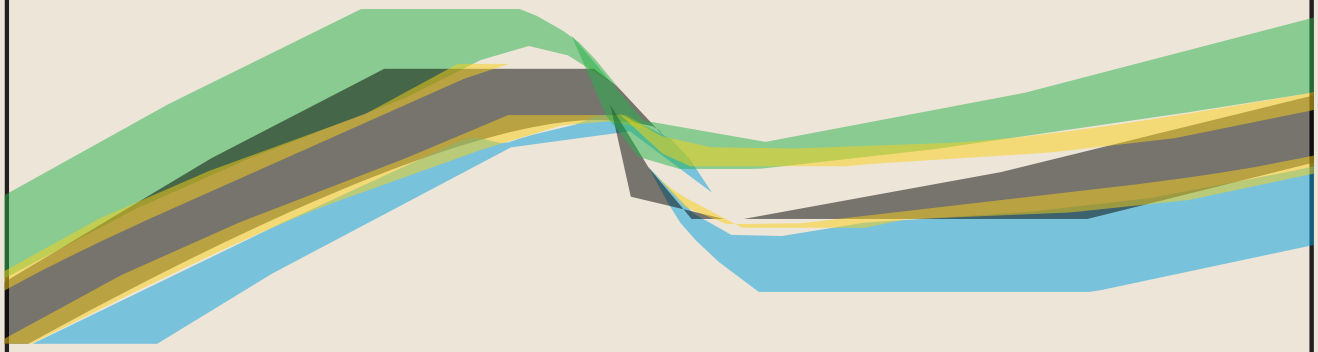
THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF COMMUNITY DEVELOPMENT, GENDER, WOMEN AND SPECIAL GROUPS



THE NATIONAL GENDER AND WOMEN DEVELOPMENT POLICY 2023

OCTOBER, 2023

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LIST OF ABBREVIATIONS AND ACRONYMS

AIDS	Acquired Immuno Deficiency Syndrome
ALSD	Alternative Learning Skills Development
ASCAs	Accumulated Savings and Credit Associations
AU CRF	African Union Continental Result Framework
AU	African Union
BBT	Building 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 Mutilation
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	Millennium Development Goals
MIS	Management Information System
NBS	National Bureau of Statistics
NEEC	National Economic Empowerment 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

GLOSSARY OF WORDS

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

Sex	It is a physical condition that differentiates a man from a woman, to which one is assigned at birth. Sex differences are biological and irreversible.
Gender	Division of responsibilities and relationships between women and men in the community are socially constructed. This division results from attitudes built within the relevant community learned or acquired during socialization. These responsibilities can differ according to the period or between communities.
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 recognized as gender roles of women rather than as roles for both genders.
Special Groups	These groups include the Elderly, Women, Children, Widows, Childless, Small Business Owners and People with Disabilities.
Gender Equity	Gender equity means fair treatment for women and men according to their needs. This may include equal treatment or treatment that is considered equivalent regarding rights, benefits, obligations, and opportunities.
Gender Equality	It is a state of equal rights for women and men, girls and boys. It entails the concept that all human beings, both men and women, can develop their abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Thus, Gender equality implies equal enjoyment of rights by men and women.
Gender Ratio	It means 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, positive short—or long-term measures must be taken to bridge the historical and social gaps that limit women's access to the same opportunities as men.
Affirmative Actions	It refers to a set of policies, measures, and practices adopted by the Government or an organization to address existing gender inequality or increase opportunities for underrepresented sex (men or women) in a society or at work.
Poverty	It is a state of lacking self-sufficiency and prosperity due to inadequate resources or income, leading to a lack of basic living necessities such as nutrition, good health, water, shelter, clothing and education.

	Similarly, poverty affects women and girls due to the prevalence of discriminatory social norms and unpaid family and household care work.
Gender Responsive Budgeting	It is a division of resources that involves analyzing income and expenditures with a focus on equality and equity. Implementing a gender-responsive budget is expected to benefit all groups equally.

PREFACE

The Government of the United Republic of Tanzania recognize the importance of promoting gender equality and women's empowerment. The Women and Gender Development Policy of 2000, along with its Implementation Strategy of 2005, demonstrates the Government's clear commitment to advancing gender equality to enhance the well-being and development of its people. This Policy addresses several gender disparities to increase women's and men's participation in sustainable development. The guiding principles of the Policy are based on international and regional conventions, commitments, protocols, and national plans. These include the 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; the Southern African Development Community (SADC) Declaration on Gender and its Supplement to the Prevention and Elimination of Violence against Women and Children (1997); the Beijing Declaration and Platform for Action (BPfA, 1995); the SADC Protocol on Gender and Development (2008); and the Sustainable Development Goals (2030).

The Women and Gender Development Policy 2000 was successfully implemented, as detailed in subsequent chapters. However, during the implementation of the Policy, significant changes have occurred worldwide, including technological advancement, climate change, and outbreaks of various diseases that have affected the development of women and men in general. Similarly, several policy gaps and newly emerging issues not covered by the Policy hindered realizing the intended goals. The evaluation of the Policy brought to the fore a number of implementation gaps, particularly in the relationship between gender equality and newly emerging issues. The evaluation findings laid the groundwork for reviewing the Policy and its Implementation Strategy (2005), thus setting the ground for formulating the National Gender and Women Development Policy 2023.

The Women and Gender Development Policy 2000 was implemented effectively, as outlined in subsequent chapters. However, the landscape has changed significantly since its inception, marked by advancements in technology, the impacts of climate change, and the emergence of various diseases, all of which have influenced the development of both women and men. Additionally, several policy gaps and new issues not addressed by the 2000 Policy have impeded achieving its goals. A thorough evaluation highlighted these implementation gaps, especially concerning integrating gender equality with emerging issues. These findings provided the necessary foundation for revising the Policy and its 2005 Implementation Strategy, ultimately leading to the National Gender and Women Development Policy 2023.

The Policy, among other issues, identifies strategic measures to promote and accelerate the attainment of gender equality in the country. Therefore, I urge all stakeholders, including sectoral ministries, the private sector, civil society organizations, development partners, and the community, to implement the policy statements fully. Effective policy implementation would enhance the achievement of gender equality and 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, many stakeholders from across the country were involved in preparing this Policy. So, on behalf of the Government, I thank all stakeholders for their significant contributions to developing this National Gender and Women Development Policy 2023.



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CHAPTER ONE
INTRODUCTION

1.1 Background

Gender equality is not solely an issue of women's rights; it encompasses diverse groups such as men, youth, children, the elderly, widows, childless individuals, small business vendors, and persons with disabilities. Moreover, it serves as a critical cornerstone in fostering sustainable development. Consequently, The Women and Gender Development Policy (2000) outlined a comprehensive vision for achieving gender equality across various development domains, including education, health, decision-making roles, and economic participation. The policy was designed to create an enabling environment where men and women can fulfil their responsibilities in alignment with their gender-specific needs.

The Policy established robust strategies for 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 sought to recognize women's pivotal role in the family and national development while safeguarding their rights, emphasizing the importance of parental involvement in nurturing children. Additionally, the Policy underscored industrial development as a catalyst for economic transformation and the 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).

Other equally essential instruments include 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).

Furthermore, the Government is fulfilling its commitments at the Generation Equality Forum (2021) to accelerate the implementation of the Beijing Platform for Action. Tanzania also implements UN Security Council Resolution 1325 on Women, Peace and Security, which calls on member states to ensure women's safety 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, 1948. Article 21 underscores the right of all individuals to engage in leadership, either directly or through representation, while Article 22 guarantees equal opportunities for holding public office. To address the historic underrepresentation of women in decision-making bodies such as Parliament and Councils, the URT has amended its Constitution to accommodate affirmative actions, including legislative amendments such as 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 Policy (2000) has revealed significant accomplishments stemming from the Government's initiatives to integrate gender considerations into its policies, strategies, programs, laws, plans, and sectoral budgets. Notable achievements include the reduction of violence against women and children, facilitated by the National Action Plan to End Violence Against Women and Children (NPA-VAWC 2017/18 – 2021/22). Additionally, Gender Desks have been established in various Ministries, Departments, Agencies, Regional Secretariats, and Local Government Authorities. The government has enacted gender-sensitive laws and revised discriminatory laws. Furthermore, economic empowerment programs for women have been launched alongside free education for girls and boys, resulting in equal enrolment ratios in primary and secondary education. Access to healthcare, particularly reproductive health services for women, has also seen considerable improvements.

