

ANNUAL REPORT 2024



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A Word from Our CEO

Dear Supporters, Partners, and Friends,

As we reflect our accomplishment for 2024, I am honored to share the incredible progress we have achieved this year. Together, we continue to transform lives, protect our environment, and empower women, girls, and youth in underserved communities.

This year, we have empowered 120 women by organizing them into 12 groups to establish thriving recycling micro-enterprises. These women have increased their daily income from \$2 to \$3, a significant step toward financial independence and economic stability. Their determination and hard work are inspiring examples of what can be achieved when given the right tools and opportunities. Collectively, these groups have diverted 55 tons of waste from landfills, demonstrating the power of grassroots solutions in addressing environmental challenges.

We have engaged more than 3,400 youth and community members in environmental education programs, fostering a culture of environmental stewardship that will benefit generations to come.

None of this would be possible without the dedication of our partners, donors, and the incredible communities we serve and of-course our accomplishments would not have been possible without the extraordinary dedication and passion of our team, colleagues, and volunteers. To our staff, your tireless efforts and unwavering commitment drive the success of WORF every day. To our volunteers, your selflessness and enthusiasm amplify the impact of our initiatives in ways words cannot fully express. You are all the backbone of this organization, and I am deeply grateful for your contributions.

Together, we are proving that when women lead, progress thrives, and the environment benefits.

As we look ahead, we remain committed to scaling our programs and impact to other region leveraging innovation to further our mission.



Together, with your continued support, we will create a future where no resource—human or material—is wasted, and every individual has the opportunity to thrive.

Thank you for being part of this journey and for believing in the power of transformation. Let us continue to work together to build a cleaner, more equitable world.
With heartfelt gratitude and appreciation,

Hellena Sailas
CEO, Women in Recycling Foundation

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These women have increased their daily income from \$2 to \$3, a significant step toward financial independence and economic stability.



ABOUT US



The **Women in Recycling Foundation (WORF)** is a Non-Government Ogranization with Registration No. ooNGO/R/1622) based in Tanzania, dedicated to empowering women, girls, and youth through sustainable waste management and circular economy initiatives. Established to address the intersection of environmental challenges and gender inequality, WORF focuses on transforming waste into valuable resources while creating economic opportunities for marginalized communities.

Our core programs equip women and youth with skills in recycling, green entrepreneurship, and financial literacy, enabling them to launch independent businesses that contribute to both environmental sustainability and economic independence. WORF also runs community education and awareness campaigns, advocating for climate justice and inclusive governance in waste management.

Mission: Empower women and girls, particularly those living on less than \$2 per day, through sustainable waste management practices to improve livelihoods and promote environmental stewardship.

Vision: A society where waste is sustainably managed, fostering a cleaner environment and creating economic opportunities for marginalized women and girls.



Our Model

The Women in Recycling Foundation (WORF) employs a holistic and sustainable model to empower women, girls, and youth through innovative approaches to waste management and economic development. Our model is built on five interconnected pillars that ensure lasting impact:

Engage

We actively involve communities, women, and youth to foster awareness and participation in waste management initiatives.

Engagement includes educational campaigns, workshops, and community-driven activities to inspire collective action toward sustainability.

Develop

We provide comprehensive training programs that equip women and youth with practical skills in recycling, waste management, and green entrepreneurship.

Our programs focus on capacity building, enabling participants to create innovative solutions and establish micro-enterprises.

Empower

WORF offers financial literacy training, resource mobilization, and access to funding opportunities to help participants build sustainable businesses.

Empowerment ensures financial independence and the ability to scale their operations.

Connect

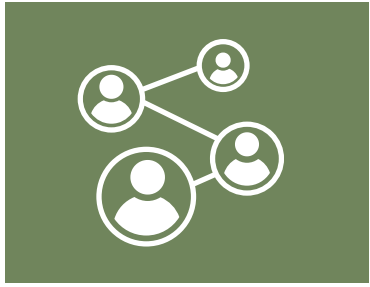
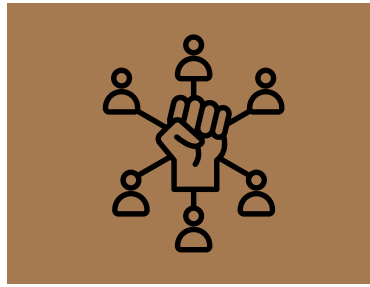
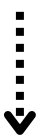
We establish market linkages for recycled products, partnering with local and international stakeholders to create steady demand and economic opportunities.

WORF also facilitates networking opportunities to connect participants with mentors, investors, and collaborators.

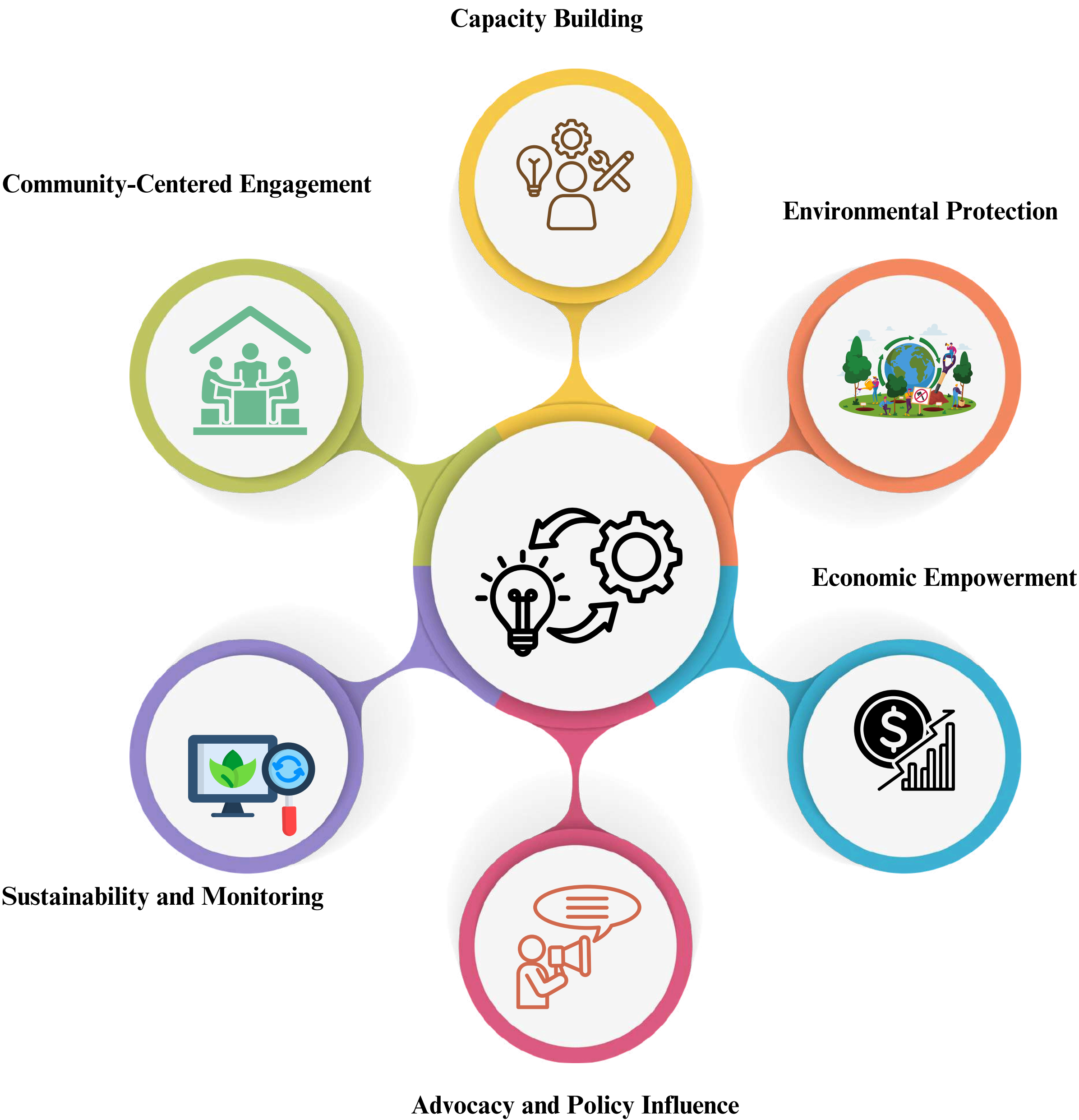
Thrive/Sustain

Sustainability is central to our model. We implement ongoing monitoring and adaptation of programs to ensure long-term environmental and economic impact.

WORF promotes policies and practices that enable participants to thrive in their businesses while contributing to a healthier environment.



OUR APPROACH





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By empowering women and promoting sustainable waste management, we aim to transform challenges into opportunities for both individuals and the community.

