness of informal sector women to end GBV/VAWG is increased, and they take action to address VAWG issues

- Field awareness raising on GBV/SGBV by the trained women champions:
The field awareness raising efforts by Equality for Growth (EfG) have focused on increasing awareness of GBV/SGBV and its negative impacts among market traders in Ilala and Temeke districts, Dar es Salaam. Trained women champions through VICOBA and women associations groups, as well as the dissemination of awareness materials have conducted the initiatives. Awareness sessions was conducted by women champions, paralegals, and Legal Community Supporters (LCS) in markets through VICOBA and women associations groups, along with the dissemination of awareness materials enabled a reach of 10,819 market traders (6,511 female and 4,308 male) This training facilitated the increased awareness of GBV/SGBV and its negative impacts among market traders in 15 markets of Ilala and Temeke districts, enhanced assertiveness of informal sector women to recognize and address VAWG issues and incidents of GBV are being reported to paralegals and market officials, providing survivors with necessary support, including legal advice and other referral



Photos 1&2: EfG Paralegals during GBV awareness conducted in markets (Source EfG, 2023)

services.

Impact: *The increased awareness facilitated by these sessions has enhanced the assertiveness of informal sector women in recognizing and addressing VAWG issues. Incidents of GBV are being reported more frequently to paralegals and market officials, ensuring survivors receive necessary support, including legal advice and referral services.*

- Production of short videos showcasing women's success stories
EfG successfully hired a consultant to produce eight short videos highlighting the success and transformative impact of women market traders. These videos cover topics such as improved market infrastructure, combating GBV, and women's participation in leadership and decision-making positions. The stories will be shared across various media platforms to inspire and inform a broader audience.

Impact: *The dissemination of these videos across various media platforms aims to inspire and inform a broader audience, reinforcing the importance of women's assertiveness in addressing GBV/VAWG and their active roles in their communities.*

- Stakeholders validation meeting for national anti-GBV guideline review:
On 22nd and 23rd December 2023, EfG attended a stakeholder validation meeting for the National Anti-GBV guideline in Dodoma. The meeting gathered feedback from various stakeholders, including vendors and fisheries representatives.

Impact: *This meeting was crucial in ensuring that the National Anti-GBV guideline incorporates diverse perspectives, enhancing its effectiveness in addressing GBV/VAWG issues.*



Photo 3: Participants during the Guideline Consultation session (Source EfG, 2023)

- Review of national Anti-GBV guideline by Senior Management team:
On 16th January 2023, EfG hosted a review session with the Senior Management team in Dodoma to discuss and provide comments on the National Anti-GBV guideline before its launch.

Impact: *This review ensured that the guideline is comprehensive and practical, reflecting the insights and expertise of senior management, thus strengthening the framework for addressing GBV/VAWG.*

- Online dissemination meeting:
Equality for Growth (EfG) conducted an online dissemination meeting with women's rights organizations and other sectors in Tanzania, which was attended by 69 participants. The meeting aimed to discuss the use of technology for implementing and monitoring the National GBV Guideline for public spaces. As part of the broader CSO sector in Tanzania, EfG collaborated with feminist groups and coalitions on gender equality and ending GBV/VAWG.

The specific objectives of the meeting were to:

- o Popularize the National Ending GBV Guideline for public spaces among CSO members and stakeholders.
- o Inform participants about the process and expectations for protecting women and girls from GBV/VAWG as outlined in the guideline.
- o Gather feedback, comments, and views from CSO members on the implementation and monitoring of the guideline.
- o Strategize the roles of CSOs and women's groups in operationalizing the guideline.

Ministry of Community Development, Gender, Women and Special Groups In collaboration with Equality for Growth (EfG)

THEME
DigitALL: The use of Technology in National GBV Guideline for Public Spaces Implementation and Monitoring

GUEST SPEAKERS

OUR SPEAKERS

HOST : JANE MAGIGITA
Executive Director of Equality for Growth

MONDAY
6 March 2023

MEET UP
11.00 AM

zoom ONLINE MEETING
Meeting ID: 885 1201 2266
Passcode: 256155

BAHATI SANGA
Acting Director of IT, AfDB Bank

ESTHER KASENCELE
Senior CDO and National Guideline Coordinator

GELINE FUKO
Executive Director of Tangible Initiatives For Local Development Tanzania (IT and Data Expert)

ANNASTAZIA RUGABA
Info&Comm Expert TWAWWEZA

DR. KATANTA SIMWANZA
Gender SRH Expert

@equalityforgrowth EFGTanzania #IWDcelebrations

Photo 4: EfG panel speakers during the online meeting session (Source EfG, 2023)

This meeting provided a valuable opportunity for EfG to share the guideline document, discuss its implications, and strategize with key stakeholders on the effective protection of women and girls from GBV/VAWG.

Impact: The meeting aimed to popularize the guideline, gather feedback, and strategize the roles of CSOs and women's groups in operationalizing it. This collaboration and shared understanding among stakeholders are critical for the effective protection of women and girls from GBV/VAWG.

Recommendations and way forward:

1. Allocate the GBV Desk to nearby bus stops, as these locations experience a high incidence of violence.
2. Provide education to the community about GBV and the available guidelines, with a special focus on schools.
3. Emphasize the collective responsibility to ensure each other's safety, encouraging everyone to work together to end violence in public spaces.
4. Ensure the GBV guidelines are inclusive of all groups in society, including people living with disabilities.
5. Utilize community radio and religious leaders to effectively reach and educate the wider community.
6. Conduct quarterly consultative meetings to monitor the progress of the GBV guideline implementation.
7. Organize advocacy meetings with NPAAWC members to further the cause.
8. Improve the response mechanisms to swiftly deal with perpetrators of violence.

High-impact actions: Suggestions such as allocating GBV Desks to high-violence areas, providing education in schools, emphasizing collective responsibility, ensuring inclusivity, using community radio and religious leaders for outreach, conducting quarterly consultative meetings, organizing advocacy meetings, and improving response mechanisms are all designed to enhance the overall assertiveness and proactive stance of women in combating GBV/VAWG.

- Women traders raised their issues:

During this reporting period, women market traders raised a total of 12 complaints, which were addressed to market committees and forwarded to various authorities, including the District Commissioner, Regional Commissioner, District Executive Director, and Councilor in eight markets of Ilala and Temeke, Dar es Salaam. The complaints included issues such as discrimination against women in leadership positions, market levies, GBV in markets, poor infrastructure, lack of business space, inadequate sewage systems (particularly affecting food vendors), and lack of water. The right to safe working conditions, proper sewage systems, and adequate working spaces was actively promoted by women group members from Kigogo Fresh, Mchikichini, Tabata Muslim, Buguruni, Kigogo Sambusa, Kisutu, and Gezaulole.

Impact: By actively promoting their right to safe working conditions and proper infrastructure, women group members are asserting their rights and addressing systemic issues, contributing to a safer and more equitable market environment.

Output 1.1.2: Tailored Community-Based legal work is promoted to facilitate operations of informal sector women

- Legal Aid clinics and support for market traders

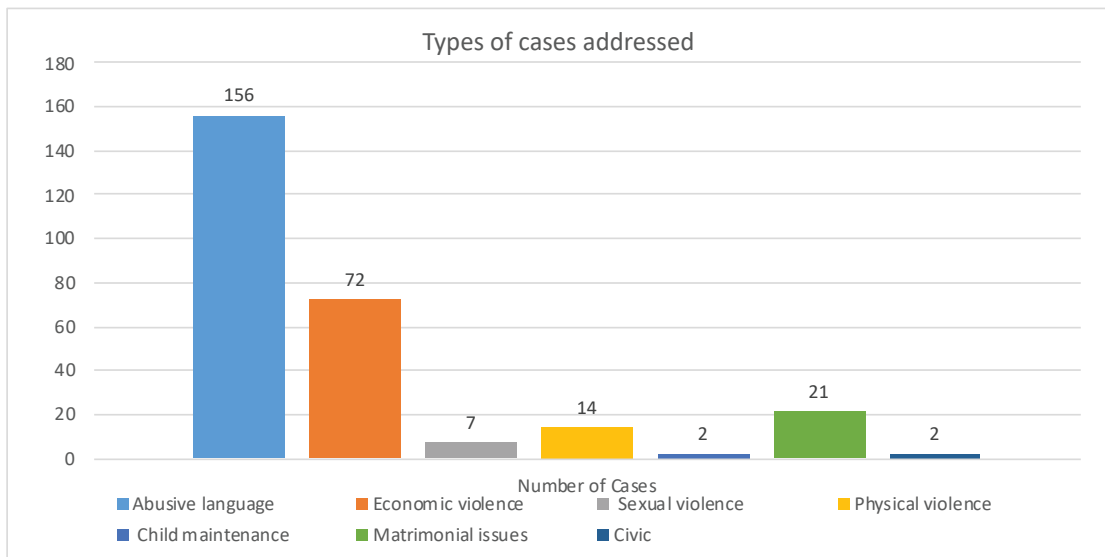
Equality for Growth (EfG) has been actively providing legal aid services and legal education to market traders through paralegals and Legal Community Supporters (LCS). These services have been instrumental in addressing issues of GBV and other related concerns within market communities, ensuring that cases are either resolved or referred to appropriate authorities for further action.