Other achievements include the establishment of numerous poverty reduction initiatives, such as the Tanzania Social Action Fund (TASAF), which emphasizes gender equality by focusing on improving women's economic status. Enhancements have also been made to the Community Health Fund (iCHF), offering women and men in the private sector better access to health insurance services. Creating the Women's Development Fund (WDF) and other Economic Empowerment Funds also helps women access capital. Furthermore, the preparation and implementation of Gender Responsive Budgets (GRB) from the community to national levels benefit women, men, and special groups. Recognizing the significance of women's economic empowerment has led to amendments in the Local Government Authority Finance Act, Chapter 290. A new section, 37A, now mandates that all Local Government Authorities allocate 10 per cent of their internal revenue for interest-free loans to Women's Economic Groups (4 per cent), youth (4 per cent), and Persons with Disabilities (2 per cent). Furthermore, there has been an increase in the representation of women in various leadership and decision-making positions at all levels.

Despite these achievements, the evaluation of the 2000 Policy has revealed shortcomings in achieving gender equality. This is corroborated by metrics such as the Gender Inequality Index (GII) and the Social Institutions and Gender Index (SIGI), with Tanzania scoring 0.539 and 0.262, respectively. These indicators highlight ongoing challenges, including the persistence of oppressive customs and traditions that restrict women's access to resources, continued incidents of gender-based violence, and insufficient involvement of men in gender equality initiatives. Furthermore, women are burdened with increased workloads due to limited access to essential social services, such as water and energy, and restricted access to social security schemes for both women and men in the informal sector. The situation is exacerbated by high maternal mortality rates stemming from harmful cultural practices.

Furthermore, the evaluation identified several gaps in policy direction in emerging and critical areas over the two decades since the Policy was formulated. These gaps include the Policy's failure to address other forms of gender-based violence, such as psychological violence and violence through ICT, particularly on social media platforms, the lack of focus on physical and sexual violence, including sexual harassment in educational institutions, inadequate emphasis on gender-sensitive health issues, particularly the promotion of regular health check-ups for women, girls, men, and boys, including screenings for cervical, breast, and prostate cancer, insufficient attention to women's peace and security and failure to address the digital gender divide. Additionally, the Policy did not address cross-cutting issues such as good governance and HIV/AIDS, resulting in the absence of policy statements in these areas.

In addition, the 2000 Policy did not incorporate several national, regional, and international treaties, resolutions, and plans related to gender equality that were ratified after 2000. These include:

- Resolution No. 1325 of the United Nations Security Council (2000) on Women, Peace, and Security calls for member states to prioritize women's safety during peacekeeping, political, economic, and social conflicts.

- Generation Equality Forum (2021), featuring six Action Coalitions. Tanzania adopted the second Coalition on Economic Justice and Rights, which emphasizes reducing women's workload by establishing and developing community childcare and early childhood development centres, and promoting their participation in economic activities.

- SADC Protocol on Gender and Development (2008)

- Article 10: Rights of widows

- Article 12: Equal representation in decision-making and leadership positions in public and private sectors (50:50).

- African Union Protocol on Women's Rights (2003)

- Articles 10-11: Protection and participation of women in peace and security
- Article 19: Rights of widows.
- Sustainable Development Goals 2030 (SDGs), particularly Goal 5 and the African Union Agenda 2063 Goal 17, focus on gender equality in all aspects of life.
- Five-Year Development Plan 2021/22 – 2025/26, which directs 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 2000 Policy has been successful in promoting gender equality and empowering women politically, economically, and socially. These achievements result from the collaboration between the government and various stakeholders, including development partners, the private sector, civil society organizations, and the community. This section highlights the status of gender issues, the implementation of women's development initiatives, achievements, gaps, and challenges.

1.2.1 Gender Issues and Women's Development

The evaluation focused on the core areas of the Policy as follows:

1.2.1.1 Women' s Economic Status

Implementing the 2000 policy involved policy, legal, and strategic efforts to empower women economically and promote 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 per cent of their internal revenue (4 per cent for Women, 4 per cent for youth, and 2 per cent for Persons with Disabilities) to provide interest-free loans to the aforementioned groups. As of June 2022, 111.03 billion Tanzania Shillings 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. Its functions were transferred to form the Women's Window within the Tanzania Commercial Bank (TCB). Between 2018/19 and 2021/22, this window disbursed 62.55 billion Tanzanian Shillings to 18,125 women entrepreneurs in 26 regions of Mainland Tanzania. 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 2021/22, NMB Bank, through Jasiri Bond, facilitated the disbursement of 288.33 Billion to 10,565 Women. Soft loans supported women

entrepreneurs in establishing and developing businesses and other income-generating activities. In summary, all these efforts reduce the state of dependence.

The 2000 Policy has significantly fostered an enabling environment by recognizing, registering, and promoting Social Community Groups for savings and credit, such as ASCAs, VSLAs, VICOBA, SACAs, and SACCOs, in urban and rural areas. This initiative helps citizens who are ineligible for loans from formal financial institutions. Furthermore, the government has designated special areas totalling 15,822.64 acres across 150 councils for business activities. The Public Procurement Act, Chapter 410, was amended to require public institutions to allocate 30 per cent of their procurement value to women.

Other notable achievements include the development of the Second Financial Inclusion Framework (2023-2027), which focuses on overcoming challenges to enhance financial service access for marginalized groups, especially women. This initiative has improved market access for women entrepreneurs by facilitating their participation in domestic and international trade fairs such as Nanenane, Sabasaba, and Juakali. Participating women increased significantly from 268 in 2010 to 13,566 in 2020. Moreover, the Building Better Tomorrow: Youth Initiative in Agribusiness (BBT-YIA) program has enabled 812 youths to engage in agribusiness, including 282 women (34.73 per cent) and 530 men (65.27 per cent).

Despite these achievements, many women continue to work within informal systems and face limited access to economic opportunities. This is often because financial systems do not adequately address gender-specific needs. For example, many women do not own assets like land that can be used as collateral for loans. Given this, governments and stakeholders need to intensify efforts to improve the management of financial systems and business opportunities. This will help ensure that women and men enjoy equal rights in owning and utilizing available resources.

1.2.1.2 Strategies for Optimal Use of Resources and Tools

The 2000 Policy prioritized equitable access, ownership, and land utilisation between women and men. It advocated for agricultural land use in rural areas, strengthened land rights, and promoted proper land use planning. Additionally, the policy enhanced the availability of working tools, marketing, and rural communication infrastructure, improving crop transportation systems.

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 increased the number of women owning land from 9 per cent previously to 25 per cent in 2018 and increased joint ownership from 6 per cent to 16 per cent in 2018. As of April 2023, 39,023 Certificates of Customary Rights of Occupancy (CCROs) were issued, with 13,008

(33.3 per cent) issued to women and 26,015 to men. Additionally, 15,102 women received Title Deeds out of 45,306 issued.

Other successes include strengthening ICT use in the land sector and facilitating the issuance of electronic titles, taking into account gender considerations. Despite these efforts, land ownership for women remains a challenge due to harmful 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 per cent of women own agricultural land. This situation persists due to customs and traditions favouring men in inheriting and owning family land.