Our Achievements

120

Women Empowered



12

Groups of women Created



120

Women increased their income from \$2-3\$ a day



3400

Directed reached in term of awareness and trainings



12,500

Indirected reached



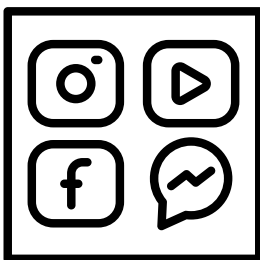
55

Tons of waste removed from landfill and ocean



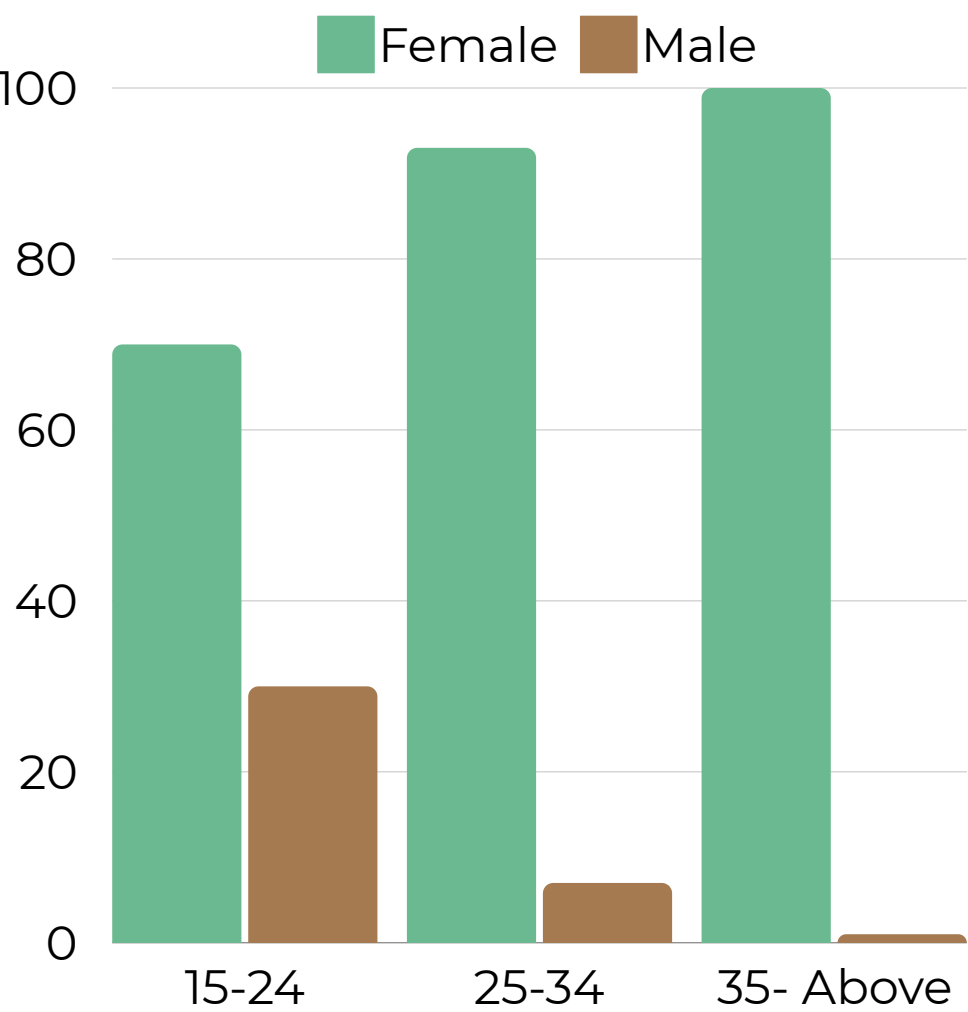
Reached People for all social media platforms

30,000,000

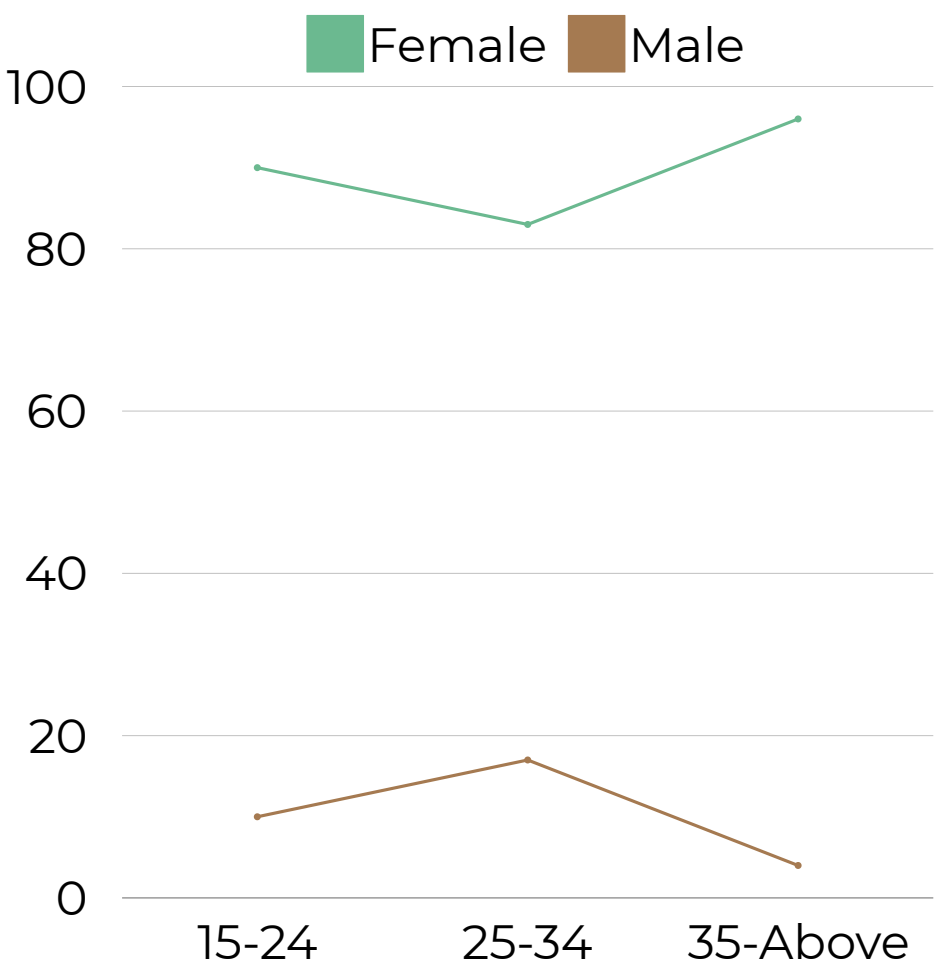


Demographics

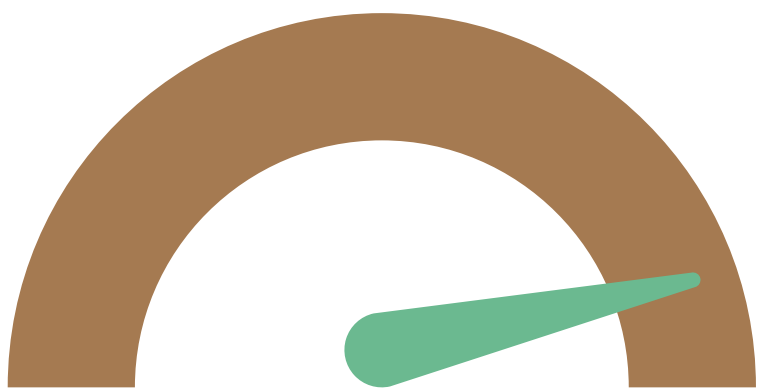
Directed reach By Age and Gender



Indirected reached

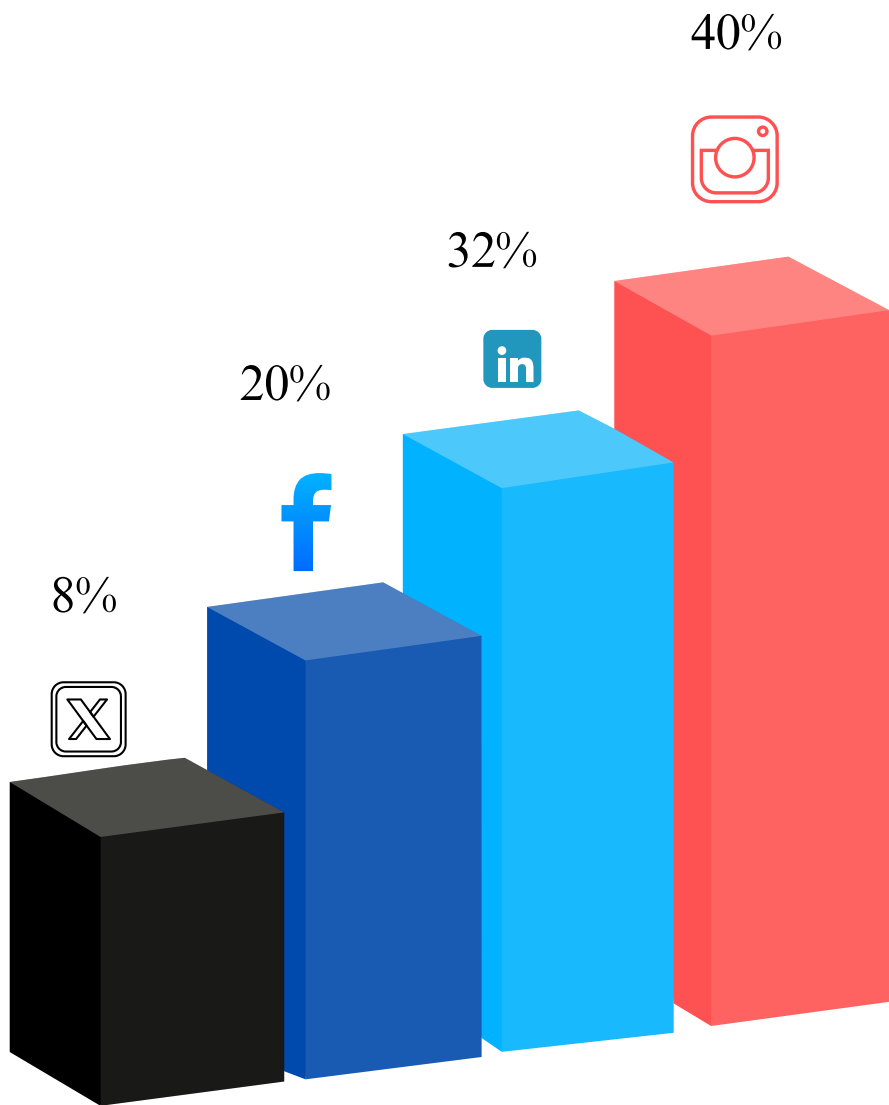


Women increased their income from \$2-3\$ a day



Over 90% have showed progress

Reached People for all social media platforms



Engage

Early in January this year, the Women in Recycling Foundation (WORF) initiated a strategic partnership with the local government of the Makangarawe community in Temeke Municipal. WORF introduced its mission of empowering women in waste management and recycling and expressed an interest in collaboration to address key challenges in the sector. As part of this engagement, WORF sought the support of local leaders to conduct a baseline survey of women working in waste management within the community.

The focus of this initiative was to empower women through knowledge sharing, skills development, and capacity building, creating pathways for sustainable livelihoods. WORF emphasized the importance of collaboration with local leaders to ensure that the project was both impactful and aligned with the community's specific needs.

Agreement and Action Items

Following these discussions, WORF and the local government of the Makangarawe community reached the following agreements:

Local leaders agreed to partner with WORF and support its initiatives in the community.

Both parties committed to conducting a baseline survey to identify the challenges, needs, and opportunities for women in waste management.

Local leaders pledged their support in mobilizing women for participation and facilitating the implementation of WORF's activities.

This collaboration marked a critical step in WORF's efforts to empower women and promote sustainable waste management practices in the Makangarawe community.

Impact

The partnership with the local government yielded the following outcomes:

Enhanced Collaboration: Establishing a partnership with local authorities increased trust and fostered a shared commitment to addressing waste management challenges.

