THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF COMMUNITY DEVELOPMENT, GENDER, WOMEN AND SPECIAL GROUPS

THE NATIONAL GENDER AND WOMEN'S DEVELOPMENT POLICY 2023

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LIST OF ABBREVIATIONS AND ACRONYMS

AIDS	Acquired Immuno Deficiency Syndrome
ALSD	Alternative Learning Skills Development
ALSD	Alternative Learning skills Development
ASCAs	Accumulated Savings and Credit Associations
AU CRF	African Union Continental Result Framewor
AU	African Union
BBT	Buiding a Better Tomorrow
BPFA	Beijing Declaration and Platform for Action
CCROs	Certificate of Customary Rights of Occupancy
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CLF	Converged Licensing Framework
CSOs	Civil Society Organisation
EAC	East African Cooperation
Ebbar	Ecosystems Based Adaptation
EWURA	Energy and Water Utilities Regulatory Authority
FDCs	Folk Development Colleges
FGM	Female Genital Multilation
GBV	Gender Based Violence
GEF	Generation Equality Forum
GEWE	Gender Equality and Women Empowerment
GII	Gender Inequality Index
GRB	Gender Responsive Budgeting
GVM	Gross Vehicle Mass
HESLB	Higher Education Students Loans Board
HIV	Human Immuno Deficiency Virus
iCHF	Improved Community Health Fund
ICT	Information Communication Technology
IPA	Institutions Plan of Action
LGAs	Local Government Authorities
LPG	Liquefied Petroleum Gas
MDGs	Milennium Development Goals
MIS	Management Information System

NBS	National Burean of Statistics
NEEC	National Economic Empowermenr Council
NHIF	National Health Insurance Fund
NPA VAWC	National Plan of Action to End Violence Against Women and Children
NSSF	Nation Social Security Fund
PCCB	Prevention and Combating of Corruption Bureau
PF3	Police Form No 3
PMTCT	Prevention from Mother to Child Transmission
PSSSF	Public Service Social Security Fund
REA	Rural electrification Agency
REB	Rural Energy Agency
REF	Rural Energy Fund
RUWASA	Rural Water Supply and Sanitation Agency
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SIGI	Social Institutions and Gender
SLM	Sustainable Land Management
STEM	Science, Technology Engineering Mathematics
TASAF	Tanzania Social Action Fund
TCRA	Tanzania Communication Regulatory Authority
TCU	Tanzania Commission for Universities
TDHS	Tanzania Demographic and Health Survey
THIS	The HIV/AIDS Impact Survey
UN WOMEN	United Entity for Gender Equality and the Empowerment of Women
UN	United Nations
UNICEF	United Nations Children’s Fund
URT	United Republic of Tanzania
VETA	Vocational Education and Training Authority
VICOBA	Village Community Bank
VSLA	Village Savings and Lending Association
VTC	Vocational Training Centre
WCF	Workers Compensation Fund
WDF	Women’s Development Fund
WEE	Women Economic Empowerment
WPS	Women, Peace and Security

GLOSARY OF WORDS

For the purposes of this Policy, the following words shall be interpreted as follows:-

Sex	It is a physical condition which differentiates a man from a woman that one is assigned at birth. Sex differences are biological and irreversible.
Gender	Division of rensponsibilities and relationships between women and men in the community which are socially constructed. This division is a result of attitudes which are in-built within the relevant community which are learned or acquired in the process of socialization. These rensponsibility can differ according to the period or one community and another.
Gender Roles	The different roles between women and men which have been identified and maintained socially, for example: cooking, washing, fetching water and housekeeping are recognised as gender roles of women rather than as roles for both gender.
Special Groups	These groups include Elderly, Women, Children, Widows, Childless, Small Business Owners and People with Disabilities.
Gender Equity	Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.
Gender Equality	It is a state of having equal rights between women and men, girls and boys. It entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Thus, Gender equality implies equal enjoyment of rights by man and women
Gender Ratio	Justice and equality in the division of resources, benefits and responsibilities between men and women, girls and boys in all life spheres. To ensure equality, it is important that positive short- or long-term measures be put in place to bridge the historical and social gaps that limit women from accessing the same opportunities as men.
Affirmative Actions	refers to a set of policies, measures and practices which are adopted by the government or an organization for the purpose of addressing existing gender inequality or increasing opportunities to underrepresented sex (men or women) in a society or at work place.
Poverty	It is a state of lacking self-sufficiency and prosperity. This is due to lack of adequate resources or income, leading to a lack of basic living necessities such as nutrition, good health, water, shelter, clothing and education. Similarly, poverty that affects women and girls due to prevalence of discriminatory social norms and unpaid family and household care works.
Gender Responsive Budgeting	It is a division of resources that involve analysis of income and expenditure with a focus on equality and equity. In addition, implementation of gender responsive budget is expected to equally benefit all groups.

PREFACE

The Government of the United Republic of Tanzania recognizes the importance of promoting gender equality and women's empowerment. The existence of the Women and Gender Development Policy, 2000 and its Implementation Strategy 2005 confirm the Government's clear commitment to promoting gender equality as a means of enhancing the well-being and development of its people. The policy addressed a number of gender disparities to increase the participation of women and men in achieving sustainable development. The guiding principles of the Policy are based on the International and Regional Conventions, Commitments, Protocols as well as National Plans which include: Convention on the Elimination of All Forms of Discrimination Against Women – CEDAW (1979) and its Optional Protocol; Security Council Resolution 1325 of 2000 on Peace and Security for Women; Southern African Development Community (SADC) Declaration on Gender and its Supplement to the Prevention and Elimination of Violence against Women and Children (1997); Beijing Declaration and Action Forum - BPfA (1995); SADC Protocol on Gender and Development (2008); and the Sustainable Development Goals (2030).

The implementation of the Women and Gender Development Policy of 2000 has been very successful as detailed in subsequent chapters. However, during the implementation of the policy there have been significant changes across the world, including the growth of technology, climate change and outbreaks of various diseases that have affected the development of women and men in general. Similarly, there are several policy gaps and newly emerging issues which were not part of the Policy which hindered realization of the intended goals. These nessecitated the evaluation of the Women and Gender Development Policy 2000, which manifested the gaps in the implementation of new issues in a gender perspective. The results of the assessment laid the groundwork for a review of the Policy and its Implementation Strategy (2005) and thus set out the ground for formulation of the National Gender and Women Development Policy 2023.

Among other incorporated issues, the Policy has identified strategic measures to promote and accelerate the attainment of gender equality in the country. Therefore, I urgue all stakeholders, including Sectoral Ministries, the Private Sector, Civil Society Organizations, Development Partners and the community at large, to participate fully in the implementation of the Policy Statements in order to enhance achievement of gender equality, as well as to ensure that the Tanzanian community lives in harmony and solidarity between men, women, girls and boys and that all have access to basic services and equal rights.

In addition, the preparation of this policy involved many stakeholders from across the country. So, on behalf of the Government, I thank all stakeholders for their important

contributions to the development of this National Gender and Women Development Policy 2023.

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CHAPTER ONE:

INTRODUCTION

1.1 Background

Gender equality is not only the issues of women's rights, its encompassing diverse groups such as men, youth, children, the elderly, widows, childless individuals, small business vendors and persons with disabilities. Furthermore, it represents a critical cornerstone in fostering sustainable development. Therefore, The Women and Gender Development Policy (2000) laid out a comprehensive vision for achieving gender equality across various development domains including education, health, decision-making roles, and economic participation. This policy was designed to create an enabling environment wherein men and women can fulfill their responsibilities in alignment with their gender-specific needs.

The policy aims at establishing robust strategies enabling women, men, and communities to actively eradicate poverty, harness available resources for self-development, uphold rights and equality within the community, and foster an environment conducive to mutual progress. It seeked to recognize women's pivotal role in both family and national development while safeguarding their rights, and emphasizes the importance of parental involvement in nurturing children. Additionally, the policy underscored industrial development as a catalyst for economic transformation and government's commitment to strengthen the legal framework to achieve gender equality for vulnerable groups including women.

The policy adhered to international and regional treaties, resolutions, and plans ratified and implemented by Tanzania to promote gender equality in political, economic, social, and cultural spheres. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW 1979), the Convention on the Elimination of Discrimination in Employment and Occupation (1958), the International Conference on Population and Development (1994), The Convention on Workers with Family Responsibilities (1981), The Convention on Reproductive Rights (2000); the Convention on the Rights of the Child (1989), the Convention on the Rights of Persons with Disabilities (2000), the Millennium Development Goals (2000) particularly Goal 3 on Gender Equality and Women's Empowerment, the International Covenant on Economic, Social and Cultural Rights (1966), The United Nations Convention on the Rights of the Child (1989), which focuses on specific rights of the child; the African Union Convention on HIV/AIDS and Sexually Transmitted Diseases (1999), The African Women's Peace Culture Convention ratified in Zanzibar (1999). The International Covenant on Civil and Political Rights (1966); the United Nations Declaration of Human Rights (1948); the Convention on the Political Rights of Women (1952); the African Charter on Human and Peoples' Rights (1981), the Beijing Platform for Action (1995), UN Security Council Resolution 1325 on Women, Peace

and Security (2000), and the Southern African Development Community (SADC) Gender Protocol and its Additional Protocol on Gender-based Violence (1997).The Government, in efforts to accelerate the implementation of strategies for advancing economic rights and equality for women, is fulfilling its commitments made at the Generation Equality Forum (2021) aimed at accelerating the implementation of the Beijing Platform for Action. Furthermore, Tanzania is implementing UN Security Council Resolution 1325 on Women, Peace and Security, which calls on member states to ensure the safety of women during political, economic, and social conflicts.

At the national level, the Constitution of the United Republic of Tanzania ensures gender equality by providing equal opportunities for both women and men across all spheres of life. Chapter 3, Article 12(2) of the Constitution safeguards the right to be respected as outlined in the International Declaration of Human Rights. Likewise, Article 21 of the Constitution underscores the right of all individuals to engage in leadership either directly or through representation, while Article 22 guarantees equal chances for holding public office. To address the historic underrepresentation of women in various decision-making bodies such as Parliament and Councils, the URT has amended its Constitutiton to accommodate affirmative actions such as legislative amendments including Act No. 4/1992, 12/1995, and 3/2000. Additionally, the National Development Vision 2025 places a strong emphasis on gender equality and the eradication of all forms of gender discrimination and violence in the country.

The evaluation of the implementation of the Policy (2000) has demonstrated various achievements resulting from the Government's efforts to integrate gender issues into policies, strategies, programs, laws, plans, and sectoral budgets. These accomplishments include: reducing incidents of violence against women and children through the implementation of the National Action Plan to End Violence against Women and Children (NPA-VAWC 2017/18 – 2021/22); establishment of Gender Desks in Ministries, Departments and Agencies; Regional Secretariats, and Local Government Authorities; advocating for the enactment of gender-sensitive laws and reviewing oppressive laws; launching economic empowerment programs for women; providing free education to both girls and boys, thereby increasing enrollment in primary and secondary schools by 1:1 ratio; and improving access to healthcare services for women, especially reproductive health services.

Other achievements include: the establishment of various poverty reduction programs such as the Tanzania Social Action Fund (TASAF), which prioritize gender equality, particularly in lifting the economic status of women; the improved Community Health Fund (iCHF), which provides opportunities for women and men in the private sector to access health insurance services; the existence of the Women's Development Fund (WDF) along with other Economic Empowerment Funds that enable women to access capital; the

preparation and implementation of Gender Responsive Budgets (GRB) from the community to national levels to ensure that these budgets benefit women, men, and special groups; recognizing the importance of economic empowerment of women, thereby triggering amendments to the Local Government Authority Finance Act, Chapter 290, specifically the new section 37A which requires all Local Government Authorities to allocate 10% of their internal revenue for interest-free loans to Women's Economic Groups (4%), Youth (4%), and Persons with Disabilities (2%); and an increase in the number of women in various leadership and decision-making positions at all levels.

Despite these achievements, the Evaluation of the Implementation of the Policy (2000) has identified shortcomings in gender equality. This has been confirmed by gender equality metrics such as the Gender Inequality Index (GII) and the Social Institutions and Gender Index (SIGI), where Tanzania scored 0.539 (GII) and 0.262 respectively. These indicators reveal persistent challenges including the prevalence of oppressive customs and traditions denying women access to resources; continued instances of gender-based violence; limited involvement of men in efforts to promote gender equality; and ongoing maternal mortality due to harmful cultural practices. Additionally, women face increased workloads due to limited access to various services including water and energy, as well as limited accesses to socal secucurity schemes to women and men who are informal sector.

Furthermore, the Evaluation of the Implementation of the Policy (2000) has identified gaps in providing policy direction in emerging and critical areas that have arisen in the two decades since the policy was formulated. These gaps include: the policy not encompassing other forms of gender-based violence such as psychological violence, violence through ICT particularly on social media platforms, physical and sexual violence including sexual harassment in educational institutions; inadequate emphasis on gender-sensitive health issues especially promoting women, girls, men, and boys to adopt a culture of regular health check-ups including cervical, breast, and prostate cancer screenings; women's peace and security; and gender and digital services. Additionally, the policy did not address cross-cutting issues such as good governance and HIV/AIDS, thus lacking policy statements in these areas.

