



THIRD QUARTER REPORT

2022

www.herinitiative.or.tz

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MESSAGE FROM EXECUTIVE DIRECTOR

With greatest pleasure, I am pleased to invite you to read our third quarter headway report. This report highlights the key achievements within our strategic objectives that were achieved during the time frame of July to September 2022.

We continue empowering and enabling adolescent girls and young women to challenge the already existing oppressive and discriminatory practices by promoting financial resilience and digital inclusion.

As the executive director, I strongly believe that assisting young women and girls in breaking the circle of poverty and creating financial resilience among them is our duty and responsibility, but it is also one of the ways to give back to the community in which we live. Her initiative as an organization stems from this root belief.

My team's and I quest to serve the young girls which gives us the strength to work with full dedication, sincerity and honesty. We dream to see a brighter Tanzania where adolescent girls and young women achieve financial resilience and digital economy.

We believe through different projects that were and continue to be carried within our organization, we would be able to reach and empower girls and young women to reach financial resilience which we believe only through achieving this can a girl be really and truly empowered.

I would like to extend my gratitude to our sponsors, community, stakeholders, volunteers, and all our supporters who have been the backbone of our organization. None of this would have been possible without their support.

Lydia Charles,
Executive Director



ABOUT HER INITIATIVE

Her Initiative is an organization that reframes the value of girls and shapes the new norms that break the cycle of poverty and create financial resilience among adolescent girls and young women in Tanzania in order to achieve gender equality and inclusive economic growth.

Her Initiative creates a 'new normal' for girls; a world in which girls are not held back from reaching their full potential, either by themselves, their families, their communities, or by their financial status.

Her stands for a girl who has empowered herself enough to address her social and economic problems.

Most problems that affect young women and girls are in one way or the other influenced by poverty and are amplified by financial dependence.



VISION

We envision an inclusive society where adolescent girls and young women have the power to choose and create opportunities for themselves and others

MISSION

To promote financial resilience and digital inclusion amongst girls and young women and enabling them to challenge oppressive and discriminatory practices.





WHERE WE WORK

- Dar Es Salaam
- Lindi
- Mwanza
- Iringa
- Pwani





OUR THEORY OF CHANGE



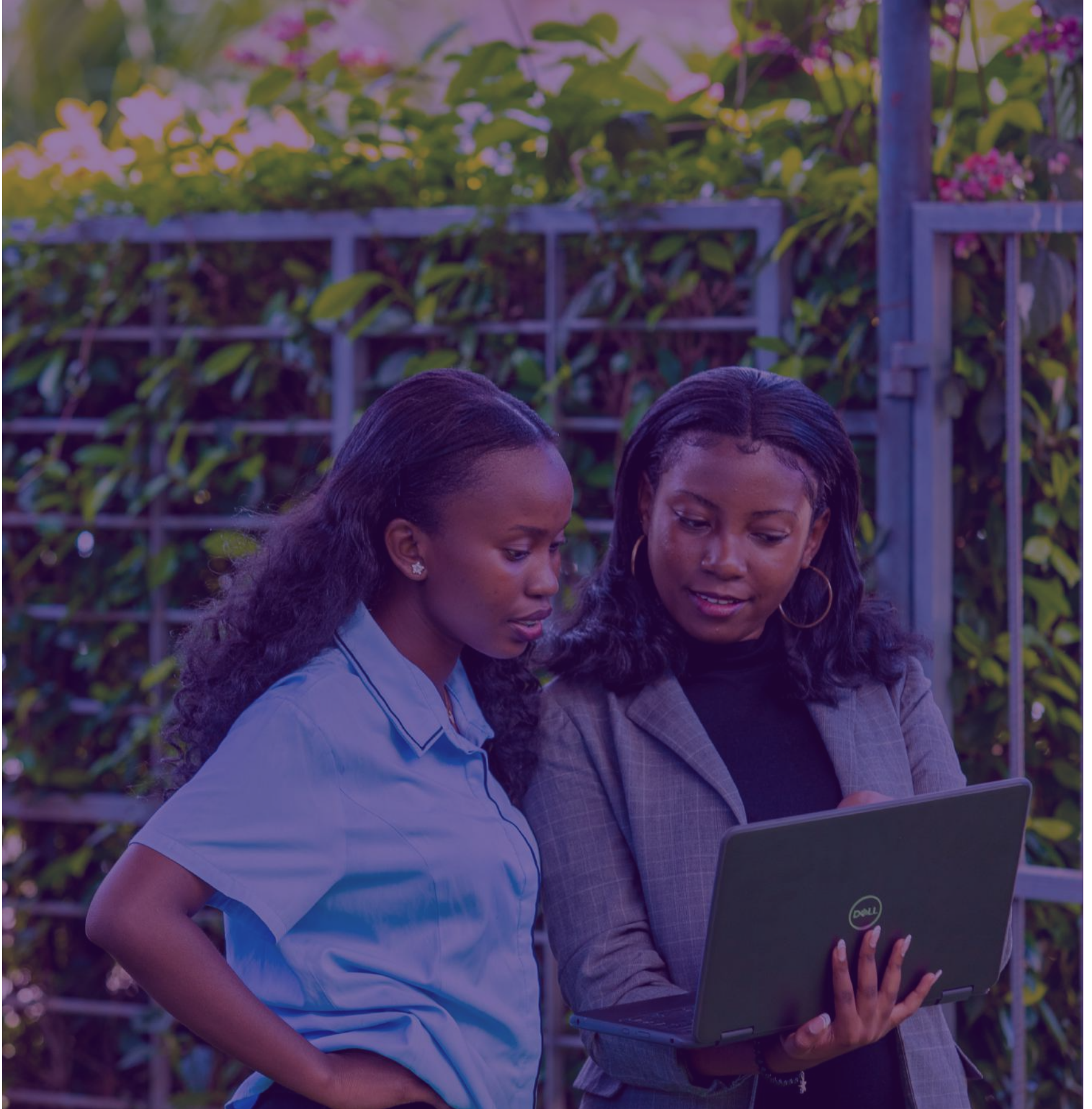
IF an inclusive environment is provided; IF women's agency and capacity to influence financial and economic decision making at both individual and collective levels, is enhanced; IF women's productive role is recognized and aspirations to become financially independent are respected by the entire society;