Baseline Survey Insights: The survey provided critical data on the socio-economic and operational conditions of women in the waste management sector, helping to identify key areas for intervention.

Empowerment Framework: The partnership established a foundation for WORF's future initiatives, including training programs and the creation of recycling micro-enterprises.

Lessons Learned

Collaboration Drives Success: Engaging local leaders early in the process ensures alignment with community priorities and fosters a sense of ownership in the initiative.

Community Buy-In is Essential: Local government support played a key role in mobilizing participants and facilitating data collection.

Tailored Solutions are Key: The baseline survey revealed the unique challenges faced by women in waste management, emphasizing the need for customized interventions.



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This partnership with the local government is a critical step in ensuring our initiatives are impactful and aligned with the community's specific needs.

In 2024, we took a significant step forward in our **"Economic Women Empowerment through Recycling Activities"** project by conducting a thorough project mobilization survey with 130 women from the Makangarawe community. This initiative, undertaken in collaboration with Ms. Kayombo, the Community Development Officer, aimed to gain a comprehensive understanding of the economic realities and daily challenges these women face.

By exploring their income levels, work conditions, and personal aspirations, we are laying the groundwork for a tailored program that not only addresses their immediate needs but also equips them with the skills and resources necessary for long-term economic empowerment through recycling activities. This baseline survey is pivotal in shaping our project's direction, ensuring that our efforts are aligned with the true needs of the community, and paving the way for transformative change in the lives of these women.

Results of the baseline survey

Economic Challenges:

- Most women earn less than \$2/day; some less than \$1/day in profit from small-scale waste management.
- High unemployment (89%); limited access to formal jobs and resources.
- Financial literacy gaps hinder income growth and management.

Environmental Challenges:

- Temeke generates ~1,000 tons of waste daily; inadequate management leads to pollution and flooding.
- Unsafe working conditions and exposure to hazardous waste.
- Low awareness of long-term environmental impacts.

Community Strengths:

- Resilience and eagerness to learn new skills like recycling and business management.
- Strong engagement and trust-building through collaboration with local leaders.

Key Metrics

- **130 Women Surveyed:** A comprehensive dataset was collected to understand their economic, social, and environmental realities.
- **Identified Needs:**
 - o 85% of respondents expressed interest in financial literacy and entrepreneurship training.
 - o 78% indicated a lack of access to recycling markets and tools as a primary barrier.
- **Opportunities Highlighted:**
 - o High willingness to participate in structured training programs.
 - o Recognition of recycling as a viable pathway to both economic empowerment and environmental conservation.



Develop

1 . In 2024, the Women in Recycling Foundation (WORF) launched a series of targeted training sessions under the "Develop" pillar, designed to build the capacity of women in the Makangarawe community in waste management and recycling. The first session, facilitated by Mr. Abdi from HUDEF0 & ECOHUB, focused on the fundamentals of waste management. Participants were introduced to essential concepts such as waste segregation, the environmental impact of improper disposal, and the critical role of women in influencing household and community waste practices. Practical demonstrations and interactive discussions enabled participants to grasp the importance of sustainable waste management and its impact on environmental health.

The second session featured a local contractor who shared real-world experiences of waste management challenges and opportunities within the community. This session highlighted the barriers women face, such as limited resources and inadequate infrastructure, while emphasizing their potential to lead change through improved waste handling and disposal practices.

The third session, led by WORF Chairperson Ms. Helena Sailas, explored recycling as a pathway to economic empowerment. Participants were inspired by case studies and success stories of women who had turned recycling into profitable ventures. Ms. Sailas shared her personal journey in waste management, motivating attendees to view recycling not only as a tool for environmental conservation but also as a viable business opportunity. The final session, facilitated by Community Development Officer Mrs. Kayombo, provided an in-depth overview of governmental support mechanisms available for women-led environmental projects. Participants learned how to access grants, loans, and technical assistance, as well as strategies for crafting strong project proposals aligned with national environmental and gender equity goals. Across these sessions, participants gained critical knowledge, practical skills, and actionable insights, leaving them empowered to implement waste management practices in their homes and communities.

Future plans include advanced training workshops, mentorship programs, and forming women-led recycling collectives to scale the impact of these initiatives beyond the Makangarawe community. Through these efforts, WORF continues to drive economic empowerment and environmental sustainability hand in hand.



Results

As part of our capacity-building initiatives in 2024, the Women in Recycling Foundation successfully formed **12 groups of women**, each consisting of **10 members**, resulting in a total of **120 women** actively participating in our programs. These women, aged between **18 and 40**, represent a dynamic and motivated demographic with the potential to lead transformative change in their households and communities. By organizing into structured groups, the participants are better equipped to collaborate, share knowledge, and support one another in implementing waste management and recycling practices. This group-based approach fosters teamwork and collective ownership, creating a solid foundation for sustainable impact and economic empowerment.

2. In 2024, the Women in Recycling Foundation (WORF) successfully conducted a **Women Empowerment Training Orientation** at our newly secured demonstration venue in the Makangarawe community. This facility represents a significant milestone in our mission to uplift women economically through recycling activities. As the central hub for the **Economic Women Empowerment through Recycling Activities** project, the venue will provide women with a dedicated space to collect and process plastic waste into valuable products, offering both economic and environmental benefits.

The orientation focused on equipping women with the knowledge and skills necessary for safe and efficient recycling practices. Participants were trained on the proper use of **Personal Protective Equipment (PPE)** to ensure their safety while handling recycling materials. The training was facilitated by WORF's dedicated staff, supported by an external safety expert, to provide comprehensive guidance on workplace safety protocols. This emphasis on safety reflects WORF's commitment to fostering a secure and empowering work environment.

An integral part of the session was the contribution of **Ms. Kayombo, the Community Development Officer**, who highlighted the importance of commitment, respect, and collaboration among the women. Her motivational insights underscored the significance of community solidarity in achieving the project's goals. Her message inspired participants to work cohesively, fostering a strong sense of unity and mutual support.

The demonstration venue and orientation mark the beginning of a transformative journey for the 120 women engaged in this project. By providing access to resources, skills, and a supportive community, WORF is not only empowering women economically but also contributing to environmental sustainability by promoting innovative recycling practices. This orientation is the first step toward creating lasting impact, and WORF is committed to supporting these women as they embark on this meaningful endeavor.



Results

Establishment of a Demonstration Venue:

Secured a dedicated facility to serve as a hub for plastic waste collection and recycling activities, providing a workspace for women to develop their skills and earn sustainable income.

Comprehensive Training Conducted: Conducted a Women Empowerment Training Orientation focusing on workplace safety, environmental practices, and the proper use of Personal Protective Equipment (PPE).

Trained 120 women, equipping them with essential knowledge and tools to safely handle recycling materials and transform plastic waste into valuable products.

Community Engagement and Motivation:

Fostered a sense of unity and collaboration among participants, inspired by motivational guidance from Ms. Kayombo, the Community Development Officer.

Commitment to Environmental Sustainability:

Established a foundation for promoting recycling practices and conservation that contribute to waste reduction and environmental health in the Makangarawe community.

Lessons Learned

Safety is Key:

Emphasizing the proper use of PPE and workplace safety protocols is critical in ensuring the health and well-being of participants, especially when handling potentially hazardous recycling materials.

Community Solidarity Enhances Success:

Commitment, respect, and collaboration among participants significantly influence the successful implementation of initiatives. Building a sense of community is essential for long-term project sustainability.

Holistic Training is Crucial:

Beyond technical skills, integrating motivational and behavioral guidance (e.g., teamwork and respect) creates a supportive environment that encourages active participation and mutual support.

Resource Accessibility Matters:

Securing a dedicated venue has proven essential in providing a stable and empowering space for women to work, learn, and collaborate effectively.

External Expertise Adds Value:

Partnering with safety experts and community leaders enhances the quality and credibility of the training, making it more impactful and thorough.



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By organizing into structured groups, women are better equipped to collaborate, share knowledge, and support one another in implementing sustainable waste management and recycling practices



Empower

As part of its strategic model to ensure women and girls achieve financial independence, the Women in Recycling Foundation (WORF) partnered with **Equity Bank** to integrate financial literacy and savings initiatives into its empowerment programs. This collaboration is a pivotal step in providing holistic support to women engaged in recycling and conservation activities, enabling them to build sustainable livelihoods while promoting financial independence.

During a visit to WORF's working hub, representatives from Equity Bank were introduced to the impactful initiatives underway, showcasing how plastic waste is being transformed into valuable products. The delegation expressed admiration for WORF's efforts in combining environmental sustainability with economic empowerment for women in the Makangarawe community.

The visit facilitated meaningful discussions on potential areas of partnership, with a focus on financial literacy and savings as key drivers of economic empowerment. Recognizing the importance of equipping women with financial management skills, WORF and Equity Bank agreed to design a **comprehensive financial literacy and savings model** tailored to the needs of the women participating in the program.

This model will aim to provide participants with essential financial knowledge and tools to manage their income effectively. Key components will include:

1. **Financial Literacy Training:** Teaching women how to budget, save, and invest their earnings responsibly.
2. **Savings Programs:** Facilitating access to savings accounts and financial services to build long-term financial security.
3. **Capacity Building:** Encouraging entrepreneurial thinking to help women reinvest their profits and grow their recycling micro-enterprises.

By integrating these financial management components into WORF's existing recycling programs, this partnership provides a holistic approach to economic empowerment. The initiative ensures that women are not only generating income but also acquiring the skills to achieve long-term financial independence. WORF is committed to working with Equity Bank to implement these programs effectively and provide ongoing support to participants as they progress on their journey toward financial self-reliance.

This collaboration is a testament to the power of partnerships in creating meaningful change, blending expertise from both WORF and Equity Bank to empower women and promote sustainability. Together, we are building a future where women can thrive economically while contributing to a healthier environment.

Next Steps

Design and Rollout of Financial Literacy Training:

WORF and Equity Bank will collaborate to design and implement comprehensive training sessions focusing on budgeting, saving, investing, and effective financial management tailored to the women’s specific needs.

Establishment of Savings Programs:

Facilitate the creation of savings accounts for participants, providing access to formal financial services and enabling them to build long-term financial security.

Seed Funding Program:

WORF will design a program to offer seed funding to trained women’s groups, enabling them to launch or expand their recycling micro-enterprises. This funding will act as a catalyst for their economic activities, fostering financial independence and business growth.