Additionally, the Policy (2000) did not incorporate certain national, regional, and international Treaties, Resolutions, and Plans related to gender equality that were ratified after the year 2000. These include Resolution No. 1325 of the United Nations Security Council (2000) on Women, Peace, and Security, which calls on member states to prioritize women's safety during peacekeeping, political, economic, and social conflicts; the Generation Equality Forum (2021), featuring six Action Coalitions whereby Tanzania adopted the second Coalition on Economic Justice and Rights, which, among other things, emphasizes the importance of reducing women's workload by establishing and developing community childcare and early childhood development centers and their participation in

economic activities. Other Treaties, Resolutions, and Plans which were not accommodated were:- the SADC Protocol on Gender and Development (2008), Article 10 - rights of widows and Article 12 – equal representation in decision-making and leadership positions in both public and private sectors (50:50); the African Union Protocol on Women's Rights (2003), Articles 10 – 11 on the protection and participation of women in peace and security, and Article 19 – rights of widows; the Sustainable Development Goals 2030 (SDGs), particularly Goal 5, the African Union Agenda 2063 Goal 17 on gender equality in all aspects of life; and the Five-Year Development Plan 2021/22 – 2025/26, directing the inclusion of special groups including women in financial matters.

1.2 Current Status of the Implementation of the Women and Gender Development Policy (2000)

The implementation of the Policy (2000) has been successful in promoting gender equality and empowering women politically, economically, and socially. These achievements have resulted from collaboration between the Government and various stakeholders, including Development Partners, the Private Sector, Civil Society Organizations, and the community at large. Therefore, this section highlights the status of gender issues and women's development implementation, achievements, gaps, and c hallenges.

1.2.1 Gender Issues and Women's Development

The evaluation of the implementation has focused on the core areas of the Policy (2000) as follows:

1.2.1.1 The Economic Status of Women

The implementation of the Policy (2000) involved policy, legal, and strategic efforts aimed at empowering women economically as a specific means of promoting economic growth in the country. These efforts include: Amendments to the Local Government Authority Finance Act, Chapter 290, particularly Section 37A, which directs Local Government Authorities to allocate 10% of their internal revenue (4% for Women, 4% for Youth, and 2% for Persons with Disabilities) to provide interest-free loans to the aforesaid groups. As at June, 2022, a total of Tanzania Shillings 111.03 Billion were disbursed to 34,505 Women Groups.

Furthermore, the establishment of the Tanzania Women's Bank, which served as a model bank for African countries, underwent operational changes, and its functions were transferred to the Women's Window within the Tanzania Commercial Bank (TCB). Between the period of 2018/19 to 2021/22, a total amount of 62.55 billion Tanzanian Shillings was disbursed to 18,125 women entrepreneurs in 26 regions of Mainland Tanzania through this window. Additionally, the Policy advocated for strengthening the management of the Women's Development Fund, which provides low-interest loans to

women entrepreneurial groups to develop their projects and businesses. Moreover, the Policy encouraged the establishment of special loan windows for women in commercial banks in the country, including Tabasamu (TCB), Fanikisha, Wewe ni Jasiri (Azania Bank), Jasiri Bond (NMB), and Malkia (CRDB), Johari (NBC) and Fanikisha (Equity Bank).for example for the period of 2021/22 NMB Bank throught Jasiri Bond facilitated disbursement of 288.33 Billlion to 10,565 Women. The provided soft loans surported women entrepreneurs to establish and develop business and other income generating activites, hence reduce the state of dependence.

The Policy (2000) has contributed to creating an enabling environment by recognizing, registering, and promoting Social Community Groups for savings and credit, including ASCAs, VSLAs, VICOBA, SACAs, and SACCOs in both urban and rural areas to assist citizens who do not qualify for loans from formal financial institutions. Additionally, the Government has set aside special areas totaling 15,822.64 acres in 150 councils for conducting business. Furthermore, the Public Procurement Act, Chapter 410, has been amended to direct Public Institutions to allocate 30% of the procurement value to women.

Other achievements include: the development of the Second Financial Inclusion Framework (2023 - 2027), which prioritizes addressing challenges in enhancing access to financial services for marginalized groups, notably women. The improved access to markets for products of women entrepreneurs through their participation in domestic and international trade fairs such as Nanenane, Sabasaba, and Juakali, where the number of participating women has increased from 268 in 2010 to 13,566 in 2020. Additionally, it has enabled 812 youth to engage in agribusiness (of whom 282 are women, accounting for 34.73%, and 530 are men, accounting for 65.27%) through the Building Better Tomorrow: Youth Initiative in Agribusiness (BBT-YIA) program.

Despite these achievements, many women still operate within informal systems and lack access to economic opportunities due to financial systems not addressing gender needs. This is because many women do not own assets such as land that could be used as collateral for loans. Therefore, it is crucial for the government and all stakeholders to increase efforts in enhancing the management of financial systems and business opportunities to ensure that women and men have equal rights in owning and utilizing available resources.

1.2.1.2 Strategies for Optimal Use of Resources and Tools

The Policy (2000) prioritized equal access, ownership, and utilization of land between women and men, and promoted rural agricultural land use, strengthening land rights, and proper land use planning, improve working tools, marketing and rural communication/infrastructure systems for transportation of crops.

To ensure gender-equitable land ownership, the Government has continued various efforts, including implementing the National Housing Development Policy (2000), National Land Policy (1995), and the 2017 amendments to the Village Land Act, Chapter 114, Section 3 (2), which provide opportunities for every woman to own and use land, along with establishing committees to promote women's land ownership rights. These efforts have led to an increase in the number of women owning land from 9% previously to 25% in 2018 and an increase in joint ownership from 6% to 16% in 2018. As of April 2023, a total of 39,023 Certificates of Customary Rights of Occupancy (CCROs) were issued, with 13,008 (33.3%) issued to women and 26,015 to men. Additionally, 15,102 women received Title Deeds out of the total of 45,306 issued.

Other successes include the strengthening of ICT use in the land sector, facilitating the issuance of electronic titles with consideration to gender. Despite these efforts, land ownership for women remains a challenge due to negative customs and traditions, as well as legal systems, particularly customary ones, that allow gender discrimination in land ownership. Therefore, deliberate efforts are needed to promote justice and equality in land ownership for both women and men. According to the SIGI research (2022), only 26% of women own agricultural land. This situation persists due to customs and traditions favoring men in inheriting and owning family land.

The implementation of this policy has emphasized increasing the participation of women, especially those living in rural areas, in agriculture, which is the backbone of the nation's economy. Due to gender inequality within communities, women have had limited opportunities to invest in high-value crop farming. Various studies indicate that over 80% of rural women spend most of their time in agricultural activities, often working 4 to 5 hours more than men in productive activities, especially in rural areas, but they do not benefit from the assets they produce. Additionally, women's ownership of productive resources such as land is limited. Therefore, women farmers typically own an average of only 40% of the land they cultivate, resulting in low crop yields. The results of the 2019/20 Agricultural Census show that out of 12,007,839 households in Tanzania, 7,837,405 (65.3%) are engaged in agricultural activities. In mainland Tanzania, out of 7,657,185 households involved in agriculture, 4,972,372 (64.9%) cultivate crops, 2,526,846 (33%) are engaged in both crop cultivation and animal husbandry, and 157,290 (2%) are solely involved in animal husbandry.

Despite efforts to strengthen the agriculture sector and promote equal participation of women and men, this sector still faces various challenges. These challenges include the effects of climate change leading to low productivity, the use of poor agricultural technologies especially by women farmers, limited skills among farmers, and the lack of reliable markets and accurate price information for crops.

In this context, there is a need to promote gender issues in the agriculture sector to ensure that women and men have equal rights. Improvement of rural agricultural infrastructure (roads, irrigation infrastructure, and ICT systems) should be strengthened to increase productivity for rural farmers and enhance food security and nutrition. It is important to enhance access to financial services including loans and financial management skills for rural women farmers to provide more investment opportunities in the agricultural value chain, thus increasing employment and income.

1.2.1.3 Norms and Values

In Tanzania, there are good norms and Values within communities that should be preserved, such as those that promote environmental conservation and protection of natural habitats by preventing destruction in areas like forests, water sources, and mountains, which communities believed were inhabited by their ancestors. Additionally, in child upbringing, it was ingrained that a child belongs to everyone and every member of the community has a responsibility to nurture them. However, there are some customs and traditions that are oppressive to women within the family, clan, and society as a whole. These customs include: child marriages, inheritance and cleansing rituals for widows; prohibition of women to inheritance and own productive resources, female genital mutilation, and initiation ceremonies. During the implementation period of the policy, various efforts have been made as follows:

1.2.1.3.1 Female Genital Mutilation

According to the SIGI report (2022), 12% of women in Tanzania have undergone female genital mutilation (FGM). The regions leading in FGM are Arusha (63%) followed by Manyara (58%). Additionally, rural areas have shown a prevalence of FGM at 15%, which is twice as high as urban areas at 7%. Moreover, according to UNICEF studies (2013), 7.9 million women and girls in Tanzania have undergone FGM, while according to TDHS/MIS (2015-16), the prevalence is at 10%. The results of policy implementation include the development of the National Strategy to Prevent and Eradicate FGM in the country (2020/21 - 2024/25); conducting education and advocacy campaigns targeting various groups to end FGM; and establishing 11 safe houses to care for survivors of violence, including FGM.

1.2.1.3.2 Child Marriages

The Policy (2000) also aimed to eradicate child marriages by developing and implementing the National Plan to Eliminate Violence against Women and Children (NPA-VAWC, 2017/18 – 2021/22) to prevent all forms of violence against women and children, including child marriages; raising community awareness about the consequences of child marriages and pregnancies; enactment of the Child Act, Chapter 13 to safeguard the rights and welfare of the child, along with the 2015 Amendments to the Education Act, Chapter 353

read in conjunction with the Penal Code, Chapter 16, which prohibit marriage and pregnancy for children, especially students; Enactment of the Legal Aid Act, Chapter 21 providing legal assistance to those unable to afford legal services and advocacy fees for special groups including women and children.

These efforts have led to various successes, including: the establishment of 18,186 Women and Children Protection Committees comprising committees at the National (2), Regional (26), District (148), Ward (3,501), Village (10,507), and Street (4,002) levels addressing issues of violence against women and children; the establishment of systems to prevent child marriages at grassroots levels including 1,669 Junior Councils at all levels and 2,552 Children's Clubs in Primary and Secondary schools; implementation of free education policy from pre-school to Advanced Certificate in Secondary Education in public schools; a penalty of imprisonment for a minimum of 30 years for anyone found guilty of marrying or impregnating a student; establishment of toll-free phone service for children (Child Help Line number 116) to provide support services to child survivors and those at risk of violence; establishment of 11 safe houses to provide shelter for violence survivors; and establishment of 141 children's courts to strengthen the judicial system on issues of violence against children. Additionally, the formulation of the Child Development Policy (2008); amendments to Police Form No.3 (PF.3) and guidance on filling out PF.3 are among the achievements. In another step, the Tanzanian Police Force has strengthened its response to cases of violence against women and children by establishing the Women Police Network and providing training for its officers on techniques for serving survivors of violence in the country.

Despite significant efforts to address the issue of child marriages in the country, these incidents continue to occur in many areas. According to the SIGI Report (2022), 19% of women aged 15 and above and 16% of women aged 20 to 24 were married before the age of 18. Furthermore, according to the Crime and Road Safety Incidents Statistics of the Police Force for the months of January to May, 2022, the regions leading in cases of students getting pregnant are Shinyanga (82 cases), Mwanza (79 cases), and Arusha (71 cases). This situation prompts an examination of the shortcomings in the existing policy and legal frameworks to curb violations of children's rights, including child pregnancies, as they deprive girls opportunities for educational and even economic advancement.

1.2.1.4 Women's Health and Reproductive Health

The Policy (2000) aimed to achieve three goals, including advancing food security technology, strengthening programs for training women and communities on proper nutrition as a preventive measure against diseases, and ensuring every family preserves sufficient food and sells only the surplus. The policy also identified potential consequences such as stunting, anemia, and premature birth; diseases and deaths due to conditions

such as HIV/AIDS or excessive bleeding during childbirth and female genital mutilation. Successful implementation of the policy in this area includes the development of guidelines to address malnutrition issues, including stunting, anemia, and premature birth; the development and implementation of the National Multisectoral Nutrition Action Plan II (NMNAP II 2021/22 – 2025/26) implemented by all councils nationwide, which has increased accountability for nutrition interventions; allocation of 1,000 shillings per child for all councils implementing nutrition interventions, including education for professionals and communities, vitamin A supplementation, and iron supplementation for pregnant mothers; and community education campaigns on stunting, anemia, and premature birth.

Furthermore, free services for pregnant women and children under the age of five, as well as the elderly, continue to be provided. In improving reproductive health services, the National Health Policy (2007) directs that pregnant women receive reproductive health care at least four times before delivery. Achievements include the presence of 1,360 health facilities capable of providing reproductive health services along with emergency supplies. According to health statistics for the year 2022, Tanzania has 9,104 health service facilities on the mainland, including 52 facilities for childbirth/childcare. NBS statistics show an increased ratio between births in the country and available health professionals, rising from 59.3% (2008/09) to 69.6% (2014/15). As a result of these efforts, a survey conducted by the NBS (TDHS-MIS, 2015/16) showed that 98.4% of women who gave birth in the past five years received some form of reproductive health services from healthcare professionals.

The evaluation of the Policy (2000) identified challenges, particularly women's inability to access screening services and afford healthcare costs, including cervical and breast cancer screening and mental health issues. For instance, in 2015, the number of women screened for cervical cancer was 127,188 compared to 513,375 women in 2022.