Impact: By offering these services, EfG ensures that cases are either resolved or referred to appropriate authorities, thereby promoting justice and safety in market environments.

- Overview of legal aid services:

From the legal aid clinics provided at marketplaces benefited 244 clients from EfG’s legal aid services. The cases addressed included 156 cases of abusive language: 72 economic violence, 7 sexual violence, 14 physical violence, 2 child maintenance, and 21 matrimonial issues, 2 civil.

Impact: The broad range of cases handled demonstrates the clinics’ effectiveness in addressing diverse legal concerns, providing crucial support to market traders.



- Case resolution and referrals:

A significant number of cases were resolved across the reporting periods, with 174 cases resolved and 41 referred to authorities such as market committees, social welfare offices, and police for further action. During the reporting period, 49 cases were resolved, with 10 referred to market committees and police authorities for additional support and action.

Impact: *The high resolution rate of cases indicates the efficiency and effectiveness of the legal aid clinics in providing timely and appropriate legal support, ensuring that market traders receive the justice they deserve.*

- Empowerment through Legal education:

EfG provided legal education and support to market traders, empowering them to effectively address GBV and other legal issues. This empowerment has been crucial in fostering a safer and more just working environment for market traders.

Impact: *This empowerment fosters a safer and more just working environment, as traders are better equipped to handle legal challenges and advocate for their rights.*

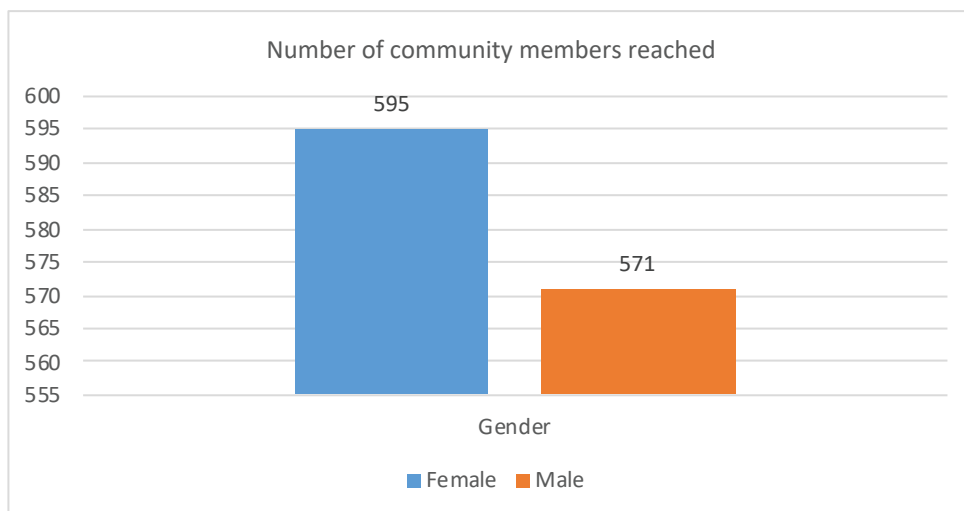
EfG’s comprehensive efforts through legal aid clinics and educational support highlight the importance of tailored community-based legal work in promoting the operations of informal sector women. These initiatives address critical issues, provide necessary legal support, and ensure appropriate actions are taken to protect and empower vulnerable community members. As a result, market traders are more informed, assertive, and capable of addressing GBV and other legal challenges, thereby contributing to a safer and more equitable market environment.

Output 1.1.3: Community Education in Climate Change and Environmental Sanitation

- Clean community campaigns:

From October to December, clean community campaigns were conducted in three wards: Msanga, Chamwino, and Bwigili. Before the campaigns, a team of 18 volunteers (9 male and 9 female) was recruited and trained on climate change, including its causes, effects, and ways to combat it. The main objectives of the training were to increase participants’ knowledge of climate change and provide awareness on environmental cleanliness to households in the community. After the training, two dustbins were handed over to Chamwino and Bwigili wards. School headteachers were engaged to take care of the dustbins. A total of 1,166 community members (595 female and 571 male) benefited from the awareness sessions conducted by volunteers in six wards.

Figure 1: Number of community members reached



Impact: *The campaigns enhanced community awareness of environmental sanitation, provided practical tools like dustbins, and engaged school head teachers to sustain cleanliness efforts.*



Photos 5&6: From the left side EfG Executive Director and the right is the traditional dancer during an awareness session in Msanga ward. (Source EfG, 2023)

- Identified potential community-led activities for environmental protection: EfG conducted an identification exercise for potential community-led activities in Chamwino District. Three potential activities were identified:
 - o Conducting community awareness on irrigation activities to aid environmental protection.
 - o Providing awareness on the importance of using available market spaces for trading instead of trading along streets (e.g., Bwigiri market).
 - o Planting fruit trees.

The mapping exercise revealed that awareness about climate change is generally low among community members, with 68% acknowledging limited knowledge about it. However, all interviewed LGA officials were aware of climate change. The report highlighted drought (96%) and water scarcity (97%) as the biggest effects of climate change, with 62% of respondents stating that climate change has had a moderate effect on their livelihoods. Despite the challenges, 64% of ward leaders had witnessed or heard of actions taken by the Government or non-government actors to address climate change.

Impact: *These activities foster community-led environmental protection efforts, addressing climate change effects like drought and water scarcity. The identification exercise highlighted the need for increased climate change education.*

- Raised awareness on climate change and environmental protection: From 5th to 8th August 2023, EfG conducted knowledge-sharing and awareness sessions on climate change, its causes, effects, and environmental protection in six wards: Msanga, Bwigili, Msamaro, Handali, Chironwa, and Chamwino. The objective of the sessions was to increase community awareness of climate change and environmental protection. A total of 768 community members were reached through these awareness sessions.



Photos 7&8: From left side are participants during training session and right EfG Staff handling over the dustbin to Buigili ward representatives (Source EfG, 2023)

EfG's initiatives in Chamwino District have significantly raised community awareness on climate change and environmental sanitation. Through clean community campaigns, potential community-led activities, and targeted awareness sessions, EfG has empowered community members to take proactive steps towards environmental protection and climate change mitigation. The project has not only provided practical tools and knowledge but also fostered a sense of responsibility among the community to safeguard their environment and improve their living conditions.

Impact: *The sessions significantly raised awareness on climate change and environmental protection, empowering community members to take proactive steps towards mitigation and adaptation.*

- Community engagement in environmental conservation

During this reporting period, EfG organized community engagement events focused on environmental conservation, including tree planting, in Chamwino District. Chamwino District Executive Director, Dr. S.H. Mashimba, who praised EfG and Habitat for Humanity for their efforts in sensitizing and educating community members, especially school-going children who are future environmental ambassadors, launched the event. A total of 127 participants (85 female and 42 male) attended the event, including Local Government Authorities from Buigiri, Chamwino Ikulu, and Msanga wards, environmental officers from Chamwino District Office, Chamwino Primary School teachers and students, an environmental club at Chamwino Ikulu, and a youth group.

Impact: *The event promoted environmental conservation and sensitized the community, especially school-going children, who are future environmental ambassadors.*



Photos 9&10: From Left side DED of Chamwino District, Dr. S.H.Mashimba delivering his speech and right side planting a tree at Chamwino Primary School. (Source EfG, 2023)

- Dialogues on Climate Change and Environmental Conservation

An inter-school dialogue session on climate change and environmental conservation was held at Chamwino Primary School, with participation from Msanga Primary School. During the session, students discussed their understanding of climate change, its causes, effects, and mitigation strategies. Msanga Primary School emerged as the winner of the session and was awarded a trophy, while Chamwino Primary School, the second-place winner, received a football. The session was led by Mr. Emmanuel Mathias (MC Pilipili), a celebrity from Dodoma City.

