

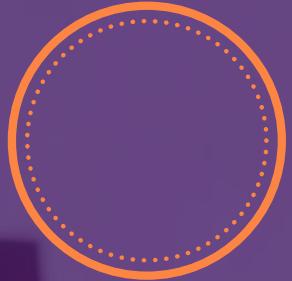


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MI WA KI
NESS SKILLS FOR THE DIGITAL
nitiada Digital na

HER INITIATIVE QUARTER FOUR REPORT 2022

www.herinitiative.or.tz

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Director

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MESSAGE FROM THE EXECUTIVE DIRECTOR



It is with great pleasure that I am inviting you to read our Quarter four report for year 2022, detailing our calendrical activities conducted with its corresponding finances.

As we enter the next chapter of our proud over 4-year history, my enthusiasm is bolstered by all of the life-changing work my team members do daily. Some of these monumental efforts are being seen in our Panda Digital project, and Youth Volunteering program. Contextually, financial resilience among young women and girls remains to be an area we are keen to continue pushing despite all the uncertainties we are facing in implementing our programs.

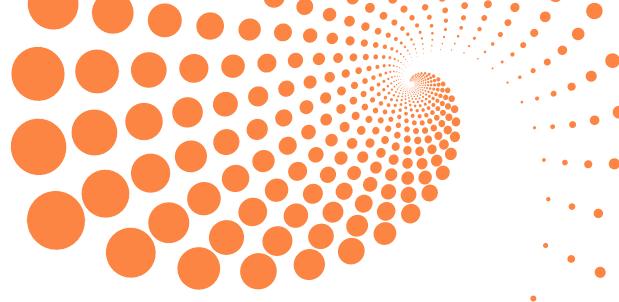
It is satisfying to know that we have the support of our local government, board members, donors and our community in acquiring the necessary resources to reach our goals. We therefore appreciate you for your continued support and trust. I and the entire Her initiative team are committed to living up to that trust as we work to fulfill our strategic objectives.

We continue to manage our organization around the evolving needs of our community and that puts us at the forefront of changing lives.

Wishing you all Good tidings of joy!

Lydia Charles
Founder and 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.

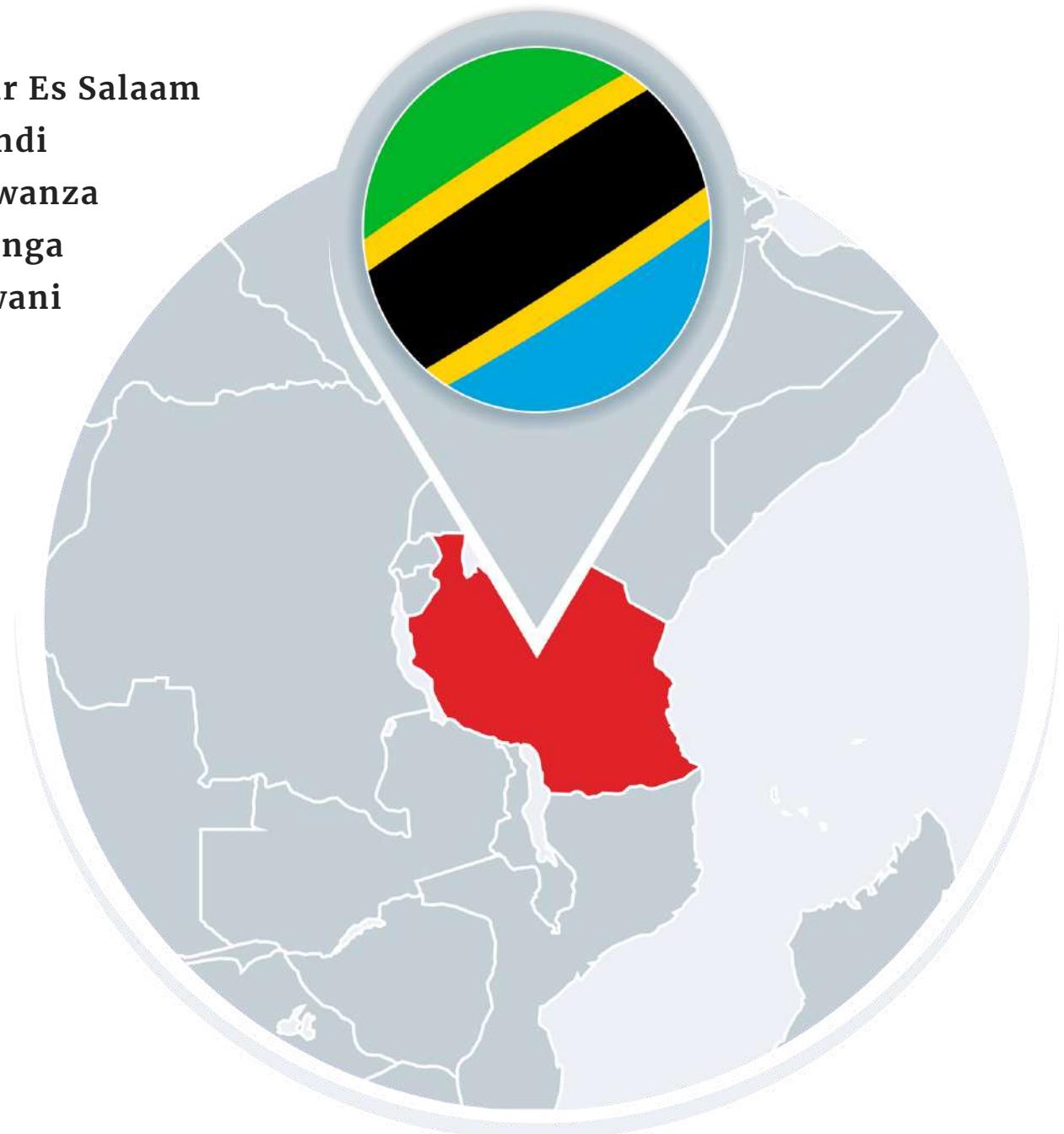
Vision: We envision an inclusive society where adolescent girls and young women have the power to choose and create opportunities for themselves and others

Mission: To promote financial resilience and digital inclusion amongst girls and young women and enable 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 the national level in the context of SRHR and GBV
3. Build a sustainable, resilient, and competent organization that supports our efforts toward realizing Her Initiative's vision, mission, and strategic goals.



QUARTERLY UPDATE

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

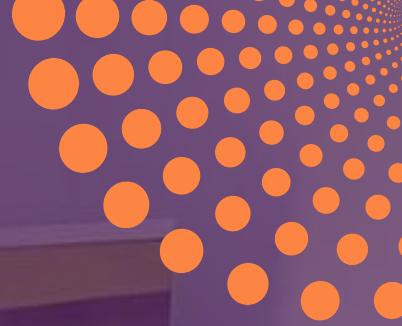
In developing training and skills development programs for women on various business skills and ensuring their integration in the selected businesses.

In this quarter, Her Initiative commenced a new season of Panda on the Ground project (PANDA 2022). In developing training and skills development programs for women on various business skills and ensuring their integration in the selected businesses, Her Initiative through Panda 2022 has done the following:

Formed New Partnerships for Practical and Theoretical Training

Through the Panda 2022 project, Her Initiative identified and scouted potential partners who were engaged as trainers for young women as practical and theoretical entrepreneurship trainers. The established partnerships were based on the needs of the Panda 2022 categories, i.e., agriculture, bakery, soap production, decorations, Nails, and coaching program.