1.2.1.5 Women and Environment

The Policy (2000) focused on increasing women's participation in environmental committees while recognizing the effects of environmental degradation, including low agricultural productivity and adding to women's workload by requiring them to travel long distances to fetch water, firewood, and fodder. The Policy Implementation Evaluation identified a fair gender balance in Environmental Conservation Committees, where one-third (1/3) of the members are women at the Ward level. Other achievements include the formulation of various Policies, Strategies, Programs, Plans, Laws, and Guidelines aimed at addressing climate change, including the National Environmental Policy (2021); National Energy Policy (2015); National Climate Change Strategy (2021 - 2026); and National Carbon Trading Guidelines (2022); Tanzania Climate-Smart Agriculture Program (2015 - 2025); National Environmental Master Plan for Strategic Intervention (2022 - 2032); Forests Act, Cap. 323; Environmental Management Act, Cap. 191; Rural Energy Act of

2005; Forest Regulations (2004); National Climate Change Strategy (2012 - 2018); National Climate Change Adaptation Strategy (2021 - 2026); and The National Guidelines for Mainstreaming Gender into Climate Change Related Policies, Strategies, Programs, Plans, Guidelines and Budgets (2014).

Additionally, these policies have contributed to an increase in environmental conservation interventions that have shown women's participation in implementation. For example, in the Climate Change Resilience through Ecosystems-Based Adaptation (EBBAR) project, out of a total of 346 beneficiaries, 187 are women; in the Climate Change Adaptation Pilot Project in the Lake Victoria Basin (ACC-LVBC), out of 355 beneficiaries, 183 are women; in the Sustainable Land Management Project in the Lake Nyasa Basin (SLM), out of 375 beneficiaries, 188 are women; and in the Integrated Management of Ecosystems and Restoration of Natural Vegetation and Biodiversity Conservation Project (SLR), out of 1,361 beneficiaries, 416 are women. Despite these successes, there is a need to continue joint efforts to ensure the establishment of systems that ensure gender considerations in the environmental sector.

1.2.1.6 Education and Training

The Policy (2000) aimed to address existing gap to increase girls' participation in education. These gaps include low enrollment, dropout rates, gender-insensitive curricula, limited participation of girls in Science, Technology, Engineering, and Mathematics (STEM) subjects, education for parents on the importance of educating girls, and enhancing education through Folk Development Colleges.

The policy has encouraged the construction of primary and secondary schools, including boarding schools, to reduce the dropout rate, especially for female students. Between 2015 and 2021, the number of primary schools increased from 16,899 to 18,546, and secondary schools increased from 4,708 to 5,289. Other efforts include strengthening the education system to address gender issues in curricula, textbooks, teaching methods, and learning techniques. To improve the attendance and academic performance of female students, the government has continued efforts to build female-friendly infrastructure, including dormitories in secondary schools, sanitation facilities, toilets, and improving water services. Additionally, to reduce dropout rates, the policy has contributed to the implementation of laws prohibiting discrimination and protecting girls by amending the Education Act, Chapter 353, which prohibits marriage for primary or secondary school students. This law also imposes a minimum sentence of 30 years imprisonment for a man who impregnates a student and five years imprisonment for anyone who aids or persuades a primary or secondary school girl to marry while still in school.

As a result of these efforts, there has been an increase in enrollment of girls in primary education (standard I-VII) from 8,298,377 (girls 4,218,377 and boys 4,079,905) in 2015 to

11,196,788 (girls 5,639,081 and boys 5,557,707) in 2021. In secondary education, the number of students enrolled in Forms 1-6 increased from 1,774,383 students (girls 953,394 and boys 871,410) in 2015 to 2,671,927 students (girls 1,389,613 and boys 1,282,314) in 2021 (BEST, 2021). Further, the number of students in Higher Learning Institutions has increased from 213,829 (Women 83,844 and Men 129,985) in 2017/18 to 295,919 (Women 130,030 and Men 165,889) in 2021/22.

Another effort is the strengthening of the Vocational Education and Training Authority (VETA), which has 42 colleges, and the Folk Development Colleges (FDCs), which has 55 colleges, to provide enabling environments and opportunities for adolescents boys and girls who miss out formal education opportunities. Through the Alternative Learning Skills Development (ALSD) project in 2022, a total of 3,333 female students received education after dropping out of school or not being enrolled due to various reasons. Additionally, the Higher Education Students' Loans Board (HESLB) has improved access to higher education loans for female students, including those with disabilities and orphans from poor families. In the period between 2014/15 and 2019/20, a total of 717,710 students benefited from loans, of which 51.5% were female students.

According to the National Economic Report (2021), the number of girls who completed vocational training is 49,591, while boys are 187,589. Additionally, the Nelson Mandela Institute of Science and Technology - Arusha enrolled 539 students (355 males and 184 females) in 2021, whereas in 2020, it enrolled 722 students (472 males and 250 females). Moreover, in 2021, the University of Science and Technology Mbeya enrolled 6,779 students (5,275 males and 1,504 females), while in 2020, the institution enrolled 6,137 students (4,764 males and 1,373 females). Furthermore, in 2021, the Dar es Salaam Institute of Technology enrolled 3,581 students (2,839 males and 742 females), whereas in 2020, it enrolled 2,190 students (1,537 males and 653 females)
The government continues to implement strategies to enable more girls to enroll in Science, Technology, Engineering, and Mathematics (STEM) studies by enhancing preparedness for children at the primary, secondary, and tertiary levels. The government has established 10 girls' science schools (Forms 5 and 6). Additionally, 1,338,884 students graduated from STEM studies, of which 41.8% are girls. Furthermore, 244 girls with outstanding perfomance have been sponsored to study medicine, engineering, science, and technology through the Samia Scholarship Fund for the academic year 2022/23. However, the participation of girls in higher education and STEM studies remains low compared to the number of males. For example, in the academic year 2020/21, university students in the country totaled 206,305, of whom 88,667 were women and 117,638 were men.

Another challenge is the continued dropout of female students. According to the Budget Speech of the Ministry of Education, Science, and Technology (2020), approximately

3,000 female students dropped out of school for various reasons, including early marriage and pregnancy, lack of gender-sensitive infrastructure in schools, and negative norms and values that deprive girls toward educational opportunities. Therefore, deliberate efforts are needed to continue addressing these challenges to accelerate gender equality in education.

1.2.1.7 Labour and Employment

Women and Gender Development Policy (2000) placed emphase on the need to promote gender equality in the area of Labour by maintaining correct statistics of Women and Men at all levels as well as putting in place procedures with minimum bureaucracy in the provision of licenses to small entreprenuers. The situation of Gender Inequality in the area of employment and work prompted the Government to implement various efforts which included development of the Public Service Management and Employment Policy (2008); and the encorparation of key provisions in MKUKUTA II (2005 -2010) which recognized gender inequality. In addition, Gender issues were incorporated in the long-term Development Plan (2010/11 – 2025/26). This plan which is implemented in a period of 5 years has special goal of accelerating inclusive economic growth and reducing poverty by enhancing productivity and generating employment opportunities for youth and special groups, including women.

Other Government efforts include the enactment of the Public Service Act, Chapter 298, and the Employment and Labour Relations Act, Chapter 366, which aim to strengthen gender equality in the workplace. In addition the Gender and Women Development Policy (2000) contributed to the development of the Gender Mainstreaming Guidelines in the Public Service which aimed at promoting inclusion of Gender concerns at workplace as well as creating enabling environments that consider gender needs such as establishiment of dedicated spaces for breastfeeding (ECDs) centers. Simiraly, the Government is implementing the National Employment Opportunities Generation Program (2021) and the Employment Promotion Strategy of 2008 in order to promote
job opportunities and stimulate growth in the private sector as a means to increase employment and self-employment, as well as boosting investment in sectors such as construction, agriculture, tourism, mining and manufacturing which provide substantial employment in the country.

Despite these Government efforts, statistics indicates that Tanzania has fewer women than men in sectors with the potential for formalization (NBS, 2018). Statistics shows that 51% of women work in the informal sector, primarily engaged in small-scale businesses, compared to 49% of men. In these sectors, employee wages are low and often paid on a daily basis.

Furthermore, findings from studies conducted by the National Bureau of Statisticts (NBS)

on Tanzania Integrated Labour Force Survey (ILFS) of 2021 revealed that the Public Sector employs a total of 529,557 individuals, with men accounting for 301,266, equivalent to 56.9%, while women make up 228,291, representing 43.1%. In contrast, the private sector employs 72% men and 28% women. This indicates that many women are engaged in informal employment with low wages compared to men. Similalry, the findings reveals that most Women who are engaged in dangerous employments and with minimum pay compared to Men. In sum, the ILFS indicates that men have a higher average monthly income than women across all types of employment, including wage employment, self-employment, and agricultural sectors in which a total monthly income is estimated to be **Shillings 390,992** whereby the average Men monthly income is **Shillings 396,885** compared to **Shillings 378,469** for Women.

Apparently, efforts of the Government and Stakeholders in achieving gender equality in employment are challenged by the following ongoing issues: the persistence of patriarchal systems in society; incidences of sexual corruption; negative perceptions from employers regarding women's accountability; particularly due to family and biological responsibilities; negative attitudes towards the division of labor and responsibilities between women and men; negative perceptions regarding women and men's participation in various professions; and some women's lack of confidence in seeking employment opportunities.

1.2.1.8 Status of Women in Decision Making

Women and Gender Development Policy (2000) put more emphasis on the importance of recognizing and valuing women's contribution to national development, ensuring both women and men contribute equally in development efforts, promoting visibility of gender-disaggregated data at all levels of leadership, allocating resources based on gender considerations as well as encouraging the involvement of women and men in planning and overseeing the National budget expenditure.

The government has made deliberate efforts to recognize and appreciate the contribution of women in leadership and decision-making by allocating special seats for women in Parliament, comprising 30%, and in Local Government Authorities, comprising 33%. Similar measures were introduced to various Executive Committees at the Village, Ward and District Councils level. These Commitees are such as: water, environment and Land Committees which need the representation of Women, at least one third. However, other efforts include the integration of gender issues in the Gender Strategy of the Tanzanian Electoral Commission, ensuring gender equality and women's participation throughout the electoral process. The presence of the 2018-2021 Strategy and Action Plan of the Parliament of the United Republic of Tanzania aims among other issues to promotes women's participation in leadership and politics. This plan prioritize incorporation of gender issues in all parliamentary activities. In addition, the Government also established the Leadership Institute in 2011, which aims among other things, to provide capacity-building

training for women in leadership.

These efforts motivated and encouraged women to participate in various leadership positions, resulting in the election of 26 female Members of Parliament out of 264, which is equivalent to 9%. The number of women holding special seats in Parliament is 113, accounting for 29% of the total number of MPs. The total number of female MPs is 143 out of all MPs, representing 37.4% in 2023, compared to 16% in 2000.

The National Electoral Commission Report (2020) shows the participation of women in Ward Councilor positions as follows: Women Ward Councilors elected at the ward level are 260 out of 3,953 Councilors, representing 7%. Women Councilors in special seats are 1,374, accounting for 25% of all Councilors nationwide. The total number of women Councilors is 1,634 out of 5,587 Councilors, representing 29%. Women Chairpersons of Councils are 5 out of 184 Councils, and there is only one female Mayor in the country (Interparliamentary Union Report - IPU February, 2022).

Moreover, the positions of Women in other decision making positions is as follows: Regional Administrative Secretaries have increased from 19% in year 2005 to reach 30.8% in year 2019. District Commissioners have increased from 19% in year 2005 to reach 33.1% in year 2023, and District Executive Directors have increased from 14% in year 2005 to reach 28.3% in year 2023. Furthermore, the number of Women Magistrates was 1% in year 2005 to reach 38.1% in year 2023. Thus, the Gender parity between Magistrates and men Magistrates has reached 50:50 .

The challenges hindering the Government efforts include the persistence of negative customs and traditions; lack of support for female candidates due to limited political networks; gender-based violence in politics, especially during elections; economic constraints; unequal distribution of family responsibilities between women and men; and barriers to resource ownership that hinder their full participation in political processes.

1.2.1.9 Women's Rights

Women and Gender Development Policy (2000), aimed to safeguard the rights of women and girls in the country. Over the past 20 years, the Government has signed and ratified various regional and international treaties and protocols promoting the rights of women and girls. Domestic protection mechanisms against discrimination have been provided in the Constitution of the United Republic of Tanzania, 1977; Amendments to section 130 of the Penal Code, Chapter 16, which penalizes acts of sexual abuse; enactment of the Employment and Labour Relations Act, Chapter 366, ensuring equal access to employment opportunities and social security benefits, especially maternity benefits; and the Public Service Act, Chapter 298, amended in 2007 to include issues of equal employment opportunities for women and men

Besides the enactment of these Acts and the implementation of Regional and International Agreements, there are challenges still affecting the access to the rights of Women in the country. Some of these challenges are structural in nature for instance corruption, delays in court cases, and denial of economic rights were found to undermine efforts of the Government and Stakeholders to bring about Gender Equality and Women empowerment. The persistence of harmful customs and traditions, along with economic and social constraints, in accessing legal services due to acts of discrimination and violence against women and children, thereby resulting in gender inequality.

Furthermore, the Marriage Act, Chapter 29 prohibits spouses from inflicting physical punishment on each other but does not provide penalties for violations. Additionally, the application of parliamentary and customary laws often subjects women and girls to discrimination and oppression. Recognizing this, the government amended the Penal Code to impose penalties on all individuals engaged in acts of violence, including female genital mutilation, and enacted the Legal Aid Act, Chapter 21, which recognizes legal service providers, including paralegals, to provide legal aid services to disadvantaged individuals, including women, widows, and persons with disabilities.