Impact: *The dialogue sessions fostered student engagement and awareness on climate change, encouraging young leaders to advocate for environmental conservation.*



Photos 11 and 12: From left side Mr. Emmanuel Mathias (MC Pilipili) during dialogue session and right side are students and their teachers celebrating for the awards (Source EfG 2023)

EfG’s comprehensive initiatives in Chamwino District have significantly raised community awareness on climate change and environmental sanitation. Through clean community campaigns, identification of potential community-led activities, awareness sessions, community engagement events, and dialogues, EfG has empowered community members to take proactive steps towards environmental protection and climate change mitigation. These efforts not only provide practical tools and knowledge but also foster a sense of responsibility among the community to safeguard their environment and improve their living conditions.

Output 1.1.4: Promoting Tailored Community-Based Legal Work to Facilitate Operations of Informal Sector Women

- Promoting tailored community-based legal work for informal sector women

EfG provided a legal aid clinic at market places, addressing and referring cases to appropriate authorities. During this reporting quarter, a total of 59 clients (48 female, 11 male) benefited from legal aid services offered by EfG paralegals and Legal Community Supporters. The cases addressed included issues related to GBV (34 cases of abusive language, 17 cases of economic violence, 3 cases of sexual violence, 3 cases of physical violence, and 2 matrimonial issues). Out of these, 49 cases were resolved, and 10 cases were referred to different authorities, including market committees and the police, for further action.

Figure 2: Types of Cases Addressed by EfG’s Legal Aid Clinic

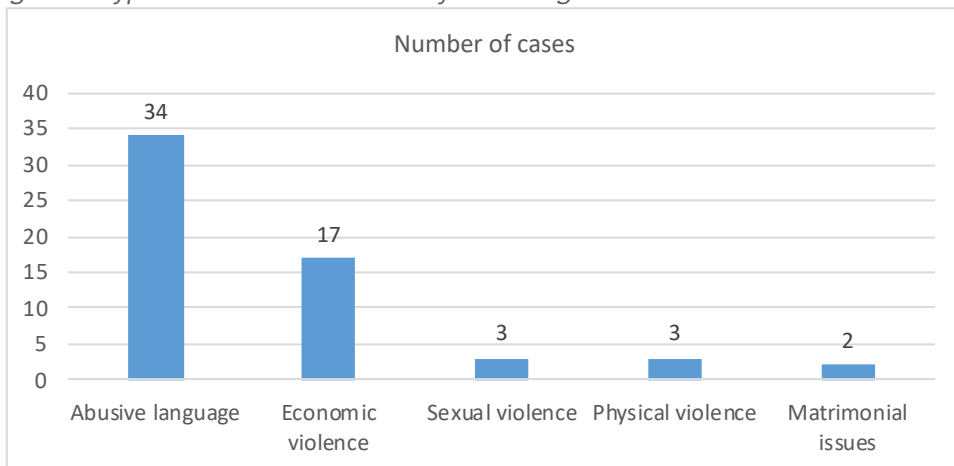
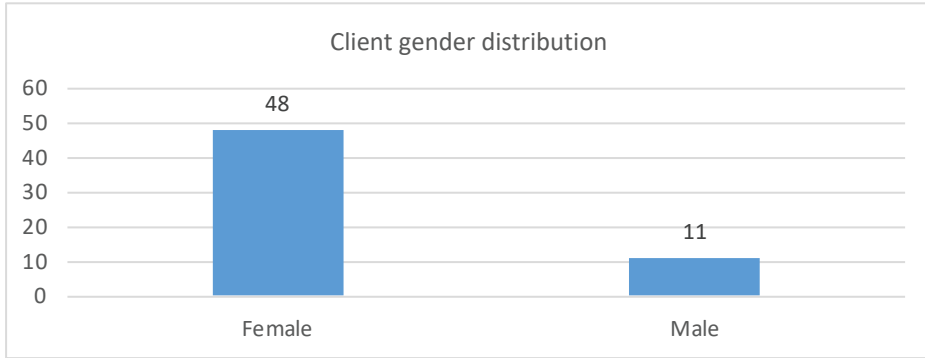


Figure 3: Client gender distribution



Impact: Out of the 59 cases, 49 were resolved, and 10 were referred to different authorities such as market committees and the police for further action. This high-resolution rate underscores the effectiveness of the tailored legal aid services in addressing and managing legal issues faced by informal sector women.

EfG’s tailored community-based legal work, through the provision of legal aid clinics at marketplaces, has significantly facilitated the operations of informal sector women by addressing and resolving critical legal issues. The services have empowered women to handle cases of GBV and other forms of violence, ensuring they receive the necessary support and justice. The high rate of case resolution and the appropriate referral of unresolved cases to relevant authorities highlight the success and



OUTCOME 1.2: INFORMAL SECTOR ACTORS SUCH AS LGAS, THE MEDIA, AND LOCAL ORGANIZATIONS ARE EMPOWERED TO EFFECTIVELY ADDRESS GENDER-RELATED POLICY BARRIERS AFFECTING WOMEN.

Output 1.2.1: Assertiveness of informal sector women to end GBV/VAWG is increased, and they take action to address VAWG issues.

- Women traders raised their issues:

During the reporting period, EfG facilitated the creation of these platforms, enabling women market traders to voice their concerns and address issues through appropriate channels. As a result, a total of 25 complaints were raised by women market traders and addressed to market committees and other authorities, including the District Commissioner (DC), Regional Commissioner (RC), District Executive Director (DED), and Councilor in various markets of Ilala, Temeke, and Gezaulole, Dar es Salaam. The complaints covered a range of issues such as:

- ✓ *Poor infrastructure*
- ✓ *Lack of business space*
- ✓ *Inadequate sewage systems*
- ✓ *Lack of water*
- ✓ *Unsafe working conditions*
- ✓ *Discrimination against women in leadership positions*
- ✓ *Market levies*
- ✓ *GBV issues*



Photo 13: Food vending space at Tabata Muslim market (Source EfG 2023)

Notably, one market, Mchikichini, successfully acquired a water supply following the District Commissioner's intervention to address the issue of toilets. This demonstrates the effectiveness of the technical support and the active engagement of women traders in addressing and resolving their concerns.

Impact: *The successful acquisition of a water supply for the Mchikichini market following the District Commissioner's intervention demonstrates the effectiveness of the technical support and the active engagement of women traders in addressing and resolving their concerns. This has significantly enhanced their assertiveness in dealing with VAWG issues.*

- Providing technical support to women:

Equality for Growth (EfG) has continued to strengthen women’s associations by providing technical support to women market traders. These associations serve as crucial platforms for raising concerns and voices about various issues affecting them, including GBV/VAWG.

Impact: *This support has empowered women to effectively address and escalate their concerns, enhancing their capacity to advocate for their rights and contribute to a safer market environment.*

Output 1.2.2: Best informal sector models (including EfG models) are shared and/or adopted by LGAs, institutions, and local organizations nationally and, where relevant, internationally.

- Scaling up and replicating the “Sauti ya Mwanamke Sokoni” model

EfG has continued to share the “Sauti ya Mwanamke Sokoni” model with various Local Government Authorities, institutions, local organizations, and donors for scale-up and replication. From April to June 2023, EfG shared its model with Policy Forum and Ford Foundation East Africa. Additionally, from July to December 2023, the model was shared with NSSF, NMB Bank, NMB Foundation, VIDEA, and the Global Leadership Summit.

Impact: *The sharing of this model facilitates its scale-up and replication, promoting best practices in supporting informal sector women and addressing GBV/VAWG issues on a broader scale.*

- Launching event participation

Equality for Growth (EfG) participated in the launching ceremony of the National Ending GBV/VAWG guideline in markets and public spaces, which was held on 17th February 2023 and led by the Minister of Community Development Gender, Women, and Special Groups, Dr. Dorothy Gwajima, in Kilimanjaro. This event marked a significant milestone in the establishment of desks to prevent gender-based violence in public spaces across six regions—Kilimanjaro, Arusha, Tanga, Mwanza, Shinyanga, and Geita reaching 42 districts.