These partnerships have helped Her Initiative with important connections and resources as we implement our interventions, plan for the future, and build our knowledge about what is needed in the area of entrepreneurship, changes and trends. Also it is helping during the mentorship and coaching sessions. Currently, we secured partnerships based on the following identified categories.



IDENTIFIED PARTNERS

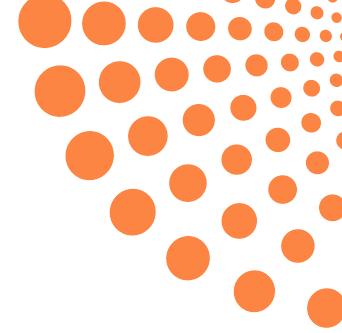
her CATEGORIES

Ennovate Ventures	Coaching
Leymax	Bakery Category
Rachel's Choice	Decoration
Lavy beauty products	Nails
Edmund -Consultancy	Financial Literacy
Clean King	Soap

Recruitment of Young Women Entrepreneurs for Practical and Theoretical Training

Through Panda On the ground Project (Panda 2022), Her Initiative recruited 27 young women entrepreneurs for practical and theoretical training in this quarter. The process of recruitment included different stages went including the release of the call of application and conducting interviews to select potential candidates for training. This was part of our process in tapping into development of knowledge and skills for women in various sectors to integrate in the selected categories of businesses.

This project recruited trainees who joined the 4th cohort of the program. In this process we received 200 applications of young women asking to be part of the project. The applications and selections were categorized into two groups; business owners and non-business owners. The business owners were recruited for the business coaching program to improve entrepreneurial skills through mentorship and coaching. On the other hand, the non-business owners were recruited for practical training, mentorship and linkages to financial resources. The application was based on their interest as they stated on their application from the categories of nails, decoration, bakery, soap production and agriculture.



The activity used to verify the need, commitment, motivation and availability of the candidates for the efficiency and effectiveness of the program. The final selection reviewed each candidate and decided whether or not a candidate should be selected, and gave the reasons why. The final selection was made by the panel which comprised the partners and members of the Her Initiative team. After reviewing all potential trainees and selecting 27 candidates for training, 61% were business owners and 39% were non-business owners.

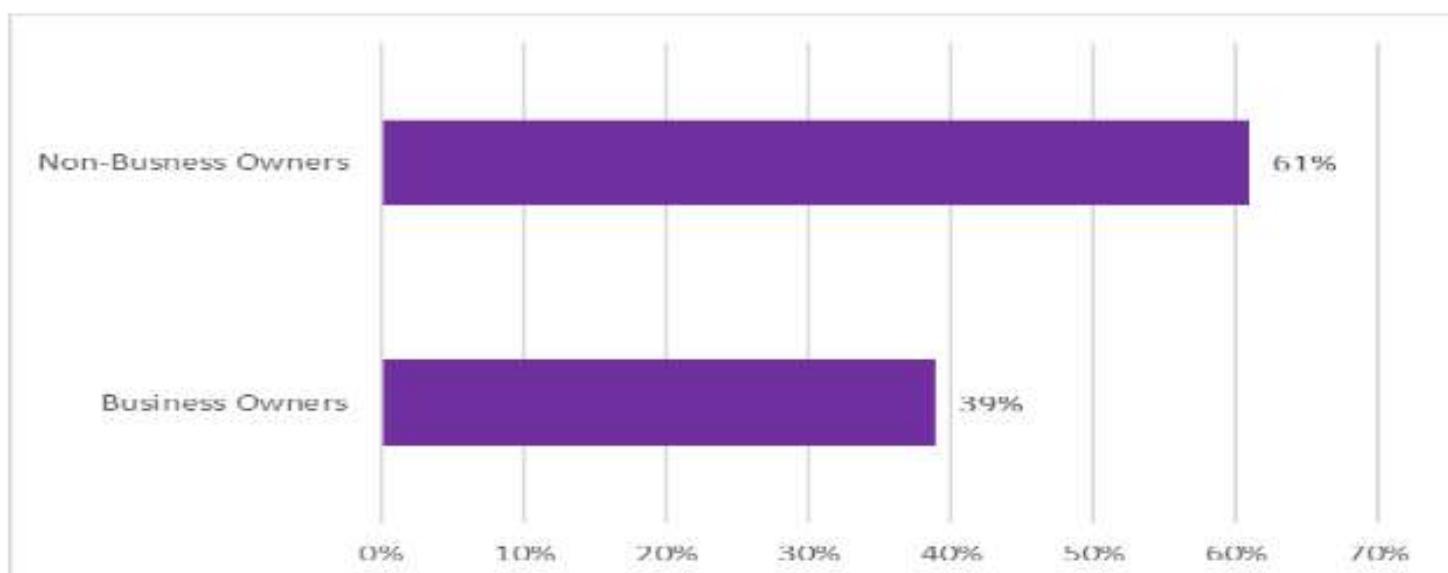
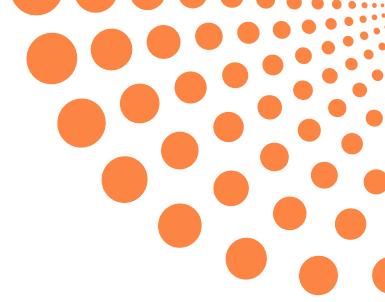


Figure1. Business owners and Non-Business owners.



Oriented Young Women Entrepreneurs for Practical and Theoretical Training

Through the Panda 2022 project, Her Initiative included non-entrepreneurial training to empower the agency of the 27 beneficiaries to make informed decisions. The session included life skills training, Sexual reproductive and health rights training, gender-based violence with an emphasis on sextortion, as well as strategic business communication. This knowledge was offered under the assumption that sufficient knowledge in SRHR and GBV has a direct influence on young women's success in entrepreneurial activities.