THEN women will have a voice in decision making and equal access to and control over resources, which ultimately will contribute to achieving equal benefits for their economic contribution, gender equality and poverty reduction.



STRATEGIC OBJECTIVES

- 1.To pursue a women's economic empowerment agenda that is inclusive through greater agency, equal opportunities, access and control of resources.
- 2.To promote women's economic empowerment at national level in the context of SRHR and GBV
- 3.Build a sustainable, resilient and competent organization that supports our efforts towards realizing Her Initiative's vision, mission and strategic goals.



QUARTERLY UPDATES

TO PURSUE WOMEN'S ECONOMIC EMPOWERMENT AGENDA THAT IS INCLUSIVE THROUGH GREATER AGENCY, EQUAL OPPORTUNITIES, ACCESS, AND CONTROL OF RESOURCES.

Developing and facilitating training and skills development for AGYW community, basing on their business and entrepreneurial activities for innovative and sustainable businesses.

Consistent imparting business and entrepreneurial skills to the AGYW for their business sustainability and economic empowerment.

Through FIKIA+ project, Her Initiative has consistently supported peer to peer economic empowerment support among AGYW in the Mwanza region.

The major aim of this has been to ensure their economic empowerment and digitalization of their business and entrepreneurial skills to those primarily with no business there by providing practical training skills, mentorship and coaching, to the AGYW in Mwanza region, at Nyamagana however the organization in this quarter has endeavored to coordinate the activity consistently for sustaining their businesses by providing marketing strategies education for marketing their products and services they offer. In this quarter 103 AGYW in Nyamagana, received business skills training, making them able to manage and sustain Fish selling and BATIKI businesses.

Nevertheless, the sessions have transformed the AGYW to financial literacy and digitizing their businesses as well as tapping more business opportunities through their developed business ideas, ultimately, showcasing and exhibition of their products has been a source for marketing their products and tapping to new innovative business activities for the 103 AGYW.



TO PURSUE WOMEN'S ECONOMIC EMPOWERMENT AGENDA THAT IS INCLUSIVE THROUGH GREATER AGENCY, EQUAL OPPORTUNITIES, ACCESS, AND CONTROL OF RESOURCES.

Support young women to adopt digital and innovation skills in their businesses and reap the benefits of the digital economy.

Launching of Panda Digital Artificial Intelligence Offline SMS Modal

In this quarter, her initiative launched Panda Digital SMS. Through Panda Digital and digital marketing sensitization, Her Initiative has been supporting young women in developing entrepreneurial skills in order to start new businesses, grow existing businesses, and fully engage in the digital economy for the past year, and here is one of the key findings after working with them. Due to financial restrictions, the majority of these young women, particularly those in Dodoma and Morogoro, lack fundamental digital skills (literacy) in utilizing the internet and online service platforms before beginning to profit from them, as well as access to digital equipment like as a smartphone

The organization successfully built a movement on the Panda Digital offline platform for young female entrepreneurs to access information, and exchange skills, and resources related to their business operations via the initiative.

More than 1 Million people and young women in particular have been informed about this movement through media reports. The platform provides learning, training, and business skills and opportunities, as well as advertisement for the products by using a Swahili SMS model that does not need access to internet services, but rather the Artificial Intelligence offline SMS only.



TO PURSUE WOMEN'S ECONOMIC EMPOWERMENT AGENDA THAT IS INCLUSIVE THROUGH GREATER AGENCY, EQUAL OPPORTUNITIES, ACCESS, AND CONTROL OF RESOURCES.

Creating financial resilience and economic freedom for the AGYW

Introduction of the new season for Panda on the ground

For the past three years, Her Initiative has been implementing, Panda on the ground project, the project envisions at imparting financial independence behavior to young women (aged 18--35), by providing them with knowledge, skills, and through coaching, events, practical training and formalization of their business.

In this quarter, Her Initiative has introduced the new season for Panda on the ground 2022, to assess needs and recruiting new members and the existing post beneficiaries, ready for the upcoming season of Panda on the ground 2022, the number of AGYW anticipated by the team was 70 while aggregated to 179 AGYW.

Youth Employability Skills Boot camp

As unemployment among 18-35-year-olds remains a key issue in Tanzania, Her Initiative managed to conduct an employability skills program that included 52 young women and men between the age of 18 to 35. This program came after learning that, in a fast and very competitive labor market, employability skills are the most important key in constructing relationships. The importance is revealed by employers' focus on people or staff who can communicate successfully, who are flexible, driven by motivation, who can take the initiative throughout their work and who can have the capacity to undertake tasks of different domains.