This policy aimed to increase the participation of women, particularly those from rural areas, in agriculture sector crucial to the nation's economy. Gender inequality has historically restricted women' s opportunities, particularly in high-value crop farming. Research indicates that more than 80 per cent of rural women dedicate the majority of their time to agricultural activities, often working 4 to 5 hours more per day than men in similar roles. Despite their significant contributions, these women rarely benefit from the assets they produce. Additionally, women's access to productive resources like land remains severely limited. On average, women farmers own only about 40 per cent of the land they cultivate, contributing to lower crop yields. According to the 2019/20 Agricultural Census, out of 12,007,839 households in Tanzania, 7,837,405 (65.3 per cent) engage in agricultural activities. Specifically in mainland Tanzania, of the 7,657,185 households involved in agriculture, 4,972,372 (64.9 per cent) cultivate crops, 2,526,846 (33 per cent) partake in both crop cultivation and animal husbandry, and 157,290 (2 per cent) focus solely on 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, poor agricultural technologies, especially by women farmers, limited skills among farmers, and the need for more reliable markets and accurate crop price information. In this context, addressing gender issues in agriculture is crucial to ensuring equal rights for women and men. The government should enhance rural agricultural infrastructure, including roads, irrigation systems, and ICT systems, to increase productivity for rural farmers and improve food security and nutrition. Additionally, improving access to financial services, including loans and financial management skills, is vital for rural women farmers. This will provide more investment opportunities in the agricultural value chain, increasing employment and income.

1.2.1.3 Norms and Values

Tanzanians must preserve good norms and values within communities, such as those promoting environmental conservation and protection of natural habitats. This includes preventing the destruction of forests, water sources, and mountains, often considered sacred

and inhabited by ancestors. Regarding child upbringing, it is a cultural belief that children belong to the community, making every member responsible for nurturing them.

However, certain customs and traditions can oppress women within the family, clan, and society. These include child marriages, inheritance and cleansing rituals for widows, the prohibition of women from inheriting and owning productive resources, female genital mutilation, and initiation ceremonies. During the implementation period, various efforts were undertaken to address these issues.

1.2.1.4 Female Genital Mutilation

According to the SIGI report (2022), 12 per cent of women in Tanzania have undergone female genital mutilation (FGM). The regions with the highest prevalence of FGM are Arusha (63 per cent) and Manyara (58 per cent). Additionally, rural areas show a prevalence of FGM at 15 per cent, which is twice as high as urban areas at 7 per cent. Furthermore, UNICEF studies (2013) indicate that 7.9 million women and girls in Tanzania have undergone FGM. The TDHS/MIS (2015-16) reports a prevalence of 10 per cent.

Policy implementation results include the development of the National Strategy to Prevent and Eradicate FGM in Tanzania (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.

1.2.1.5 Child Marriages

The 2000 Policy 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). This plan sought to prevent all forms of violence against women and children, including child marriages. Key initiatives included raising community awareness about the consequences of child marriages and pregnancies, enacting the Child Act, Chapter 13, to safeguard the rights and welfare of children, and amending the Education Act, Chapter 353, in 2015. These amendments, read in conjunction with the Penal Code, chapter 16, prohibit marriage and pregnancy for children, particularly students. Additionally, the Legal Aid Act, Chapter 21, was enacted to provide legal assistance to those unable to afford legal services, particularly 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 these significant efforts, child marriages continue to occur in many areas. According to the SIGI Report (2022), 19 per cent of women aged 15 and above and 16 per cent aged 20 to 24 were married before 18. Furthermore, the Crime and Road Safety Incidents Statistics of the Police Force from January to May 2022 indicate that the region' s leading in cases of student pregnancies are Shinyanga (82 cases), Mwanza (79 cases), and Arusha (71 cases). This situation highlights the need to examine and address shortcomings in the existing policy and legal frameworks to curb violations of children's rights, including child pregnancies, which deprive girls of educational and economic opportunities.

1.2.1.6 Women's Health and Reproductive Health

The 2000 Policy aimed to achieve three goals: 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, anaemia, 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, anaemia, 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, anaemia, and premature birth.

The 2000 Policy aimed to achieve three primary goals: 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, selling only the surplus. The Policy also identified potential consequences of poor nutrition, such as stunting, anaemia, and premature birth, as well as diseases and deaths from conditions like HIV/AIDS or excessive bleeding during childbirth and female genital mutilation. Successful implementation of the Policy in this area includes several key initiatives like the **development of guidelines** for malnutrition issues such as 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 councils implementing nutrition interventions. These

interventions include education for professionals and communities and vitamin A and iron supplements for pregnant mothers. The 2000 Policy strives to improve overall health and nutrition by addressing these areas, particularly among vulnerable populations.

Furthermore, free services for pregnant women, children under the age of five, and the elderly continue to be provided. The National Health Policy (2007) mandates that pregnant women receive reproductive health care at least four times before delivery. Notable achievements include establishing 1,360 health facilities capable of providing reproductive health services and emergency supplies. As of 2022, Tanzania boasts 9,104 health service facilities on the mainland, including 52 specialized in childbirth and childcare.

According to NBS statistics, the ratio of births attended by health professionals has improved significantly, rising from 59.3 per cent in 2008/09 to 69.6 per cent in 2014/15. Consequently, a survey by the NBS (TDHS-MIS, 2015/16) revealed that 98.4 per cent of women who gave birth in the past five years received reproductive health services from healthcare professionals. However, according to the evaluation findings, challenges remain, particularly in women's access to screening services and the affordability of healthcare costs, including cervical and breast cancer screening and mental health issues. For instance, the number of women screened for cervical cancer increased from 127,188 in 2015 to 513,375 in 2022.

1.2.1.7 Women and Environment

The 2000 Policy aimed to boost women's participation in environmental committees, acknowledging the impact of environmental degradation on aspects such as diminished agricultural productivity and increased workload for women. This often forced them to travel great distances to obtain water, firewood, and fodder. The evaluation showed a reasonable gender balance in Environmental Conservation Committees, with women constituting one-third of the membership at the Ward level. Additional accomplishments include the development of various policies, strategies, programs, plans, laws, and guidelines addressing climate change. Notable initiatives are the National Environmental Policy (2021), the National Energy Policy (2015), and the National Climate Change Strategy (2021-2026).

Further efforts include the Tanzania Climate-Smart Agriculture Program (2015-2025), the National Environmental Master Plan for Strategic Intervention (2022-2032), and the enactment of several acts and regulations like the Forests Act, Cap. 323; Environmental Management Act, Cap. 191; and the Rural Energy Act of 2005. The period also saw the implementation of strategies such as the National Climate Change Strategy (2012-2018) and the National Climate Change Adaptation Strategy (2021-2026), alongside guidelines like The National Guidelines for Mainstreaming Gender into Climate Change Related Policies, Strategies, Programs, Plans, Guidelines, and Budgets (2014).

These policies have significantly contributed to increased environmental conservation interventions, demonstrating women's active participation in implementation. For example, in the Climate Change Resilience through Ecosystems-Based Adaptation (EBBAR) project, out 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. Additionally, 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 still a need to continue joint efforts to establish systems that ensure gender considerations in the environmental sector.

1.2.1.8 Education and Training

The 2000 Policy addressed the gaps in increasing girls' participation in education. These gaps included low enrolment and high dropout rates, gender-insensitive curricula, limited participation of girls in Science, Technology, Engineering, and Mathematics (STEM) subjects, and the need to educate parents on the importance of educating girls. Additionally, the policy emphasized 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 among female students. Between 2015 and 2021, primary schools increased from 16,899 to 18,546, and secondary schools from 4,708 to 5,289. Additional efforts have focused on strengthening the education system to address gender issues within curricula, textbooks, teaching methods, and learning techniques.

To improve female students' attendance and academic performance, the government has continued to build female-friendly infrastructure, such as dormitories in secondary schools, sanitation facilities, toilets, and water services. Furthermore, to reduce dropout rates, the policy has supported the implementation of laws prohibiting discrimination and protecting girls. This includes amendments to the Education Act, Chapter 353, which bans marriage for primary or secondary school students. The law also imposes a minimum sentence of 30 years imprisonment for any 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, enrolment of girls in primary education (Standard I-VII) increased from 8,298,377 (4,218,377 girls and 4,079,905 boys) in 2015 to 11,196,788 (5,639,081 girls and 5,557,707 boys) in 2021. In secondary education, the number of students enrolled in Forms 1-6 rose from 1,774,383 (953,394 girls and 871,410 boys) in 2015 to 2,671,927 (1,389,613 girls and 1,282,314 boys) in 2021 (BEST, 2021). Additionally, students in higher learning institutions increased from 213,829 (83,844 women and 129,985 men) in 2017/18 to 295,919 (130,030 women and 165,889 men) in 2021/22.