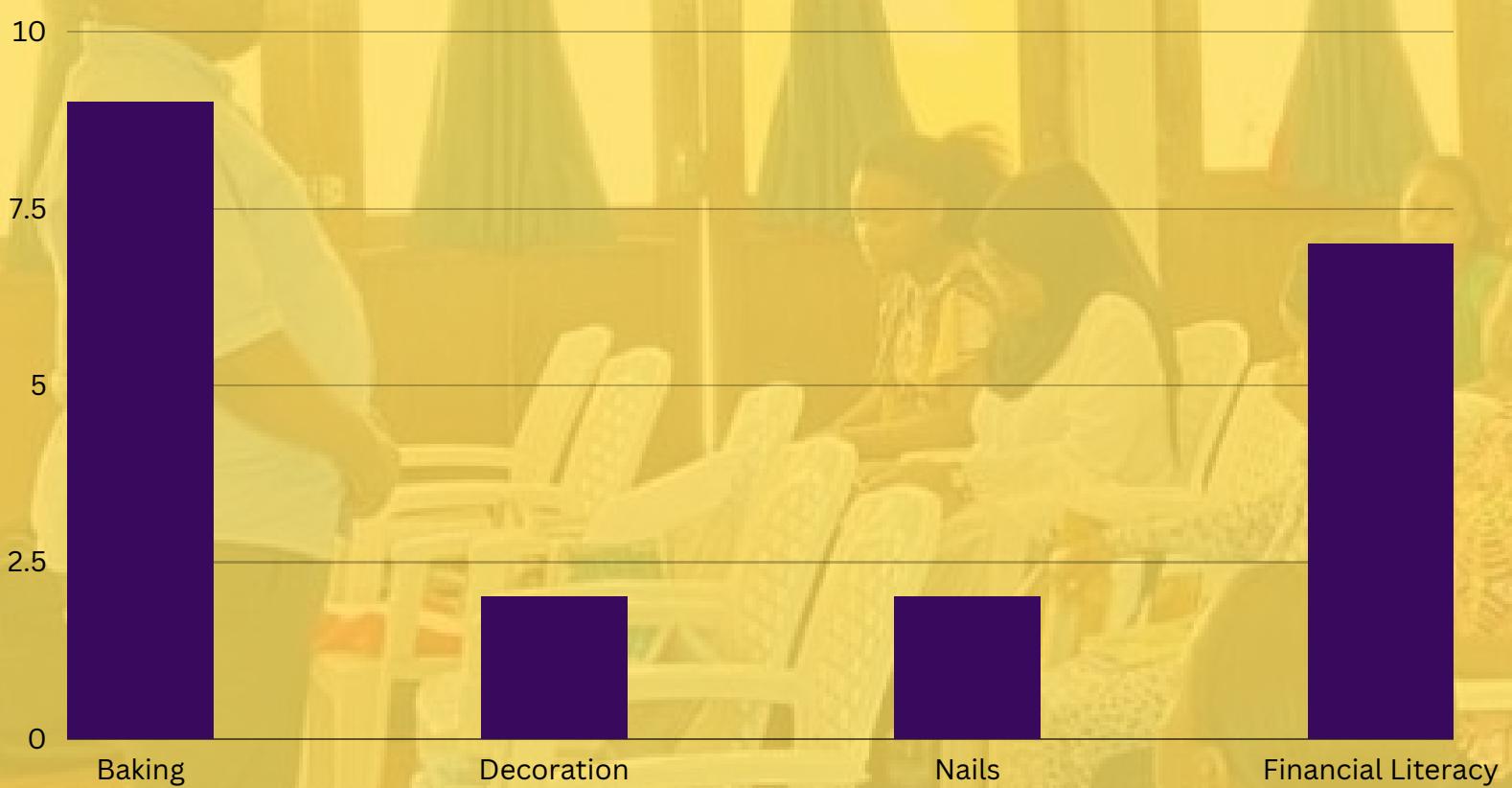
Again, the orientation helped to provide the beneficiaries with concise and accurate information to make them more comfortable in the program. The sessions also helped to encourage the beneficiaries confidence and help them to adapt faster to the program schedules. This has contributed to more effective and productive participation and as a result, it has improved trainees retention and promoted communication between the supervisors and the trainees.



Training sessions on different skills are conducted in this Quarter.

Panda 2022 Practical and Theoretical Training

In this quarter, Her Initiative successfully managed to develop training and skills development programs for women on various business skills and ensure their integration in the selected businesses. Through Panda 2022, the organization conducted a total of 20 training sessions to young women in Dar es Salaam region. The project is expected to impart entrepreneur skills through practical sessions in a timeline of 4 weeks per category. Until the end of this quarter, 27 young women aged between 18-35 years old had already started to acquire skills in the field of Decoration, Bakery, nails, and financial literacy as stipulated below:





Provided Young Women with The Skills Necessary to Generate Income by Starting and Running Businesses through Panda Digital Offline Modal.

This quarter, through the Panda Movement project, the organization managed to mobilize young women who are offline through Panda Digital SMS. After the launch in quarter 3, Panda Digital SMS mobilization continued with the aim to officially introduce the Swahili learning model known as PANDA DIGITAL SMS, aiming at enabling girls and young women to gain access to skills, opportunities, and resources necessary to launch and operate their own businesses in the digital economy.

The platforms provide young women with the skills necessary to generate income by starting and running businesses. Panda SMS is an offline mobile version of the Panda e-learning website designed for young women without internet access or smartphones to their own businesses, thereby encouraging young women's participation in the digital economy via SMS. This model offers a user-friendly method that does not require girls and young women to have smartphones or have access to an internet connection in order to benefit from the course and access opportunities. In this quarter the platform was successfully managed to reach 791 subscribers as stipulated in the table below.

PANDA SMS

Welcome, GENERAL

Home Subjects Users Biashara Tuma Fursa Tuma Cheti

791 Users Registered

43 Modules Available

1072 Served Content

0 Today Content requested

Latest Requests

- ASMA MFAUME, MTWARA
Hitimisho
Ili kufanikisha juhadzi za masoko na kufanya biashara yako kwa mafanikio, mfanyakishabashara anapasiva kuwa na ujuzi walau wa wastani kuhusu masoko mtandao. Baadhi ya stadi ambazo mf...
- ASMA MFAUME, MTWARA
Mbini za Masoko Mtandao
Mbini za masoko mtandaoni ni nja ambazo wafanyakishabashara/wafoto huduma au hata watu binatasi hutumia ili kufikia malengo yao mtandaoni. Zifuatizo ni mbini zinazolumika zaidi ni kuami.
- ASMA MFAUME, MTWARA
Mkakati wa masoko mtandaoni
Kama iliyoo kwa masoko ya ana kwa ana, soko imara la mtandaoni hujengwa na kufanikishwa kwa mitakati. Mkakati wa masoko ni mwongozo unaofanaua uelekeo wa masoko ya biashara yako. Mi...
- ASMA MFAUME, MTWARA
Majukwaa ya Mtandaoni ni nini?

Latest Users

- Sharon Ibrahim Dar 12 Jan 23
- STAMILI MBUGI Dodoma 10 Jan 23
- Stamili mbugi Dodoma 10 Jan 23
- 2 2 09 Jan 23
- Lilian Ioth 06 Jan 23
- Iptysam ditram Dar es salaam 05 Jan 23



Provided Young Women with The Skills Necessary to Generate Income by Starting and Running Businesses Panda Digital Online Platform.

In continuing to contribute to bridging the Gender Digital Divide and the Rural-Urban Digital Divide by developing and strengthening the existing online movement for young women to gain access to skills, knowledge, resources, and opportunities to accelerate business growth and achieve financial freedom, Her initiative developed Panda Digital, a one-stop platform for young female entrepreneurs in Tanzania to learn, improve skills, network, and have access to possibilities such as capital and markets. Thus, in this quarter, the organization continued to enhance the current online movement by building a welcoming and inclusive place for all groups of young women to gain skills, share information, and participate equally in the digital economy via the platform. Panda Digital online proves that the platform has continued to provide young women with the skills necessary to generate income by starting and running businesses Panda Digital online platform. The following analytics reveal that the total reach and disaggregation of the dissemination

Panda Digital Online Platform Q4 Analytics

Total subscribers	2901
New Users	392
Session served	509
New Visitors	88.7%
Returned visitors	11.3%