MSIMU MPYA WA PANDA 2022

"Unda , Kua, dumisha! Kuunda na kuandaa biashara shindani kupitia miunganisho bora na utiririshaji wa rasilimali"

Una biashara? **au** Ungependa kumiliki b

FURSA YA KUPATA UJUZI, RASILIMALI NA MUONGOZO WA UENDESHAJI BIAHARA KWA WASICHANA WALIO NA UMRI KATI YA 18 - 35

mafunzo kwa vitendo

Itengenezaji kucha
lokaji
Mapambo
Itengenezaji sabuni
ilimo

Uendeshaji Biashara

Ipataji mitaji / mikopo
Isajili wa biashara
Ishauri wa biashara
Mafunzo ya masoko kidigitali

omu Kupitia Link hapo chini

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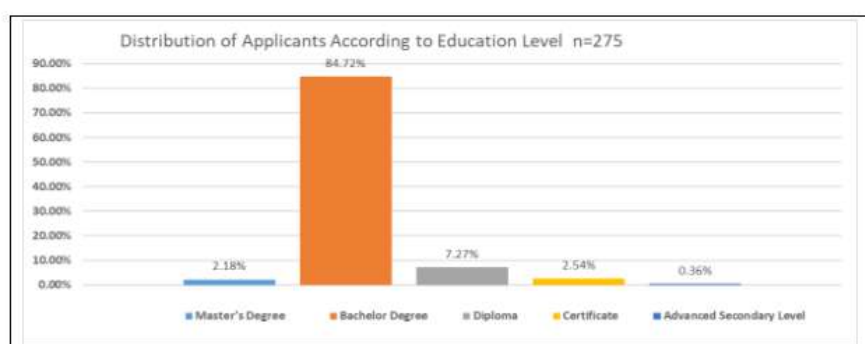
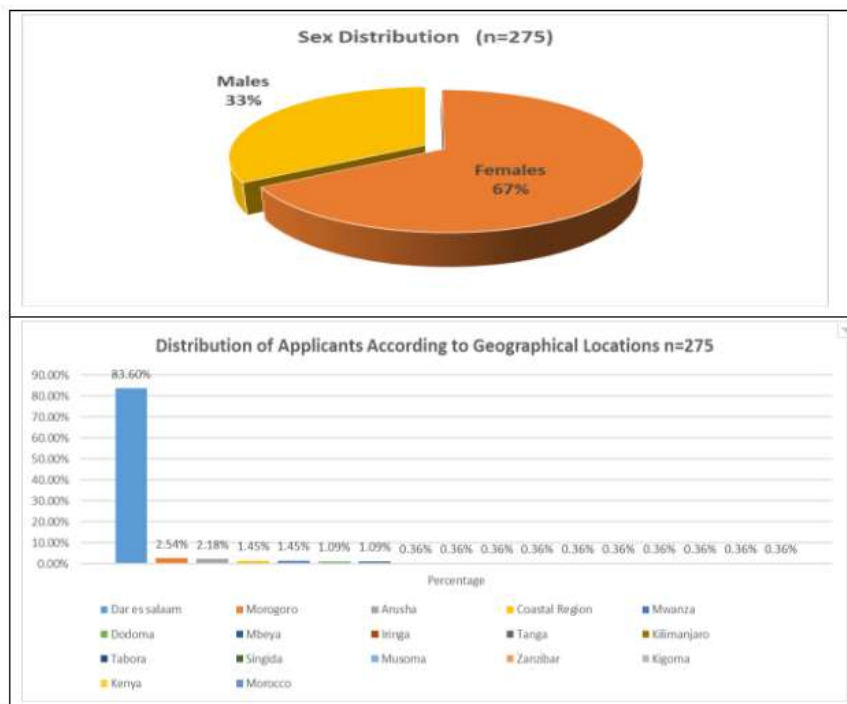


Mwisho wa kutuma maombi ni
20/9/2022

TO PURSUE WOMEN'S ECONOMIC EMPOWERMENT AGENDA THAT IS INCLUSIVE THROUGH GREATER AGENCY, EQUAL OPPORTUNITIES, ACCESS, AND CONTROL OF RESOURCES.

This program comes as an extension of the volunteering program. After reviewing applicants' applications we learned that there was a need for imparting skills to more than 5 volunteers we intended to recruit. The challenges in writing cover letters and CVs, and Emailing skills has informed Her Initiative to conduct this program. More than 50 of the shortlisted applicants attended this virtual training, sessions include, Email writing skills, CV writing and revamping, negotiation and persuasion skills, interview techniques and problem-solving. This aids to increasing women's productive capacity and access to employment through their carriers