Efforts are being made to strengthen the Vocational Education and Training Authority (VETA), which operates 42 colleges, and the Folk Development Colleges (FDCs), which manage 55 colleges, to create supportive environments and opportunities for adolescent boys and girls who miss out on formal education. Through the Alternative Learning Skills Development (ALSD) project in 2022, 3,333 female students received education after dropping out of school or not being enrolled for 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 low-income families. Between 2014/15 and 2019/20, 717,710 students benefited from loans, with 51.5 per cent female students.

According to the National Economic Report (2021), 49,591 girls and 187,589 boys completed vocational training. In 2021, the Nelson Mandela Institute of Science and Technology - Arusha enrolled 539 students, comprising 355 males and 184 females. This decreased from 2020, when 722 students were enrolled, including 472 males and 250 females. In 2021, the University of Science and Technology Mbeya enrolled 6,779 students, with 5,275 males and 1,504 females. In comparison, 6,137 students were enrolled in 2020, consisting of 4,764 males and 1,373 females. The Dar es Salaam Institute of Technology also enrolled 3,581 students in 2021, including 2,839 males and 742 females. This represents an increase from 2020, when 2,190 students were enrolled, with 1,537 males and 653 females.

The Government continues implementing strategies to enable more girls to enrol in Science, Technology, Engineering, and Mathematics (STEM) studies by enhancing preparedness for children at the primary, secondary, and tertiary levels. As part of these efforts, the Government has established ten girls' science schools for Forms 5 and 6. Additionally, 1,338,884 students graduated from STEM studies, with 41.8 per cent being girls. Furthermore, 244 girls with outstanding performance were sponsored to study medicine, engineering, science, and technology through the Samia Scholarship Fund for the academic year 2022/23.

Despite these efforts, girls' participation in higher education and STEM studies remains low compared to the number of males. For instance, in the academic year 2020/21, there were 206,305 university students in the country, of whom 88,667 were women and 117,638 were men.

Another significant challenge is the ongoing 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, pregnancy, lack of gender-sensitive infrastructure in schools, and harmful norms and values that deprive girls of educational opportunities. Therefore, deliberate efforts are needed to address these challenges and accelerate gender equality in education.

1.2.1.9 Labour and Employment

The 2000 Policy emphasized the need to promote gender equality in labour matters by maintaining accurate statistics of women and men at all levels and establishing streamlined procedures with minimal bureaucracy for providing licenses to small entrepreneurs. Gender inequality in employment and work led the government to implement various efforts, including developing the Public Service Management and Employment Policy (2008) and incorporating key provisions in MKUKUTA II (2005-2010) to recognize gender inequality. Additionally, gender issues were incorporated into the long-term Development Plan

(2010/11– 2025/26). This plan, implemented over five years, aims to accelerate inclusive economic growth and reduce poverty by enhancing productivity and generating employment opportunities for youth and special groups, including women.

Other government efforts include enacting the Public Service Act, Chapter 298, and the Employment and Labour Relations Act, Chapter 366, to strengthen gender equality in the workplace. Additionally, the Gender and Women Development Policy (2000) has contributed to the development of Gender Mainstreaming Guidelines in the Public Service, promoting the inclusion of gender concerns in the workplace and creating enabling environments that address gender needs, such as establishing dedicated spaces for breastfeeding (Early Childhood Development) centres. Similarly, the government is implementing the National Employment Opportunities Generation Program (2021) and the Employment Promotion Strategy of 2008 to promote job opportunities, stimulate growth in the private sector, increase employment and self-employment, and boost investment in sectors such as construction, agriculture, tourism, mining, and manufacturing, which provide substantial employment in the country.

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

Furthermore, findings from studies conducted by the National Bureau of Statistics (NBS) on the 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 per cent, while women make up 228,291, representing 43.1 per cent. In contrast, the private sector employs 72 per cent men and 28 per cent women. This indicates that many women are engaged in informal employment with low wages compared to men. Similarly, the findings reveal that most Women are involved in dangerous jobs 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 Man's monthly income is Shillings 396,885 compared to Shillings 378,469 for Women.

Efforts of the Government and Stakeholders in achieving gender equality in employment face the following existential issues: the persistence of patriarchal systems in society; incidences of sexual corruption, negative perceptions from employers regarding women's accountability, mainly due to family and biological responsibilities; negative attitudes towards the division of labour 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.

1.2.1.10 Status of Women in Decision Making

The 2000 policy emphasised acknowledging and appreciating women's contributions to national development. It aimed to ensure equal participation of both women and men in development initiatives, enhance the visibility of gender-disaggregated data across all levels of leadership, allocate resources with gender considerations in mind, and promote the active involvement of women and men in the planning and oversight of national budget expenditures.

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 per cent, and in Local Government Authorities, comprising 33 per cent. Similar measures were introduced to various Executive Committees at the Village, Ward and District council levels on water, environment and land. All these committees require the representation of women at least one-third. However, other efforts include integrating 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 promote women's participation in leadership and politics. The plan prioritizes the incorporation of gender issues in all parliamentary activities. In addition, the government established the Leadership Institute in 2011, which aims, among other things, to provide capacity-building training for women in leadership.

The Government has taken deliberate steps to acknowledge and value the significant contributions of women in leadership and decision-making roles. This includes allocating special seats for women in Parliament, constituting 30 per cent, and in Local Government Authorities, constituting 33 per cent. Similarly, specific measures have been implemented across various Executive Committees at the Village, Ward, and District council levels concerning water, environment, and land, mandating the representation of women to be at least one-third.

Moreover, efforts have been made to integrate gender perspectives into the Gender Strategy of the Tanzanian Electoral Commission, ensuring gender equality and the active involvement of women throughout the electoral process. The 2018-2021 Strategy and Action Plan of the Parliament of the United Republic of Tanzania also emphasizes promoting women's participation in leadership and politics as one of its core objectives, focusing on mainstreaming gender issues into all parliamentary activities.

Additionally, the government established the Leadership Institute in 2011, which aims to provide capacity-building training for women in leadership positions, among other objectives. These collective initiatives signify a commitment to fostering gender equality and enhancing women's representation and influence in decision-making processes at various levels of governance.

These efforts encouraged women to participate in various leadership positions, resulting in 26 female MPs being elected out of 264, equivalent to 9 per cent. The number of women holding special seats in Parliament is 113, accounting for 29 per cent of the total number of MPs. The total number of female MPs is 143, representing 37.4 per cent in 2023, compared to 16 per cent in 2000.

The National Electoral Commission Report (2020) shows the participation of women in Ward Councillor positions as follows: Women Ward Councillors elected at the ward level are 260 out of 3,953 Councillors, representing 7 per cent. Women Councillors in special seats are 1,374, accounting for 25 per cent of all Councillors nationwide. The total number of women Councillors is 1,634 out of 5,587, representing 29 per cent. 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, women's positions in other decision-making positions are as follows: Regional Administrative Secretaries have increased from 19 per cent in 2005 to 30.8 per cent in 2019. District Commissioners have risen from 19 per cent in 2005 to 33.1 per cent in 2023, and District Executive Directors have increased from 14 per cent in 2005 to 28.3 per cent in 2023. Furthermore, the number of women magistrates was 1 per cent in 2005, reaching 38.1 per cent in 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.

1.2.1.11 Women's Rights

The 2000 Policy 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 enacting these Acts and implementing Regional and International Agreements, challenges still affect the country's access to women's rights. Some of these challenges are structural. For instance, corruption, delays in court cases, and denial of economic rights undermine efforts of the Government and Stakeholders to bring about Gender Equality and Women’ s empowerment. The persistence of harmful customs and traditions, along with financial 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 customary laws often subjects women and girls to discrimination and oppression. Recognizing this, the Government amended the Penal Code to impose penalties on persons committing acts of gender-based violence, including female genital mutilation. It has also 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.