1.2.1.10 Social Security

The Government has created condusive environment for the establishnment of voluntary and involuntary social security funds to provide financial, economic, and health services aimed at improving the lives of beneficiaries. These funds include the Public Service Social Security Fund (PSSSF), the National Social Security Fund for Organizations and the Private Sector (NSSF), the National Health Insurance Fund (NHIF), the Workers Compensation Fund (WCF), the Social Development Fund (TASAF), and the Improved Community Health Fund (iCHF). With the exception of PSSSF, these funds have provided opportunities for the informal sector to join and benefit from the services offered. For example, the Social Development Fund (TASAF) through its program to support poor households serves 1.1 million households, totaling 5.2 million people, with women comprising 52% in 159 mainland Tanzania districts and all districts in Zanzibar. Through this fund, the government is improving the lives of poor households while promoting gender equality.

The National Health Insurance Fund (NHIF) was established to improve access to quality healthcare services for both public and private sector employees. As of March 2019, the fund had registered a total of 4,217,211 new beneficiaries, equivalent to 8% of the total population. In 2001, the Community Health Fund (CHF) was established to serve workers in the informal sector, and by 2019, this fund had served a total of 13,029,636 beneficiaries, representing 25% of the entire population.
Furthermore, other successes include establishnment of the free healthcare program for

pregnant women, children under the age of 5, and the elderly; improving services for various groups including adolescents from poor households. Despite various government efforts to improve social security services, many areas in the country still lack access to these services. Social security funds only cover 6% of all employees in the country, with a large number of women in the informal sector still not benefiting from this service (FSPPMP, 2020/21-2029/30)

The scarcity of financial resources in poor families hinders access to social security services, as more than a quarter of the population in Tanzania live in extreme poverty. Additionally, lack of awareness about social security services among communities contributes to many citizens not enrolling in various social security schemes, including the National Health Insurance Fund (NHIF). To address the identified challenges, concerted efforts are needed by the government and various stakeholders to expand access to social security services by encouraging community participation and enrollment, reaching and benefiting all segments of society, including rural residents and women, many of whom are engaged in the informal sector.

1.2.1.11 Workload for Women

Women and Gender Development Policy of year 2000 prioritized establishment of national plans to reduce the workload on women; providing education to the community about various technologies available in the country; having a proper system for accessing, distributing, and providing training on the manufacturing, operation, and maintenance of technologies tailored to the capabilities and nature of users; strengthening social services and childcare centers and health services; appropriate technologies to facilitate access to and storage of water; and encouraging community involvement in tasks according to their abilities, especially those traditionally performed by women, and the use of simple and affordable energy sources. The evaluation of the Implementation of the 2000 Policy has shown that the Government has implemented various efforts to reduce the workload on women, resulting in

- Access to electricity in approximately 10,312 out of 12,268 villages, equivalent to 81% of all villages by the year 2021.
- Consideration of gender issues in the Water Policy (2002), which promoted equal participation between women and men in decision-making regarding water distribution projects at the village level.

The establishment of the Rural Water Supply and Sanitation Agency (RUWASA) which is charged with the responsibilities of plannning, designing, constructing, and overseeining the provision of clean water and sanitation services in rural areas under the Water Supply and Sanitation Act No. 5 of 2019 has also contributed to increase access to rural water supply. By December 2019, a total of 138,987 water collection points were established, of which 96,952 are operational and serve approximately 25,456,436 residents, equivalent to

70.1%. Furthermore, statistics indicate that there has been an increase in the accessibility of clean water services for urban residents from an average of 73% in 2002 to 86.5% in 2022, and an increase in the accessibility of water services for rural residents from an average of 50 percent in 2002 to 74.5 percent in 2022, thus reducing the time spent searching for water, particularly for women who are primarily responsible for water collection.

Other Government efforts include the construction of 352 health centers nationwide, thereby reducing the time women spend seeking healthcare away from their homes.
In additional, the Government has also established 2,833 daycare centers to provide childcare services and ensure the protection of children while their parents or guardians engage in economic activities.

Other measures taken by the Government to reduce Women's domestic workload includes development of the Vision and a Strategy targeting to ensure that by 2033, 80% of Tanzanians use clean cooking energy to "relieve mothers from the burden of firewood." Additionally, 1,900 gas cylinders have been distributed to women in all 26 regions to promote and encourage the use of clean cooking energy; 120 gas stoves and cylinders have been provided to food vendors to stimulate the use of clean cooking energy. Furthermore, as of 2023, 76.7% of villages in mainland Tanzania have been connected to electricity through the Rural Electrification Agency (REA) program. This step has increased production and value addition to products produced in women-led projects/businesses, thereby boosting household economies and the national income overall. Despite efforts to address the workload burden on women in the country, the challenge remains significant according to various research findings conducted between 2014 and 2022. Findings of the 2014 survey of employable individuals shows that 13.6% of women spend more time on household chores compared to 3.6% of men.

Hence, the Government should continue its efforts and allocate sufficient resources to improve the provision of essential social services while considering the needs and gender equality. These services include the distribution of electricity and water in rural areas, the construction of health centers, and the provision of modern agricultural tools and technologies that will increase productivity and reduce the workload for women while enhancing their nutritional status. Collective efforts are also needed to address negative customs and traditions that affect the distribution of gender roles, particularly those related to caregiving and family responsibilities.

1.2.1.12 Gender and Energy

The need to address Gender concerns in the Energy Sector has been prioritized as an important measure in addressing the social, economic, political, cultural, and environmental impacts of the gender gap on women. In Tanzania, women are

disproportionately affected by the lack of access to modern and affordable energy services due to their heavy burden of household and caregiving responsibilities, as well as limited participation in social and political matters. The 2020 survey on the availability and use of energy services collected data on household electrification, revealing that 37.7% of households in mainland Tanzania had access to electricity in the year 2020. Moreover, the survey identified disparities in electrification rates between urban and rural households in 2016, with 73.2% urban households compared to only 24.5% rural households having access to electricity. This research highlights that the improvement of electricity services in the country enhances the participation of both women and men in economic activities, improves the delivery of social services such as healthcare and education, thus enhancing the livelihoods of people in both rural and urban areas.

The government has implemented various strategies to address the challenges of accessing affordable, modern, and efficient electricity services. These strategies include: reviewing the Energy Policy of 2003, which was revised in 2015; enacting the Rural Energy Act of 2005; and the Electricity Act No. 10 (2008), which repealed the Electricity Act Chapter 131. E. 2002]. In addition, the Government has established efficient and affordable pricing systems to facilitate access to electricity. These systems include the establishment of the Energy and Water Utilities Regulatory Authority (EWURA) and the Rural Energy Board (REB) established under the Rural Energy Act (2005); the Rural Energy Agency (REA) and the Rural Energy Fund (REF) established through Parliamentary Act No. 8 of 2005 to promote and facilitate access to modern energy services in rural areas.

Other achievements highlighted in the Evaluation of the Implementation of the 2000 Policy include the increased use of Liquefied Petroleum Gas (LPG) for cooking in the country, reaching 244,732 tons. Citizens, especially those in rural areas, continue to gain understanding about the importance of using clean cooking energy, which includes reducing the risk of respiratory diseases and deaths, particularly among women. Despite efforts and progress made in providing affordable and reliable modern energy services (electricity), clean cooking energy remains insufficient. Social services in some villages in the country, including health centers and clinics, lack electricity, thus affecting the provision of healthcare, especially during childbirth. In principle, challenges related to electricity provision continue to threaten the growth and development of various economic activities that rely on electricity, including communication services and the operation of small and medium-sized enterprises. Another challenge is the significant environmental degradation caused by the use of firewood and charcoal as the main sources of cooking energy. Therefore, it is essential for energy distribution and usage plans to consider the needs of women, men, boys, and girls to ensure that modern energy services benefit all people equally.

1.2.1.13 Women, Peace and Security

The Women, Peace, and Security (WPS) Agenda is the implementation of United Nations Security Council Resolution 1325 (2000), which recognizes the negative impact of conflicts on women within communities, as well as their crucial role in conflict prevention and peacebuilding. In addition, this agenda promotes the concept of peace and security to include gender issues in human protection and security, preventing acts of violence against women and girls, providing support during conflicts/disasters, and peacebuilding in communities (relief and recovery). The African continent has prioritized this agenda through the African Union Continental Result Framework of 2018 to monitor the implementation of the Women, Peace, and Security Agenda. The United Republic of Tanzania is one of the countries in the Great Lakes Region implementing Resolution 1325 through Regional Action Plan for the Implementation of United Nations Resolution (2018 - 2023), the Southern African Development Community Regional Strategy on Women, Peace, and Security (2018 - 2022), and the East Africa Cooperation Regional Framework on UNSCR 1325 (2015 - 2019).

Tanzania is internationally recognized as one of the most peaceful countries globally, ranked 58th out of 163 countries according to the 2021 Global Peace Index. Additionally, it ranked 76th out of 170 countries inthe Agenda of Women, Peace, and Security, showing a 10 percent increase compared to the 2017 statistics. Furthermore, Tanzania is a role model in Africa in hosting refugees from neighboring countries since 1970, having received a total of 247,207 refugees and asylum seekers by December 2022, with the majority being women and children. Tanzania has also contributed 1,482 peacekeepers, including 124 women, to various United Nations and African Union Peacekeeping Operations, making it the 13th largest contributor globally and the 6th among African countries

Despite these efforts, the challenges include limited understanding of Women, Peace, and Security issues, especially in defense and security matters, disaster response, conflict prevention strategies, and community rebuilding post-disaster and conflict; Limited representation of women in peace and security frameworks, including Defense and Security Committees at various levels of society; Formal and informal conflict resolution structures, including traditional conflict resolution methods; Limited participation of women in conflict resolution and peacekeeping operations; and Incidents of harassment, sexual, and gender-based violence occurring during disasters and conflicts in communities.

In addressing the identified challenges, conflict prevention strategies must prioritize gender issues. Additionally, in areas where such systems have not been established, it is essential to establish them while ensuring gender equality.

1.2.1.14 Economic Justice and Rights

Tanzania is implementing the objectives of the Generation Equality Forum (GEF), which encompasses the Global Strategy for Accelerating Gender Equality worldwide. This forum stems from the commemoration of the 25th anniversary of the Beijing Declaration and Platform for Action, during which the International Community recognized progress made globally towards gender equality. However, the United Nations Sustainable Development Report (2020) and the Political Declaration of the United Nations adopted on March 9, 2020, during the 64th session of the United Nations Commission on the Status of Women, revealed that no country had fully implemented the commitments of the Beijing Declaration and Platform for Action.

Tanzania made commitments in the forum to implement the area of Economic Rights and Equality to accelerate progress towards gender equality and women's participation in and benefit from economic growth. These commitments stem from the recognition that efforts to achieve gender equality are hindered by setbacks caused by harmful cultural practices against women and girls, unequal participation, gender-insensitive plans and budgets. Additionally, the existence of laws contributing to gender inequality and the significant burden of household chores on women and girls, along with the impact of the COVID-19 pandemic, have also contributed to slowing down progress.

1.2.1.15 Gender Based Violence

Tanzania, like other countries worldwide, has a significant number of girls, boys, women, and men who experience various forms of violence, including sexual, physical, economic, and psychological violence. According to the Statistics on the State of Crime and Road Safety Incidents for January to May 2022, the leading incidents of gender-based violence include rape, defilement, incest, indecent assault, and kidnapping. Furthermore, among these incidents, rape tops the list with the highest number of cases (2,445), followed by sodomy (555). This underscores the need for significant efforts to combat these acts of violence, which have profound effects on the development and well-being of both girls and boys.

The results of the SIGI survey (2022) indicate that 55% of women aged 15-49 have experienced some form of violence, with 16% experiencing psychological violence, 15% experiencing physical violence, 9% experiencing economic violence, and 7% experiencing sexual violence. However, the incidence of physical violence has decreased to 15% (SIGI, 2022) compared to 40% (TDHS/MIS, 2015/16).

In combating acts of violence, the government continues to provide education on the importance of reporting to relevant authorities and strengthening services for survivors of violence. However, policy efforts is still needed to eradicate this situation of gender-based

violence in the country.

1.2.1.16 Gender and Statistics

Access to gender statistics is crucial in planning, decision-making, and reporting. The Policy implementation assessment has identified the importance of fostering an understanding of gender-responsive planning. Additionally, the availability of gender-disaggregated data will facilitate informed decision-making in the development of gender-responsive plans and interventions across all sectors.

Some sector ministries such as the Ministry of Education, Science, and Technology, and the Ministry of Health have made efforts in collecting, processing, and utilizing gender statistics. However, there has been limited response in sector ministries regarding gender-disaggregated data analysis. Thus, there is a need to promote and build capacity in gender-disaggregated statistical issues.

1.2.1.17 Gender and Good Governance

Good governance involves respecting the rule of law, democracy, participation in decision-making, transparency, accountability, and protecting human rights. In this context, gender equality is essential in adhering to the principles of good governance as it ensures the effective participation of women and men in all economic, political, social, and environmental spheres.

The government is implementing various plans aimed at promoting gender equality in the country. These plans include the establishment of the Prevention and Combating of Corruption Bureau (PCCB); the Commission for Human Rights and Good Governance; and the Strategy to Increase the number of women in leadership positions such as Parliament and Local Government Authorities. However, the government has not yet achieved the gender equality target of the African Union (AU) of fifty-fifty (50/50).