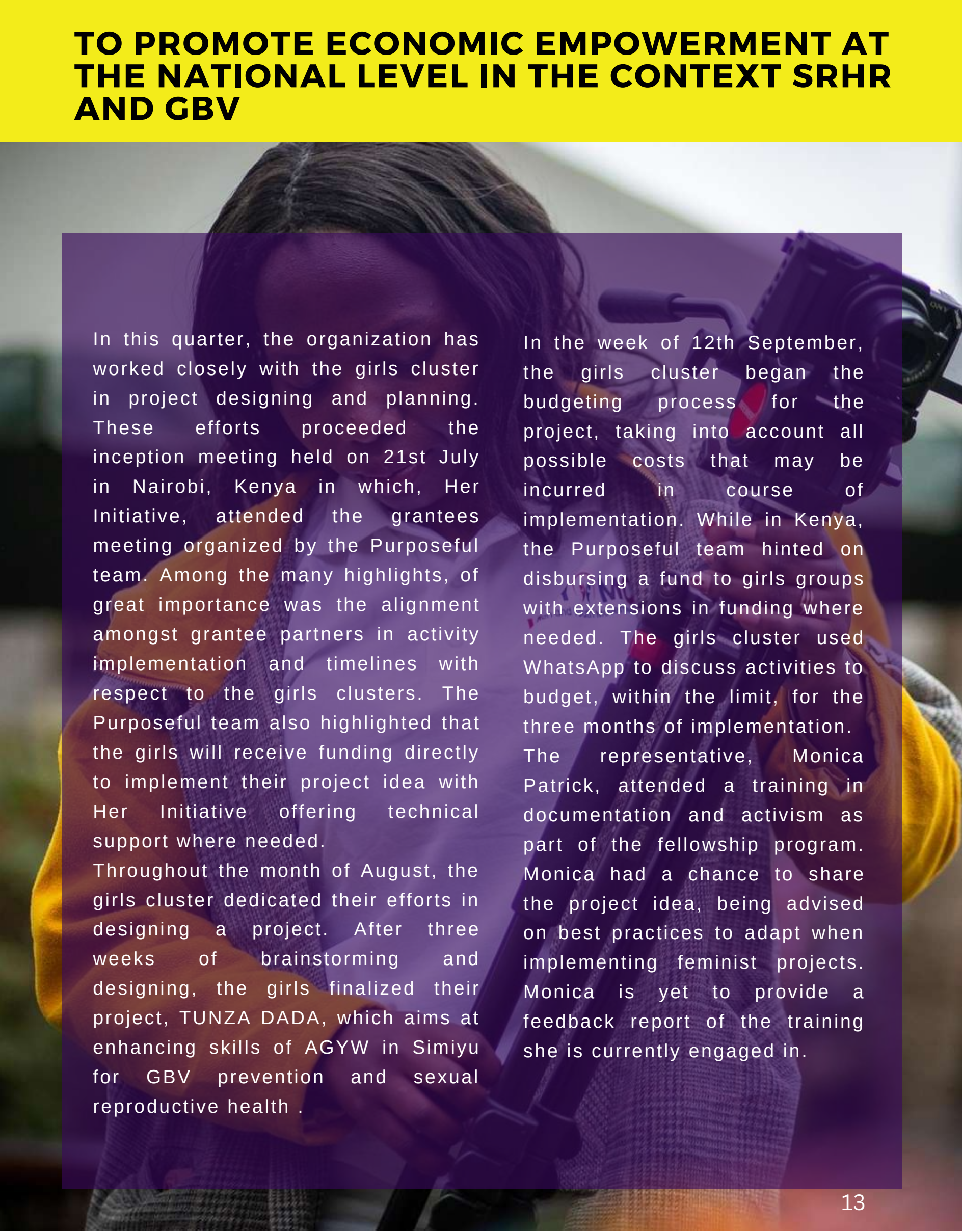
Great scholastic accreditations were adequate for a remunerating vocation, however today, understudies need to evaluate the expert scene and set themselves up, as sharpen their employability skills to pick up and hold their activity. In this program, we received 275 applications from young women and men participating in the program. This causes a challenge of insufficient resources to handle a large number of applicants, thus we managed to involve only 52 out of 275. The following are the analytics of the applicants.





**Yes To Financial
Freedom!!!!**

TO PROMOTE ECONOMIC EMPOWERMENT AT THE NATIONAL LEVEL IN THE CONTEXT SRHR AND GBV



In this quarter, the organization has worked closely with the girls cluster in project designing and planning. These efforts proceeded the inception meeting held on 21st July in Nairobi, Kenya in which, Her Initiative, attended the grantees meeting organized by the Purposeful team. Among the many highlights, of great importance was the alignment amongst grantee partners in activity implementation and timelines with respect to the girls clusters. The Purposeful team also highlighted that the girls will receive funding directly to implement their project idea with Her Initiative offering technical support where needed.

Throughout the month of August, the girls cluster dedicated their efforts in designing a project. After three weeks of brainstorming and designing, the girls finalized their project, TUNZA DADA, which aims at enhancing skills of AGYW in Simiyu for GBV prevention and sexual reproductive health .

In the week of 12th September, the girls cluster began the budgeting process for the project, taking into account all possible costs that may be incurred in course of implementation. While in Kenya, the Purposeful team hinted on disbursing a fund to girls groups with extensions in funding where needed. The girls cluster used WhatsApp to discuss activities to budget, within the limit, for the three months of implementation. The representative, Monica Patrick, attended a training in documentation and activism as part of the fellowship program. Monica had a chance to share the project idea, being advised on best practices to adapt when implementing feminist projects. Monica is yet to provide a feedback report of the training she is currently engaged in.