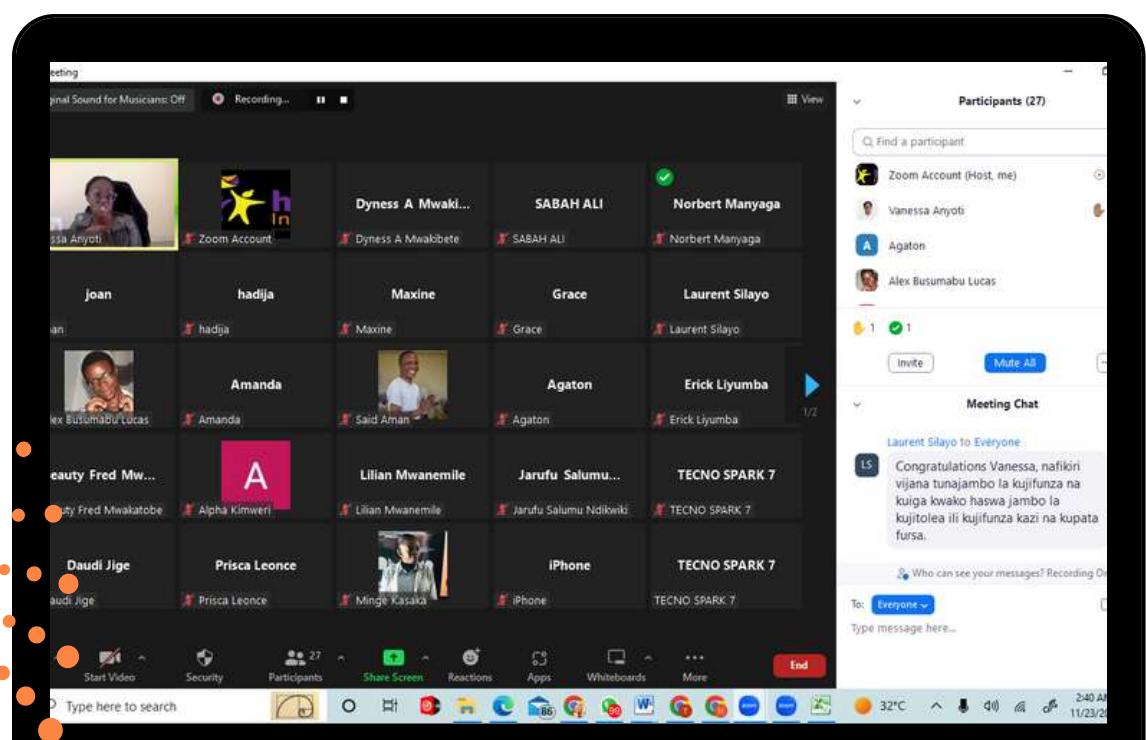
Strengthen women's agency by building women's ability to identify and act on economic opportunities, influence, and make economic decisions, and challenge social and cultural norms.

Created Women's Ability to Identify and Act on Economic Opportunities through Youth Employability Skills Boot camp.

Elimika Wikiendi session

Through our Twitter account, Her Initiative continued to impart skills to young people, women and girls in particular, through the Elimika wikiendi platform. The sessions deeply discussed bottlenecks hindering graduate youths' ability to acquire job opportunities in Tanzania. The aim of this session was also to contribute in finding solutions to insufficient employability skills among youth by addressing challenges that influence the scenarios.

Through this program Her initiative continued to support young women's ability to identify and act on economic opportunities, influence, and make economic decisions. The session was conducted online due to the fact that the learning sessions are always available in the platform regardless of time online and also the online approach hence a large group of young people from different geographical areas attend the session.



Online Zoom Training Sessions

In this quarter, Her Initiative with the partners managed to reach more than 30 young women and men with knowledge and skills based on interview techniques, CV writing, cover letter and email writing, problem solving skills as well persuasion and negotiating skills by professionals from different companies and organizations. The aim was to continue to contribute in finding solutions to insufficient employability skills among youth by addressing challenges that limit youth to secure formal employment

“To win in an interview you need to provide facts. If you say you are problem solver you have to state how you are a problem solver. You need to have a scenario to prove your skill” – Gloria Anderson



“Things to consider before the interview is How you write your cv, the font which will make it interesting to read, how you write your cover letter” – Rahma Bajun

“In email writing you must have a clear message, have a correct message, complete message, precise message, reliability, considering the recipient and the sender’s courtesy – Catherinerose Barreto



Findings from the Youth Employability boot camp Program

A total of 87 youth applied for the Employability Skills Boot camp. Among the applicant's various education levels observed, 69% of applicants had a bachelor's degree, 11.5% had secondary level of education and 10% of applicants were master's degree qualified. This implies that, youths fresh from universities with bachelor's degrees lack skills to make them more competent for landing job opportunities than other levels of graduates.

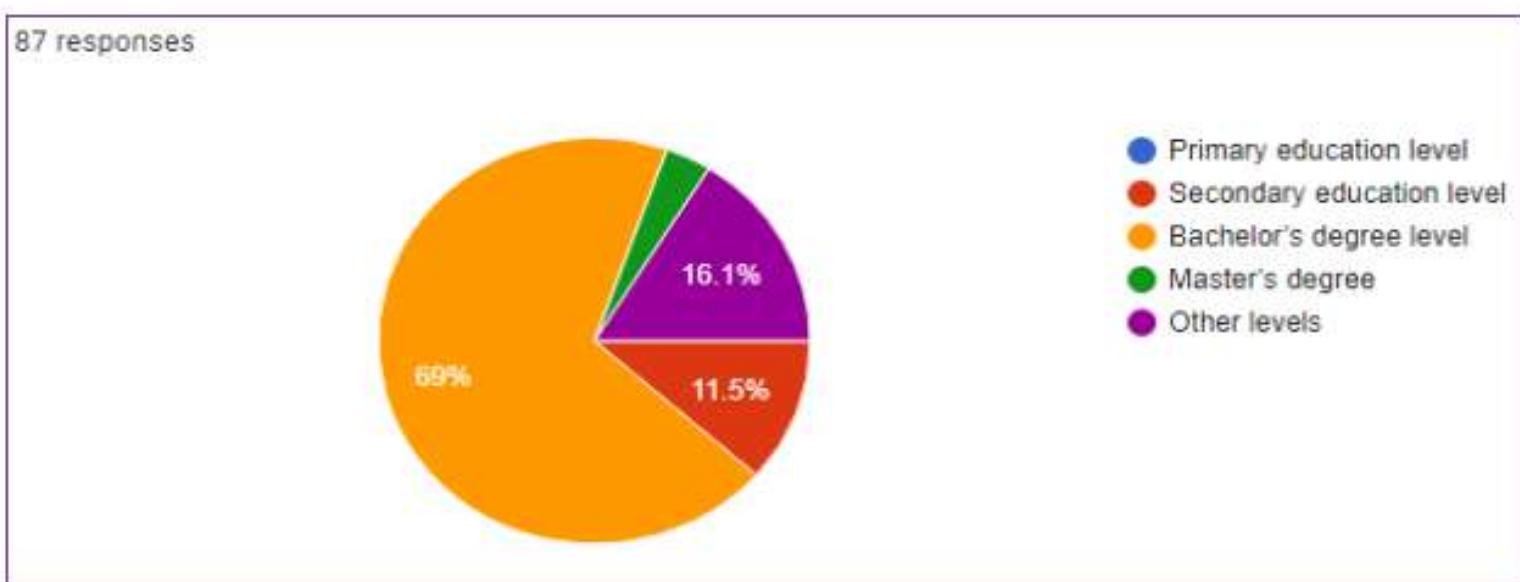


Figure.9. Youth employability bootcamp applicants' education level



Challenges facing Youths on searching for job opportunities

Majority of youth trainees had problems with interview techniques, which contributed to their unemployment due to failure to how they respond to interview questions. In this context, they also faced challenges in negotiation and persuasion, followed by CV writing and email writing challenges. This seems to be the biggest cause for youth's unemployment.