Despite the assessment report showing ongoing efforts by ministries responsible for gender issues in the country, there is still a need to set a policy direction regarding the mainstreaming of gender issues and women development in good governance.

1.2.2 Achievement

The Policy Implementation Assessment Report of 2000 showed successes in promoting gender equality in the country. These achievements include:-

i) Mainstreaming of Gender Issues into various systems in sector policies, laws, and programs, including the National Water Policy (2002); Small and Medium Enterprise Development Policy (2003); National Health Policy (2007); National Agriculture Policy (2013); Education and Training Policy (2014); National Microfinance Policy

(2017); National Environmental Policy (2021); Water Supply and Sanitation Act, Cap. 272, Public Procurement Act, Cap 410; Local Government Finance Act, Cap. 290; National Development Strategies; National Plan of Action to End Violence Against Women and Children (2017/18 - 2021/22); and the Tanzania National Multsectoral Strategic Framework for HIV and AIDS (2018/19 - 2022/23). Additionally, various documents addressing gender issues have been prepared in institutions, including Higher Education and Vocational Training Colleges and public areas.

ii) Increase in women's participation in various leadership and decision-making positions. For example, The United Republic of Tanzania for the first time has a female President and Commander-in-Chief and Two Female Speakers of the Parliament for two different terms. Similarly, the number of female ministers has increased from 21% in 2015 to 37.4% in 2023, the number of female Permanent Secretaries has increased from 13.8% in 2015 to 22.2% in 2023, and the number of female Council Directors has increased from 16.4% in 2015 to 28.3% in 2023.

iii) Provision of loans in various councils through 10% of local government revenue for interest-free loans with distribution to women at 4%, youth at 4%, and people with disabilities at 2% has facilitated the establishment and growth of projects with positive results. Some of the benefiting groups include the MIOMBO Beekepers Initiatives Group in Tabora, which established a honey processing plant; the Juhudi Women's Group in Dar es Salaam, which owns a soap and hygiene product manufacturing plant; Hand Product of Tanzania, a batiki manufacturing plant; NURU Disabled Group, engaged in cargo transportation, owning a SCANIA truck; and the Bulldozer Youth Group in Tanga, engaged in fishing and fish sales, owning a fishing boat.

iv) Reduction in maternal mortality in the country from 578 deaths per 100,000 live births in 2004/05 to 432 deaths per 100,000 live birth in 2019. This improvement has been attributed by increased community awareness on the importance of reproductive health and the provision of friendly services for women at health facilities, as well as the existence of various gender-responsive health programs.

v) Increase in enrollment of girls in standard I - VII from 8,298,377 (girls 4,218,377 and boys 4,079,905) in 2015 to 11,196,788 (girls 5,639,081 and boys 5,557,707) in 2021. In secondary education, the number of students enrolled in Form 1 - 6 increased from 1,774,383 students (girls 953,394 and boys 871,410) in 2015 to 2,671,927 students (girls 1,389,613 and boys 1,282,314) in 2021 (BEST, 2021); and

vi) Increase in access to and ownership of land by women, where by 2021 a total of 1,171,884 Certificate of Customary Right of Occupancy have been issued to women, with 406,915 to women and 764,969 to men. Additionally, 916,765 titles deeds were issued to 228,203 women and 688,562 to men.

1.2.3 Gaps

During formulation of the Policy (2000), there were some gender issues which were not included in the Policy, thus lacking policy statements. Among these issues are: failure to include other forms of gender-based violence including psychological, online, physical, and sexual violence; gender and health issues, particularly promoting women, girls, men, and boys to adopt a culture of regular health check-ups including cervical, breast, and prostate cancer screenings; Peace and Security for Women during conflicts and disasters including their participation in defense and peacekeeping programs; reducing women's workload by establishing and strengthening community based Early childhood Developmet Centre to enable their participation in productive activities; Gender and Digital Services. Additionally, the Policy did not address cross-cutting issues including good governance and HIV/AIDS, thus lacking policy statements.

1.2.4 Challenges

Despite the achievements made, there are challenges that have affected the attainment of Policy objectives. These challenges include:

i) Persistent income poverty among women, especially those living in rural areas, working in the informal sector, and Persons with Disabilities;

ii) Prevelence of gender-based violence incidences including online, physical, sexual, psychological and economic violence;

iii) Unequal representation in leadership and decision-making positions between women and men at various levels;

iv) Prevelence of maternal mortality, increase in non-communicable diseases including cancer, prostate conditions, and mental health issues for women and men, as well as limited access to health services, especially for rural women.

v) Negative perceptions about girls' participation in STEM education, income poverty, unequal distribution of responsibilities between girls and boys, child marriage and pregnancy, lack of gender-sensitive infrastructure in schools, and harmful norms and values that deprive girls the right to access educational opportunities;

vi) Limited consideration of gender equality in economic activities due to the presence of gender-blind plans and budgets, unequal distribution of responsibilities in resource ownership, and limited participation and access to inclusive financial services and decent work;

vii) Limited participation of women in innovation and the use of digital and non-digital technologies in productive activities and value chains;

viii) Persistence of norms and values that deprive women to resources use and ownership;

ix) Limited availability and use of gender-disaggregated data in planning, implementing and evaluating development plans in all sectors;

x) Limited male engagement in promoting gender equality;

xi) Limited access for women to Justice and Legal systems due to social and economic barriers;

xii) Limited awarenes on women peace and security agenda and their engagement on National and International peace and security structures;

xiii) Incidence of new HIV/AIDS infections among girls, women, boys, and men; and

xiv) The adverse effects of climate change and the impact of environmental degradation on women, along with limited participation in environmental management and conservation.

Due to the identified gaps and challenges, this Policy (2023) incorporates policy areas that provide strategies for addressing the identified challenges and gaps. Additionally, this Policy considers and incorporates interventions and content contained in various International, Regional, and National Plans, Visions, Treaties, Resolutions, Protocols, Policies, and Laws that have been formulated, ratified, and implemented in the country.

CHAPTER TWO
POLICY RATIONALE, VISION, MISSION AND GOALS

2.1 The Policy Rationale

The United Republic of Tanzania, as a country that ratified and signed the Regional and International Conventions, Protocols and Declarations that promote gender equality, is responsible for enacting policies that promote gender equality. Statistics and reviews of various literature show that, most of the challenges, gaps and emerging issues were a barrier to achieving gender equality through the implementation of the strategies identified by the Gender and Women Development Policy (2000) and its Implementation Strategy (2005).

The National Gender and Women Development Policy (2023) intends to address the challenges and policy gaps which include: the persistence of norms and values that deprives women the opportunity to own and use resources; the lack of policy statements which aim at addressing the prevalence of gender based violence incidencies; unavailability of gender statistics which seek to bring about equity in development planning initiatives; limited community awareness on gender equality; Women, Peace and Security; Gender and Digital Services; Gender and Good Governance, and the limited participation of men in promoting gender equality (male engagement).

The National Gender and Women Development Policy (2023) aims to incorporate various issues emerged during the implementation of the (2000) Policy. These include; increasing women's participation at all levels of leadership and decision-making from the 30:70 ratio of the (2005) target to 50:50 of women and men as set out in the Sustainable Development Goals (SDGs 2030), The Agenda, (2063): Africa We Want, the National Development Vision (2025) and the Five-Year Development Plan (2021/22 – 2026/27). The Policy also takes into account the importance of promoting financial inclusion for women operating in the informal and private sector; promoting the utilization of digital economy by women; advocating for legal reforms to promote gender equality in ownership and inheritance of property as well as providing guidelines to facilitate the establishment and promotion of the Women's Economic Empowerment Forums.

2.2 Vision, Mission and Policy Objectives

2.2.1 Vision

A society that embrace gender equality where women and men live together and equally benefit from existing social, political, cultural and economic opportunities.

2.2.2 Mission

Promote gender equality in all spheres of life and development including the social,

economic, political and cultural spheres through the implementation of policies, strategies, programmes, projects and plans which consider the welfare of women and men; Boys and girls and strengthening the growth and development of the national economy.

2.2.3 Overall Policy Objective

The main objective of this policy is to promote justice and gender equality in all spheres of life and development.

2.2.4 Specific Objectives

The specific objectives of the National Gender and Women Development Policy (2023) are as follows:

(i) Promote gender equality in access to economic and capital opportunities for both women and men;

(ii) Eradicate all forms of gender-based violence, including online gender-based violence;

(iii) To have a society that respects equality and justice for all;

(iv) Strengthen women's participation at all levels of leadership and decision-making;

(v) Promoting gender equality in access to quality education and training;

(vi) Improve inclusive health services including reproductive health and non-communicable diseases services for women and men;

(vii) Strengthen the use of technology for women's empowerment;

(viii) Strengthen systems for collection, storage and use of gender statistics;

(ix) Mainstream gender issues in women, peace and security structures and programs;

(x) Promote gender perspective in principles of good governance;

(xi) Promote adherence to service provision for People Living with HIV/AIDS, as well as prevention of new HIV infections among both men and women; and

(xii) Promote mainstreaming of gender issues in environmental management.

CHAPTER THREE
POLICY ISSUES, OBJECTIVES AND STATEMENTS

3.1 Introduction

The National Gender and Women Development Policy (2023) has established a National Framework for coordinating gender equality issues in the country. This policy recognizes the role of sectoral policies in addressing gender dimensions for sustainable social and economic development. Therefore, the expected achievements during the implementation of this policy will depend on the integration of gender issues into sectoral policies. Thus, this chapter outlines Policy Issues, Objectives and Statements concerning gender challenges in the country.

3.2 Policy Issues

3.2.1 Women's Economic Empowerment

Description:

Gender development and economic empowerment of women are crucial opportunities for stimulating economic development by ensuring women's involvement in owning and utilizing productive resources. According to the National Economic Status Book (2021), shows that many economic activities, especially in the agriculture, forestry, and fishing sectors, are carried out by women, where out of 15,448,091 people, 7,686,198 women are engaged in these agricultural, forestry, and fishing activities. However, despite women constituting more than 51% (National Population and Housing Census, 2022), the distribution of economic opportunities between women and men is not equal in various sectors, including the mining sector, where statistics from the National Economic Status Book (2021) indicate that the employment situation in the mining sector shows that there are 41,538 women out of 218,353 employees, accounting for 19% of employment in the sector, followed by the construction sector with a small number of employed women, which is 18,607 women out of 568,774 employees, accounting for 3.2%.

Despite the achievements attained, the economic empowerment goals for women have not been fully realized due to various challenges, including limited access to banking services in many rural areas; low growth in the agriculture sector attributed to poor production techniques; low growth of agricultural markets and the absence of a productive value chain; inadequate infrastructure in rural areas, especially roads, telephone communication, and energy. In addition, Women have limited access to capital due to lack of collateral and failure to comply with criteria for aquiring loan from financial institutions. According to the National Economic Report (2020), beneficiaries of housing loans provided by banks and financial institutions were 1,345, of which 889 were men, 389 were women, and 67 borrowed jointly. Moreover, women in the informal sector in both urban and rural areas have not been reached by social security scheme due to economic circumstances.

Despite the presence of positive norms and values that should be promoted in society, there are still norms and values that perpetuate harmful traditional practices that deprives women from benefiting from their economic activities. Some of these norms and values include conservations and management of forests and water sources, which communities were led to believe that their gods reside there, and the notion ingrained in upbringing that a child belongs to everyone and each community member has a responsibility to raise them. However the harmful traditional practices have perpetuated to the increase in poverty and dependency resulted from patriarchal system, especially concerning property ownership rights.

Additionally, many women face temporary poverty due to the burden of household chores, thus lacking time to participate in economic activities. Therefore, it is crucial to establish effective and inclusive strategies that yield positive results in efforts to empower women economically.

Policy Objective

Promote gender equality in access to economic and capital opportunities for both women and men;

Policy Statements

The government in collaboration with stakeholders shall:

(i) Strengthen capital access systems to enable women to engage in productive activities;

(ii) Enhance participation of men and women in identifying and utilizing opportunities that enable them to achieve economic independence;

(iii) Promote public awareness on men participation in household chores, including caregiving responsibilities;

(iv) Promote community participation in promoting positive norms and values and abandone norms and values that perpetuate to harmful traditional practices that deprives rights of various groups such as women, widows, and people with disabilities; and

(v) Strengthen inclusive social security systems for both formal and informal sectors in urban and rural areas.

3.2.2 Gender Based Violence

Description:

The government, in collaboration with stakeholders, has implemented various efforts to

eradicate gender-based violence in society. These efforts have contributed to an increase in reporting incidents of violence as well as an improvement in services for survivors of violence. In 2021, the government continued to play a vital role in responding to and preventing gender-based violence and abuse, including rape, defilement, child abandonment, child abduction, female genital mutilation, and physical abuse, through the Gender and Children's Police Desk. Statistics show a decrease in incidents of violence from 41,416 cases (13,471 male victims and 27,945 female victims) in the 2017/18 fiscal year to 29,373 cases (8,476 male victims and 20,897 female victims) in the 2020/21 fiscal year. The decrease in these incidents is attributed to various efforts by the government and stakeholders. However, the problem of violence against women continues to persist, including online gender-based violence resulting from moral decay and ineffective parenting.