TO PROMOTE ECONOMIC EMPOWERMENT AT THE NATIONAL LEVEL IN THE CONTEXT SRHR AND GBV



Conducting advocacy on Sexual and Reproductive Health Rights (SRHR) and Gender Based Violence (GBV)

In this quarter, Her Initiative team attended the meeting with PCCB, the concern of the meeting was to initiate the campaign to end sextortion in Tanzania by reviewing the country's law on the aspect, the concession with PCCB is to partner in the spearheading of this campaign to the youth.

participation on feedback sharing and strategizing meeting with the anti sextortion technical committee coalition

Through the Coalition Against Sextortion Her Initiative participated in feedback meeting of the prevention and control of corruption act, cap 329, which was organized by Women fund Tanzania trust, members of coalition shared list of section which were identified which are 15(2),16(3) 17(2) 20(3)21(2)22, 23,24,27,(3)28(1) and (2)29,33 34(1)37 and 52(3)

Women fund Tanzania trust were among the member of the coalition who attended and successfully they were able to give feedback and the recommendation of these sections from PCCB as well as other government sector but also the way forward as proposed by PCCB, another identified area of the amendment as discussed by the member of coalition is section 25, second to deepen a collective understanding of women's rights actors and coalition members on the role of the task team in continuing to influence the review process, as well as to identify new coalition member, after all these discussion and feedback the technical committee agreed to have another meeting on 6 October which will carry the following objectives.

TO PROMOTE ECONOMIC EMPOWERMENT AT THE NATIONAL LEVEL IN THE CONTEXT SRHR AND GBV



Participation on EAC sexual reproductive health bill coalition

Her initiative has continued to participate on the coalition by sharing the content on our social media handles, the aim of this bill is to facilitate the fulfillment of the life course on sexual and reproductive health and human rights but also the provision of progressive realization of integrated sexual and reproductive health information and services as part of universal health coverage of each partner state.

Supported the Adoption of Home-based Care Services

Through the AGYW's economic empowerment groups in FIKIA+ project, the organization arranged the system which will help the AGYW to easily access essential ART services delivered at each level of health care, from home care to community-level participation. The meeting facilitated the delegation of responsibilities for specified services to our Field Assistant Volunteers, who act as primary care providers to deliver some aspects of HIV care, and develop effective communication and referral systems to closely link primary providers to more specialized HIV services that could begin to address the need for HIV expertise in resource-poor settings. The Volunteers will continue to help the PLHIV by carrying out clearly defined tasks such as treatment adherence counseling, supporting patient self-management, and providing counseling and testing and prevention services.

TO PROMOTE ECONOMIC EMPOWERMENT AT THE NATIONAL LEVEL IN THE CONTEXT SRHR AND GBV



Enhanced the Extension of SRH Education into Peer Groups in Mwanza

Her Initiative through FIKIA+ project the Adolescent Girls and Young Women were guided them to brainstorm potential solutions to reducing the existing inequities hence controlling AGYW's vulnerability to HIV and SRH issues. Which furthered the discussion on the combination of HIV prevention (biomedical, structural and behavioral approaches), with a special focus on the biomedical aspect of the three key elements. This particular session highlighted Treatment as Prevention, updates on CURE research, PEP (post-exposure prophylaxis), oral PrEP (Prep Exposure Prophylaxis) and other exciting diverse PrEP options underway including the injectable Pre-Exposure Prophylaxis and the Dapivirine vaginal ring.



Utilization of Digital Platforms to Provide Sexual Reproductive Health Education

SRH Forum on Twitter Space

Through twitter space platform Her Initiative has successfully reached 110 people including SRH education champions, Adolescent Girls and Young Women, and Stakeholders and discussed the influence of economic empowerment on HIV prevention, care and services.

This forum has contributed to addressing the importance of women economic empowerment in the HIV comprehensive response. Through the discussion in the forum, the participants highlighted how financial dependence perpetuates the prevalence of risk behaviors that may lead to HIV infections. Among of the issues are cro-generational sex, Transactional sex. Therefore, it have been agreed that in order to act on new HIV infections, the community, government and other stakeholders should make sure that Adolescent Girls and Young women should be imparted with financial based knowledge, skills and access to resources which will help them to overcome the risks

SRH session on Elimika weekend Platform . (twitter platform)

Through this forum we wanted to hear youth voices on how we can empower the AGYW financially, so that they become less vulnerable to HIV and AIDS. The forum was aiming at addressing problems on social, cultural, behavioral, and biomedical risk factors of HIV but also, the economic risk factors that can cause AGYW's reliance on transactional sex.

The bridge between AGYW economic dependency and HIV vulnerability is very complex and operates at an individual, interpersonal, family, and societal level. Those who live with HIV may find themselves more likely to experience acute stress and resort to risky coping strategies that increase the risk of getting more diseases; for example, an adolescent girl may exchange sex for material resources to meet her basic needs. In addition, financially dependent individuals may also live in locations that are prone to unsafe sexual behavior, have fewer support services, and offer weaker legal protections for the most vulnerable.

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*A Girl who is Financially
independent is Confident*”

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BUILD A SUSTAINABLE, RESILIENT, AND COMPETENT ORGANIZATION THAT SUPPORTS OUR EFFORTS TOWARDS REALIZING HER INITIATIVE'S VISION, MISSION, AND STRATEGIC GOALS.

Her Initiative undertakes and coordinates various retraining, capacity building, and employability training sessions aiming both within the team and external training sessions, aiming at creating a strong organization with a great team that is able to endeavor to achieve the strategic goals and objectives of the organization with competent performance. Whilst achieving the target, the following activities has been conducted;

Attended Mid-Year Review Meeting

In August, her initiative team participated in the review of the organization's progress from January to June 2022. The review was attended by all staff members. The activity was also facilitated by Rahma Bajuni as a consultant. As a department, our attendance has provided many insights, especially around the performance of the organization based on the organization's thematic area and indicators. Also, the review helped to create new plans on how to implement projects, programs, fundraising, and monitoring and evaluation of organization progress.