1.2.1.12 Social Security

The Government has created a conducive environment for establishing social security funds, voluntary and involuntary schemes and social protection programmes 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). Except for PSSSF, the other funds provide opportunities for the informal sector to join and benefit from the services offered. For example, through its program to support poor households, the Social Development Fund (TASAF) serves 1.1 million households, totalling 5.2 million people, with women comprising 52 per cent of 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 public and private sector employees' access to quality healthcare services. As of March 2019, the fund had registered 4,217,211 new beneficiaries, equivalent to 8 per cent 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 13,029,636 beneficiaries, representing 25 per cent of the entire population.

Furthermore, other successes include establishing a free healthcare program for pregnant women, children under the age of 5, and the elderly and improving services for various groups, including adolescents from poor households. Despite various government efforts to strengthen social security services, many areas in the country still need access to these services. Social security funds only cover 6 per cent 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 low-income families hinders access to social security services, as more than a quarter of the population in Tanzania lives in extreme poverty. Additionally, a 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 different stakeholders to expand access to social security services by encouraging community participation and enrolment, reaching and benefiting all segments of society, including rural residents and women, many of whom engage in the informal sector.

1.2.1.13 Workload for Women

The 2000 policy prioritized the 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 centres 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

- Electric access in approximately 10,312 out of 12,268 villages, equivalent to 81 per cent of all villages by 2021.
- Consideration of gender issues in the Water Policy (2002) 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 planning, designing, constructing, and overseeing 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, 138,987 water collection points were established, of which 96,952 are operational and serve approximately 25,456,436 residents, equivalent to 70.1 per cent. Furthermore, statistics indicate that there has been an increase in the accessibility of clean water services for urban residents from an average of 73 per cent in 2002 to 86.5 per cent in 2022 and an increase in the accessibility of water services for rural residents from an average of 50 per cent in 2002 to 74.5 per cent 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 centres nationwide, which reduced the time women spend seeking healthcare away from their homes. In addition, the Government has also established 2,833 daycare centres 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 include the development of a Vision and a Strategy targeting to ensure that by 2033, 80 per cent 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 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 per cent 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 research conducted between 2014 and 2022. The 2014 survey of employable individuals shows that 13.6 per cent of women spend more time on household chores than 3.6 per cent 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 centres, 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 harmful customs and traditions that affect the distribution of gender roles, particularly those related to care giving and family responsibilities.

1.2.1.14 Gender and Energy

The need to address Gender concerns in the Energy Sector was 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 care giving 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 per cent of households in mainland Tanzania had access to electricity in 2020. Moreover, the survey identified disparities in electrification rates between urban and rural households in 2016, with 73.2 per cent of urban households compared to only 24.5 per cent of 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 and improves the delivery of social services such as healthcare and education, thus strengthening the livelihoods of people in 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 2003, revised in 2015, enacting the Rural Energy Act of 2005, and the Electricity Act No. 10 (2008), which repealed the Electricity Act Chapter 131 R.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 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 understand the importance of using clean cooking energy, which includes reducing the risk of respiratory diseases and deaths, particularly among women. Despite efforts and progress in providing affordable and reliable modern energy services (electricity), clean cooking energy remains insufficient. Social services in some villages in the country, including health centres and clinics, lack electricity, thus affecting healthcare provision, 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 using 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.

1.2.1.15 Women, Peace and Security

The Women, Peace, and Security (WPS) Agenda stems from the United Nations Security Council Resolution 1325 (2000), which acknowledges the adverse effects of conflicts on women within communities and emphasizes their vital role in conflict prevention and peace building. This agenda promotes peace and security by incorporating gender issues into human protection and security, preventing violence against women and girls, providing support during conflicts and disasters, and facilitating community peace building, relief, and recovery efforts.

On the African continent, the African Union prioritized this agenda through the Continental Result Framework of 2018, designed to monitor the implementation of the Women, Peace, and Security Agenda. The United Republic of Tanzania is actively implementing Resolution 1325 in the Great Lakes Region through various regional frameworks, including the 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 in the Agenda of Women, Peace, and Security, marking a 10 per cent increase compared to the 2017 statistics. Furthermore, Tanzania has been a role model in Africa in hosting refugees from neighbouring countries since 1970, having received 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, several challenges persist, including a limited understanding of Women, Peace, and Security (WPS) issues, especially in defence 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 Defence and Security Committees at various societal levels, inadequate inclusion of women in formal and informal conflict resolution structures, including traditional conflict resolution methods, limited participation of women in conflict resolution and peacekeeping operations, incidents of harassment, sexual, and gender-based violence occurring during disasters and conflicts in communities.

Conflict prevention strategies should prioritize gender considerations when addressing these challenges. It is also crucial to establish systems that ensure gender equality in areas where such systems are not yet in place.

1.2.1.16 Economic Justice and Rights

Tanzania is working towards the Generation Equality Forum (GEF) objectives, aligning with the Global Strategy for Accelerating Gender Equality worldwide. This forum originated from the 25th anniversary commemoration of the Beijing Declaration and Platform for Action, a milestone where the International Community acknowledged the global advancements in gender equality. Despite these advancements, the United Nations Sustainable Development Report (2020) and the Political Declaration adopted on March 9, 2020, during the 64th session of the United Nations Commission on the Status of Women, highlighted that no country had fully realised the commitments of the Beijing Declaration and Platform for Action.

In response, Tanzania committed to the forum's goals, particularly focusing on Economic Rights and Equality to enhance gender equality and ensure women's participation in and benefits from economic growth. These commitments are rooted in the understanding that harmful cultural practices, unequal participation, gender-insensitive plans and budgets, existing laws that perpetuate gender inequality, the heavy burden of household chores on women and girls, and the adverse effects of the COVID-19 pandemic collectively impede progress towards gender equality.

1.2.1.17 Gender-Based Violence

Tanzania, like many other countries, faces a significant issue with gender-based violence, affecting girls, boys, women, and men through various forms, such as sexual, physical, economic, and psychological abuse. 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. Notably, rape has the highest number of cases (2,445), followed by sodomy (555). This highlights the urgent need for substantial efforts to combat these violent acts, which severely impact the development and well-being of both girls and boys.

The 2022 SIGI survey results indicate that 55 per cent of women aged 15-49 have experienced some form of violence: 16 per cent have faced psychological violence, 15 per cent physical violence, 9 per cent economic violence, and 7 per cent sexual violence. However, it is noteworthy that physical violence has decreased to 15 per cent in 2022 compared to 40 per cent in the 2015/16 TDHS/MIS survey.

To combat these acts of violence, the government continues to educate the public on the importance of reporting incidents to the relevant authorities. It is strengthening services for survivors of violence. Nonetheless, more policy efforts are needed to eradicate gender-based violence in the country.

1.2.1.18 Gender and Statistics

Access to gender statistics is crucial for effective planning, decision-making, and reporting. The Policy Implementation Assessment has underscored the importance of gender-responsive planning. The availability of gender-disaggregated data is essential for making informed decisions and developing gender-responsive plans and interventions across all sectors.

While some sector ministries, such as the Ministry of Education, Science, and Technology and the Ministry of Health, have tried to collect, process, and use gender statistics, the response to gender-disaggregated data analysis has been limited. Therefore, promoting and building capacity in gender-disaggregated statistical issues is necessary.

1.2.1.19 Gender *and Good Governance*

Good governance involves respecting the rule of law, democracy, and 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 to promote 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).

As highlighted in the assessment report, despite ongoing efforts by the Ministry responsible for gender issues, there is still a need for a clear policy direction to mainstream gender issues and women's development in good governance.