Monitoring and Support:

WORF will provide ongoing guidance and mentorship to ensure women can apply financial literacy lessons and effectively manage their personal and business finances.

Scale and Replicate:

Leverage the success of this partnership to expand financial empowerment initiatives to other groups and communities within WORF’s program framework.

Evaluation and Adaptation:

Periodically assess the impact of financial literacy training and seed funding on participants’ economic outcomes, refining the approach based on data and participant feedback.

Resource Mobilization:

WORF will continue building partnerships with financial institutions, stakeholders, and donors to secure additional resources for expanding access to financial tools, training, and seed funding.



2. In 2024, the women’s groups formed through WORF’s initiatives were equipped with the necessary tools and machinery to enhance their practical learning and income-generating potential. This included the provision of a **plastic crushing machine**, which plays a vital role in the plastic recycling process. These resources were generously supported by the **Turkish International Cooperation Agency**(TIKA), marking a significant step forward in empowering women to turn waste into valuable products.

With access to these tools, the women’s groups are now better equipped to:

- **Engage in Practical Learning:** The crushing machine allows participants to gain hands-on experience in processing plastic waste, reinforcing the skills learned during training.
- **Generate Revenue:** By recycling and transforming plastic waste into sellable products, the women’s groups can create sustainable income streams, contributing to their financial independence.
- **Promote Environmental Sustainability:** The initiative supports broader environmental goals by reducing plastic waste and encouraging sustainable practices within the community.



BRIDGE

Connecting Women to Markets and Opportunities

In 2024, as part of the "Bridge" model, the Women in Recycling Foundation (WORF) prioritized creating strong linkages between women's groups and market opportunities to ensure the sustainability and profitability of their recycling initiatives. Recognizing that access to markets is a critical factor in the success of small enterprises, WORF established partnerships and facilitated connections that enabled the women to transform their recycling activities into viable business ventures.

Through collaboration with stakeholders, including local buyers, corporate partners, and community networks, WORF successfully bridged the gap between women-led recycling enterprises and potential markets. These efforts not only increased the visibility of the women's products but also opened avenues for consistent revenue generation.

Key activities under the "Bridge" model included:

- **Market Connections:** WORF facilitated introductions between women's groups and buyers of recycled plastic products, ensuring a reliable demand for their output.
- **Corporate Partnerships:** Engaged with private sector companies interested in purchasing recycled materials, expanding the market reach of the women's enterprises.
- **Community Networks:** Leveraged local networks to promote the women's products and services within their communities, encouraging grassroots support and collaboration.

The "Bridge" model also emphasized capacity building in business management, equipping the women with skills to market their products effectively, negotiate contracts, and maintain professional relationships with buyers and stakeholders. These connections provided a critical pathway for scaling their recycling businesses, fostering financial independence, and contributing to environmental sustainability.



Thrive:

Sustaining Impact and Expanding the Circular Economy

In 2024, the Women in Recycling Foundation (WORF) took significant strides under the "Thrive" pillar to ensure the sustainability and long-term impact of its initiatives. This approach emphasizes resilience, scalability, and adaptability while addressing the broader challenges of environmental sustainability and economic empowerment. WORF expanded its circular economy model to include additional waste streams such as textile and food waste, complementing its focus on plastics. This diversification has enhanced both the economic opportunities for women and the environmental benefits of the program.

The expansion into textile and food waste recycling was a response to the growing need for comprehensive waste management solutions in the Makangarawe community. Textile waste was addressed through training on repurposing discarded clothes into reusable items such as bags, rugs, and clothing accessories. Food waste, on the other hand, was targeted for composting, producing organic fertilizers that hold both economic and environmental value. These new streams are integrated into WORF's existing programs, further solidifying the foundation for a sustainable circular economy.

Key initiatives and achievements under this model include:

Sustainability Practices:

WORF provided hands-on training to women's groups on maintaining their tools and equipment, such as plastic crushing machines, ensuring longevity and efficiency.

Participants were introduced to sustainable methods of processing textiles and food waste, with an emphasis on upcycling and composting techniques.

Business Growth Support:

Women were trained to expand their product lines, incorporating items made from recycled textiles and organic compost derived from food waste.

WORF facilitated mentorship programs and advanced training sessions to enhance participants' business management and marketing skills.

Access to new markets was established through partnerships with buyers interested in sustainable products.

Community Advocacy:

Women took active roles in promoting environmental stewardship within their communities, encouraging better waste segregation and recycling practices.

WORF collaborated with local authorities to advocate for inclusive policies supporting multi-material recycling.

Monitoring and Evaluation:

WORF implemented tracking systems to measure the economic and environmental impact of its expanded recycling initiatives, ensuring that programs remain impactful and relevant.

Results

Economic Diversification:

Women’s groups reported increased revenue opportunities by diversifying their recycling activities to include textiles and food waste.

Environmental Impact:

Expanded recycling efforts significantly reduced the volume of textile and food waste in the Makangarawe community, complementing ongoing plastic waste reduction.

Leadership Development:

Participants emerged as community advocates, inspiring broader adoption of recycling practices and sustainable waste management solutions.

Scalability:

The integration of additional waste streams created a replicable model for other communities, enhancing WORF’s capacity to scale its impact.

Next Steps

Advanced Training Programs:

WORF will develop specialized training sessions focusing on innovative techniques for recycling textiles and processing food waste into marketable products.

Strengthening Market Linkages:

WORF will continue to connect women’s groups with buyers and organizations interested in eco-friendly textiles and organic compost.

Policy Advocacy:

WORF will collaborate with local governments to create supportive policies for multi-material recycling, including financial incentives and infrastructure development.

Scaling Initiatives:

WORF will replicate this diversified circular economy model in additional communities, engaging more women and scaling its environmental and economic impact.

Establishment of Community Resource Hubs:

WORF plans to set up hubs dedicated to the recycling of plastics, textiles, and food waste, providing centralized spaces for training, production, and collaboration.

CLIMATE AND FINANCE PROJECT

In 2024, the Women in Recycling Foundation (WORF) launched the **Climate and Sustainable Finance Project**, supported by the **Africa-Europe Foundation (AEF)** through its Partnerships Initiative Support Scheme. This project aims to address the urgent need for sustainable finance solutions to combat climate challenges while engaging youth in Tanzania in structured dialogues and practical activities. The initiative integrates insights from global platforms such as the **UN General Assembly (UNGA)** and the **Conference of the Parties (COP)**, equipping young people with the knowledge and skills to lead and advocate for effective climate action.

The project achieved several significant milestones:

1. Youth Expert Convenings on Sustainable Finance:

A two-day workshop in September 2024 brought together 100 youth participants in Dar es Salaam. This convening provided essential training on climate finance, donor engagement, and social media advocacy while enhancing understanding of climate adaptation, mitigation, and global policy frameworks.

2. Community Climate Action Projects:

Engaged 200 youth in beach cleanups and tree-planting initiatives, resulting in the collection of 3 tons of plastic waste and the planting of 100 trees. These efforts promoted ecosystem conservation and reduced environmental degradation in Dar es Salaam.

3. Cross-Continental Webinar with European Youth:

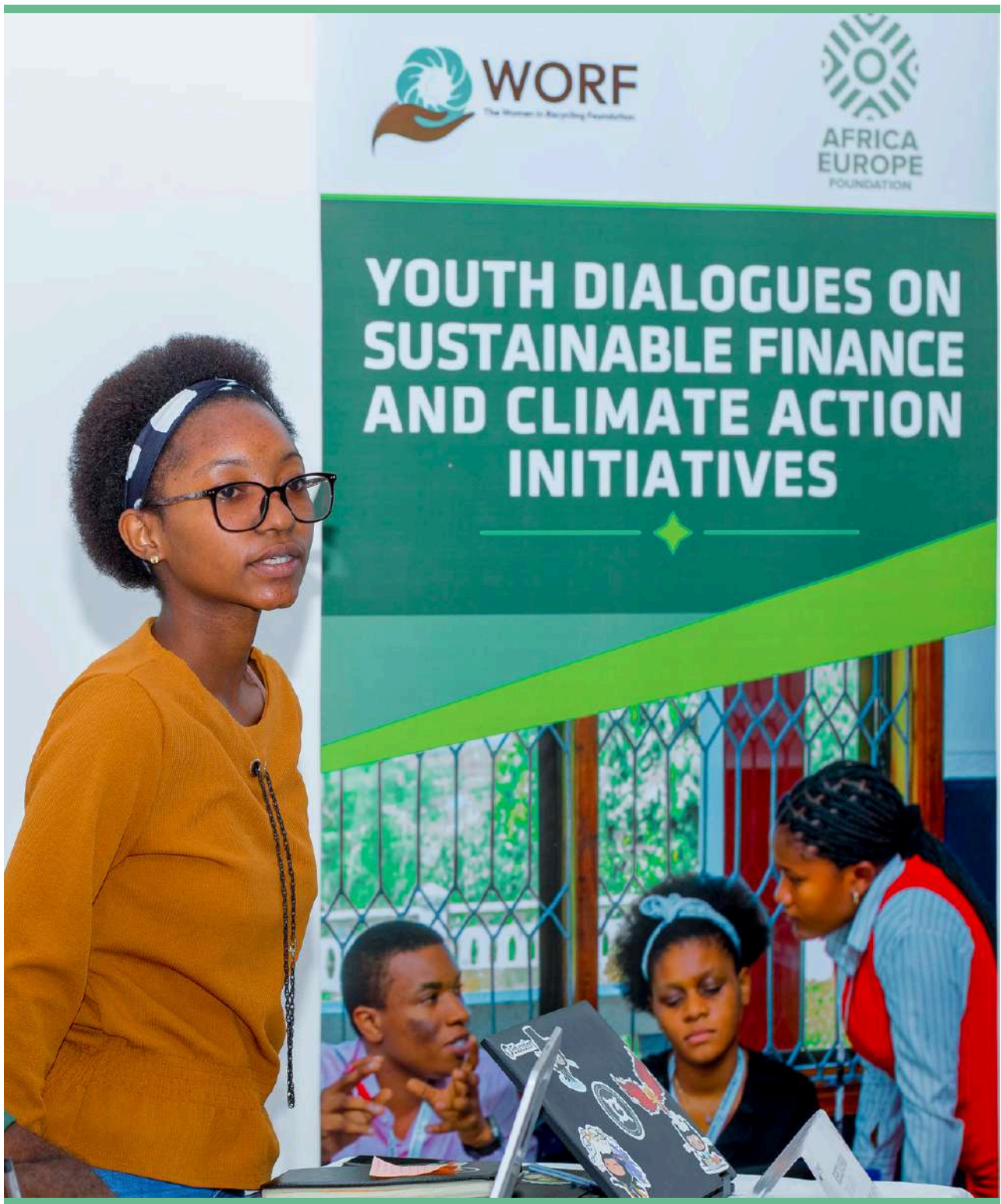
Facilitated collaboration between 10 European youth and Tanzanian participants, fostering cross-border knowledge exchange and innovative approaches to sustainable finance and climate action.