BUILD A SUSTAINABLE, RESILIENT, AND COMPETENT ORGANIZATION THAT SUPPORTS OUR EFFORTS TOWARDS REALIZING HER INITIATIVE'S VISION, MISSION, AND STRATEGIC GOALS.

Mid-Year staff Retreat Program

This quarter Her Initiative conducted activities are fair game for discussion and improvement of everything from individual life or personal life to office management, record keeping and personnel issues. The point was to get people's views about your strengths and weaknesses on the table so we can plan how to do a better job. Clearly, the discussions were frank and free-flowing, and even sensitive issues brought into the open.

The activity helped to build personality profiles, revealing the team's varied interpersonal styles and providing a nonjudgmental way to talk about how specific characteristics lead to different ways of thinking and working. The staff managed to conduct team-building exercises that draw on the diverse strengths of all team members showing how different personalities can work together effectively. On the other hand, exercises, such as playing team sports during the retreat, also helped increase respect, rapport and understanding. The team building retreats clarified roles and expectations, ease tensions, and identified the unique contributions of each staff member. The staff members provided a mix of reflection and renewal in a comfortable, creative atmosphere.

To Attract and Recruit a Competent, Inclusive, Reliable, And Diverse Team

Recruitment of new Volunteer

In Attract and Recruit a Competent, Inclusive, Reliable, And Diverse Team, Her Initiative recruited 5 volunteers. This came as a continuation of an every year program that focused on providing practical training to fresh graduates, by engaging them in real-life workplace activities, based on their areas of expertise, as well as providing capacity-building sessions that have helped them obtain employability skills.

Volunteers Orientation

The 5 Volunteers who were recruited after passing the interview project were included in training and coaching by being attached to the organization's departments. This training is helping the volunteers to be able to familiarize with the organization's activities and operations. Also, they are able to be imparted with Monitoring and Evaluation, Finance, communication, partnerships and resource mobilization skills. We are hoping that these skills will help them in seeking formal employment, in the hopes of helping them reach their full potential in their careers, further contributing to decreasing the unemployment rate in Tanzania.



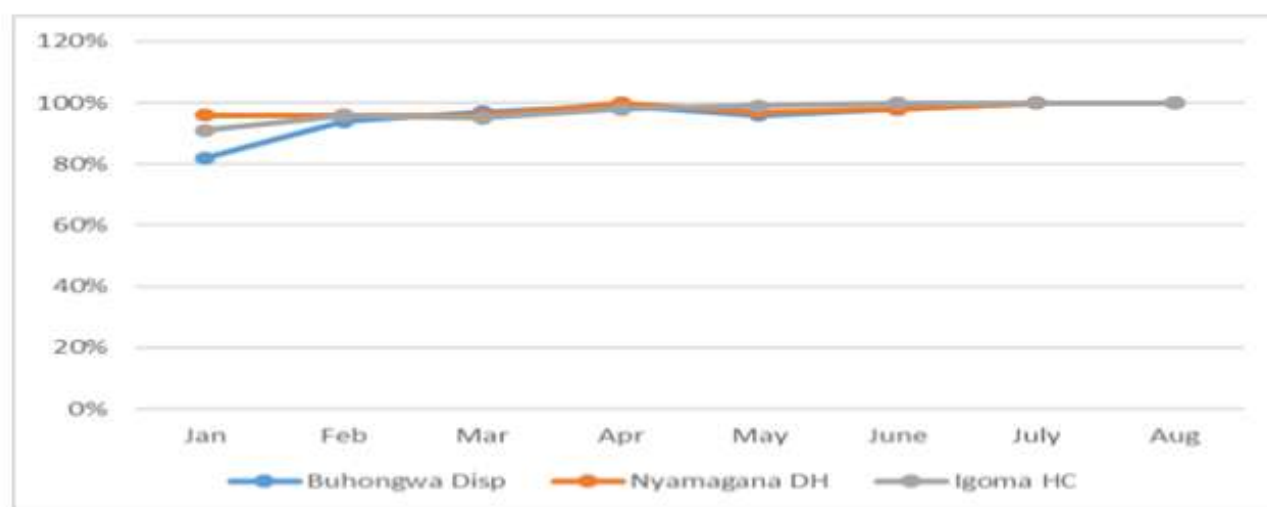
To Consistently Track, Record, And Communicate The Impact Of Our Work To Our Partners And Beneficiaries.

In this quarter, the team has conducted FIKIA+ final evaluation and film documentary in Mwanza region.

FIKIA+ Final Evaluation

In Her Initiative, project evaluation is a valuable tool for program management to seek to strengthen the quality of our outcomes and improve outcomes for our beneficiaries. In this quarter Her initiative managed to conduct an end-line evaluation for the FIKIA+ project. Apart from using the evaluation results for providing feedback to our beneficiaries, some of the benefits of evaluation include: Enhancing the chance that the initiative's goals and objectives are being achieved. Determining value for money that is allocated resources are yielding the greatest benefit for beneficiaries and stakeholders.