The persistence of these acts in society causes pain to women and children, affecting their participation in economic and social activities and thus reducing their ability to escape poverty. The SIGI report (2022) indicates that 38% of women aged 15-49 have experienced violence. Factors contributing to the increase in violence include fear of social exclusion after reporting incidents, delays associated with the processes of disposal of cases and dispencing justice to gender-based violence related cases in court, the presence of patriarchal systems in society, and poor access to social and health services for survivors of violence.

Policy Objective

Eradicate all forms of gender based violence, including online gender based violence.

Policy Statements

The government in collaboration with its stakeholders shall:

(i) Raise awareness about the effects of gender-based violence, including online violence resulting from the incorrect use of Information and Communication Technology;

(ii) Strengthen systems for prevention and responding to gender-based violence;

(iii) Develop and strengthen systems for prevent and responding to gender-based violence in the community;

(iv) Advocate and promote positive gender sensitive parenting skills at family and community level in response to moral decay; and

(v) Strengthen the participation of men, religious leaders, traditional leaders, influential people, and other stakeholders in efforts to prevent and responding to gender-based violence.

3.2.3 Economic Justice and Rights

Description:

The transformation of Tanzanian societies towards a community that respects gender equality and economic rights, where women and men, girls and boys, equally benefit from social and economic opportunities, requires policy impetus and changes in mindset and culture at all levels. Additionally, leaders and communities should adopt a perspective that accepts, promotes, and advances efforts to bring about reforms in promoting gender equality and enabling the presence of positive values aimed at strengthening the protection and well-being of women and men, girls and boys of all generations in all aspects of life. The improvement of economic rights and equality is a vital tool in fostering economic growth and stimulating national development. Challenges to achieving economic rights and equality include an unequal distribution of labor within families and communities, where women bear a heavier burden of household chores compared to their participation in economic activities; denial of the right to own productive resources, limited participation, and access to inclusive financial services; and limited involvement in decent work.

Policy Objective

Promote Economic Justice and Rights to women and men in the community.

Policy Statements

The government in collaboration with stakeholders shall:

(i) Strengthen investment aimed at reducing the burden of work for women and girls, including access to water services, energy, and early childhood development centres;

(ii) Promote equal participation of women and men in decent work in both formal and informal sectors;

(iii) Improve systems for enhancing access to and ownership of productive resources for women;

(iv) Invest in research on economic rights and justice and ownership of productive resources;

(v) Promote gender mainstreaming in economic and financial planning.

3.2.4 Gender, Leadership and Decision Making

Description:

Effective participation of women and men in political, social, and economic issues is a crucial tool for achieving gender equality in the country. The government has made deliberate efforts to ensure equal representation of women in various decision-making authorities, including the special seats arrangements. However, there are challenges hindering women from holding decision-making positions, including norm and values that preventing women to participate in leadership, unequal distribution of roles between men and women in households, religion, patriarchal systems, negative attitudes, discriminative laws, corruption, disrespect, violence, and acts of harassment against women in political forums and even at the family and community levels overall. Despite the presence of various guidelines and affirmative actions, there is a need to increase efforts to provide women with opportunities for full participation or inclusion in decision-making levels.

Policy Objective

Creating an enabling environment for women to actively participate in all levels of leadership and decision-making.

Policy Statements

The government in collaboration with stakeholders shall:

(i) Promote gender equality and inclusive participation of women, men, girls, and boys at all levels of leadership and decision-making; and

(ii) Enhance community awareness on women's right to participate in all levels of leadership and decision-making.

3.2.5 Gender, Education and Training

Description:

Policy has contributed to increased participation of girls in education, including increased enrollment, completion, curriculum reviews, construction of gender-friendly infrastructure which inturn has improve girls' attendence, legal system reforms, and establishment of scholarship for girls to pursue studies in Science, Technology, Engineering, and Mathematics (STEM). Despite these efforts, girls' participation in higher education, particularly in STEM subjects, continues to be low due to negative perceptions about girls' involvement in STEM subjects and unequal distribution of household chores between girls and boys. Additionally, dropout rates for girls and boys persist due to various factors, including child marriage, teenage pregnancies, lack of gender-sensitive infrastructure in schools, and unfriendly norms and values denying girls to access educational opportunities.

For boys, these factors include challenges for accessing pastures for herding cattle due to climate change, household poverty, and low educational awareness at the household level.

Policy Objectives

Promote gender equality in access to quality education and training.

Policy Statements

The government will do the following:

(i) Promote community awareness to address negative perceptions that deny women and girls opportunities for education at all levels;

(ii) Encourage improvement of infrastructure and upgrade of equipment to be friendly to boys and girls in educational institutions;

(iii) Promote participation of girls in Science, Technology, Engineering, and Mathematics (STEM) programs and encouraging households to support girls to uptake STEM and developing counseling programs in educational institutions;

(iv) Promote the increase of enrollment and retention of girls and boys in school and develop alternative education for those who have dropped out for various reasons; and

(v) Strengthen measures to address Gender-Based Violence, Sexual Abuse for boys and girls, women, and men in educational institutions.

3.2.6 Gender and Health

Description:

Reproductive health for women, men, girls, and boys is a critical issue in society. However, accessing these services faces various challenges, including cultural and traditional norms, economic hardships, distance to service delivery points, and the lack of quality services. Health issues and the lack of proper nutrition. Harmful cultural practices including female genital mutilation have significant effects on reproductive health, especially during childbirth. According to SIGI (2022), 18% of women who have undergone female genital mutilation face health challenges, including childbirth complications. Additionally, Tanzanian norms and values deprive women on decision-making regarding reproductive health and family planning. The research also indicates 18% of women make personal decisions about family planning, and 12% make decisions about the number of children. This situation disproportionately affects women and girls, leading to maternal and infant deaths, unplanned pregnancies, excessive bleeding during childbirth, poor nutrition, sexually

transmitted infections, and teenage pregnancies. Despite the Government efforts to educate the community about the importance of giving birth in hospitals or health facilities, but there are still many factors that prevent/challenge pregnant women from seeking deliverly services in health facilities. The research also shows that the number of women giving birth at home continues to exist, increasing the risk of maternal and infant mortality due to lack of proper medical care. Additionally, breast cancer, cervical cancer, and prostate cancer have continued to increase due to the lack of a culture of regular health check-ups. Furthermore, the lack of health insurance for some citizens, especially rural women, has been a barrier for them to access essential health services.

Policy Objective

Improve inclusive health services including reproductive health and non-communicable diseases services for women and men.

Policy Statements

The government in collaboration with stakeholders shall:

(i) Promote gender-responsive approaches in the health sector and its programs;

(ii) Create awareness about the importance of the participation of women, men, girls, and boys in reproductive health programs and mental health;

(iii) Encourage women, girls, men, and boys to adopt a culture of regular health check-ups to prevent non-communicable diseases such as cervical cancer, breast cancer, and prostate cancer and uptake mental health consultation; and

(iv) Develop and promote programs emphasizing the importance of proper nutrition for men and women, especially pregnant women.

3.2.7 Gender, Technology and Innovation

Description:

Innovation and technology are essential tools in enabling inclusive development and empowering women. Both women and men need to be empowered to access and utilize technology to enhance their capabilities and knowledge in accessing markets, benefiting more from economic opportunities, participating in decision-making, building business networks, and reducing the burden of work. Through the use of innovation and technology, women have been able to increase productivity and the quality of their products, as well as improve access to both domestic and international markets. Women and girls are a significant group that requires encouragement to increase technological innovation,

adoption and use to reduce their workload. However, reports indicate that enrollment of girls in Science and Technology subjects has been low compared to boys. For example, at the Nelson Mandela Institute of Science and Technology - Arusha, 539 students (355 males and 184 females) were enrolled in 2021 compared to 722 students (472 males and 250 females) enrolled in 2020. Mbeya University of Science and Technology enrolled 6,779 students (5,275 males and 1,504 females) in 2021 compared to 6,137 students (4,764 males and 1,373 females) enrolled in 2020, representing an increase of 10.5%.Additionally, 1,176 students (904 males and 272 females) graduated compared to 1,203 students (952 males and 251 females) who graduated in 2020. Similarly, the Dar es Salaam Institute of Technology enrolled 3,581 students (2,839 males and 742 females) in 2021 compared to 2,190 students (1,537 males and 653 females) enrolled in 2020.

Despite the low participation of women and girls in this field, it has been proven that the growth of information and communication technology services has facilitated women in easily accessing market information, communicating, and establishing international business networks. Information and communication technology has also contributed to the growth of education, knowledge, and institutional development, thereby enhancing women's empowerment socially, politically, culturally, and economically. Moreover, in Tanzania, the use of mobile phone technology has increased both in urban and rural areas and has been particularly beneficial for women in improving access to financial services. Challenges facing women regarding access to technology include a lack of in-depth understanding of the use of mobile phone technology, poor network availability, especially in rural areas, and women's inability to afford the high costs of agricultural technology such as tractors, planters and harvester, and improved cooking stoves.

Policy Objective

Strengthen the use of technology for women's empowerment

Policy Statements

The government in collaboration with stakeholders shall:

(i) Strengthen digital systems in addressing gender-based violence;

(ii) Promote innovation, adoption and use of modern technology for both women and men;

(iii) Create awareness to women on importance of using technology that reduce workload and increase the value of the products they produce to meet both domestic and international markets standards; and

(iv) Strengthen public and private partnerships to facilitate access to friendly technology.

3.2.8 Gender Statistics

Description:

Gender statistics are crucial in guiding planners and decision-makers to understand the gender situation and thus prepare appropriate responses to existing challenges. These statistics are available from various sources and are widely dispersed, making it difficult to obtain information from all sources. The Government in collaboration with Civil Society Organizations (CSOs) and other stakeholders, collects gender-disaggregated data, including population figures, health issues, community development, agriculture, economy, education, social services, environment, and employment information. These statistics are gathered through population and housing censuses, surveys, and administrative records. Many documents have been found to provide valuable gender-related information for policy and program development; but some documents have been found to lack adequate gender-related information and do not include new issues regarding the status of women and gender equality.

In this context, there is a need to build understanding of statistical issues in all sectors to begin with collecting and processing data considering gender issues and implementing a monitoring and evaluation plan with a gender perspective. This will help to promote regular monitoring of sectoral policies, projects, programs, and plans for effective decision-making.

Policy Objective

Strengthen systems for collection, storage and use of gender statistics.

Policy Statements

The government in collaboration with stakeholders shall:

(i) Ensure that all sectors collect, maintain, process, use, and disseminate gender-disaggregated data;

(ii) Strengthen ICT systems to facilitate access to gender-disaggregated data;and

(iii) Promote investment in gender research and development.

3.2.9 Women, Peace and Security

Description:

women and girls suffer more from the concequences of conflicts and disasters compared to men. Thus it is crucial to promote increased participation of women in following aspects:- security management systems, conflict resolution, participation in peacekeeping and rebuilding communities after conflicts and natural disasters caused by human activities at all levels of society. Equally important, there is a need to consider gender issues in disaster prevention and management programs, as well as addressing gender-based and sexual violence during disasters and conflicts. For example, the COVID-19 pandemic, land conflicts between farmers and herders, floods, earthquakes, and droughts. In all these situations, women and children are the most affected, with limited participation and representation in decision-making bodies compared to men, influenced by various factors including norms and values in society.

Policy Objective:

Mainstream gender issues in Women, Peace and Security structures and programs.

Policy Statements:

The government in collaboration with stakeholders shall:

(i) Promote understanding of the women, peace and security agenda among communities.

(ii) Enhance and strengthen security systems by recognizing the contribution of women and facilitating their participation in decision-making at levels.

(iii) Prevent and respond to gender-based and sexual violence during disasters and conflicts.

(iv) Strengthen community rebuilding programs, taking into account gender specific needs after conflicts and disasters.

3.2.10 Cross-cutting issues

Gender development is a cross-cutting issue which is implemented through various sectoral innitiatives to promote gender equality and women empowerment. Other key cross-cutting issues contributing significantly to gender equality and women's development include Gender and Environment, Gender and Good Governance, and Gender and HIV/AIDS.

3.2.10.1 Gender and Good Governance

Description:

The consideration of principles of good governance is a crucial tool in achieving gender equality by promoting the rule of law, transparency, accountability and citizen participation. It is an essential approach to expedite the achievement of development goals and gender equality. Recognizing this reality, the government has implemented various innitiatives aimed at promoting good governance and increasing women's participation in decision-making authorities such as Parliament and Local Government Authorities; establishment of Gender Desks in all Police Stations and Learning Institutions; and establishment of Women and Children Protection Committees nationwide. Despite these achievements, gender equality and women's empowerment have not been prioritized in the implementation of good governance principles. Therefore, this policy aims to promote the consideration of gender issues in the principles of good governance across all sectors.

Policy Objectives

Promote gender perspective in principles of good governance;

Policy Statements:

The government in collaboration with stakeholders shall:

(i) Promote community awareness on good governance that considers gender equality.

(ii) Strengthen accountability, transparency, citizen participation, and rule of law that consider gender equality.