4. Educational Workshops and Campaigns:

Reached over 500 students and community members through educational initiatives, increasing awareness of climate issues and promoting actionable sustainable practices such as waste reduction and tree planting.

5. Public Debates on Climate and Sustainable Finance:

Conducted debates involving 150 community members, encouraging dialogue on local and global policies and fostering collective commitment to sustainability.



Challenges and Adaptations

The project encountered unexpected weather disruptions, including rainfall, which delayed outdoor activities. Additionally, low initial engagement from economically disadvantaged youth posed a challenge. WORF addressed these issues by rescheduling events and increasing outreach through schools and community centers, ensuring broad participation and continuity.

Impact

The project successfully engaged **800 youth in Tanzania and 10 youth from the European Union**, empowering participants aged 18–35 with critical skills in climate action and sustainable finance. The hands-on activities reduced plastic waste, promoted reforestation, and fostered a culture of environmental responsibility.

The cross-border collaboration expanded participants' perspectives and reinforced networks for future climate initiatives.

Next Steps

Looking ahead, WORF plans to:

- Expand community climate projects to include more regions.
- Scale educational workshops and establish a youth-led sustainability network.
- Develop an online resource hub for sustainable finance and climate action.
- Seek AEF's continued support to enhance outreach and ensure the project's long-term sustainability.



On Saturday, November 2, 2024, **the Women in Recycling Foundation (WORF)**, in partnership with Dar Shapers and the Girls First Initiative, proudly launched the Niboreshe Project, funded by the World Economic Forum. This transformative initiative aims to empower girls and young women across the Temeke, Ilala, and Kinondoni districts in Dar es Salaam by equipping them with 21st-century skills through innovative mobile learning centers strategically located in these areas.

WORF plays a pivotal role in this project, leveraging the strong foundation we have built within local communities to serve as a mobilizer, ensuring active participation and engagement from target groups. Our established presence and trust within the community allow us to bridge the gap between the project and the girls and young women it seeks to empower. Beyond mobilization, WORF contributes by delivering training sessions focused on environmental sustainability and circular economy principles, fostering awareness and equipping youth with the knowledge and skills needed to address pressing environmental challenges.

This collaboration, funded by the World Economic Forum, underscores the importance of community-led initiatives in driving impactful change. WORF is deeply grateful for the support of local government officials, partners, and our dedicated team, whose efforts have been instrumental in launching this meaningful project. Together, we are shaping a brighter, more sustainable future for young women in Dar es Salaam, empowering them to become leaders in their communities and champions of environmental stewardship.



PARTERSHIP AND ENGAGEMENTS WITH POTENTIAL
STAKEHOLDERS

1. In 2024, the Women in Recycling Foundation (WORF) had the privilege of hosting a delegation from the Turkish Cooperation and Development Agency (TIKA) at our office in Dar es Salaam. This pivotal meeting, led by Ms. Filiz Şahinçi, Director of TIKA Tanzania, laid the groundwork for a collaborative partnership aimed at empowering women through sustainable waste management and recycling initiatives. WORF presented its mission, vision, and key activities in the Temeke District, highlighting efforts to engage women in recycling initiatives that transform plastic waste into valuable resources, addressing both environmental challenges and economic hardships for women earning less than \$2 per day. Ms. Şahinçi and her team expressed strong support for WORF’s integrated approach to environmental sustainability and gender equality, commending its impact on the community.

The discussion explored key areas of collaboration, including capacity building through joint training programs, resource provision such as plastic recycling machinery, and community engagement initiatives like awareness campaigns and workshops. Both parties shared a commitment to creating a replicable model for sustainable development that could be scaled across other regions in Tanzania, leveraging TIKA’s resources and expertise alongside WORF’s grassroots connections.

RESULTS

After three months of productive discussions and exploring avenues for collaboration, the Women in Recycling Foundation (WORF) and the Turkish Cooperation and Development Agency (TIKA) achieved a significant milestone. In September 2024, WORF and TIKA formalized our partnership by signing a Memorandum of Understanding (MoU).

This agreement solidifies TIKA’s commitment to supporting WORF’s initiatives by providing essential tools and machinery for waste management and recycling. This partnership marks a critical step in enhancing the capacity of women-led recycling activities, enabling participants to improve productivity, generate sustainable income, and contribute to environmental sustainability in the Temeke District. The MoU reflects a shared vision of empowering women and fostering a circular economy, laying the foundation for impactful, long-term collaboration.



2. In 2024, the Women in Recycling Foundation (WORF) had the privilege of hosting representatives from the Korea International Development Center (KOICA) at our office in Dar es Salaam. This engaging session focused on exploring potential collaborations and partnerships aligned with WORF's mission of empowering women through sustainable waste management and recycling initiatives. KOICA, a renowned organization under the Ministry of Foreign Affairs of the Republic of Korea, is dedicated to fostering international cooperation through programs that address poverty reduction, improve quality of life, and promote sustainable development in emerging economies.

During the discussions, both organizations identified shared goals and values, emphasizing the importance of tackling the climate crisis while empowering women and communities. A key area of interest was the potential to integrate Korean volunteers into WORF's initiatives in Tanzania. This collaboration aims to enhance the capacity of local NGOs and volunteers to address pressing environmental challenges, ultimately fostering more resilient and sustainable communities.

The session concluded with a shared commitment to explore further opportunities for partnership, with KOICA expressing strong interest in supporting WORF's efforts to achieve environmental sustainability and women's empowerment. Both organizations are enthusiastic about the possibilities that lie ahead and remain dedicated to creating impactful solutions through collaboration.

3. As part of our commitment for exploring partnerships and collaboration In 2024, the Women in Recycling Foundation (WORF) had the pleasure of welcoming representatives from the Sheria Kiganjani Organization to our office to explore potential partnerships within the "Going Beyond" project, led by DOT Tanzania and the Mastercard Foundation. The discussions centered on collaborative opportunities to empower young women by equipping them with the essential skills and knowledge required to grow their businesses and achieve financial freedom.

This initiative aligns with WORF's commitment to fostering economic empowerment and community development, particularly among young women. The proposed collaboration aims to provide targeted support that addresses the unique challenges faced by aspiring women entrepreneurs, enabling them to thrive in today's competitive economic environment. This engagement represents a critical step toward building meaningful partnerships that drive transformative change and sustainable development.





WORF

The Women in Recycling Foundation



4. In August 2024, the Women in Recycling Foundation (WORF) had the honor of hosting representatives from the **Africa Human Rights Network Foundation (AHRN)** at our working hub. This visit provided a valuable opportunity to explore potential areas of partnership and collaboration in the fields of waste management and recycling. AHRN, a non-profit organization registered with the Dutch Chamber of Commerce and the Dutch Tax Authority, serves as a platform for over 75 civil society NGOs operating in the Great Lakes Region. Established on March 10, 2016, AHRN’s mission to support grassroots initiatives aligns closely with WORF’s goals, making this engagement a promising step toward a meaningful partnership.

During the discussions, both organizations identified shared objectives in promoting environmental sustainability and economic empowerment for women. AHRN expressed strong interest in WORF’s recycling and waste management initiatives, recognizing their potential to address critical environmental challenges while fostering financial independence for women. Highlighting their commitment to grassroots projects, AHRN expressed interest in providing financial support to WORF’s ongoing and future initiatives.

RESULTS

As a result of the August 2024 engagement with the Africa Human Rights Network Foundation (AHRN), the Women in Recycling Foundation (WORF) secured a commitment to collaborate on drafting a comprehensive funding proposal. AHRN expressed strong interest in providing financial support to WORF’s waste management and recycling initiatives, recognizing their potential to promote environmental sustainability and empower women economically.

This agreement marks a significant step forward in building a meaningful partnership that aligns with the shared goals of advancing grassroots initiatives and expanding WORF’s impact in the community.



5. In 2024, the Women in Recycling Foundation (WORF) had the honor of hosting representatives from the Voluntary Service Overseas (VSO) organization at our offices. The meeting provided an excellent platform to explore potential collaboration in the blue economy space, focusing on areas such as marine conservation, sustainable livelihoods, and climate action. The discussions were highly inspiring, and we were deeply impressed by the impactful work VSO is doing to support communities and protect the environment.

WORF emphasized its commitment to building partnerships that drive meaningful change and advance sustainable solutions. Both organizations identified several opportunities for joint initiatives that align with shared goals of community empowerment and environmental stewardship.

WORF looks forward to furthering this engagement and fostering a fruitful partnership in the near future to support communities and protect our oceans.



6. On December, 2024, the Women in Recycling Foundation (WORF) had the honor of hosting **Mr. Mansoor** and his team from the **UK Government**, the **Dar es Salaam Urban Resilience Project (DURP)**, and the **Green Cities and Infrastructure Program**. This engagement provided a valuable platform to discuss innovative approaches to **waste management, circular economy practices, and sustainable climate finance**. The discussions focused on identifying impactful solutions that align with shared goals of fostering urban resilience, promoting environmental sustainability, and ensuring equitable development.

WORF highlighted its mission and ongoing efforts to empower women through recycling initiatives and sustainable practices, underscoring its commitment to addressing environmental challenges in Dar es Salaam. Both parties explored exciting possibilities for collaboration, setting the stage for potential joint projects aimed at creating a more resilient and equitable future. WORF is deeply grateful for this opportunity to engage with such esteemed partners and looks forward to turning these discussions into meaningful activities.

RESULTS

Following discussions on December 5, 2024, the Women in Recycling Foundation (WORF) will be partnering with the **UK Government and the Dar es Salaam Urban Resilience Project (DURP)** for a **Climate and Finance Project** in 2025. This collaboration aims to drive innovative solutions in waste management, circular economy practices, and sustainable climate finance, contributing to a more resilient and equitable urban future. WORF is excited about the opportunity to work alongside these esteemed partners to empower communities, promote environmental sustainability, and address climate challenges through impactful and scalable initiatives. This partnership represents a significant milestone in advancing WORF’s mission and expanding its efforts in the climate and sustainability space.