The results indicate that, the changes in the AGYW's adherence to treatment from above 10% number of Mishaps up to 100% attendance of all appointments. This shows great improvement in ART retention in mentioned health facilities. This result proves the effectiveness of the FIKIA+ project through the group meeting approach. The project activities enhanced treatment adherence by carrying out clearly defined tasks such as reminding our clients about treatment appointments, counseling, supporting client self-management, and providing counseling services. The below graph shows the contribution of intervention in health facilities in the Mwanza region.



**Figure : Treatment adherence trend in facilities during the project implementation
Filming of FIKIA+ project Documentary.**

In this quarter, Her Initiative produced a stories of a young women living in Africa whose dreams and ambitions have been shuttered in a blink of an eye, early marriages, early pregnancies, and limited access to SRH information services act as bottlenecks hindering young women and girls from unleashing their potential and achieving their dreams.

The documentary will give the average person access to crucial information about the Challenges of Adolescent Girls and Young Women in Tanzania. The organization used the film approach as a way of communicating feedback to the stakeholders on girls' development. For individuals or groups, this documentary will help to raise discussions on the improvement of girls' lives and to find inspiration to make the world around you a better place for everyone.



QUARTERLY PROGRESS

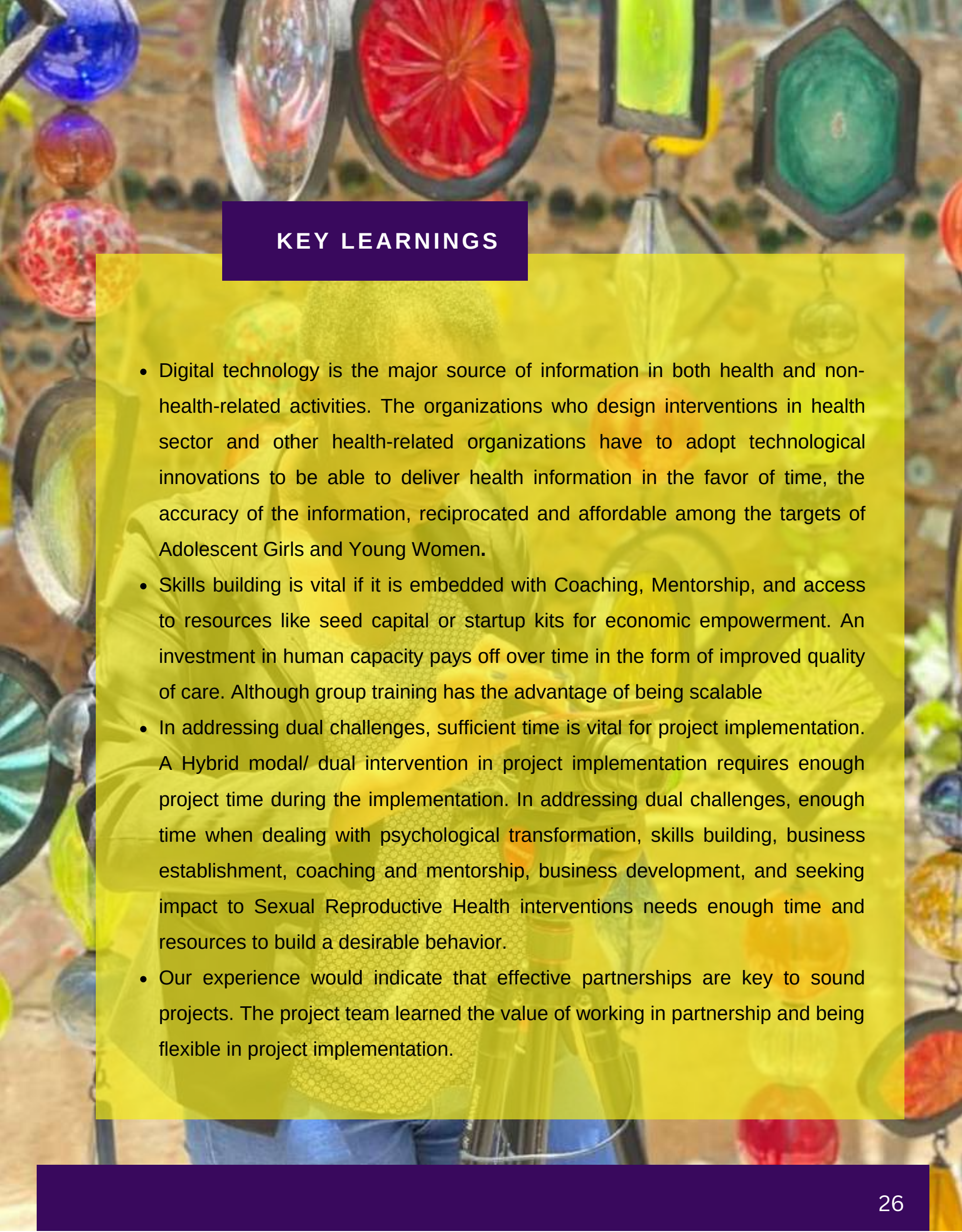
ACHIEVEMENT

- 65 Adolescent Girls and Young Women were reached through Offline SMS Modal and 183 contents were disseminated
- 179 AGYW has been introduced to the new phase of Panda on the ground out of 70 AGYW anticipated.
- 1 online platform has been created on Telegram
- for the beneficiaries of Panda Digital Online model to access the market for their products or services.
- Over 50 Youth have received Employability skills through Volunteering Boot camp.
- 5 Recruited volunteers have joined Her initiative team in different departments
- 9 New Adolescent Girls and Young Women(AGYW) were joined in economic empowerment groups in Mwanza through the FIKIA+ project. This adds up to 103 Adolescent girls and young women joined in groups in FIKIA+ Project.
- Joined to new 2- coalition with HIVOS, EAC SRH, and Gender and Digital skills working group led by DOT Tanzania
- Reached more than 1.7 million people in all social media platforms
- Approximately 1 Million people were reached directly through mass media platforms and online blogs