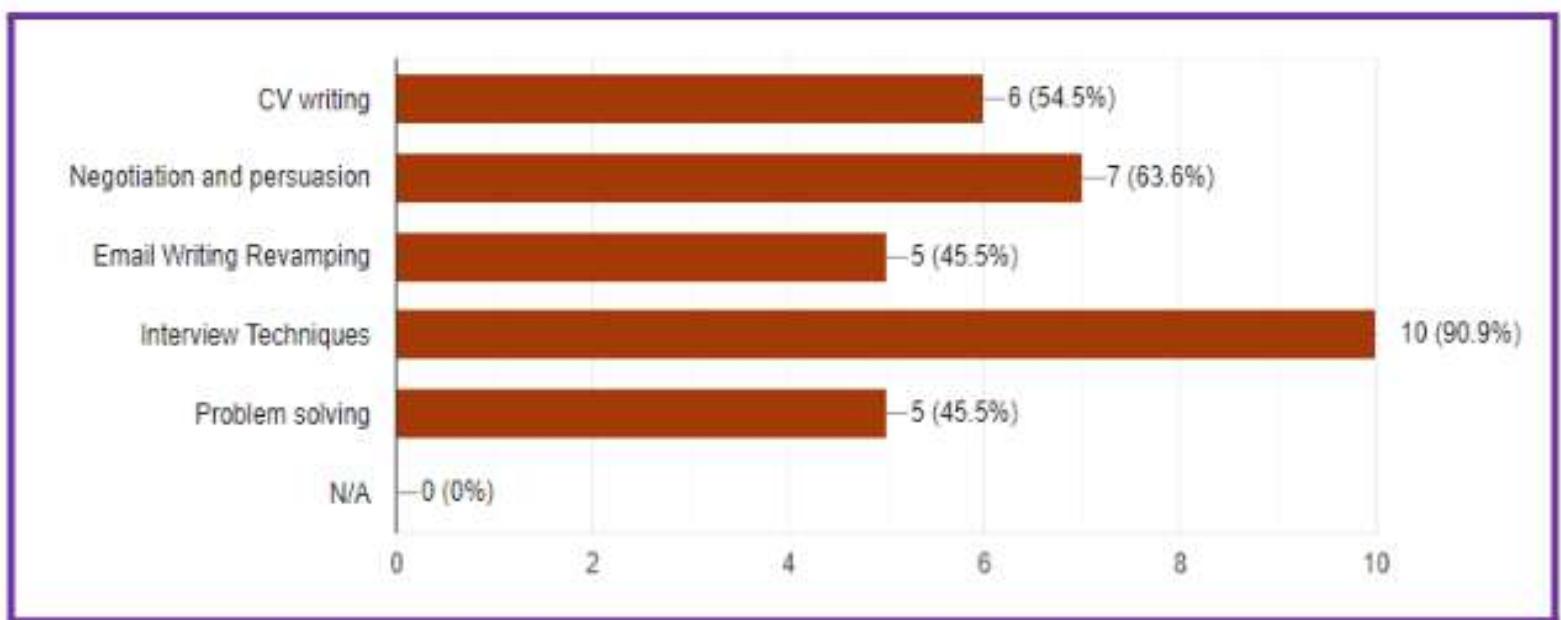
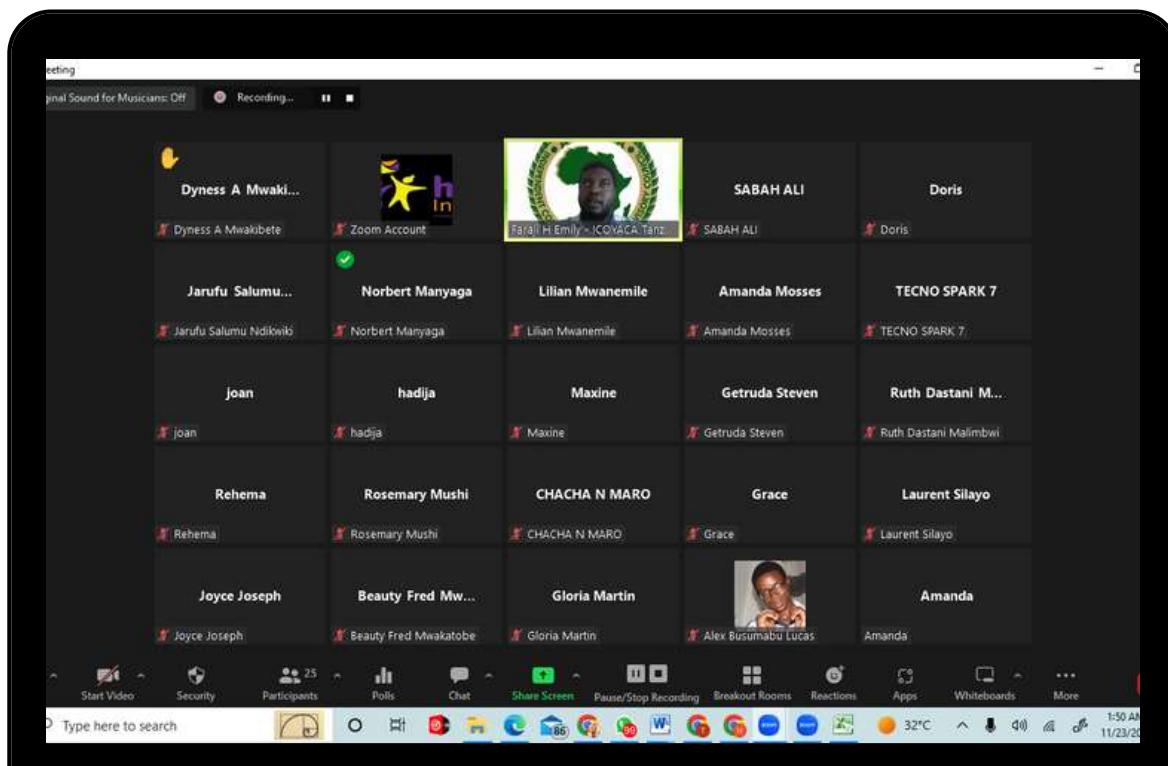


Figure 10. Shows challenges facing youth on landing job opportunities



Youth Employability Bootcamp Post training Results

The Employability trainees resolved the challenges encountered by youth in seeking for job opportunities. For instance CV writing challenges were resolved by 100%. 90% of trainees with challenges on negotiation and persuasion were resolved. 81% of trainees resolved their challenges in email writing and interview techniques and problem solving.