Events

National Events

1.NGO’s Participation in UN Processes for the Development of a Legally Binding Treaty on Plastic

Introduction

The Women in Recycling Foundation (WORF) actively participated in the UN-led process to develop a legally binding treaty on plastic, which took place on February 9th, 2024, at the Luther Board Room. The workshop was organized by The Women Towards Economic Development Organization, in collaboration with GAIA. The event brought together NGOs in Dar es Salaam to discuss and share insights on addressing the gaps in the proposed legally binding treaty on plastic.

Highlights of the Workshop

Understanding Legal Frameworks

- Stakeholders exchanged opinions on the analysis of existing legal frameworks for plastic management. Valuable suggestions were made for new regulations and actions to support the UN processes towards a legally binding treaty on plastics.

Packaging Predicament

- Despite ongoing efforts to regulate plastic covers, packaging remains a significant challenge. Reports highlighted the widespread use of plastic packaging, contributing to the persistence of plastic waste.

Bin Scarcity and Theft

- The lack of adequate waste disposal bins in certain areas exacerbates plastic waste management issues. The scarcity of bins is further intensified by theft, particularly targeting metal and plastic receptacles.

Stakeholders’ Collective Discussion

Stakeholders engaged in a collective discussion on the local challenges of plastic waste management, highlighting several critical areas:

Gender-Sensitive Perspectives

- Stakeholders emphasized the lack of awareness among women and the need for a gender-sensitive approach in plastic waste management.

Language and Accessibility

- Concerns were raised about the exclusive use of English in plastic waste management content, which hinders local women's ability to act effectively. There was a call for action on inclusivity and language diversity in plastic waste awareness materials.

Legislation and Policy Focus

- Participants discussed the importance of implementing legislation and policies to mitigate the negative consequences of plastic waste. They stressed the pivotal role of legal frameworks in environmental protection.

Fostering Environmental Sustainability

- There was a strong emphasis on fostering environmental sustainability through education, with proposals to include plastic waste management in school curricula. Stakeholders also called for authorities to show resolute commitment to these initiatives.

International Women’s Day Celebration - March 8th, 2024

Event Overview: On March 8th, 2024, the Women in Recycling Foundation (WORF) had the privilege of joining the @her_movement_tz organization in celebrating International Women’s Day at Kibasila Secondary School.

The event was part of a global celebration, focusing on this year’s theme, ‘Count Her In: Accelerating Gender Equality Through Economic Empowerment.’

Theme and Focus: The 2024 theme aligns with the priority theme for the UN 68th Commission on the Status of Women (CSW 68) and emphasizes the importance of economic inclusion for women and girls.

It recognizes the ongoing challenges women face in achieving equal participation in the economy and calls for concrete actions to ensure equal opportunities for women and girls to build their capabilities, learn, earn, and lead.

WORF’s Participation: During the event, WORF reaffirmed its commitment to ensuring equal economic opportunities for women, young women, and girls. Our participation underscored our dedication to empowering women through sustainable practices like plastic recycling, which not only provides economic opportunities but also contributes to environmental sustainability.

The celebration provided an excellent platform to connect with young women, share our mission, and inspire the next generation of female leaders in Tanzania.



On 22 March 2024, The Women in Recycling Foundation (WORF) was honored to be represented by our Head of Programs, Zuhura Ahmed, who was invited by **My Birth Tree organization** in Morogoro to facilitate a pivotal session on waste management. This event was part of a larger gathering focused on "Careers in Climate Science, Policy, and Innovations," aimed at bridging the gap in career pathways for environmental science students.

Event Overview:

The event brought together students, educators, and professionals in the field of environmental science, with the goal of preparing the next generation of environmental leaders. The focus was on equipping young environmentalists with the skills and knowledge necessary to take the lead in climate action, policy innovation, and sustainable management practices.

Key Highlights of the Session:

Waste Management Insights:

Zuhura Ahmed shared in-depth knowledge on the importance of sustainable waste management practices, particularly in the context of combating climate change.

She emphasized the critical role that young professionals play in shaping the future of waste management and encouraged participants to consider careers in this vital sector.

Practical Applications:

The session included practical discussions on how waste management can be integrated into broader climate action strategies. This provided students with concrete examples of how they can apply their academic knowledge to real-world challenges.

Career Pathways in Environmental Science:

Zuhura highlighted the various career opportunities available in waste management, policy development, and environmental innovation. She encouraged students to explore these paths and to view waste management not just as a job, but as a vital contribution to the planet's health and sustainability.

Impact:

The session was well-received, with participants expressing a newfound appreciation for the role of waste management in climate action. The event successfully inspired students to pursue careers that will place them at the forefront of environmental protection and policy innovation.

By equipping these young environmentalists with essential skills, WORF and My Birth Tree are helping to unlock their potential to drive significant changes and lead the fight against climate change.



Capacity Building event

2024, our Executive Director, Hellen Sailas, was honored to attend a breakfast session organized by the Tanzania Philanthropy Organization (TPO), Foundation for Civil Society (FCS), and Development Dynamics (DD). The session took place at the FCS office in Dar es Salaam and brought together leaders from various development organizations to discuss key issues in the social impact and development sector.

Key Discussion Points:

Organizational Strength: The importance of resilience and sustainability for development organizations was emphasized. Discussions focused on strategies to ensure that organizations remain strong and adaptable in a rapidly changing environment.

Program Effectiveness: Participants explored the need for development organizations to deliver programs that effectively address the right issues, on time, and within budget. The session provided insights into optimizing program delivery for maximum impact.

Evidence of Impact: The session also highlighted the significance of having robust Monitoring, Evaluation, and Learning (MEL) systems in place. Capturing and sharing impact stories was identified as a crucial component of demonstrating the effectiveness of development initiatives.

Conclusion:

The breakfast session offered valuable reflections and forecasting for 2024 and beyond, providing our organization with insights into strengthening our capacity, enhancing program delivery, and effectively capturing our impact. We look forward to applying these learnings to further our mission of empowering women through sustainable waste management and recycling initiatives.



Green Hangout Event

On April 12, 2024, The Women in Recycling Foundation (WORF) had the privilege of being represented at the Green Hangout Event 2024 by our Program Coordinator, Ms. Lucy Espedito. The event, hosted by the Environmental Conservation Community of Tanzania (ECCT) in partnership with the Amsha Amsha Foundation, took place at the picturesque Rejuvenation Nature Reserve Garden in Dar Es Salaam.

Event Highlights:

Collaboration and Knowledge Sharing: The Green Hangout Event brought together a vibrant mix of experts, professionals, and environmental enthusiasts. The event provided a platform for deep discussions on environmental sustainability and green entrepreneurship, fostering collaboration among Tanzania’s green-focused stakeholders.

Exploring Green Entrepreneurship: Participants had the opportunity to explore innovative green entrepreneurship opportunities, gaining valuable insights into sustainable business practices that align with environmental conservation efforts.

Strengthening Networks: The event was a significant opportunity for WORF to strengthen its network within the environmental conservation community. The connections made and the knowledge shared during the event will undoubtedly enhance our ongoing efforts to empower women through sustainable waste management and recycling initiatives.



WORF Participates in the Launch of the Afro Feminist Internet Scorecard

We are honored to have invited to participate in the Launch of the Afro Feminist Internet Scorecard and Building a Community of Practice for an Inclusive Internet in Tanzania. This event brings together changemakers and advocates dedicated to promoting a more inclusive and equitable digital space, ensuring that women's voices are not only heard but also empowered.

At WORF we are deeply committed to empowering women and ensuring they have safe, inclusive spaces to thrive—both online and offline. This initiative aligns perfectly with our mission to foster opportunities for women, ensuring they can actively participate in decision-making processes and access digital resources without fear or limitation.

As we continue our work in environmental sustainability and waste management, we also recognize the importance of digital inclusion for building a future where women are not left behind. Together, we are building a world where women are empowered, connected, and safe.

Women in Recycling Foundation at the Youth Conference on Innovation & Sustainability!

We were honored to participate in the Youth Conference on Navigating the Trade-offs Between Innovation and Sustainability. This event brought together young leaders, climate activists, and experts to engage in deep discussions on whether innovation and digitalization can go hand-in-hand with climate action. 💡🌱

As we look ahead to COP 29, the Women in Recycling Foundation is proud to be at the forefront of these important conversations. Our commitment to environmental sustainability and empowering women in waste management drives our passion to find solutions that balance innovation with the urgent need for climate action. 🌍💪

This conference provided an incredible platform for youth to exchange ideas, present detailed arguments, and explore how digital advancements can support sustainability without compromising the future of our planet. It's these types of discussions that fuel progress toward a greener, more sustainable world. 🌱✨

We are excited to carry these insights forward as we prepare for *COP 29, and we remain dedicated to creating a future where **innovation and sustainability* thrive together.



Learning Exchange with Women First and Her Initiative

In October 2024, the Women in Recycling Foundation (WORF) participated in a learning exchange organized by Her Initiative with the support of Women First. Held at Her Initiative's offices in Dar es Salaam, this event provided a platform for peer-to-peer learning and capacity-strengthening among fellow grantees. The session was an opportunity to share strategies, tools, and experiences to enhance the effectiveness of women-led programs.

The learning exchange allowed WORF to gain valuable insights into key areas, including:

Fundraising Strategies:

Practical techniques were shared on diversifying funding sources, writing impactful proposals, and effectively communicating organizational achievements to attract and retain donors.

Budgeting and Financial Planning:

Tools and methods for creating transparent and sustainable budgets were discussed, emphasizing alignment with program goals and maintaining donor trust.

Building Donor Relationships:

Best practices for establishing and nurturing long-term donor partnerships were highlighted, including effective communication, showcasing impact, and fostering accountability.

Experience Sharing with Other Grantees:

WORF had the opportunity to engage with other organizations, exchanging lessons learned, innovative ideas, and potential solutions to shared challenges. This experience fostered new connections and ideas for future collaborations.

Organizational Growth and Capacity Building:

Insights from Her Initiative on strengthening internal capacities and program execution offered practical takeaways for WORF to apply in its own operations.

Acknowledgments

WORF expresses heartfelt gratitude to Women First for their continued support and for facilitating this invaluable learning exchange. Additionally, WORF extends its sincere thanks to Her Initiative for sharing their experiences, strategies, and tools, which have enriched WORF's understanding and capabilities.