Photos 14: From Left EfG Executive Director delivering her speech and right side the Minister of CDGWSG and Executive Director during the launch event in Kilimanjaro (Source EfG, 2023)

As champions of informal sector women’s rights in Tanzania, EfG was privileged to attend and actively participate in the event, sharing their experiences and the needs of women and girls for future policy considerations. The guidelines aim to enhance safety in public spaces including sports grounds, transportation, open spaces, and beaches. EfG’s involvement underscored the importance of scaling up these efforts and provided valuable insights for the effective implementation and sustainability of the guidelines.

Impact: *EfG’s involvement in this event underscored the importance of scaling up efforts to enhance safety in public spaces and provided valuable insights for the effective implementation and sustainability of the guidelines.*

OUTCOME 1.3: WOMEN RUN PROFITABLE BUSINESSES, HAVE IMPROVED INCOME, AND ACCESS MULTIPLE BUSINESS OPPORTUNITIES.

Output 1.3.1: Women’s self-help savings and credit groups are formed and strengthened.

During the reporting period, a total of 37 VICOBA groups with 772 active members from nine regions managed to accumulate a total capital of TZS 431,838,000/-. These groups received technical support through regular physical visits and via mobile phones. A notable success story is the Gongo la Mboto VICOBA group, which collectively bought a house for TZS 27,000,000/- as a joint business venture. The house, with six tenants paying TZS 25,000/- per month, plans to add eight more rooms and use the rent for renovations before earning a profit. Currently, they have collected TZS 700,000/- from the tenants.



Impact: A notable success story is the Gongo la Mboto VICOBA group, which collectively bought a house for TZS 27,000,000/- as a joint business venture. The house, currently collecting TZS 700,000/- from tenants, plans to add eight more rooms and use the rent for renovations before earning a profit. This demonstrates the financial empowerment and entrepreneurial success of the VICOBA groups.

Case Story: Empowering women through collective investment

In the bustling community of Gongo la Mboto, a remarkable story of change is unfolding. The women members of the Gongo la Mboto VICOBA (Village Community Banking) group have demonstrated the power of collective effort and financial empowerment by making a significant investment that has the potential to transform their economic futures.

Recognizing the need for a sustainable and profitable venture, the VICOBA group pooled their resources and purchased a house worth TZS 27,000,000/-. This strategic investment was aimed at not only generating income but also creating a tangible asset that would benefit all members of the group. The house, located in Gongo la Mboto, consists of six rooms, each rented out to tenants who pay TZS 25,000/- per month. This initial rental income has already started to yield returns, with the group having collected a total of TZS 700,000/- from the tenants.

The vision of the Gongo la Mboto VICOBA group doesn't stop here. With a keen eye on future growth and sustainability, the group plans to add eight more rooms to the property. This expansion will not only increase their rental income but also provide more affordable housing options within the community. The rental income collected will first be used for the necessary renovations and improvements of the existing property, ensuring it meets the standards required to attract and retain tenants. Once the renovations are complete, the group anticipates generating a steady profit from their investment.

This story of the Gongo la Mboto VICOBA group is a testament to the impact of financial literacy, collective savings, and the empowerment of women in the informal sector. By working together and making informed financial decisions, these women have taken significant steps towards improving their economic stability and creating a better future for themselves and their families.

The success of this initiative highlights the importance of supporting and strengthening women's self-help savings and credit groups. It demonstrates how, with the right support and resources, women can transform their economic circumstances, contribute to community development, and pave the way for future generations of empowered women entrepreneurs.

technical support, and promoting best practices through models like "Sauti ya Mwanamke Sokoni" have significantly increased the assertiveness of informal sector women to end GBV/VAWG. These initiatives have empowered women to take proactive steps in addressing their concerns, contributed to the establishment of safer market environments, and promoted economic empowerment through successful savings and credit groups. By scaling up and replicating successful models, EfG ensures sustainable and widespread impact in addressing GBV/VAWG and enhancing the livelihoods of informal sector women.

Output 1.3.2: Informal sector women are empowered to improve their business practices, including financial literacy, marketing, branding, record-keeping, saving, re-investing, and access to mainstream financial resources.

During the reporting period, women market traders showed significant improvement in business practices. Four traders from Mchikichini, Ilala, and Feri, as well as two from Kigogo Sambusa and Mbagala, utilized social media platforms such as WhatsApp, Facebook, and Instagram to market their products. Additionally, three traders from Tabata, Kampochea, and Kigogo Sambusa improved their practices using social media, and 13 traders from Kigogo Sambusa received training on marketing and branding from the Ilala municipal office. Furthermore, 25 women market traders from Gongo la Mboto, Tabata, and Ilala received loans from VICOBA groups (21), Maendeleo Bank (2), and Black Microfinance (2).

In summary, women in the informal sector have successfully formed and strengthened savings and credit groups, accumulating substantial capital and engaging in profitable joint ventures. They have also improved their business practices through training and the use of social media for marketing, resulting in enhanced business operations and financial access.

Impact: These initiatives have led to enhanced business operations, increased market reach, and better financial management among women traders. The access to loans has facilitated investments and business growth.

- In-market campaigns on GBV and women’s rights:

In the districts of Ilala and Temeke, Dar es Salaam, market traders in 15 markets have heightened awareness of GBV, particularly sexual violence and its negative impact. Through awareness campaigns led by women champions, traders now recognize sexual and verbal abuse as violations of their rights. Incidents of abuse are being reported to paralegals and market officials, ensuring survivors receive the necessary support, including legal advice and other referral services. During this reporting period, EfG raised awareness about GBV to 44,222 traders (28,145 female, 16,077 male) in these 15 markets.

Impact: These campaigns have heightened awareness of GBV, particularly sexual violence, among market traders. Traders now recognize abuse as a violation of their rights and incidents are being reported to paralegals and market officials, ensuring survivors receive necessary support.



- Promotion and adoption of Anti-GBV guidelines at markets:

In December 2022, EfG facilitated an anti-GBV guideline adoption session at the market level, collaborating with market traders, women association members, and market officials to incorporate their input. The guideline was successfully adopted in four markets: Gongo la Mboto, Kinyerezi, Kiwalani, and Kigogo Fresh.



Photos 14&15: EfG staff and Paralegals during the adoption of anti-GBV Guideline at markets (Source EfG, 2023)

Impact: *The adoption of these guidelines at the market level has formalized efforts to combat GBV, providing a framework for addressing and preventing violence in these spaces.*

- International women's day commemoration:

On 8th March 2023, EfG commemorated International Women's Day in collaboration with Temeke Municipal, the Ministry of Community Development, Gender, Women and Special Groups, and other stakeholders. This event celebrated women's achievements across various divisions, under the theme "DigitALL: Innovation and Technology for Gender Equality." EfG also contributed to the community by providing soaps, slippers, and other necessities to the Temeke orphanage center.

Impact: *This event highlighted the importance of gender equality and showcased women's contributions to various sectors, promoting the empowerment of women in the community.*

- Guideline consultation sessions:

On 28th February 2023, EfG held a one-day consultation session with 50 representatives from markets, sports, and other businesses to review and provide input on the National Ending GBV guideline for public spaces. The session aimed to popularize the guideline among women traders and public space members, discuss challenges in reporting GBV/VAWG incidents, and gather feedback on the guideline's implementation.

Impact: *The session gathered valuable feedback and popularized the guideline among women traders and public space members, addressing challenges in reporting GBV/VAWG incidents.*

- Development and printing of GBV content:

EfG successfully prepared training and awareness materials, including 50 T-shirts, 50 copies of the National GBV guideline, 1,000 brochures, and 10 ABS boards. The materials have been produced and distributed to project beneficiaries.

Impact: These materials have raised awareness and provided resources to project beneficiaries, promoting the importance of addressing GBV in the community.

EfG's efforts in empowering informal sector women have led to significant improvements in business practices through training and the use of social media, resulting in enhanced business operations and financial access. The in-market campaigns on GBV and women's rights, promotion and adoption of anti-GBV guidelines, and various awareness initiatives have increased the assertiveness and capacity of women to address GBV/VAWG issues. The commemoration of International Women's Day and the development and distribution of GBV content have further reinforced these efforts, highlighting the importance of gender equality and the active role of women in the community.