3.2.10.2 Gender and HIV/AIDS

Description:

HIV/AIDS infections are among the challenges causing inequality and injustice for women. In areas with high HIV prevalence, intimate partner violence has been shown to increase women's risk of HIV infection by 50 percent. A study conducted by the National Bureau of Statistics (THIS, 2016/17) on the impact of HIV/AIDS in Tanzania shows that HIV infections among women aged 15-49 are twice as high as those among men in the same age group. This issue leads to conflicts, where women living with HIV often report experiencing violence from their partners, families, communities, and in healthcare settings. The research indicates that the rate of new HIV infections among people aged 15 and above is 0.24 percent (0.16% for men and 0.32% for women). This rate is estimated to be 72,000 people per year (24,000 men and 48,000 women). Among people aged 15-49,

new infections are estimated to be 0.24 percent, and among those aged 15-64, it is 0.25 percent (0.17% for men and 0.34% for women). For men, the highest percentage of new HIV infections is among those aged 35-49 (0.37%), and for women, it is among those aged 25-34 (0.7%), highlighting the need for deliberate efforts by the government to eliminate HIV infections in the country.

Policy Objective:

Promote adherence to service provision for People Living with HIV/AIDS, as well as prevention of new HIV infections among both men and women.

Policy Statements

The government in collaboration with stakeholders shall:

(i) Raise awareness about the effects of HIV/AIDS and the impact of stigma on women, men, girls, and boys.

(ii) Promote the creation of supportive and friendly environments for women and girls to access HIV/AIDS services, testing, and retention in care.

3.2.10.3 Gender and Environment

Description:

Livelihood of men and women depend on the environment which currently is experiencing environmental degradation. Environmental degradation is largely attributed to various human activities such as the exploitation of natural resources, industrial operations, agriculture, mining, fishing, and livestock keeping. These activities, when executed without regard to environmental conservation principles, result in extensive environmental degradation. The relationship between the environment and economic activities is affected by various challenges, including climate change, improper utilization of natural resources, unsustainable harvesting of natural products, use of ineffective agricultural methods, invasion and destruction of water sources, depletion of natural resources such as water and forest products including firewood and charcoal for domestic use, thereby increasing the burden of work for women. Other consequences include poor attendance and performance in schools and increase in dropout rates among girls and boys students due to engage in searching for water, energy, and fodders.

Policy Objective:

Promote mainstreaming of gender issues in environmental management.

Policy Statements:

The government in collaboration with stakeholders shall:

(i) Promote inforcement of gender responsive environmental management plans and strategies.

(ii) Raise awareness among women and men on the importance of environmental conservation in addressing climate change and mitigate negative impacts on women and girls.

CHAPTER FOUR
LEGAL FRAMEWORK

Tanzania has a legal and regulatory framework that enables the management, coordination, and implementation the National Gender and Women Development Policy (2023). The implementation of this policy will adhere to various legal frameworks recognized by law, including the Constitution of the URT (1977) and its amendments, the Marriage Act, Cap. 29; the Law of Succession, Cap. 352, and the declaration of Customary Law No. 4 through Government Notice No. 436 of 1963. Tanzania values human rights and equality as stipulated in the Constitution of the URT (1977) and its amendments. The Constitution emphasizes respecting human rights, equality, and dignity, as well as protecting the freedom of women and men to live, own property, and earn income through their own efforts, as well as the right to access educational opportunities. The implementation of gender issues as stipulated in the gender policy (2000) was carried out through legal frameworks enforced by other sectoral ministries in view of the fact that the policy had no specific law to enforce its implementation.

The identified gaps in the legal framework affect the effectiveness of protecting the rights and welfare of women. These gaps include the presence of contradictory laws, especially on property ownership, inheritance and marriage, for example: the Marriage Act, Cap 29, the Probate and Administration of Estate Act, Cap 352, and the Declaration of Customary Laws No. 4 in T.S. 346/1963. However, execution of some of statutory laws and Customary Laws have continued to denied women and girls from their rights. In addition, the Penal Code, Cap 16, and the Criminal Procedure Act, Cap 20, have been amended to prosecute offenses of female genital mutilation and sexual intercourse with the aim of protecting girls under the age of 18 from female genital mutilation and sexual violence.

Other laws affecting women's access to rights in the country due to their discriminatory nature include: the Tanzania Citizen Act, (1995), which states that if a Tanzanian woman marries a foreign national, she must renounce one of her citizenships because the law of the country does not allow dual citizenship. Therefore, women married under this arrangement who are not willing to renounce their citizenship after marrying foreign nationals live in a state of dependency. This dependency deprives women of the right to inherit their spouses' property. In addition, the Declaration of Customary Laws No. 4 of 1963 gives men the right to own movable and immovable property unconditionally. This

law also grants women the right to own immovable property for their use during their lifetime but does not grant them the right to sell the property until there is no male family member.

In addressing the identified challenges, the Government, through this Policy (2023), will prioritize the importance of reviewing or amending laws affecting women, including the Marriage Act, Cap 29, the Law of Succession Act, Cap 352, and the Declaration of Customary Laws No. 4 in Government Notice No. 346/1963. In this context, the Government will oversee the implementation of all constitutional and customary laws to eliminate acts of discrimination and oppression against women and girls.

CHAPTER FIVE
INSTITUTIONAL ARRANGEMENT

5.1 Introduction

The National Gender and Women Development Policy (2023) provides an opportunity for various stakeholders to play a role in its implementation. Due to gender issues being cross-cutting, this policy will be implemented by all sectoral ministries by updating gender issues in their Policies, Strategies, Guidelines, Programs, Plans and Budgets. It is also important to review the laws, regulations and guidelines of various sectors to facilitate the implementation of the policy effectively.

In addition, cooperation between National, Regional and International stakeholders is essential to the implementation of this policy. The implementors include the Ministry responsible for Gender Affairs, Sectoral Ministries, Regional Secretariat and Local Government Authorities. Other stakeholders include Development partners, Research and Education Institutes, Private Sector, Civil Society, Media and society at large. The roles and responsibilities of stakeholders are as follows:

5.2 Roles and Responsibilities of Stakeholders

5.2.1 Ministry responsible for Community Development, Gender, Women and Special Groups

The Ministry responsible for Community Development, Gender, Women, and Special Groups shall coordinate the implementation of the National Gender and Women Development Policy of 2023. Other responsibilities include:

(i) Preparation, supervision, and coordination of the implementation of policies, laws, regulations, guidelines, and standards of services provided nationwide at all levels;

(ii) Promoting gender equality, safeguarding the welfare and participation of women in social, political, and economic development processes;

(iii) Advocating for gender mainstreaming in all sectors and addressing social, economic, and cultural barriers hindering gender equality;

(iv) Developing and providing guidelines aiming at managing social protection schemes targeting vulnerable groups to achieve gender equality and women empowerment;

(v) Coordinate and monitor and evaluate the implementation of programs for promoting gender equality and women empowerment;

(vi) Mobilizing resources needed to enhance the effectiveness of policy implementation;

(vii) Establishing an efficient and effective monitoring and evaluation system for policy implementation and reporting;

(viii) Ensuring all sectors implement and report gender equality strategies as outlined in National Development Strategies, the Agenda 2063: the Africa We Want, and other Regional and International Treaties including EAC, SADC, CEDAW, and CSW

agreements/protocols;

(ix) Providing technical advice and support policy implementation to achieve gender equality and women's empowerment;

(x) Promoting synergy and partnership between the Government and Development Partners, Civil Society Organizations, and Private Sector in policy strategy implementation;

(xi) Promote the production, storage, provision and use of gender-disaggregated data and statistics; and

(xii) Promoting equal access to healthcare by developing strategies and programs to address issues affecting girls, boys, women, and men.

5.2.2 Ministry Responsible for Labor, Youth, Employment, and Persons with Disabilities

This ministry shall have the following responsibilities:

(i) Ensure gender-sensitive policies and Guidelines for Labor, Youth, Employment, and Persons With Disabilities are in place;

(ii) Coordinating economic empowerment schemes for women empowerment;

(iii) Raise awareness of women and men on the importance of saving in Social Security Funds (voluntary contributions); and

(iii) Conducting research on social security schemes for women and men operating in the informal sector.

5.2.3 Ministry Responsible for Finance

This ministry shall have the following responsibilities:

(i) Utilizing gender-disaggregated data in budget preparation and coordinating the implementation of sectoral development projects;

(ii) Providing equal opportunities for women and men in employment, leadership and decision-making positions within the sector;

(iii) Ensure development of a Gender Responsive National Budget Guidelines;

(iv) Ensuring inclusion of women, men, girls, and boys in the National Economic Development Plans;

(v) Ensuring sectoral ministries and LGAs plans and budget comply with the gender responsive budget guideline;

(vi) Conducting gender audits in sectoral budgets and expenditures; and

(vii) Allocate and disburse funds for the implementation of the National Gender and Women's Development Policy (2023).

5.2.4 Ministry Responsible for Environment

The ministry shall have the following responsibilities:

(i) Raise women and men’s awareness on importance of environmental conservation and sanitation to women and men;

(ii) Mainstreaming gender issues in environmental conservation policies, plans, programs and budget; and
(iii) Promoting women and men awareness on health and environmental hygiene to prevent and eradicate diseases

5.2.5 Ministry Responsible for Water

This ministry shall have the following responsibilities:

(i) Ensuring access and availability of water, especially in rural areas to reduce women's workload; and
(ii) Ensure equity and affordability of water services to enable more women to access water services.

5.2.6 Ministry Responsible for Health

The ministry shall have the following responsibilities:

(i) Mainstreaming gender equality issues into policies, programs, plans, and budgets of the health sector;
(ii) Ensuring access to healthcare services, particularly in rural areas, to improve the health of women and men and reduce maternal and child mortality;
(iii) Encouraging women, girls, men, and boys to adopt a culture of regular health check-up to protect themselves from HIV/AIDS and non-communicable diseases, including cervical cancer, breast cancer, and prostate cancer;
(iv) Promoting awareness on the importance of the participation of women, men, girls, and boys in reproductive and mental health programs.

5.2.7 Ministry Responsible for Foreign Affairs and East African Cooperation

This ministry shall have the following responsibilities:

(i) Advocating for ratification, signing and domestication of regional and international instruments promoting gender equality and women's empowerment; and
(ii) Coordinating implementation of International and Regional instruments and preparation and submission of reports as well as facilitate effective participation in International and Regional fora.

5.2.8 Ministry Responsible for Land

The ministry shall have the following responsibilities:

(i) Ensure review and amendment of legal frameworks to safeguard women's rights to own and inherit land;
(ii) Raise Community awareness on women's land inheritance rights;
(iii) Advocate review and amendment of statutory and customary law to address various gender issues, particularly women's land ownership rights; and
(iv) Providing equal opportunities for women and men in employment, leadership and decision-making positions within the sectors.

5.2.9 Ministry Responsible for Agriculture

The ministry shall have the following responsibilities:

(i) Promote women's access and utilization of simple agricultural technologies and inputs to enhance productivity;

(ii) Mainstream gender in the agricultural sector to ensure equal access to services for women and men;

(iii) Improving rural infrastructure (roads, irrigation tools and ICT) to promote agricultural sector growth and enhance food security and nutrition for farmers;

(iv) Increasing access to financial services (loans and financial management skills) for rural women engaged in agriculture and enabling them to increase productivity and income;

(v) Enhancing women and men's access to domestic and international agricultural markets; and

(vi) Increasing the participation of women and men in the agricultural value chain to produce goods that meet international market quality standards.

5.2.10 Ministry Responsible for Livestock and Fisheries

The ministry shall have the following responsibilities:

(i) Promote women's access and utilization of simple livestock and fisheries technologies and inputs to enhance productivity;

(ii) Mainstream gender in the livestock and fisheries sectors to ensure equal access to services for women and men;

(iv) Improving rural infrastructure (roads, grazing areas and fishing gears) to enhance production in the livestock and fisheries sectors;

(v) Increasing access to financial services (loans and financial management skills) for rural women engaged in livestock farming and fishing and enabling them to increase productivity and income; and

(vi) Enhancing women and men's access to domestic and international livestock and fisheries markets.

5.2.11 Ministry Responsible for Sports

This ministry shall have the following responsibilities:

(i) Mainstream gender in sports sector policies and programs;

(ii) Ensure inclusive participation of women and men in sports and improve sports infrastructure to meet the needs of both women and men; and

(iii) Providing equal opportunities for women and men in employment, leadership and decision-making positions within the sector.

5.2.12 Ministry Responsible for Education, Science, and Technology

The ministry shall have the following responsibilities:

(i) Mainstream gender equality in the education policies, strategies, plans, programs, and curricula at all levels;

(ii) Construct and improve teaching and learning infrastructure in all schools and educational institutions to promote equal participation of both girls and boys in school programs;

(iii) Promoting the participation of CSOs, Religious Institutions, Development partners, and the Private Sector in improving school infrastructure and providing support for students from poor families and those living in difficult environments; and

(iv) Providing equal opportunities for women and men in employment, leadership and decision-making positions within the sector.

5.2.13 Ministry Responsible for Constitution and Legal Affairs

The ministry shall be responsible for reviewing and enacting gender responsive laws that enhance attainment of gender equity, equality and women empowernment.

5.2.14 Ministry Responsible for Defense and Security

The ministry shall be responsible for overseeing the security of women, men and their property at all levels and ensuring gender equality in the deployment of peacekeepers both domestically and internationally.

5.2.15 Ministry Responsible for Works

The ministry shall have the following responsibilities:

(i) Coordinating construction of friendly infrastructure that meets the needs of women, men and person with special needs; and

(ii) Coordinating the participation of women in infrastructure construction contracts.

5.2.16 Ministry Responsible for Transportation

The ministry shall be responsible for coordinating and overseeing the availability of transportation services that meet the needs of women, elderly, children, and persons with disabilities.