Our Participation in the Launch of the VOICES Program

We were honored to be invited to the launch of the Vitalizing Opportunities in Circular Economy and Sustainable Solutions (VOICES) program, organized by **Catholic Relief Services (CRS)** - Tanzania. This 4-year EU-funded initiative focuses on improving water quality in the Lake Tanganyika Area by creating awareness around waste management, supporting circular economy MSMEs, and establishing sustainable value chains for waste products. The launch provided a valuable platform for stakeholders to engage in critical discussions on sustainability and the transformative role of circular economy practices.

During the event, we had the privilege of sharing our experiences and impactful work in the circular economy space. Our presentation highlighted how we empower women and youth through innovative waste management and recycling practices, fostering environmental sustainability and economic opportunities. We emphasized the importance of grassroots approaches in creating scalable solutions to waste challenges, aligning our efforts with the VOICES program’s goals.

This event also marked a significant milestone for us as it opens doors for future collaboration. In 2025, we are looking forward to partnering with CRS to implement projects under the VOICES program in the Lake Tanganyika region. This partnership will allow us to expand our work into new areas, leveraging our expertise to support communities in improving water quality and advancing sustainable waste practices.

We are deeply grateful to Catholic Relief Services for the opportunity to present our work and be part of this groundbreaking initiative. The VOICES program represents a transformative step toward creating sustainable solutions for communities and the environment, and we are proud to contribute to its success. This collaboration aligns with our mission to drive impactful change and scale our efforts in promoting circular economy principles and environmental stewardship.



INTERNATIONAL CONFERENCES

WORF at COP29 IN BAKU ,AZERBAIJAN

The **Conference of the Parties (COP)** is an annual global event organized under the United Nations Framework Convention on Climate Change (UNFCCC). This gathering serves as a pivotal platform for governments, organizations, and civil society to address climate challenges, share innovative solutions, and negotiate international climate agreements. The 29th edition of COP (COP29) was held in 2024, bringing together stakeholders from across the world to accelerate actions toward mitigating climate change and building resilience.

The **Women in Recycling Foundation (WORF)** participated in this prestigious event, showcasing its impactful work in waste management, circular economy practices, and community empowerment. WORF’s involvement demonstrated its commitment to addressing climate change while advocating for gender equality and environmental sustainability in Tanzania.

EVENT 1.

Session with Global Alliance for Incinerator Alternatives (GAIA)

At COP29, WORF participated in a session led by the **Global Alliance for Incinerator Alternatives (GAIA)**, focusing on the development of a zero-waste model in Tanzania. The session, attended by Tanzania’s focal point for waste management, **Dr. Kemilembe**, emphasized strategies to align with the national zero-waste agenda driven by the Ministry of Environment. WORF had the opportunity to connect with key stakeholders from government bodies and organizations working in waste management, creating a platform to exchange ideas and explore practical approaches to reducing waste incineration and enhancing recycling practices. These connections strengthened WORF’s network, fostering collaboration with like-minded professionals to position Tanzania as a leader in zero-waste innovation.



Event 2.

Engagement with International Solid Waste Association (ISWA)

As part of WORF's commitment to solid waste management and women's empowerment, we had the opportunity to connect with the **International Solid Waste Association (ISWA)** at COP29. During discussions, the potential establishment of a **national chapter for solid waste management in Tanzania** was explored, focusing on integrating international best practices and advanced technologies to improve waste systems. WORF shared its grassroots expertise in recycling, emphasizing its role as a key stakeholder in driving sustainable waste solutions.

At this event, WORF's **Executive Director** had the opportunity to present WORF's impactful work in Tanzania, sharing success stories and initiatives with stakeholders in attendance. This platform allowed WORF to showcase its role in transforming waste management into an avenue for economic empowerment and environmental sustainability.

Results

Following this engagement, WORF is now in the process of **joining ISWA membership** to strengthen potential collaborations and access a global network of waste management expertise. This step reflects WORF's dedication to enhancing solid waste management practices in Tanzania while advancing its mission to empower women through sustainable initiatives.



Event 3. Engagement with Turkey's Environmental Department on New Trends and Technology in Waste Management

WORF had the privilege of attending a session on **New Trends and Technology in Waste Management** organized by the **Turkish Government's Environmental Department** at COP29. This session brought together experts and stakeholders to discuss innovative solutions and advancements in waste management practices.

During the session, WORF engaged in a productive discussion with **Dr. Ferhat**, President of Turkey's Environmental Department. WORF shared its experiences and highlighted the invaluable support provided by the **Turkish International Development Agency (TIKA)**, which has played a pivotal role in advancing WORF's initiatives in Tanzania. Dr. Ferhat emphasized the importance of expanding WORF's projects and strengthening collaborations in other regions, paving the way for broader impact in waste management and environmental conservation.

The session also opened discussions on fostering stronger partnerships between Turkey's Environmental Department, **Arena Recycling**, and WORF. These collaborations aim to leverage innovative technologies and sustainable practices to scale WORF's impact across Tanzania and beyond. WORF is excited about the potential for deeper cooperation to drive transformative solutions and promote environmental sustainability.

Event 4.

WORF at the 'Building Future-Ready Cities' Event Hosted by UN-Habitat

The Women in Recycling Foundation (WORF) is proud to report that our **Executive Director** was invited as a speaker at the prestigious **'Building Future-Ready Cities: Sector Insights on Climate-Resilient Infrastructure'** event, hosted by **UN-Habitat** during COP29. This event brought together global leaders, experts, and practitioners to explore innovative solutions for climate-resilient urban infrastructure and sustainable development.

During the event, our Executive Director shared WORF's impactful work in **empowering women through waste management and recycling**. The presentation highlighted how WORF transforms environmental challenges into economic opportunities for women while actively contributing to the **conservation and protection of the environment**. WORF's initiatives were presented as a model for integrating social empowerment with environmental sustainability, showcasing their relevance to building resilient, inclusive, and sustainable cities.

The event featured an esteemed lineup of speakers, including:

- **Naomi Hoogervorst**, Programme Management Officer, UN-Habitat
- **Stefanie Holzwarth**, Programme Management Officer, UN-Habitat
- **Alina Koschmieder**, Climate Change and Environmental Expert, UN-Habitat
- **Edu Effiom**, Director General, Cross River State Council on Climate Change, Nigeria
- **Margaret Mengo**, Regional Director, Africa, Habitat for Humanity International
- **Martin Shouler**, Water and Sanitation Expert, ARUP
- **Animesh Kumar**, United Nations Expert

WORF's participation underscored its leadership in addressing climate challenges by empowering women and driving sustainable waste management practices. The opportunity to join this impactful dialogue with global leaders reinforced WORF's commitment to shaping the future of climate-resilient infrastructure, advancing gender equality, and contributing to environmental conservation.



Event 5. WORF's Bilateral Meeting with the K-Green Foundation at COP29

During COP29 in Baku, Azerbaijan, the Women in Recycling Foundation (WORF) had the privilege of engaging in a **productive bilateral meeting with the K-Green Foundation**, Korea's first environmental NGO, established in 2002. The K-Green Foundation is globally recognized for its dedication to promoting sustainability and environmental conservation, focusing on critical areas such as **climate change, biodiversity, water and marine resources, and environmental education**.

The discussions highlighted a mutual commitment to addressing pressing environmental challenges and fostering sustainable practices. WORF shared its ongoing efforts in Tanzania, particularly its focus on empowering women through waste management and recycling, aligning closely with the K-Green Foundation's mission. The meeting also explored potential synergies, leveraging WORF's existing collaboration with KOICA to create a stronger connection with the K-Green Foundation.

This alignment of shared values and goals sets the stage for a transformative partnership aimed at driving innovative solutions for **climate and environmental justice** in Tanzania. WORF is excited about the possibility of working closely with the K-Green Foundation to advance impactful environmental initiatives and foster sustainable development in local communities. This meeting marks a significant step toward building a collaborative relationship that will address global and local environmental challenges.



WORF at UNCBD COP16 - COLOMBIA

At 16th **Conference of the Parties (COP16)** to the Convention on Biological Diversity (CBD) in Cali Colombia, WORF's Head of Operations had the honor of speaking to 32 stakeholders including, government, youth and women on the roles WORF plays to help drive the transformation in the plastic sector in-line with national and international Policies.

The presentation focused on how WORF actively addressing the treaty's objectives in Tanzania by empowering women through innovative waste management and recycling practices.

WORF's efforts not only align with global goals but also provide localized solutions that transform economic plastic waste into opportunities, advancing environmental sustainability and community empowerment. This opportunity allowed WORF to contribute to the global dialogue on plastic pollution while showcasing its impactful work on the ground in Tanzania.