MILESTONE 2: ADVOCACY ON POLICIES AFFECTING INFORMAL SECTOR WOMEN AND GOOD GOVERNANCE

OUTCOME 2.1: STRONG PLATFORMS FOR INFORMAL SECTOR WOMEN ARE FORMED TO ADVOCATE FOR THEIR RIGHTS BOTH LOCALLY AND NATIONALLY

Output 2.1.1: Women's informal groups (both formally and informally formed) are supported and strengthened

EfG has consistently strengthened women's associations by providing technical support to women market traders, making these associations effective platforms for addressing various issues affecting them. EfG has implemented follow-up activities to further bolster these groups.

- **Technical support and monitoring:**

EfG has continued to strengthen women's associations by providing technical support to women market traders. These associations serve as platforms for raising concerns and voices on various issues that affect them. EfG implemented follow-up activities to strengthen women's groups. During this reporting period, 102 new members joined the associations from Kampochea in Dar es Salaam (30 members) and Majengo market in Dodoma region (72 members). Currently, there are a total of 46 women's market associations across 10 regions. Technical support and monitoring were provided in 15 markets in the Dar es Salaam region. EfG's efforts have led to a total of 46 women's market associations currently operating across 10 regions.

Impact: *These efforts have enhanced the operational capacity of women's associations, empowering them to address issues affecting women traders and ensuring continuous support and relevance of these platforms.*

- **Membership growth:**

This year made an additional of 102 new members to these associations, with 30 members joining from Kampochea in Dar es Salaam and 72 from Majengo market in Dodoma region. Despite the lower growth in some quarters, continuous support and advocacy activities have maintained the strength and relevance of these associations. By organizing related activities and addressing advocacy issues, EfG has ensured that these platforms remain vital for raising concerns and advocating for the rights of women traders.



Impact: *Despite variable growth rates in different quarters, continuous support and advocacy activities have maintained the strength and relevance of these associations, ensuring they remain vital for raising concerns and advocating for women traders' rights.*

- Women mobilization meetings:

EfG conducted three mobilization meetings with women representatives from Dar es Salaam markets to introduce the project and discuss the construction of a model childcare center at Kinyerezi market. Following these meetings, women traders collaborated with EfG to write an official letter to the Ward Executive Officer (WEO) of Kinyerezi seeking a permit for the construction, which was approved pending space allocation.

Impact: *Following these meetings, women traders collaborated with EfG to write an official letter to the Ward Executive Officer (WEO) of Kinyerezi seeking a permit for the construction, which was approved pending space allocation. This demonstrates successful mobilization and advocacy efforts leading to actionable outcomes.*

- National convening of women champions:

On 1st and 2nd November, EfG conducted a national convening meeting with women champions from Mwanza, Dar es Salaam, Mbeya, Mara, and Dodoma regions. The main objectives were to develop a national agenda of key issues affecting women traders, refresh advocacy tools and tactics, and develop new strategies. A total of 40 women traders' representatives attended, discussing ten priority issues impacting women in markets, with an emphasis on governance over service delivery challenges.



Impact: The session trained women market traders on their civic rights and how to claim them, leading to a focus on priority areas such as gender-based violence, women traders' solidarity, by-laws, and leadership by government and market leaders. This process of conscientization has empowered women traders to prioritize governance issues and take collective action.

EfG's comprehensive efforts in providing technical support and monitoring, facilitating membership growth, conducting mobilization meetings, and organizing national convening sessions have significantly strengthened women's informal groups. These initiatives have empowered women market traders to effectively address various issues, advocate for their rights, and collaborate on actionable outcomes. The emphasis on governance and collective action has further enhanced the capacity of these associations to drive positive change and address gender-based violence, thereby promoting a more equitable and supportive environment for women in the informal sector.

Table 1: **Priorities shared by women champions.**

Priority	1	2	3	4	5	6	7	8	Total
1. Living with others		2	3	4	5	6	7	8	
2. Tax and levies			3	4	5	6	7	8	1
3. Poor market infrastructures				4	5	6	7	8	2
4. Women Leadership					5	6	4	8	4
5.Unity						6	7	5	5
6.Gender Based Violence							7	6	6
7.By-laws – understanding and development								8	5
8.Government and market leaders									5

• Women traders raised their issues:

During this reporting period, EfG facilitated platforms for women market traders to voice their concerns. In total, 25 complaints were raised and addressed to market committees and authorities, including the District Commissioner (DC), Regional Commissioner (RC), District Executive Director (DED), and Councilor in various markets of Ilala, Temeke, and Gezaulole, Dar es Salaam. Issues included poor infrastructure, lack of business space, inadequate sewage systems, lack of water, unsafe working conditions, and discrimination in leadership positions, market levies, and GBV issues. Notably, Mchikichini market acquired a water supply following the DC's intervention.

Story of Change:

In a remarkable success story, members of the women's association from Ilala market's food vending sector achieved a significant milestone. Through persistent lobbying, they convinced Ilala MP, Honourable Mussa Azzan Zungu, to support their needs, resulting in the provision of 87 gas cookers. Their efforts didn't stop there; they also secured 40 chairs and 10 tables from the Coca-Cola Company, greatly enhancing their market operations and comfort for both vendors and customers. This achievement not only improved their working conditions but also empowered the women, showcasing the power of collective action and advocacy.

Analysis in Relation to Output 1.2.1: Assertiveness of Informal Sector Women to End GBV/VAWG is Increased, and They Take Action to Address VAWG Issues

Impact: Notably, the Mchikichini market successfully acquired a water supply following the intervention of the District Commissioner. This demonstrates the effectiveness of the platforms facilitated by EfG in addressing and resolving critical issues, thereby enhancing the assertiveness of women market traders in advocating for their rights and improving their working conditions.

EfG's efforts in facilitating platforms for women market traders to raise their issues have led to significant outcomes, such as the acquisition of a water supply at Mchikichini market. By addressing a wide range of concerns, including infrastructure, safety, and GBV, these platforms have empowered women to take proactive steps in advocating for their rights and ensuring safer and more equitable market environments.

OUTCOME 2.2: IMPROVE THE RESPONSIVENESS OF DUTY BEARERS AND AUTHORITIES TO THE NEEDS OF THE INFORMAL SECTOR

Output 2.2.1: Improved engagements (especially on policy and practice issues) between informal sector women and authorities at local and national levels

- Engagement with municipal officials:

During this reporting period, EfG facilitated the raising of six complaints by women market traders, which were addressed to market committees and forwarded to authorities including the DED and Councilor in six markets: Kampochea, Gezaulole, Ilala, Tabata Muslim, Kigogo Sambusa, and Kigogo Fresh in Dar es Salaam. Issues raised included poor infrastructure, inadequate business space, poor sewage systems, lack of toilets, and increased rent in Gezaulole market.

Impact: *These engagements demonstrate the active participation of women market traders in addressing critical issues affecting their operations and working conditions. By voicing their concerns to municipal officials, these traders are fostering improved relationships and promoting accountability at the local level.*

- Consultation sessions:

On 28th February 2023, EfG held a one-day consultation session with 50 representatives from markets, sports, and other businesses to review and provide input on the National Ending GBV guideline for public spaces. The session aimed to popularize the guideline, discuss reporting challenges, and gather feedback for its implementation and monitoring.

Impact: *This consultation session facilitated meaningful dialogue between stakeholders, ensuring that the guidelines are well-informed and practical. The feedback gathered during the session will help tailor the guidelines to better meet the needs of women in public spaces.*

- Participating in national guideline launch:

On 17th February 2023, EfG attended the launch of the National Ending GBV/VAWG guideline in markets and other public spaces, led by the Minister of Community Development Gender, Women, and Special Groups, Dr. Dorothy Ngwajima, in Kilimanjaro. The Ministry has trained on establishing Desks to Prevent Gender-Based Violence in Public Spaces across six regions, reaching 42 districts.

Impact: *The Ministry's initiative to train on establishing Desks to Prevent Gender-Based Violence in Public Spaces across six regions, reaching 42 districts, marks a significant step in institutionalizing support for GBV/VAWG victims. EfG's participation in this event underscores its commitment to advocating for the protection and empowerment of women in public spaces.*

- Numbers of women traders joining women's associations

EfG has continued to strengthen women's associations by providing technical support to women market traders in various markets. These associations serve as platforms for raising concerns and advocating on various issues affecting women. EfG has implemented follow-up activities to further strengthen these groups. During this quarter, two new members joined the associations. Technical support and monitoring were provided in 15 markets across the Dar es Salaam region. Currently, there are 46 women's market associations with approximately 4,015 members.