5.2.17 Ministry Responsible for Energy

The ministry shall have the following responsibilities:

(i) Ensuring access to clean cooking energy to reduce the workload for women;

(ii) Raise community awareness on use of clean and alternative energy;

(iii) Ensure distribution of affordable altatenative sources of clean energy to enable more women to utilize the service.

5.2.18 Ministry Responsible for Home Affairs

The ministry shall have the following responsibilities:

(i) Overseeing the security of women, men, and their property at all levels;
(ii) Strengthening investigations of gender-based violence cases;
(iii) Strengthening Police Gender and Children Desks nationwide; and
(iv) Strengthening the system of prosecuting gender-based violence perpetrators.

5.2.19 Ministry Responsible for Investment and Planning

The ministry shall have the following responsibilities:

(i) Developing National Development Plans that address gender issues and women's development; and
(ii) Encouraging women to invest in productive sectors.

5.2.20 Ministry Responsible for Industries and Trade

The ministry shall have the following responsibilities:

(i) Promoting and seeking domestic and international market opportunities to expand the market for products of both women and men;
(ii) Promote industrialization that open-up bussiness opportunities for women entrepreneurs;
(iii) Providing entrepreneurship training for women and men;
(iv) Designing and disseminate appropriate technologies to enhance productivity for both women and men ;
(v) Establishing special industrial zones for women to produce various products; and
(vi) Networking entrepreneurs with the industrial sector to enable further business growth and formalization.

5.2.21 Ministry Responsible for Public Service and Good Governance

The ministry shall have the following responsibilities:

(i) Providing equal opportunities for women and men in employment, leadership and decision-making positions in all sectors; and
(ii) Providing guidelines that promote gender equality at workplace.

5.2.22 Ministry Responsible for Minerals

The ministry shall have the following responsibilities:

(i) Ensuring equal opportunities for women and men to participate in the mining sector; and
(ii) Mainstreaming gender in the ministry’s policy, strategies, programs, plans and budgets.

5.2.23 Ministry Responsible for Regional and Local Government Authorities

The ministry shall have the following responsibilities:

(i) Provide leadership on implementation of the National Gender and Women

Development Policy (2023) at Regional Secretariates and Local Government Authorities;

(ii) Ensuring that Regional Secretariates and Local Government Authorities include gender issues in their plans and budgets;

(iii) Coordinating reporting and submission of the implimentation of the policy at Regional Secretariates and Local Government Authorities; and

(iv) Facilitating the availability of resources to implement programs and plans that consider gender issues.

5.2.24 Regional Secretariats

(i) Facilitate and serve as technical arm for the implementation of the policy in the respective LGAs within the Regionals;

(ii) Ensuring that councils at the regional level include gender issues in their plans;

(iii) Monitoring and evaluating policy implementation;

(iv) Ensuring the availability of gender-focused databases at the council level under the respective regions; and

(v) Coordinating community education programs against all forms of violence in the respective Regional Councils.

5.2.25 Local Government Authorities

(i) Play active role in mainstreaming gender in implimentation of development activites and service deliverly;

(ii) Ensuring access to health insurance for financially disadvantaged women and men;

(iii) Establishing gender-based service plans in Councils;

(iv) Initiating programs to educate citizens on saving in formal social security systems;

(v) Coordinating and strengthening collaboration with gender service providers;

(vi) Involving women in Council development plans;

(vii) Enacting bylaws to protect gender rights, welfare, and development;

(viii) Organizing community education programs on opposing all forms of violence;

(ix) Conducting community education programs on customs and traditions that violate women's rights and welfare; and

(x) Compiling, maintaining, and updating gender disaggregated data.

5.2.26 Parliament

(i) Enacting laws that promote gender equity and equality;

(ii) Amending and repeal legislations that are discriminatory to women and girls;

(iii) Strengthening adherence to the constitutional rule of 30% representation in leadership positions;

(iv) Ensuring that National, Sectoral, and Local Government budgetary processes consider gender issues;

(v) Providing reports on the observance of gender equality issues and the

implementation of anti-discrimination rules;

(vi) Ensuring equal gender participation in the initiation, approval, and implementation of development projects; and

(vii) Providing equal opportunities for women and men in employment and reaching leadership positions in relevant sectors.

5.2.27 Civil Society Organizations/Professional Boards

Civil Society Organizations (CSOs) and Professional Boards will have the responsibility of complimenting government efforts by implementing the following tasks:

(i) Mainstreaming gender into their plans, programs, and strategies of relevant institutions;

(ii) Promoting and advocate rights of women, men, girls, and boys inrespects of National acceptable Norms and Values ;

(iii) Encouraging equal participation of women and men at various decision-making levels, including political parties;

(iv) Advocating for budget allocation for the needs of special groups in society, especially persons with disabilities, children living in vulnerable environments, and people living with HIV/AIDS;

(v) Organizing and implementing programmes to promote gender equality and women's empowerment;

(vi) Monitoring and evaluating the implementation of gender-related interventions;

(vii) Ensuring that the budgets of relevant organisations consider gender issues; and

(viii) Providing equal opportunities for women and men in employment and reaching leadership positions in relevant sectors.

5.2.28 Private Sector

The private sector shall have the responsibility of complimenting government efforts by implementing the following tasks:

(i) Taking concrete steps to promote gender equality in institutional roles;

(ii) Encouraging women and girls to pursue Science, Technology, Engineering, and Mathematics (STEM) education in order to benefit from employment opportunities in those fields;

(iii) Supporting the collection, analysis, and dissemination of gender disaggregated data;

(iv) Developing and implementing gender equality policies in the workplace to protect employees, especially women, from various forms of harassment;

(v) Monitoring and evaluating gender issues in relevant institutions;

(vi) Maintreaming gender into the policies and plans of relevant institutions;

(vii) Providing incentives and assistance to women entrepreneurs;

(viii) Addressing gender disparities in employment, resource access, and decision-making;

(ix) Implementing a Corporate Social Responsibility (CSR) program to contribute to the objectives of this policy;
(x) Contributing to the budget for the implementation of this policy; and
(xi) Providing equal opportunities for women and men in employment and reaching leadership positions in relevant sectors.

5.2.29 Education and Research Institutions

These institutions shall have the following responsibilities:

(i) Conducting research on gender equality and women's empowerment;
(ii) Establishing and implementing Community engagement and Apprentceship programs focusing on gender equality;
(iii) Allocating and mobilizing resources required for research and publication to enhance implementation of this Policy;
(iv) Organizing training and educational programs for communities on gender equality and women's empowerment;
(v) Eradicating gender-based violence through various programs and strategies;
(vi) Providing consultance services on gender issues; and
(vii) Providing equal opportunities for women and men in employment and reaching leadership positions in relevant sectors.

5.2.30 Development Partners

Development partners shall compliment government efforts by implementing the following tasks:

(i) Strengthening collaboration with the Government during the implimentation of policy;
(ii) Mobilize resources to facilitate the implementation of policy;
(iii) Collaborating with the Government in enhancing coordination, monitoring, and evaluation systems for implimentation of policy;
(iv) Facilitating transfer of knowledge and sharing of best practices and support research initiatives aimed at assessing the state of gender equality in the country; and
(v) Participating in various activities aimed at promoting gender equality.

5.2.31 Media

The media plays a crucial role in promoting gender equality efforts. They shall have the following responsibilities:

(i) Promoting gender equality/sensitivity at all levels of community;
(ii) Advocating for principles of good governance that prioritize gender equality;
(iii) Reporting and raising awareness about gender-based violence;
(iv) Raise awareness to the community about various strategies to promote gender equality;

(v) Broadcasting and disseminating publications about gender responsive research and its findings; and

(vi) Providing equal opportunities for women and men in employment and support progress to leadership positions in relevant sectors.

5.2.32 Family and Community

Families and Communities are primary stakeholders in the implementation of the National Gender and Women Development Policy (2023), given their roles in socialization and naturing of the members of the societies. Thus, women and men are primary beneficiaries of this policy at the community level since most decisions are made at the household/family level. Therefore, participation of women, men, and special groups such as girls, elderly, and people with disabilities in implementing this policy is essential to address challenges of gender inequalities at the community level.

5.3 Monitoring and Evaluation

Monitoring and evaluation are crucial aspects in the implemention of this policy. Given that gender issues are cross-cutting and involve various sectors, monitoring and evaluation will be conducted through various Ministries, Departments, Agencies, RS, LGAs and Non State Actors. In addition, the Ministry responsible for Community Development, Gender, Women, and Special Groups shall coordinate, monitor, and evaluate the implementation of this policy at the national level.

Monitoring and evaluation will involve conducting baseline surveys, tracking progress towards realization of the objectives in each policy area and establishing a monitoring and evaluation framework as outlined in the Policy Implementation Strategy. Monitoring the implementation of goals and objectives shall be conducted at various intervals, involving annual reviews focusing on assessing whether planned actions align with achievements in each target. Inddition, the evaluation will involve reviewing various research reports and feedback from policy beneficiaries based on the results achieved during the review period.

Monitoring and Evaluation will focus on:

(vii) Guide stakeholders to implement the policy interventions in line with plans, programs, and strategies of various sectors/agencies and preparing gender-focused results indicators for individuals, families, and communities;

(viii) Strengthen collaboration with CSOs to identify priority areas for each organization and thus eliminate overlap of responsibilities;

(ix) Develop gender sensitive indicators to address gender equality and women's empowerment;

(x) Develop indicators that address gender equality and poverty at the individual, family, governance, and community levels;

(xi) Facilitate coordination and in-depth evaluation of the results framework and efforts

to integrate gender issues in line with policy implementation strategy;

(xii) Levarage community involvement in governance structures of community protection mechanisms and welfare programs for accountability ;

(xiii) Evaluate all community protection and welfare projects and programs to determine their alignment with policy objectives and expectations of achieving gender equality and women empowerment;

(xiv) Keep records of information and statistics on gender equality and women empowerment issues; and

(xv) Assess the adequacy of resources and budget allocation in the planned targets.

The monitoring and evaluation strategy will involve:

(i) Collecting monthly data from all institutions implementing strategies under this policy;

(ii) Conducting annual monitoring and quality audits of services provided in communities; and

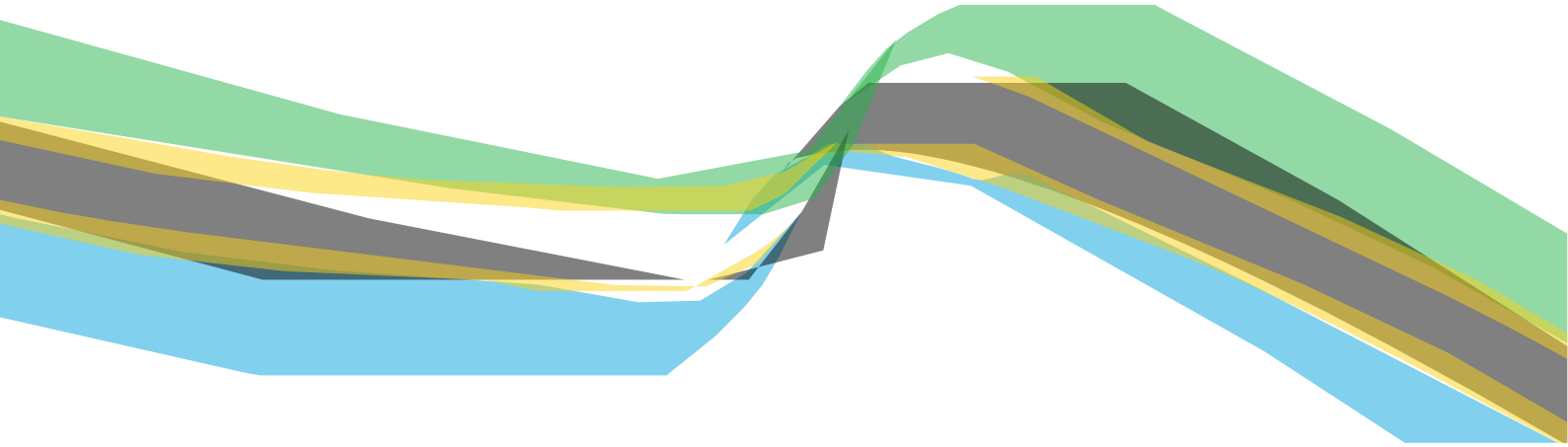
(iii) Conducting annual reviews of policy implementation along with institutional capacity assessments.

5.4 Conclusion

This policy is the result of a review of the Policy (2000) and regional and international treaties/protocols ratified by Tanzania. In implementing the goals of these treaties and protocols, the Government has developed strategies for mainstreaming gender aiming at promoting gender equality in the country. In this context, the Ministry responsible for Community Development, Gender, Women and Special Groups was mandated to coordinate the implementation of the policy (2000) and its Implimentation Strategy (2005) . Therefore, efforts to strengthen the mainstreaming gender issues into other sectoral policies and strategies are essential to achieving gender equality goals.

The main objective of the policy is to promote gender equality and eliminate discrimination at all levels of society. This policy aims to promote, provide guidance, and instruct all stakeholders in planning, formulating policies, allocating resources, implementing, and monitoring and evaluating gender-sensitive programs. It also provides impetus for efforts to reduce household poverty to improve community livelihoods.

Furthermore, the policy aims to strengthen the capacity of the ministry responsible for Gender Equality and Women Empowerment to be effective in coordinating and implementing the policy. The continued lack of gender equality and equal representation of women in decision-making positions at all levels are among the issues justifying the need for this policy to address identified policy gaps. The implementation of this policy will require genuine commitment and accountability from the Government and all stakeholders



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