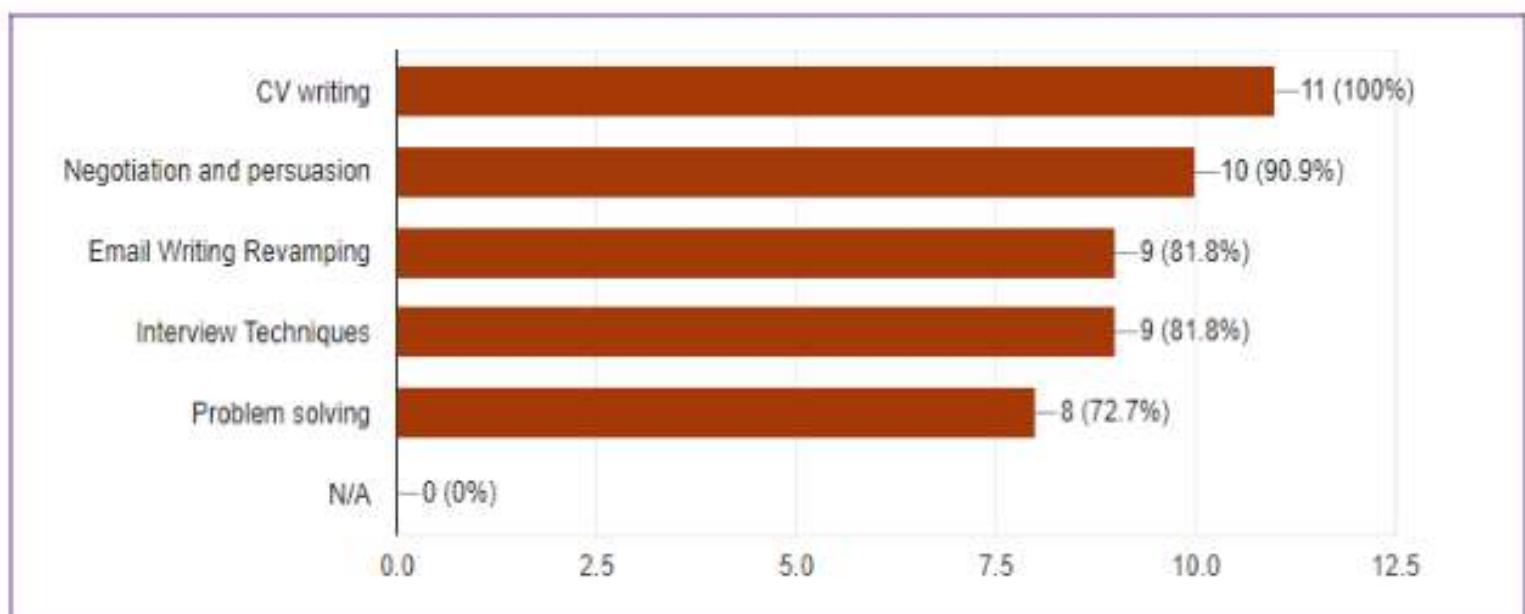
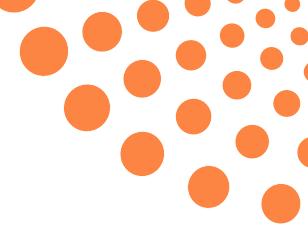


Figure 4. shows the challenges resolved among Youth employability trainees

Supported Created Women's Ability to Identify and Act on Economic Opportunities through Volunteers placement

Through the Youth Employability Boot Camp program, Her Initiative identified partners for training and the apprenticeship programs. In creating women's ability to identify and act on economic opportunities through Youth Employability Skills Boot camp. Her Initiative managed to engage four new organizations as partners for the training. They include; TASSAA, TEDI, EMPOWER and ENNOVATE Ventures to cover training in the prepared subjects.



For the placement program, Her Initiative successfully engaged 2 women led organizations and 2 companies out of the 13 that were approached for the placement program. More specifically, WiLDAF, Binti Salha Foundation and Serengeti Bytes.

This program was introduced after the organization observed that practical work experience teaches valuable soft skills, such as discipline, perseverance, teamwork, leadership skills, communication skills and problem-solving. Currently, employers are looking for these in candidates and they'll want to see proof. The placements also orient youth in leadership, teamwork and problem-solving abilities thus adding significant value to their candidacy.

On the other hand, the office placement helps young job seekers build their network and can provide them with contacts in their chosen field. These contacts can be extremely useful when it comes to hearing about job leads and interesting opportunities. In addition, if they impressed someone, he or she might be willing to write a letter of recommendation for a job or other programs.



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

Conducted community mobilization and advocacy on Sexual and Reproductive Health Rights (SRHR) and Gender Based Violence (GBV)

Introduction of Sextortion Champions

In advancing our efforts in promoting women economic empowerment within the area of SRH and GBV, Her Initiative through Panda Digital Movement introduced 10 champions to pioneer the movement. The voluntary champions assisted to sensitize the community and women entrepreneurs in particular on how to prevent sextortion within women entrepreneurs' working environment and how the victims can respond on it. Our organization also recognized the contributions of male champions in solving women based challenges by introducing 3 males out of 10 champions. It is our hope that by engaging men in addressing gender based violence and promoting women economic rights, they will offer significant contribution in leading the movement.



*It is a pleasure for me to be amongst 10 champions for sextortion campaign. I believe this is a chance for me to unleash my potentials and benefit my society by airing out my voice against all signs and acts of sextortion to young women entrepreneurs - Mary Abely
(Sextortion Champion)*

Supported the Activism to End Violence against Women & Girls Her Initiative through MKUKI Coalition

In understanding that, Violence against women continues to be an obstacle to achieving equality, development, peace as well as to the fulfillment of women and girls' human rights, Her Initiative through the MKUKI Coalition implemented a campaign aiming to prevent and eliminate violence against women and girls around the world, calling for global action to increase awareness, promote advocacy and create opportunities for discussion on challenges and solutions.

The activity engaged Minister of Health, Community, Development, Gender, Elders and Children, Dorothy Gwajima. The resolutions of the activity were based on reviewing the current global and national statistics of gender based violence and femicide, the government of Tanzania to add effort in fighting against GBV and Recommendations to stakeholders and the government on promoting women's rights against gender based violence.



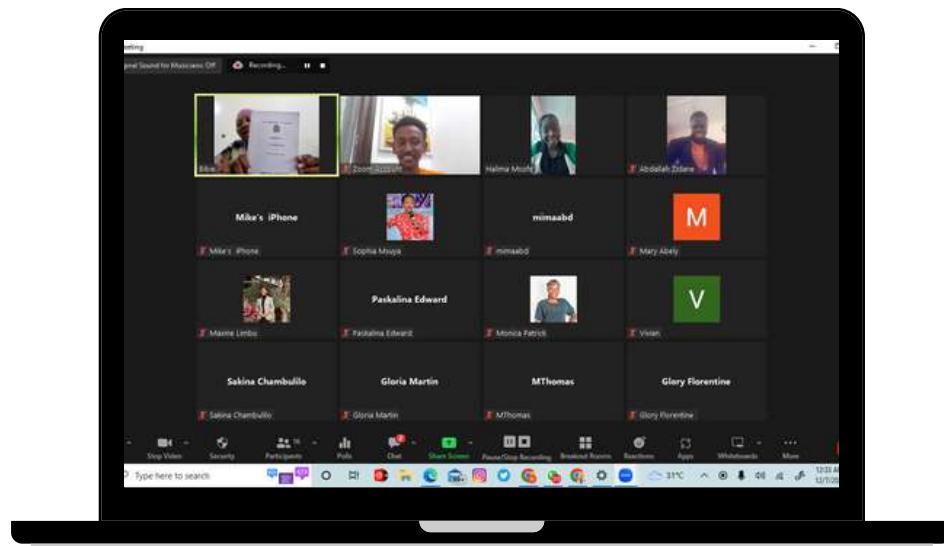
Collaboration with Launch Pad Digital

Through partnership with Launch Pad Digital, we managed to sensitize young women and men in Tanzania on fighting against online gender based violence (Cyber Bullying). The campaign was prepared to complement the 16 days of activism theme for the year 2022. The campaign prepared by Launchpad carried the theme, “UNiTE! Activism to end violence against women and girls!”. Her Initiative supported the campaign calls on activists everywhere to continue to “push forward” against the “push back” on women's rights. In this regards, Her Initiative is continuing to support the effort of recognizing the relentless work of grassroots activists, women's human rights defenders, survivor advocates, and individuals worldwide.