Impact: *The growth and strengthening of women's associations enhance their capacity to advocate for policy and practice changes. These associations serve as vital platforms for raising concerns and ensuring that women's voices are heard and acted upon by authorities at both local and national levels.*

EfG's initiatives in facilitating engagement between informal sector women and authorities have led to significant improvements in addressing policy and practice issues. The active participation of women traders in raising complaints, the consultation sessions for the National Ending GBV guideline, and the launch of the guideline have collectively enhanced the assertiveness and influence of women in policy discussions. The continued growth and support of women's associations further strengthen these efforts, ensuring that informal sector women can effectively advocate for their rights and improve their working conditions.

Output 2.2.2: Improved engagements between informal sector women and authorities at local and national levels

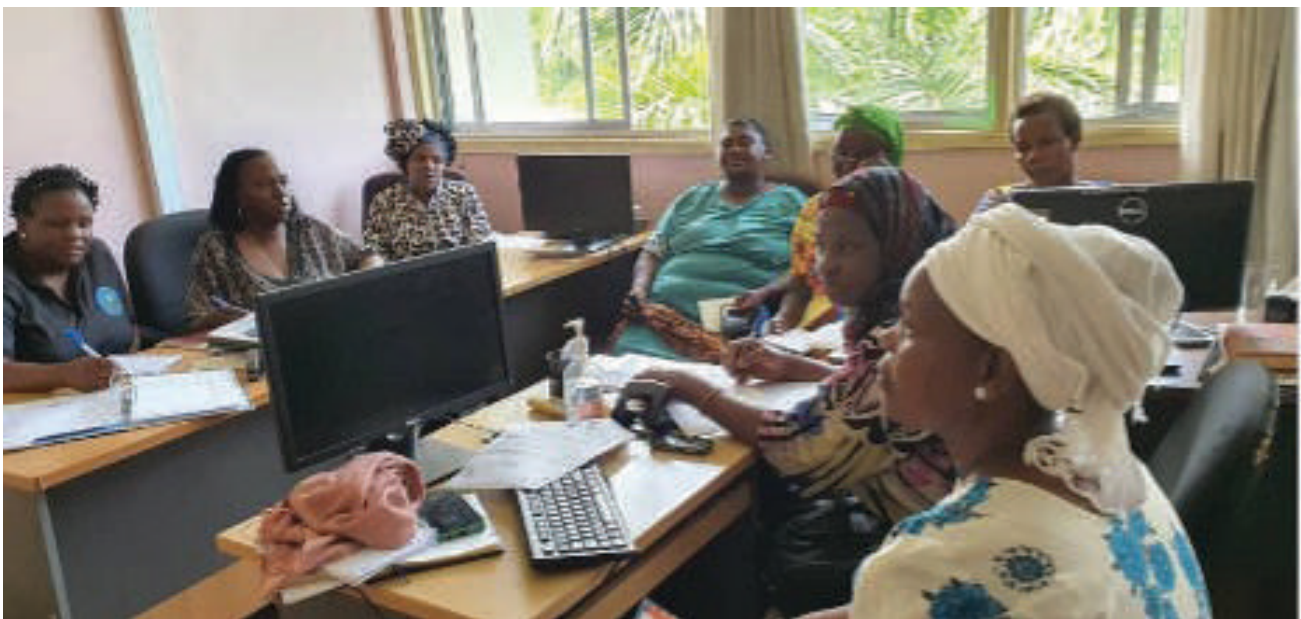
- **Complaints raised by women market traders against LGAs**

During this reporting period, women market traders raised a total of 12 complaints, which were addressed to market committees and forwarded to various authorities, including the District Commissioner, Regional Commissioner, District Executive Director, and Councilor in eight markets in Ilala and Temeke, Dar es Salaam. The complaints included issues such as discrimination against women in leadership positions, market levies, GBV in markets, poor infrastructure, lack of business space, inadequate sewage systems (particularly affecting food vendors), and lack of water. Women group members from Kigogo Fresh, Mchikichini, Tabata Muslim, Buguruni, Kigogo Sambusa, Kisutu, and Gezaulole actively promoted the right to safe working conditions, proper sewage systems, and adequate working spaces.

Impact: *Women group members from markets such as Kigogo Fresh, Mchikichini, Tabata Muslim, Buguruni, Kigogo Sambusa, Kisutu, and Gezaulole actively promoted the right to safe working conditions, proper sewage systems, and adequate working spaces. These efforts demonstrate the proactive engagement of women traders in addressing critical issues and advocating for improved working conditions and infrastructure.*

- **Modeling children's care centers (planning committee meetings and follow-ups)**

During this reporting period, Equality for Growth conducted two mobilization meetings with women representatives from the market in March 2023 to discuss the construction of a model childcare center at Kinyerezi market. Women traders, in collaboration with EfG, wrote an official letter to the Ward Executive Officer of Kinyerezi requesting construction space at the market. The WEO approved the construction, pending the reallocation of market space. Currently, the EfG team is seeking an appointment with the Kinyerezi Councilor for further discussion regarding the building space.



Impact: *The mobilization meetings and collaborative efforts to secure construction space for a childcare center at Kinyerezi market highlight the effective engagement of women traders with local authorities. This initiative addresses the need for childcare facilities, thereby supporting women traders in balancing work and family responsibilities.*

EfG's initiatives in facilitating engagement between informal sector women and authorities have led to significant improvements in addressing policy and practice issues. The active participation of women traders in raising complaints and advocating for improved infrastructure and working conditions demonstrates their increasing assertiveness and influence. The collaborative efforts to establish a model childcare center further underscore the importance of effective engagement with local authorities to address the specific needs of women traders. These initiatives collectively enhance the capacity of informal sector women to advocate for their rights and improve their working conditions.



MILESTONE 3: ACCESS TO PUBLIC AND PRIVATE SECTOR OPPORTUNITIES

OUTCOME 3.1: EXPOSING INFORMAL SECTOR WOMEN TO PRIVATE SECTOR OPPORTUNITIES THIS MAY INCLUDE ACCESS TO TRADE FAIRS, VALUE ADDITION ACTIVITIES, AND SOCIAL ENTERPRISE FORMATION SKILLS.

Output 3.1.1: Improved women’s access to resources and inputs necessary for sustainable business

- **Accessing empowerment funds:**

EfG closely followed up with LGA officials to explore possibilities for women market traders to access the 4% and 10% Empowerment Funds. During this reporting period, EfG sensitized and assisted five women groups from Dar es Salaam in applying for these funds. Additionally, EfG participated in a study on the Women, Youth, People with Disability Fund (WYPWDF) Setup and the 10% Loan Management Information System (TPL-MIS). 72 women traders from 15 markets in Ilala and Temeke, Dar es Salaam, were interviewed. The study identified gaps in legislation, regulation, and guidelines that affect the proper operation of the fund, limiting its ability to meet its objectives and support target groups effectively.

Impact: *These efforts have provided insights into the challenges and opportunities within the existing funding structures, aiming to make them more accessible and effective for women traders.*

Recommendations from the study:

1. Revise the governance structure of WYPWDF to improve efficiency, effectiveness, and oversight.
2. Establish a dedicated unit from the ministry level down to the LGA to oversee the fund.
3. Set different loan approval limits at various levels, starting from the ward level.
4. Incorporate non-executive members with relevant qualifications into the fund’s committees.

- **Training on Income-Generating activities**

EfG conducted training on garbage recycling as an income-generating activity for women, youth, and PLWDs. 24 members from six wards in Chamwino District participated in this training.

Impact: *This training has equipped participants with practical skills for sustainable business practices, contributing to economic empowerment and environmental conservation.*

- Loans for women market traders:

During this reporting period, 120 women market traders from Mbagala market received Imbeju loans from CRDB Bank, with loan amounts ranging from TZS 500,000 to TZS 5,000,000 per trader. Additionally, 800 women from Temeke market received Machinga loans from NMB Bank, with loan amounts ranging from TZS 500,000 to TZS 1,000,000 at a 9% interest rate.

Impact: Access to these loans has facilitated investments, business growth, and improved financial stability for women market traders.

- EfG 15th Anniversary celebration:

On October 31st, EfG celebrated its 15th anniversary at the New Library, University of Dar es Salaam. The event gathered stakeholders, including women market traders from ten regions, development partners, embassy representatives, market leaders, local government leaders, and journalists. The guest of honor, Ms. Monica Hangi, Regional Director for East and Central Africa at TradeMark Africa, praised EfG's achievements over the past 15 years and pledged TZS 2,000,000 to help 200 women traders join NSSF. The celebration featured the launch of the anniversary report titled "Bridging Gaps, Building Dreams: 15 Years of EfG's Impact on Women in the Informal Sector," and included training on digital inclusion for women in the informal sector.