CHALLENGES

- The rising of internet charges has affected technological innovation in facilitating the increase of the channels of SRH education and Adolescent girls and young women to access economic empowerment sessions on Panda Digital Platform.
- Limited time in project Implementation affects the quality of interventions. This is associated with donors preferring a short-term contract in project implementation. For example, our economic empowerment model requires above 12 months for it to be effective but the limited project time has driven the organization to apply the modal in a different approach that requires extra resources.
- Limited number of partnerships due to a bureaucratic process of joining the platforms/coalitions
- Unavailability of National Legal documents on accessible platforms has affected the progress of the organization, particularly in areas of compliance with donors. This has also increased the possibility of delaying fund disbursement.
- Needful linkages between Her Initiative and Government authorities
- Delay in disbursement of funds from donors consequently causes a delay in the implementation of planned activities and this quarter's plan.
- After candidates were shortlisted to get the employability skills training and being interviewed the finance department did not get a competent finance volunteer.
- Limited resources to accommodate foreign Volunteers who applied for our volunteering program in Her Initiative



KEY LEARNINGS

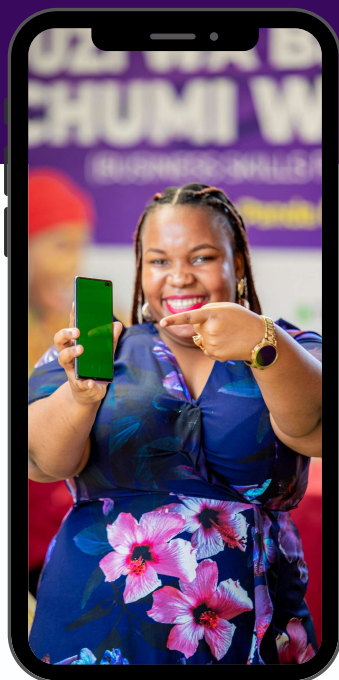
- Digital technology is the major source of information in both health and non-health-related activities. The organizations who design interventions in health sector and other health-related organizations have to adopt technological innovations to be able to deliver health information in the favor of time, the accuracy of the information, reciprocated and affordable among the targets of Adolescent Girls and Young Women.
- Skills building is vital if it is embedded with Coaching, Mentorship, and access to resources like seed capital or startup kits for economic empowerment. An investment in human capacity pays off over time in the form of improved quality of care. Although group training has the advantage of being scalable
- In addressing dual challenges, sufficient time is vital for project implementation. A Hybrid modal/ dual intervention in project implementation requires enough project time during the implementation. In addressing dual challenges, enough time when dealing with psychological transformation, skills building, business establishment, coaching and mentorship, business development, and seeking impact to Sexual Reproductive Health interventions needs enough time and resources to build a desirable behavior.
- Our experience would indicate that effective partnerships are key to sound projects. The project team learned the value of working in partnership and being flexible in project implementation.

HER INITIATIVE ON MEDIA

MEDIA WALL & LINKS



LAUNCHING OF PANDA SMS



More than 1 Million people and young women in particular have been informed about this movement through media reports. The platform provides learning, training, and business skills and opportunities, as well as advertisement for the products by using a Swahili SMS model that does not need access to internet services, but rather the Artificial Intelligence offline SMS only. The launching of Panda AI SMS was attended by several mass media including, EATV, CLOUDS MEDIA, MWANANCHI, WASAFI TV, THE GUARDIAN, BONGO 5 BLOG, NAMBIETZ and THE CITIZEN.

EXTERNAL NETWORKING AND PARTNERSHIPS EVENTS

Organizers	Our Position	Core Agenda
EAC SRH Bill coalition network	Coalition member	Raising awareness among young women through our online platforms, Instagram and Twitter, by sharing the collectively designed content supporting the online campaigns.
Msichana Initiative	Invitee	Creating safe spaces for girls and young women affected by Gender Based Violence by linking them to medical and mental health services, and legal aid. Sensitization to girls and young women in Tanzania rural on GBV; awareness raising, linkages and channels and documenting their stories on GBV Documenting the resistance stories of girls and young women in Tanzania.
The Gender and Digital skills working group led by DOT Tanzania,	Coalition Members	Inception Meeting
TAYAH COALITION AND UNICEF TZ	Invitee	BINTI campaign, urges the parents and community to eliminated early marriage among daughters in Tanzania
Jakaya Mrisho Kikwete Foundation and YUNA Tanzania.	Invitees	Youth Expo:designed to build capacity of the youth in areas of leadership capability, communication strategic, resource mobilization and business formalization.
Msichana Initiative	Stakeholder	To make a statement on the 1971 act of marriage

OUR PARTNERS

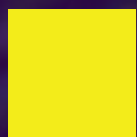


REMAKING THE WORLD
WITH AND FOR GIRLS



Kingdom of the Netherlands





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Address

10 Asmara street | House No 02, Mikocheni, Dar Es Salaam



Telephone

+255 734 283 347



Website

www.herinitiative.or.tz