Sextortion Symposium

In this quarter, Her Initiative conducted an online symposium which was attended by a total of 20 people. The aim of the symposium was to hold a high-level dialogue with government leaders, CSO actors, development partners and young female entrepreneurs to discuss the best way to strengthen interconnectivity on movement, agenda and inclusion of young female entrepreneurs in responding to sextortion issues through inclusion. During the Symposium, former sextortion champion Monica Patrick was able to share her experience as a champion where she stated that all the things she was able to learn on sextortion she shared with other girls but the issue came on where the girls could report such cases if they actually happened to them.



“The sextortion campaign for 2022 is different from the one in 2021 in a sense that a lot of things have been updated. There is now a section on the Panda Digital website, where girls can report cases of sextortion but not only that but also the increase in the number of men who participate in the sextortion campaign as champions which will bring more impact to the campaign.” Halima Msofe Sextortion Champion



This symposium helped to address issues that situates violence against women and girls in the broader context of economic and social rights. Hence the PCCB representative helped to make people understand different forms of violence against women and girls and the enabling environment, attitudes, beliefs, and behaviors that perpetuate violence.

Increases access to legal and sexual reproductive health services, including an increase in women's awareness of their rights related to GBV, confidence to claim them.

Conducted a meeting with PCCB.

Through the Panda Movement project, Her Initiative conducted a learning session with PCCB to train the Her Initiative team on laws and principles under PCCB in general. The agenda of this meeting was to enlighten staff members on the Penal Code before implementation of the campaign, also to discuss on how Her Initiative can work with PCCB on the campaign against sextortion.



Launching of the ONGEA HUB Section

In this quarter, Her Initiative launched an online platform called ONGEA HUB. This platform is part of our Panda Digital website that helps girls to report cases and incidents of sextortion they encounter within their environments of business or out that negatively affect their humanity and wellbeing. The platform provides an avenue for young women and girls to report and get referral to legal assistance.

In ONGEA HUB, all contexts of sexual corruption, harassment and abuse that occurs in the field of business will be encouraged to be reported. It is due to the foundation we built in the previous campaign and seeing that young women are denied access to legal assistance to different social constraints. In this sense, this innovation will support the young women entrepreneurs in how to deal with the issues of sexual corruption by creating an environment with equal opportunities for every girl to establish a solid foundation for their creativity, dignity and respect a productive business community free of sexual harassment.



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

Supported our Team's Growth Through Staff Capacity Building Program SPSS training

In this quarter, the organization organized staff capacity building training on Statistical Package for Social Science. The aim was to introduce the staff to SPSS as the software application for analysis and further transfer skills in data coding, data entry, descriptive and statistical analysis. The overall goal is to structure data collection methods or tools, processing the data into information appropriate to the PMF to assess the projects. SPSS is innovative software that researchers majorly use, which helps them process complex data in simple steps. Working with complex data is a time-consuming process, but SPSS software can easily handle and easily operate with some techniques (provided by the software). These techniques help analyze, transform, and produce a characteristic pattern found between different data variables.

Organization Annual Review Workshop

Annual review workshop was a perfect opportunity to take a step back from the day-to-day work of the organization and spend some time thinking about the bigger picture. The activities during the retreat served as a time to rejuvenate the team, get everyone excited about a united mission, set goals for the upcoming year, and build bonds between team members



Staff Annual Retreat

As part of the organization's team-building initiatives, Her Initiative convened all staff for the annual retreat at Zanzibar. The organization's staff retreats take thought, careful planning, and participation from the whole team for the purpose of the time together to be a success. Every staff member was committed to the schedule and provided tips that made the staff retreat really count.

This staff retreat provided an opportunity for staff members to practice their presentation and leadership skills. Depending on the sessions, the activities were helpful to group people who don't work together all the time to build community across teams, and reduce silos. Also helped volunteers to continue to know the organization, and its vision.

As part of our organization culture, Her Initiative awarded the employee as part of a retreat program. Employee rewards have long been a cornerstone of Her Initiative. This was all the way on how our organization shows its appreciation for employees' contributions. The organization recognized the employees due to their achievements, exhibiting desired behaviors and milestones.

Board Annual Dinner

Her Initiative prepared an annual dinner for the organization's board of directors. This was the organization's special dinner which provided an ideal context for the collective recognition, appreciation, and celebration of the year 2022 successes and objectives achieved by a board of directors, staff team or the whole organization.

QUARTERLY PROGRESS

SUMMARY OF OUR ACHIEVEMENTS

- 788 young women imparted knowledge and skill on digital marketing, and business model canvas in contributing to bridging the Gender Digital Divide and the Rural-Urban Digital Divide through an offline model of learning and networking via an Artificial Intelligence-powered SMS system using USSD code.

788



- 1072 Panda SMS Content served to young women to gain access to skills, knowledge, resources, and opportunities to accelerate business growth and achieve financial freedom.

1072



- 43 Panda SMS modules were uploaded as a way to anticipate a financial skills gap among young women in Tanzania.

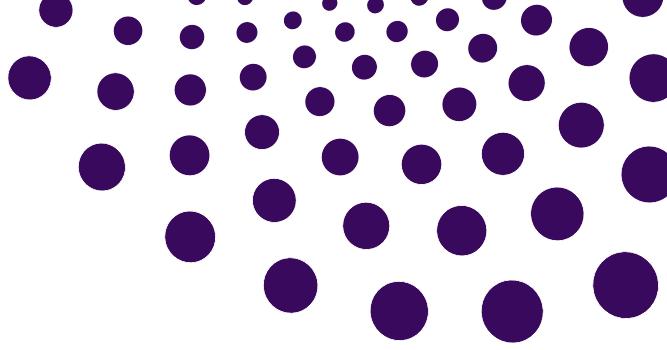
43



- 392 New Users reached through the existing Panda Digital Online movement for young women to gain access to skills, knowledge, resources, and opportunities to accelerate business growth and achieve financial freedom.

392





- 112 young women entrepreneurs sensitized on how to respond to sextortion challenges.

112



- 10,000,000 Reached through Online campaign in improve the existing movement's capacity and engagement among young women entrepreneurs on how to respond to sextortion challenges

10,000,000



- 56 youth and stakeholders were engaged through Symposium and online forum in discussion on how they can support young women entrepreneurs to respond to sextortion challenges.

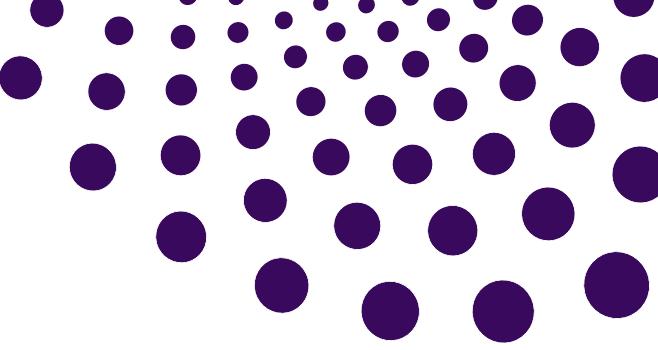
56



- 27 young women entrepreneurs increased entrepreneurial skills through Panda 2022 practical sessions leaning around different categories i.e decorations, Bakery and financial literacy.

27





- 1 new partnership was signed between Her Initiative and the Embassy of the Kingdom of the Netherlands to continue to collaborate on helping young women entrepreneurs shift from a traditional business into digital business operations.

1



- 2 days of staff of team building through annual staff retreat to build community across teams, and reduce silos

2



- 1 New feature called ONGEA HUB was launched in Panda Digital platform to help victims of sextortion to report cases.