Impact: The celebration highlighted EfG's achievements, fostered community and stakeholder engagement, and reinforced the importance of digital literacy among women traders.

- Digital training for women traders:

EfG, in partnership with the Digital Brain Company Tanzania, provided digital training for 32 women representatives from ten regions. The training introduced digital inclusion and the Sauti ya Mwanamke Sokoni application, teaching participants how to input business-related information online. Mr. Chris from the Global Leadership Summit attended and pledged support for 20 women traders to participate in a leadership training session in Dar es Salaam.

Impact: The training has empowered women traders with digital skills, enhancing their ability to market and manage their businesses online.

- Joint action paper developed:

Equality for Growth (EfG) has produced an Action Paper addressing the intersectional challenges faced by women-led organizations in democratic governance. These organizations play a crucial role in promoting community sensitization, gender-sensitive civic education, legal aid, capacity-building for women leaders, policy influencing, strategic litigation, and research. They foster transparency, rule of law, and accountability, leading to progressive laws on issues such as sexual abuse, employment, land ownership, and political participation.

Impact: The paper provides a strategic framework for improving the policy, legal, and operational environment for women-led organizations, advocating for greater transparency, rule of law, and accountability.

Challenges:

1. Regulatory burdens: Current NGO laws impose excessive administrative requirements, disproportionately affecting small, community-based, women-led organizations.
2. Restrictive environment: Civic-space laws limit research, media campaigns, political engagement, and outreach efforts.
3. Limited influence: Government engagements are often superficial, with minimal implementation of women's recommendations.
4. Funding dependency: Short-term, unreliable donor funding limits sustainability and responsiveness.
5. Coalition challenges: Underfunded coalitions lack diversity and are vulnerable to state co-optation.
6. Movement dominance: Larger, urban-based organizations dominate, leaving little space for grassroots and young feminist groups.
7. Patriarchal structures: Entrenched social norms and patriarchal structures limit leadership opportunities and perpetuate violence against women.

Recommendations:

1. Revise NGO laws: Engage with civil society to address stringent operational requirements and tailor compliance to organizational capacities.
2. Review restrictive laws: Transparently review and revise laws that restrict civic space, ensuring inclusive consultations with women-led organizations.
3. Inclusive consultations: Ensure women and girls can effectively engage and hold the government accountable.
4. Self-Regulation: Allow CSOs to self-regulate, developing oversight for diverse networks.
5. Ban harmful norms: Enact laws to eliminate harmful norms and traditions, co-creating sensitization campaigns with affected groups.

Joint efforts by the government, development partners, and civil society are essential to improve the policy, legal, and operational environment for women-led organizations in democratic governance.

- **EfG team retreat and empowerment session:**

From December 19th to 21st, 2023, EfG hosted a retreat for staff, board members, and volunteers to promote teamwork, boost morale, and plan for 2024. The retreat covered strategic planning, financial and administrative management, social justice leadership support, M&E tools for 2024, developing a business model, building strategic partnerships, and enhancing governance and leadership for improved performance.

Impact: *The retreat fostered teamwork, boosted morale, and laid the groundwork for improved organizational performance in 2024.*

3.1.2: Networking with other organizations

Equality for Growth (EfG) has an active networking program with various CSOs, individuals, development partners, and professionals to share experiences and strategies in community empowerment, policy advocacy, and skill enhancement. This program facilitates collaboration and learning across multiple organizations, enhancing EfG's impact and reach. Below is a compilation of meetings and conferences attended by EfG staff and other representatives from January to December 2023.

EfG's comprehensive initiatives have significantly improved women's access to resources and inputs necessary for sustainable business. By facilitating access to empowerment funds, providing income-generating training, offering loans, celebrating milestones, and enhancing digital literacy, EfG has empowered women market traders to enhance their business practices, financial stability, and overall economic well-being. The development of the Joint Action Paper and the strategic team retreat further reinforce EfG's commitment to fostering an enabling environment for women-led organizations and ensuring their sustainable growth and impact.

Date	Meeting Attended	Issues	Attendee
4th April, 2023	Africa Philanthropy Network (APN)	Round table discussion on advancing collective philanthropy agenda in Tanzania	Susan Sitta
20th April, 2023	Ford Foundation East Africa	Partners Learning Convening	Jane Magigita Susan Sitta
21st April, 2023	Christian Blind Mission (CBM)	Community-based Inclusive Development training	Emanuel Joseph
28th April, 2023	Trade Mark Africa	Meeting of the National Oversight Committee (NOC)	Jane Magigita
9th May, 2023	Segal Family Foundation	Safeguarding session	Susan Sitta
13th May, 2023	International Finance Cooperation	Launch of the IFC Gender Program for Tanzania	Jane Magigita
26th May, 2023	WAJIBU Institute for Public Accountability	Validation Meeting on how LGA use revenues collected from market to improve infrastructure and sanitation	Jane Magigita Susan Sitta Esther Ijumba Juliana Richard
30th May, 2023	Landesa Tanzania	Women Land Rights Sub- Committee Meeting	Susan Sitta
8th June, 2023	Global Peace Foundation	Safeguarding civic space while countering terrorism	Emanuel Joseph
26th June, 2023	Africa Philanthropy Network (APN)	Strategic Plan Review Session	Jane Magigita
10th July, 2023	TGNP	Social Accountability and Monitoring	Emmanuel Joseph
11th – 15th July, 2023	Segal Family Foundation	Annual Meeting	Jane Magigita
28th – 29th July, 2023	NACONGO	Annual NGO Forum Dar es Salaam	Jane Magigita Evah Buhembo Elinyisia Titus
3rd August, 2023	Youth Partnership Countrywide (YPC)	Project Introduction Meeting	Susan Sitta Elinyisia Titus
04th August, 2023	FCS	Project Brief Meeting	Susan Sitta Elinyisia Titus
09th August, 2023	Habitat for Humanity Tanzania	Project Visit	Jane Magigita Elinyisia Titus Evah Buhembo
14th August, 2023	Youth Partnership Countrywide (YPC)	Zonal CSOs Directors Forum	Susan Sitta

15th August, 2023	Ford Foundation	Inception Meeting	Jane Magigita Elinyisia Titus Evah Buhembo Susan Sitta
15th August, 2023	Embassy of Ireland	Launching of Community Fund	Jane Magigita
24th August, 2023	International Rescue Committee (IRC)	Partnership Workshop	Susan Sitta
28th August, 2023	Tanzania Bora Initiatives	Co-creation for the development of the Joint Action Paper	Susan Sitta Elinyisia Titus
07th September, 2023	Tanzania Revenue Authority	Meeting with Assistance Commissioner with THRD on behalf of NACONGO	Jane Magigita
15th September, 2023	Her Initiative nomination	Networking for award	Jane Magigita
27th September, 2023	Habitat for Humanity	Meeting with the Regional Director, Program Operations - Africa	Jane Magigita Evah Buhembo Susan Sitta Elinyisia Titus
04th October, 2023	NaCONGO	Annual NGO Forum 2023	Jane Magigita
20th October, 2023	NaCONGO	77th Ordinary Session of the African Commission on Human and Peoples' Rights	Jane Magigita
23rd to 25th October, 2023	Foundation for Civil Society	CSO week	Jane Magigita
25th October, 2023	Habitat for Humanity Tanzania	Office Launching Event	Susan Sitta
13th November, 2023	LANDESA	Implementation plan for 2024	Penina Reveta
15th November, 2023	Ford Foundation	Meeting	Jane Magigita
21st -22nd November, 2023	Policy Forum	Outcome Harvesting	Theresia Jeremiah
23rd to 24th November, 2023	Tanzania Human Right Defenders Coalition	75th Anniversary	Jane Magigita Evah Buhembo
25th November, 2023	WiLDAF	16 days of Activism launch	Jane Magigita
7th December, 2023	Trade Mark Africa	AGM Meeting	Jane Magigita
11th to 13th December, 2023	Tanzania Human Right Defenders Coalition	Board Retreat	Jane Magigita
18th December, 2023	My Legacy	Capacity Building session on Housing , Land and Property Right to women	Penina Reveta

FUNDRAISING ACTIVITIES AND DONOR ENGAGEMENT FROM OCTOBER 2022 TO DECEMBER 2023

Management has consistently undertaken fundraising activities with various donors, like-minded partners, and organizations. Here is a comprehensive summary of these efforts from January to December 2023:

From January to December 2023, management consistently wrote and submitted proposals to various donors, including a notable proposal titled “Improved Sanitation and Housing Conditions Initiatives (Ishi) in Tanzania” to the African Women’s Development Fund, which is pending a response. Additionally, presentations about EfG’s work were made to the Foundation for Civil Society and the Ford Foundation East Africa, with ongoing communication with CBM and TradeMark East Africa for potential future engagements. These activities highlight management’s dedication to securing funding and building strategic partnerships to support EfG’s initiatives.