1.2.2 Achievement

The Policy Implementation Assessment Report of the 2000 policy highlighted significant successes in promoting gender equality in the country. These achievements include:

i) Mainstreaming Gender Issues: Gender issues have been integrated into various systems, sector policies, laws, and programs. Examples include 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), and several acts such as the Water Supply and Sanitation Act, Cap. 272, Public Procurement Act, Cap 410, and Local Government Finance Act, Cap. 290. Other initiatives include National Development Strategies, the National Plan of Action to End Violence against Women and Children (2017/18 - 2021/22), and the Tanzania National Multisectoral Strategic Framework for HIV and AIDS (2018/19 - 2022/23). Institutions like Higher Education and Vocational Training Colleges and various public areas have also prepared documents addressing gender issues.

ii) Increased Women's Participation in Leadership: Women's participation in leadership and decision-making positions has grown. Tanzania has witnessed its first female president and commander-in-chief and two female parliament speakers in different terms. The percentage of female ministers rose from 21 per cent in 2015 to 37.4 per cent in 2023. Similarly, female Permanent Secretaries increased from 13.8 per cent in 2015 to 22.2 per cent in 2023, and female Council Directors rose from 16.4 per cent in 2015 to 28.3 per cent in 2023.

iii) Provision of Interest-Free Loans: Various councils have provided loans through 10 per cent of local government revenue, with 4 per cent allocated to women, 4 per cent to youth, and 2 per cent to people with disabilities. This initiative has facilitated the establishment and growth of projects such as the MIOMBO Beekeepers Initiatives Group in Tabora, the Juhudi Women's Group in Dar es Salaam, Hand Product of Tanzania, NURU Disabled Group, and the Bulldozer Youth Group in Tanga.

iv) Reduction in Maternal Mortality: Maternal mortality rates have decreased from 578 deaths per 100,000 live births in 2004/05 to 432 deaths per 100,000 live births in 2019. This improvement is due to increased community awareness of reproductive health, women-friendly services at health facilities, and various gender-responsive health programs.

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

vi) Increased Women's Access to Land Ownership: In 2021, 1,171,884 Certificates of Customary Right of Occupancy were issued, with 406,915 certificates issued to women and 764,969 to men. Additionally, 916,765 title deeds were issued, with 228,203 issued to women and 688,562 to men.

1.2.3 Gaps

During the formulation of the Policy in 2000, several gender issues were not addressed, resulting in a lack of comprehensive policy statements. These omitted issues include:

i) Various forms of gender-based violence, such as psychological, online, physical, and sexual violence.

ii) Gender and health concerns, particularly promoting regular health check-ups for women, girls, men, and boys, including screenings for cervical, breast, and prostate cancers.

iii) Peace and security for women during conflicts and disasters, emphasising their participation in defence and peacekeeping programs.

iv) Reducing women's workload by establishing and strengthening community-based Early Childhood Development Centres to enable their participation in productive activities.

v) Gender and digital services.

Additionally, the policy failed to address cross-cutting issues, such as good governance and HIV/AIDS, resulting in the absence of related policy statements.

1.2.4 Challenges

Despite achievements, several challenges have hindered 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) High incidence of gender-based violence, 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) High maternal mortality rates, increase in non-communicable diseases (including cancer, prostate conditions, and mental health issues), and limited access to health services, especially for rural women.

v) Negative perceptions about girls' participation in STEM education, coupled with 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 of educational opportunities.

vi) Limited consideration of gender equality in economic activities due to 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 of resource 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 awareness of women's peace and security agenda and their engagement in national and international peace and security structures.

xiii) High incidence of new HIV/AIDS infections among girls, women, boys, and men.

xiv) The adverse effects of climate change include environmental degradation's impact on women and limited environmental management and conservation. participation

This Policy (2023) incorporates areas that provide strategies for addressing these gaps and challenges. Additionally, it includes interventions from existing international, regional, and national plans, visions, treaties, resolutions, protocols, and policies ratified by the country.

CHAPTER TWO
POLICY RATIONALE, VISION, MISSION AND GOALS

2.1 The Policy Rationale

The United Republic of Tanzania has signed and ratified various regional and international conventions, protocols, and declarations on gender equality. As part of its commitment, the country is responsible for integrating these international agreements through administrative, legislative, and judicial measures, including formulating policies to promote gender equality.

However, statistical data and extensive literature reviews have highlighted several challenges and gaps that hindered the effective implementation of the Gender and Women Development Policy (2000) and its Implementation Strategy (2005).

The National Gender and Women Development Policy (2023) aims to address these challenges and gaps, which include:

(i) Persistence of norms and values that prevent women from owning and using resources;

(ii) Lack of policy statements targeting the prevalence of gender-based violence;

(iii) The unavailability of gender statistics is crucial for equitable development planning;

(iv) Limited community awareness on gender equality, Women, Peace and Security, Gender and Digital Services, and Gender and Good Governance; and

(v) Limited participation of men in promoting gender equality (male engagement).

The National Gender and Women Development Policy (2023) aims to address various issues that emerged during the implementation of the 2000 Policy. Key goals include increasing women's participation at all levels of leadership and decision-making, aiming to shift from the 30:70 ratio of the 2005 target to a 50:50 ratio of women and men, as outlined 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 emphasizes the importance of promoting financial inclusion for women in the informal and private sectors, encouraging women's use of the digital economy, advocating for legal reforms to promote gender equality in property ownership and inheritance, and providing guidelines to facilitate the establishment and promotion of Women's Economic Empowerment Forums.

2.2 Vision, Mission and Policy Objectives

2.2.1 Vision

A society that embraces 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 that consider the welfare of women and men, boys and girls, and strengthening the growth and development of the national economy.

2.2.3 Policy Objectives

2.2.3.1 General Policy Objective

This policy's main objective is to promote justice and gender equality in all spheres of life and development.

2.2.3.2 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) Foster a society that respects equality and justice for all;

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

v) Promote 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) Enhance systems for the collection, storage, and use of gender statistics;

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

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

xi) Ensure adherence to service provision for People Living with HIV/AIDS and prevent new HIV infections among both men and women; and

xii) Mainstream gender issues in environmental management.

CHAPTER THREE
POLICY ISSUES, OBJECTIVES AND STATEMENTS

3.1 Introduction

The National Gender and Women Development Policy (2023) establishes a comprehensive framework for coordinating gender equality initiatives nationwide. This policy acknowledges the pivotal role of sectoral policies in addressing gender disparities and promoting sustainable social and economic development. As such, the successful implementation of this policy hinges upon the seamless integration of gender considerations into sector-specific strategies. This chapter delineates key policy issues, objectives, and statements to tackle gender challenges within the nation.

3.2 Policy Issues

3.2.1 Women's Economic Empowerment

Description:

Gender development and women's economic empowerment are critical for stimulating economic growth by ensuring women's active involvement in owning and utilizing productive resources. According to the National Economic Status Book (2021), women significantly contribute to many economic activities, especially agriculture, forestry, and fishing. Out of 15,448,091 people engaged in these sectors, 7,686,198 are women. Despite women constituting more than 51 per cent of the population (National Population and Housing Census, 2022), the distribution of economic opportunities between women and men remains unequal across various sectors.

For instance, in the mining sector, statistics from the National Economic Status Book (2021) show that only 19 per cent of the 218,353 employees are women (41,538). Similarly, the construction sector reflects a disparity, with women making up just 3.2 per cent of the workforce (18,607 women out of 568,774 employees).

Despite significant achievements, the economic empowerment goals for women have not been fully realized due to various challenges. These challenges include limited access to banking services in many rural areas, low growth in the agriculture sector attributed to poor production techniques, underdeveloped agricultural markets, and the absence of a productive value chain. Additionally, inadequate infrastructure in rural areas—particularly roads, telephone communication, and energy further hampers progress. Women also face limited access to capital due to a lack of collateral and difficulty meeting loan criteria set by financial institutions. According to the National Economic Report (2020), out of 1,345 housing loan beneficiaries from banks and financial institutions, 889 were men, 389 were women, and 67 borrowed jointly. Furthermore, social security schemes have yet to reach women in the informal sector in urban and rural areas due to economic constraints.

While some positive societal norms and values should be promoted, some norms and values perpetuate harmful traditional practices that prevent women from fully benefiting from their economic activities. Positive norms include conserving and managing forests and water sources, as community members historically believed these areas to be ancestral home places. Additionally, rearing and upbringing have been communal responsibilities. Despite these positive aspects, harmful traditional practices have contributed to increased poverty and dependency, especially regarding property ownership rights within the patriarchal system.