1



- 7 Financial literacy sessions were conducted to 27 young women in Dar es Salaam region

7



- 13 Practical training sessions were conducted to Young women in Dar es salaam

13





CHALLENGES

- Low number of interviewee turnouts during Panda 2022 auditions. During the interviews, the turnover of the shortlisted beneficiaries was very low as compared to the total of the selected applicants. Only 40 young women attended the interviews as compared to the 100 that were invited. This led to the selection of only 24 beneficiaries out of the 50 young women who were expected as beneficiaries for the program.
- Difficult to conduct placement to the youth located in regions other than Dar es Salaam.
- Youth Placement capacity among the organizations seems small, resulting in fewer youth placements.
- The number of youth hoping for employability skills is large, on the contrary, the accommodation, and implementation of the activity require enough resources, including Funds, and expertise.
- Limited fund to run the implementation of project like Panda on the Ground, hence to the delay of some of the activities

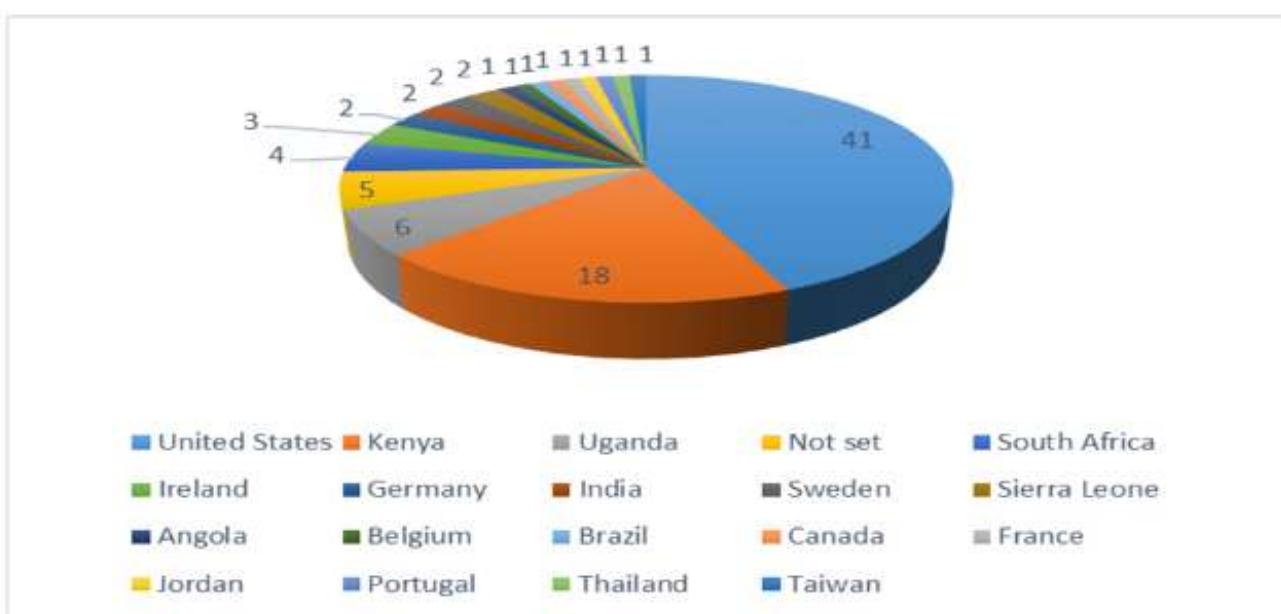
Key Learnings/Lessons learned in the 4th quarter.

- Theoretical knowledge is the foundation for all entrepreneurship training while practical training helps in the implication of the knowledge to the real environment. In collaboration with our partners, Panda 2022 offered the best of practical knowledge to the beneficiaries, creating a perfect blend of theoretical and practical knowledge.
- Youth requires consistent training, mentorship, and coaching sessions to make them eligible for employment acquisition.
- The program in the long run can help to reduce the rate of unemployment amongst the youth who are competent but face insufficiency of employability skills.

- It is crucial to develop the system and tendency of evaluating the HI's beneficiaries beyond the implementation phase of the projects, this enables long-run outcome measures of both short-term and long-term projects.
- Youth Employability skills training has to be continuous training for each HI's annual calendar to mold youth and graduates employable.
- Young women entrepreneurs face challenges which disrupts their business undertakings, most of the challenges are resulted by inadequate business and entrepreneurial skills, of which could be resolved for their business prosperity.
- Youth graduates require continuous training through the Employability skills Bootcamp in order to make them employable.
- Despite the efforts invested in fighting sextortion, young women still encounter the problem, thus a need to spearhead youth champions for reporting and raising awareness to the entire community.

Unexpected outcomes and outputs

Through Panda Digital Platform, Her Initiative has successfully reached 89 young women from other countries which takes 22.7% of the total subscribers in the panda digital platform. Her Initiative through the project is expected to reach young women only in around Tanzania Mainland. This means that, Her Initiative has created a flexible platform in which every woman regardless of the country she lives can access financial literacy training and business model canvas.



PARTNERS

WELCOME NOTE

The Embassy of the Kingdom of the Netherlands

In this quarter, Through the strengthened established partnership between Her initiative and The Embassy of the Kingdom of the Netherland, We are delighted to introduce again our partner (The Embassy of the Kingdom of the Netherlands) with hopes of collaborating with the team to continue to help young women entrepreneurs to shift from a traditional business into the digital business operation.

Our New Partners in Panda 2022

- Clean King
- Ennovate Ventures
- Rachel's Choice Events
- Leymax Cakes
- Lavy beauty products
- Edmund-Consultancy



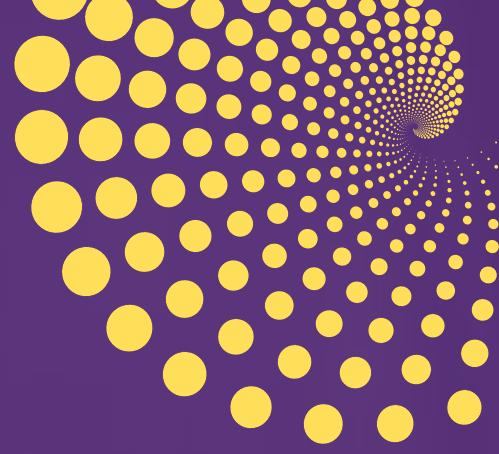
Existing Partners

- ICAP from Columbia University
- TWAA Community
- Women First International Fund
- Women Fund Tanzania Trust
- Roddenberry Foundation
- We are Purposeful
- Segal Family Foundation



REMAKING THE WORLD
WITH AND FOR GIRLS





ATTENDED EXTERNAL EVENTS FOR NETWORKING AND PARTNERSHIPS

Organizers	Our Position	Core Agenda
Okoa New Generation under EAC SRHR coalition	Coalition Members	Male engagement in SRHR and GBV
Children's Dignity Forum (CDF)	Invitee	Enhancing capacity among Men Engagement Tanzania (MET) and Tanzania Ending Child Marriage Network (TECMN) organizations on feminist movement building to ending violence
MHH coalition and Ministry of Health	Coalition Members	Advocacy on demanding comprehensive MHH guidelines in tackling MHH problems challenges
WiILDAF Tanzania	Invitee	Launching of 16 day of Activism against GBV
WiILDAF Tanzania	Steering committee	Commemoration 25 years of using Law to change women's lives and Celebrating 25 years since the introduction of WiLDAF in Tanzania.
Sextortion Coalition	Coalition Members	To review movements and activities that were implemented during 16 days of activism



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