Table 2: Proposals developed from January to December 2023

Name of Donor	Title of the proposal/ project	Status
Urgent Action Fund Africa	Influencing the Development of the National GBV Guideline/ VAWG Guideline to ensure the inclusivity of women’s voices.	Successful award of USD 8000
Habitat For Humanity	Improving Living and Learning Environment through WASH and Livelihood Support in Tanzania	Submitted in February 2023 Waiting for the contract signing for the award of Tzs. 55,000,000/-
Segal Family Foundation	Supporting the organization’s general operation	Successful award of USD 25,000
Stromme Foundation	Unveil the Heroine from Informal Women Traders in Dar es Salaam City and the Pwani region	Submitted in March 2023 Waiting for the response
Foundation for Civil Society (FCS)	URAIA WETU “Women Inclusion Promoting and enabling environment for effective Civil Society Engagement in Democratic Governance in Tanzania	Successful award of TZS 110,000,000/- for 3 years project
Ford Foundation East Africa	Core support for building a movement of market women advancing civic space in Tanzania	Successful award of USD 200,000 for 3 years project
African Women’s Development Fund	She Earns: promoting growth, Opportunity and organization for market women and street vendors in Dar es Salaam.	Submitted and waiting for response

Monitoring, Evaluation, and Learning

During this reporting period, EfG conducted comprehensive monitoring and evaluation activities using various tools and methodologies tailored to the type of data and the groups involved.

Data collection tools:

1. Legal aid services: Data was collected from Legal Community Supporters (LCS), paralegals, and legal officers in 15 markets of Dar es Salaam using specific forms designed for legal aid service data.
2. Economic empowerment: Monitoring forms were used to collect data on economic empowerment from VICOBA and other business-related issues during staff monitoring visits to markets.

Monitoring and Evaluation Activities:

EfG conducted regular monitoring visits to assist women groups, women champions, paralegals, and LCS, ensuring they perform their work effectively and efficiently. Technical updates and necessary assistance were provided during these visits. Over the reporting period, a total of 102 visits were conducted across all 15 markets within the project area. Additionally, EfG conducted evaluations with donors such as Comic Relief, TradeMark Africa, and Urgent Action Fund.

Field visits and observations:

During monitoring visits in Chamwino District, progress was noted in several wards:

Handali ward:

- In August and September 2023, two village meetings incorporated climate change and environmental protection into their agendas.
- Community members were educated on the importance of tree planting and maintaining clean environments in both markets and households.
- Climate change awareness was promoted through traditional dances and choir performances.
- Two tree nurseries were identified, each containing approximately 30 seedlings, located at Handali Primary School and a nearby village grape farm. Tree planting is planned for the rainy season in December.

Msamaro ward:

- Village meetings in Mlebe village focused on climate change and environmental protection.
- Community members were encouraged to engage in regular cleaning activities and tree planting during the rainy season.
- The monitoring team observed challenges such as dry conditions and water scarcity impacting the tree nurseries.

Chilonwa ward:

- Three village meetings included topics on climate and environmental protection.
- Key local leaders, such as village executives, agricultural officers, and community development officers, participated in sensitization efforts.
- Ongoing sensitization was conducted by religious leaders and local officials
- A tree seedling nursery at Msanga Primary School, with approximately 140 plantlets, is prepared for planting in the rainy season.

Community participation:

- Handali Ward: The village meetings had 67 male and 83 female participants.
- Msamaro Ward: There was active involvement in cleaning and sensitization activities despite challenges.
- Chilonwa Ward: The village meetings were attended by 20 participants, including 10 males and 10 females.

These monitoring and evaluation activities highlight EfG's commitment to ensuring effective project implementation and fostering community participation in environmental protection and climate change awareness.

Communication of organization's work

In this reporting period, EfG successfully shared and posted women traders' stories on its social media pages, significantly raising the voices of women market traders on various issues such as advocacy, gender-based violence, and national guidelines. Influential people's pages were also shared on Instagram, Facebook, and YouTube, reaching a broad audience.

Key highlights:

- Until March 2023: The messages reached more than 1,800,000 viewers. The top countries reached were Tanzania (84.8%), Nigeria (2.4%), the United States (1.8%), and India (1.6%).
- Until June 2023: The messages reached over 1,480,000 viewers. The top countries reached were Tanzania (85.3%), Kenya (1.8%), the United States (2%), and India (1.4%).
- Until September 2023: A total of 71 posts were shared, reaching 1,524 viewers. The top countries reached were Tanzania (90.7%), the United States (1.2%), Kenya (0.8%), Nigeria (0.8%), and India (0.5%). The top towns/cities reached were Dar es Salaam (82.5%), Arusha (1.3%), Zanzibar (0.9%), Mwanza (0.8%), and Nairobi (0.5%).

These efforts highlight EfG's commitment to leveraging social media to amplify the voices of women market traders and advocate for critical issues impacting their lives.

FINANCE AND ADMINISTRATION MATTERS

Organization funding status

During this reporting period, the management continued its fundraising efforts, resulting in two new funding contracts with Segal Family Foundation and Urgent Action Fund-Africa, and two additional contracts with Habitat for Humanity Tanzania and Ford Foundation.

Organizational Compliance

During this period, management complied with TRA requirements by paying taxes and submitting returns on due dates through the Taxpayer Portal (TRA online) and filed returns to the registrar of NGOs, paying the annual fee as required by law, ensuring no non-compliance issues that could attract penalties or legal implications. Additionally, management received revised policies from IMED, assigned by TradeMark East Africa to review and potentially add new policies, which will be presented for approval at the 45th board meeting.

Office Guests/Visitors

During this reporting period, the organization received several donors and guests at the office. In February 2023, Habitat for Humanity officers visited to discuss partnership engagement for a project on improving living and learning environments through WASH and livelihood initiatives in Tanzania. On 19th April 2023, Linda Ochiel, Peggy Nyahera, and Kanali Luseno from Ford Foundation visited to establish a relationship with EfG and conduct due diligence. On 15th June 2023, Mr. Israel Ilunde and Jackson Mmary, Board members, and Prisca Kowa from Policy Forum visited to learn more about EfG before approving our membership application, resulting in EfG becoming a member of Policy Forum. From October to December 2023, Chantelle Steen, Lawn Parisi, Lynn Thornth, and Chris Ordway from VIDEA visited to learn more about EfG. Additionally, the office continued to communicate with donors through telephone and Zoom meetings.

Board meetings

During the period ending 30th December 2023, management convened 4 ordinary board meeting and one extraordinary meeting to receive and discuss organizational performance.

Next plans

In the coming year of 2024, the organization will continue implementing the approved annual work plan for 2024 and intends to revise some policies and guidelines for board approval. Similarly, in the first half of 2024, the organization will implement the approved annual work plan for 2024 and make necessary revisions to its policies and guidelines for board approval.

Staff appraisal:

During this period, a staff appraisal exercise was conducted, and all staff appraisal forms were completed and filed.

Organizational compliance:

During this period, management complied with TRA requirements by paying taxes and submitting returns on due dates through the E-filing system. No non-compliance issues were reported that could attract penalties or legal implications for the organization.

Conclusion:

In this reporting quarter, EfG successfully implemented 88.8% of its planned activities. The remaining 12% were not implemented due to a lack of funding. EfG will continue supporting women groups in ten regions of Tanzania, aiming to build unity among women in the informal sector. It is essential to support these women in actively engaging in policy matters that affect them. EfG is exploring more opportunities to engage further in macro-level initiatives.



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Address

NHC, Mandela Road

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

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

Telephone +255-22-285 0422 | 0765 - 477 539

Website | www.efg.or.tz



@equalityforgrowth



EfGTanzania