Additionally, many women experience temporary poverty due to the burden of household chores, which limits their time for 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 of men's participation in household chores, including care giving responsibilities;

iv) Promote community participation in promoting positive norms and values and abandon norms and values that perpetuate harmful traditional practices that deprive 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 the 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 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 significant harm to women and children, affecting their participation in economic and social activities, thereby reducing their ability to escape poverty. The 2022 SIGI report indicates that 38 per cent of women aged 15-49 have experienced violence. Contributing factors to the increase in violence include fear of social exclusion after reporting incidents, delays in the judicial processes related to gender-based violence cases, 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 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 preventing and responding to gender-based violence.

iii) Develop and strengthen community-based systems for preventing and responding to gender-based violence;

iv) Advocate and promote positive gender-sensitive parenting skills at the family and community level to address moral decay; and

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

3.2.3 3.3.3. Economic Justice and Rights

Description:

Transforming Tanzanian society towards one that respects gender equality and economic rights, where women and men, girls and boys equally benefit from social and economic

opportunities, necessitates policy changes and shifts in mindset and culture at all levels. Leaders and communities should embrace and promote reforms that advance gender equality and foster positive values to strengthen the protection and well-being of all individuals, regardless of gender or age, in all aspects of life.

Improving economic rights and equality is crucial for fostering economic growth and stimulating national development. Challenges to achieving economic rights and equality include the unequal distribution of labour within families and communities, where women bear a disproportionate burden of household chores, limiting their participation in economic activities. Other challenges include denying the right to own productive resources, limited participation and access to inclusive financial services, and restricted involvement in decent work.

Addressing these issues requires a comprehensive approach that includes policy reforms, community engagement, and efforts to change cultural norms. By doing so, Tanzania can create an environment where everyone can thrive and contribute to the nation's development.

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; and

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 spheres is crucial 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 special seat arrangements. However, there are challenges hindering women from holding decision-making positions, including norms and values that prevent women from participating 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 various guidelines and affirmative actions, there is a need to intensify efforts to provide women with more opportunities for full participation and inclusion at decision-making levels.

Policy Objective

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

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 of women's right to participate in all levels of leadership and decision-making.

3.2.5 3.3.5 Gender, Education, and Training

Description:

The previous policy led to notable improvements in girls' participation in education. These improvements included increased enrolment and completion rates, curriculum reviews, and the construction of gender-friendly infrastructure, all of which contributed to better attendance rates for girls. Additionally, there were legal reforms and the establishment of scholarships to encourage girls to pursue studies in Science, Technology, Engineering, and Mathematics (STEM). However, despite these efforts, girls' participation in higher education remains low, particularly in STEM subjects. This is largely due to persistent negative perceptions about girls in STEM and the unequal distribution of household chores between girls and boys.

Moreover, dropout rates for both girls and boys continue to be a concern. Factors contributing to this issue for girls include child marriage, teenage pregnancies, a shortage of gender-sensitive infrastructure in schools, and cultural norms and values that limit their access to educational opportunities. For boys, challenges include difficulty 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 encourage households to support girls to uptake STEM and developing counselling programs in educational institutions;

iv) Promote the increase of enrolment 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 3.3.6 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, lack of quality services, health issues, and inadequate nutrition. Harmful cultural practices, such as female genital mutilation (FGM), have significant effects on reproductive health, especially during childbirth. According to SIGI (2022), 18 per cent of women who have undergone FGM face health challenges, including childbirth complications.

Additionally, Tanzanian norms and values often deprive women of decision-making power regarding reproductive health and family planning. Research indicates that only 18 per cent of women make personal decisions about family planning, and just 12 per cent 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's efforts to educate the community about the importance of giving birth in hospitals or health facilities, many factors still prevent pregnant women from seeking delivery services in health facilities. The research also highlights the prevalence of home births, increasing the risk of maternal and infant mortality due to the lack of proper medical care. Furthermore, breast cancer, cervical cancer, and prostate cancer rates have continued

to rise due to the lack of a culture of regular health check-ups. The absence of health insurance for some citizens, especially rural women, has also hindered access to 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, will:

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 3.3.7 Gender, Technology, and Innovation

Description:

Innovation and technology are essential tools for 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, access markets, benefit from economic opportunities, participate in decision-making, build business networks, and reduce their work burden. Through innovation and technology, women have increased productivity and the quality of their products, as well as improved 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 low enrolment of girls and women in Science and Technology subjects compared to boys and men. For example, at the Nelson Mandela Institute of Science and Technology in Arusha, 539 students (355 males and 184 females) were enrolled in 2021, compared to 722 students (472 males and 250 females) in 2020. At Mbeya University of Science and Technology, 6,779 students (5,275 males and 1,504 females) were enrolled in 2021 compared to 6,137 students (4,764 males and 1,373 females) in 2020, representing a 10.5 per cent increase. Additionally, 1,176 students (904 males and 272 females) graduated in 2021, 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) in 2020.

Despite the low participation of women and girls in this field, the growth of information and communication technology services has facilitated women's easy access to market information, communication, and the establishment of international business networks. Information and communication technology has also contributed to the growth of education, knowledge, and institutional development, enhancing women's empowerment socially, politically, culturally, and economically. Moreover, mobile phone technology used in Tanzania has increased in urban and rural areas. It 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 harvesters, and improved cooking stoves.

Policy Objective

Strengthen the use of technology for women's empowerment.

Policy Statements

The government, in collaboration with stakeholders, will:

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 among women on the importance of using technology to reduce workload and increase the value of manufactured products to meet both domestic and international market standards; and

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

3.2.8 3.3.8 Gender Statistics

Description:

Gender statistics are essential for planners and decision-makers to understand the gender situation and respond effectively to existing challenges. These statistics are derived from multiple sources and are often widely scattered, making comprehensive information gathering a challenge. In collaboration with Civil Society Organizations (CSOs) and other stakeholders, the government collects gender-disaggregated data on various aspects such as population figures, health issues, community development, agriculture, the economy, education, social services, environment, and employment.

The data is obtained through population and housing censuses, surveys, and administrative records. While many documents provide valuable gender-related information for policy and program development, the data is not comprehensive and does not fully capture emerging issues and the status of gender equality. Therefore, it is necessary to raise awareness of the importance of gender statistical information in data collection and processing. Additionally, implementing a monitoring and evaluation plan with a gender lens will help promote regular monitoring of sectoral policies, projects, programs, and plans for effective decision-making.

Policy Objective

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

Policy Statements

The government, in collaboration with stakeholders, will:

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 3.3.9 Women, Peace and Security

Description:

Women and girls disproportionately suffer from the consequences of conflicts and disasters compared to men. Therefore, it is crucial to promote increased participation of women in various areas, including security management systems, conflict resolution, peacekeeping, and rebuilding communities after conflicts and disasters caused by human activities. This involvement should occur at all levels of society.

Equally important is the integration of gender considerations 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, often facing limited participation and representation in decision-making bodies compared to men. Various societal norms and values influence this disparity.

Policy Objective:

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

Policy Statements:

The government, in collaboration with stakeholders, will:

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

ii) Enhance and strengthen security systems by recognising women's contributions and facilitating their participation in decision-making at different levels;

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

iv) Strengthen community rebuilding programs, considering gender specific needs after conflicts and disasters.

3.2.10 Cross-cutting issues

Gender development is a cross-cutting issue implemented through various sectoral initiatives to promote gender equality and women's 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. Recognising this reality, the government has implemented various initiatives to promote good governance and increase women's participation in decision-making in Parliament and local government authorities. These initiatives include the establishment of Gender Desks in all Police Stations and Higher Learning Institutions, as well as the formation of Women and Children Protection Committees nationwide.

Despite these achievements, gender equality and women's empowerment have not been prioritised in implementing 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 of good governance that considers gender equality; and

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

3.2.10.2 Gender and HIV/AIDS

Description:

HIV/AIDS infections are among the significant challenges contributing to inequality and injustice for women. In regions with high HIV prevalence, intimate partner violence increases women's risk of HIV infection by 50 per cent. A study by the National Bureau of Statistics (THIS, 2016/17) on the impact of HIV/AIDS in Tanzania reveals that HIV infections among women aged 15-49 are twice as high as those among men in the same age group. This disparity often leads to conflicts, with women living with HIV frequently reporting violence from their partners, families, communities, and even in healthcare settings.