2024

DADA'S ANNUAL FORUM



WORF's Participation in the Dadas Rise Annual Forum 2024

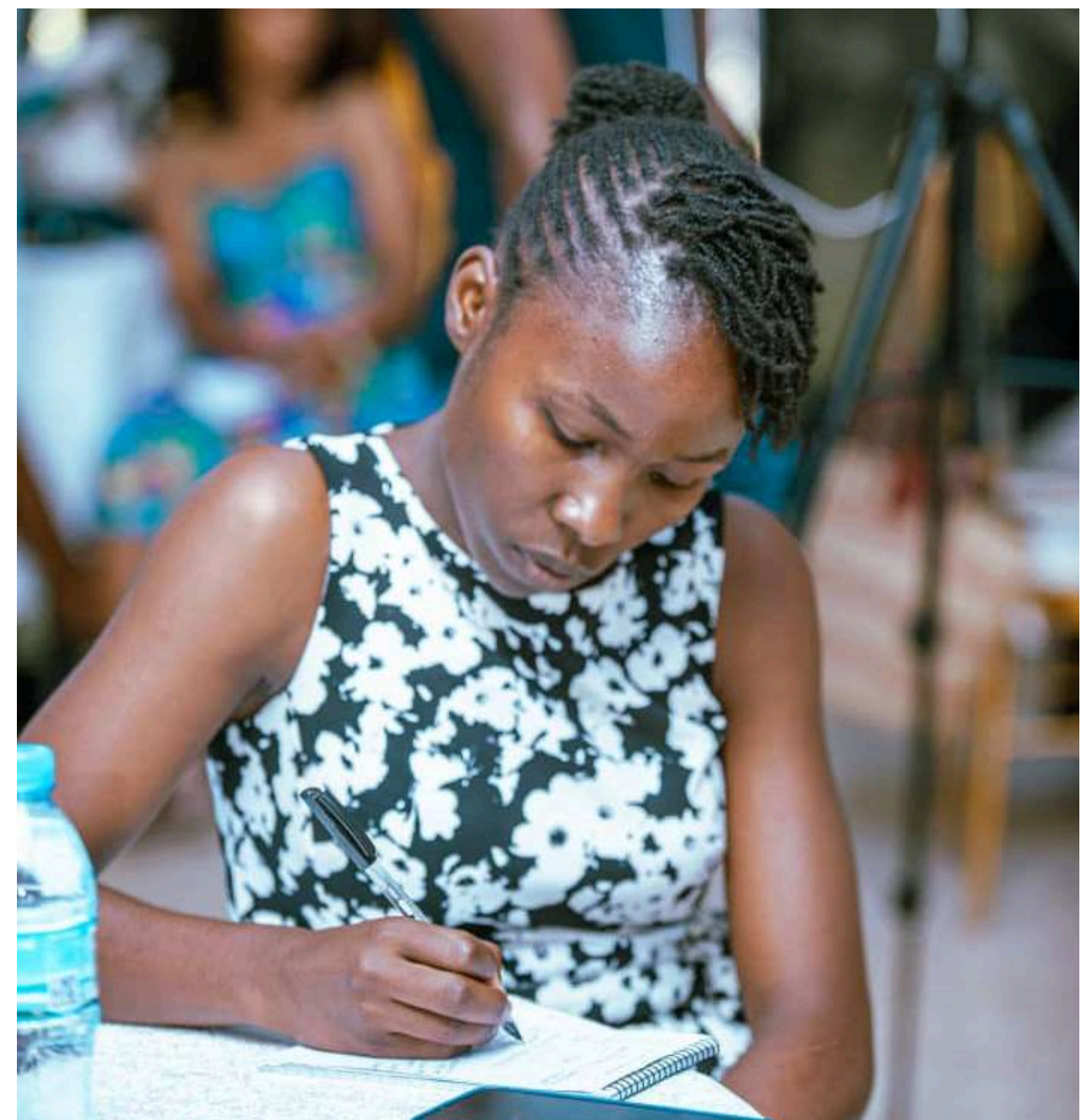
We are proud to be a member of the Tanzania **Dadas Rise Coalition** (TDRC), a transformative platform that unites feminist organizations, women-led initiatives, and advocates across Tanzania. Dadas Rise is dedicated to fostering sisterhood, solidarity, and impactful change, working collaboratively to advance gender equality, promote women's rights, and address socio-economic and environmental challenges. The coalition provides a space for shared learning, advocacy, and collective action to uplift women and girls nationwide.

As a member of this coalition, we had the honor of participating in the Dadas Rise Annual Forum (DAF) 2024, themed "Sisterhood and Solidarity", held in Dar es Salaam. This forum brought together over 150 participants, including young women leaders, feminist organizations, development partners, and other key stakeholders, to drive transformative change and foster collaboration.

During the forum, we had the opportunity to engage with other women-led organizations, sharing experiences, discussing best practices, and expanding our network. These exchanges enriched our understanding of the challenges and opportunities faced by women-led initiatives in Tanzania and reinforced the importance of collaboration in achieving shared goals. As part of our contribution, we shared WORF's impactful work in empowering women through waste management and recycling, emphasizing the integration of sustainability into gender equality efforts.

The forum's Guest of Honor, Katherine Gifford, Deputy Representative of UN Women, delivered an inspiring keynote address that highlighted the importance of collective efforts in advancing women's empowerment and leadership. Her words resonated deeply with the forum participants and emphasized the need for platforms like Dadas Rise to create meaningful and lasting change.

Participating in DAF 2024 was an empowering experience for WORF. We are grateful for the opportunity to connect with like-minded organizations and leaders who share our vision of uplifting women and promoting sustainable practices. As an active member of Dadas Rise, we remain committed to leveraging the knowledge and networks gained during the forum to further our mission and create a lasting impact on our communities.



WORF's Membership in the PREVENT Waste Alliance

WORF is proud to announce its membership in the **PREVENT Waste Alliance**, a global platform dedicated to promoting waste prevention, sustainable resource management, and circular economy practices. Securing this membership earlier this year marks a significant milestone for WORF as we expand our network and enhance our capacity to drive impactful waste management initiatives in Tanzania.

The PREVENT Waste Alliance brings together diverse stakeholders from the private sector, civil society, academia, and government to collaborate on innovative solutions to global waste challenges. The alliance focuses on advancing waste prevention, boosting recycling practices, and building sustainable value chains across industries and regions. Its mission aligns closely with WORF's efforts to empower women and youth through innovative recycling and waste management practices, fostering both economic empowerment and environmental sustainability.

As a new member, WORF was honored to be featured on PREVENT's social media channels, where our work in Tanzania was recognized for its contributions to promoting a circular economy and addressing waste management challenges. This recognition highlights the impact of WORF's initiatives and underscores our commitment to sustainable development.

Becoming a member of the PREVENT Waste Alliance provides WORF with a platform to:

- Collaborate with global stakeholders on innovative waste solutions.
- Share best practices and insights from our grassroots work in Tanzania.
- Access resources and tools to enhance our impact in waste prevention and recycling.

WORF is excited about the opportunities this membership presents to deepen our commitment to waste management and sustainability, while contributing to the alliance's mission of creating a cleaner, more sustainable future. We look forward to active participation and collaboration within the PREVENT Waste Alliance to continue advancing impactful solutions for waste prevention and circular economy practices.



Recognition of Our Head of Programs as a 2024 Rising Motherland Mogul

We are thrilled to celebrate a significant achievement for WORF as our Head of Programs has been named one of the 2024 Top 50 Rising Motherland Moguls by She Leads Africa. This prestigious recognition, announced in honor of International Women’s Day and Month, highlights her exceptional dedication to empowering women and driving sustainable change across communities in Tanzania.

The Rising Motherland Moguls list celebrates Africa’s leading ladies and rising stars, nominated by the She Leads Africa community. It recognizes women from diverse fields—entrepreneurs, activists, scientists, and artists—who are breaking barriers, inspiring others, and creating positive change across the continent. Our Head of Programs exemplifies these values through her tireless efforts to promote environmental sustainability and economic empowerment, particularly in championing circular economy practices and waste management initiatives that uplift women and youth.

This recognition not only celebrates her personal achievements but also underscores the collective impact of WORF’s mission and efforts in advancing gender equality and sustainability. Her inclusion among Africa’s rising stars is a proud moment for WORF, reinforcing the importance of our work and inspiring us to continue driving meaningful change.

We extend our heartfelt congratulations to our Head of Programs on this well-deserved recognition and look forward to witnessing her continued success in breaking barriers and creating lasting impact. This honor reaffirms our commitment as an organization to empower women and foster sustainable solutions that contribute to a brighter future for Tanzania and Africa.



“
Being named one of the 2024 Rising Motherland Moguls is a true honor," said **Zuhura Ahmad**, WORF’s Head of Programs.
"This recognition reflects the collective efforts of WORF and the communities we serve. It inspires me to keep empowering women and championing sustainability for transformative change

Recognition of Our Managing Director by the Global Recycling Organization

This year, our Managing Director, **Hellena Sailas**, was honored by the **Global Recycling Organization in the UK** as a Recycling Hero, a recognition that celebrates her exceptional contributions to promoting recycling, the circular economy, and sustainability in Tanzania. This prestigious accolade highlights her leadership and dedication to inspiring communities to reduce plastic waste, fostering healthier cities, cleaner lakes, and improved access to clean water.

As the Managing Director of WORF (Women in Recycling Foundation) , Hellena’s work exemplifies the transformative power of sustainable practices in addressing environmental challenges. Her efforts have not only advanced recycling initiatives but also contributed to cleaner environments, particularly in urban areas and around vital water bodies like Lake Tanganyika, the world’s longest freshwater lake.



As a key member of WoRF, Hellena is rallying women across Tanzania to join the circular economy movement.

Together, we’re envisioning a cleaner, greener future, starting with projects like Lake Tanganyika.



Being recognized as a Recycling Hero by the Global Recycling Organization is a humbling honor," said Hellena Sailas, Managing Director of WORF.

This achievement reflects the collective efforts of our team and the communities we work with to promote sustainability and reduce plastic waste. Together, we are building healthier cities and protecting vital ecosystems like Lake Tanganyika for future generations

Beneficiary testimony



Christina Charles

Through this economic women empowerment through plastic recycling program, I have been able to increase my daily income from 3,000 TZS to 10,000 TZS.

This has enabled me to address small challenges in meeting my family responsibilities." – Christina Charles, single mother of three children.



Lucy Kiliani

Before joining this program, I struggled with numerous small debts from participating in informal revolving funds (UPATU) just to make ends meet. The burden became overwhelming, leaving me avoiding social interactions and isolating myself. However, through WORF's group initiative, I have achieved a sustainable income and regained stability in my life." – Lucy Kiliani



“

Climate and Finance program has been instrumental in transforming my understanding of climate issues and how to address them.

I have gained valuable knowledge in eco-entrepreneurship and how to access financing to support youth-led climate projects.” – Agness Jonathan”

Agness Jonathan





Donor Visits

Visit from Our Long-Term Partner: Women First International Fund

This year, we had the honor of hosting our long-term partner and donor, **Women First International Fund**, at our office. Their visit provided a meaningful opportunity to reflect on our progress, share insights into our programs and administration, and discuss the challenges we face as a youth-led organization. This open dialogue was invaluable in identifying ways to enhance our impact and strengthen our organization’s capacity.

Women First International Fund’s model of partnership goes far beyond funding. Their commitment to investing in our vision and capacity-building demonstrates their belief in our mission and their dedication to supporting youth-led organizations like ours. During their visit, they engaged with our team to better understand our work, our challenges, and the opportunities that lie ahead. This holistic approach helps us grow stronger and empowers us to continue delivering impactful programs in waste management, circular economy, and women’s empowerment.

We are deeply grateful for Women First International Fund’s unwavering support and collaborative spirit. Their belief in our mission has been instrumental in our journey so far, and we are excited to continue building on this partnership. Together, we are committed to creating lasting change and driving sustainable development.

Here’s to the next five years of impactful collaboration! 🌱🌟



Introducing Our New Donors and Partners

This year, we are grateful to introduce our new donors, which include:



We are thrilled to welcome our new donors and partners to the WORF family.

Their support strengthens our mission to empower women, promote sustainability, and create lasting impact in our communitie

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