The research indicates that the overall rate of new HIV infections among individuals aged 15 and above is 0.24 per cent (0.16 per cent for men and 0.32 per cent for women), amounting to approximately 72,000 new cases annually (24,000 men and 48,000 women). Specifically, among people aged 15-49, the new infection rate is 0.24 per cent, and among those aged 15-64, it is 0.25 per cent (0.17 per cent for men and 0.34 per cent for women). For men, the highest percentage of new HIV infections is among those aged 35-49 (0.37 per cent), while for women, it is among those aged 25-34 (0.7 per cent). These statistics underscore the urgent need for deliberate government efforts to combat 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 will:

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

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:

The livelihood of men and women depends on the environment, which is currently facing severe degradation. This degradation is primarily attributed to human activities such as the unsustainable exploitation of natural resources, industrial operations, agriculture, mining, fishing, and livestock keeping. When these activities are carried out without consideration for environmental conservation principles, they lead to significant environmental damage. Various challenges, including climate change, improper utilisation of natural resources, unsustainable harvesting of natural products, ineffective agricultural practices, the invasion

and destruction of water sources, and the depletion of resources such as water and forest products, impact the relationship between the environment and economic activities. This includes the domestic use of firewood and charcoal, which increases women's work burden. Other consequences include poor school attendance and performance and higher dropout rates among girls and boys, as they often need to search for water, energy, and fodder.

Policy Objective:

Promote mainstreaming of gender issues in environmental management.

Policy Statements:

The government, in collaboration with stakeholders, will:

i) Promote the enforcement of gender-responsive environmental management plans and strategies; and

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

CHAPTER FOUR
LEGAL FRAMEWORK

Tanzania has a legal and regulatory framework to enable the management, coordination, and implementation of the National Gender and Women Development Policy (2023). Implementing policy will adhere to various legal frameworks, including the Constitution of the URT (1977) and its amendments, the Marriage Act, and Cap. 29; the Law of Succession, Cap. 352, and the Customary Declaration No. 4 published through Government Notice No. 436 of 1963. Tanzania respects human rights norms and equality provisions as stipulated in the Constitution of the URT (1977) and its amendments. The Constitution emphasises 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 efforts and the right to access educational opportunities. Notably, the implementation of gender strategies in the previous policy was carried out through multiple sectoral legal frameworks due to the lack of specific legislation to enforce the policy.

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, the implementation of some of the statutory laws and Customary Laws has continued to deny women and girls their rights. In addition, the Penal Code, Cap 16, and the Criminal Procedure Act, Cap 20, have been amended to prosecute offences of female genital mutilation and sexual intercourse to protect 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 spouse's 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. However, it 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 prioritise 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) enable various stakeholders to participate in its implementation. Given that gender issues are cross-cutting, all sectoral ministries will implement this policy by incorporating gender considerations into their Policies, Strategies, Guidelines, Programs, Plans, and Budgets. Additionally, reviewing the laws, regulations, and guidelines across various sectors is crucial for effective implementation.

Cooperation between national, regional, and international stakeholders is essential for implementing this policy. The implementers include the Ministry responsible for Gender Affairs, sectoral ministries, regional secretariats, and local government authorities. Other stakeholders involved are development partners, research and educational institutions, the private sector, civil society, media, and the broader society. The roles and responsibilities of these 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) Promote gender equality, safeguarding the welfare and participation of women in social, political, and economic development processes;

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

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

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

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

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

viii) Ensure 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) Provide technical advice and support policy implementation to achieve gender equality and women's empowerment;

x) Promote 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) Promote equal access to healthcare by developing strategies and programs to address issues affecting girls, boys, women, and men.

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

This Ministry shall have the following responsibilities:

i) Ensure gender-sensitive policies and Guidelines for Labour, Youth, Employment, and Persons with Disabilities are in place;

ii) Coordinate 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

iv) Research 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) Utilize gender-disaggregated data in budget preparation and coordinating the implementation of sectoral development projects;

ii) Provide 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) Ensure inclusion of women, men, girls, and boys in the National Economic Development Plans;

v) Ensure sectoral Ministries and LGAs plans and budgets comply with the gender-responsive budget guideline;

vi) Conduct gender audits in sectoral budgets and expenditures; and

vii) Allocate and disburse funds for implementing 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's and men's awareness of the importance of environmental conservation and sanitation to women and men;

ii) Mainstream gender issues in environmental conservation policies, plans, programs and budget; and

iii) Promote women's and men's health and environmental hygiene awareness to prevent and eradicate diseases.

5.2.5 Ministry Responsible for Water

This Ministry shall have the following responsibilities:

i) Ensure 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) Mainstream gender equality issues into policies, programs, plans, and budgets of the health sector;

ii) Ensure access to healthcare services, particularly in rural areas, to improve the health of women and men and reduce maternal and child mortality;

iii) Encourage women, girls, men, and boys to adopt a culture of regular health check-ups to protect themselves from HIV/AIDS and non-communicable diseases, including cervical cancer, breast cancer, and prostate cancer; and

iv) Promote awareness of 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:

iii) Advocate for ratification, signing and domestication of regional and international instruments promoting gender equality and women's empowerment; and

iv) Coordinate the implementation of international and regional instruments, preparing and submitting reports, and facilitating 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) Equal opportunities should be provided 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 utilisation 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) Improve rural infrastructure (roads, irrigation tools and ICT) to promote agricultural sector growth and enhance food security and nutrition for farmers;

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

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

vi) Increase 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;

iii) Improve rural infrastructure (roads, grazing areas and fishing gear) to enhance production in the livestock and fisheries sectors;

iv) Increase 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

v) Enhance women's 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) Provide 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) Promote the participation of CSOs, Religious Institutions, Development partners, and the Private Sector in improving school infrastructure and providing support for students from low-income families and those living in challenging environments; and

iv) Provide equal opportunities for women and men in the sector's employment, leadership and decision-making positions.

5.2.13 Ministry Responsible for Constitution and Legal Affairs

The Ministry shall review and enact gender-responsive laws that enhance gender equity, equality, and women's empowerment.

5.2.14 Ministry Responsible for Defence and Security

The Ministry shall oversee the security of women, men and their property at all levels and ensures 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) Coordinate construction of friendly infrastructure that meets the needs of women, men and persons with special needs; and

ii) Coordinate the participation of women in infrastructure construction contracts.

5.2.16 Ministry Responsible for Transportation

The Ministry shall coordinate and oversee 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) Ensure access to clean cooking energy to reduce the workload for women;

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

iii) Ensure the distribution of affordable alternative clean energy sources enables more women to utilize the service.

5.2.18 Ministry Responsible for Home Affairs

The Ministry shall have the following responsibilities:

i) Oversee the security of women, men, and their property at all levels;

ii) Strengthen investigations of gender-based violence cases;

iii) Strengthen Police Gender and Children Desks nationwide; and

iv) Strengthen 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) Develop National Development Plans that address gender issues and women's development; and

ii) Encourage women to invest in productive sectors.

5.2.20 Ministry Responsible for Industries and Trade

The Ministry shall have the following responsibilities:

i) Promote and seek domestic and international market opportunities to expand the market for products of both women and men;

ii) Promote industrialisation that open-up business opportunities for women entrepreneurs;

iii) Provide entrepreneurship training for women and men;

iv) Design and disseminate appropriate technologies to enhance productivity for both women and men;

v) Establish special industrial zones for women to produce various products; and

vi) Network entrepreneurs with the industrial sector to enable further business growth and formalisation.

5.2.21 Ministry Responsible for Public Service and Good Governance

The Ministry shall have the following responsibilities:

i) Provide equal opportunities for women and men in employment, leadership and decision-making positions in all sectors; and

ii) Provide guidelines that promote gender equality in the workplace.

5.2.22 Ministry Responsible for Minerals

The Ministry shall have the following responsibilities:

i) Ensure equal opportunities for women and men to participate in the mining sector; and

ii) Mainstream 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 the implementation of the policy at Regional Secretariats and Local Government Authorities;

ii) Ensure that Regional Secretariats and Local Government Authorities include gender issues in their plans and budgets;

iii) Coordinate reporting and submission of the implementation of the policy at Regional Secretariats and Local Government Authorities; and

iv) Facilitate 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 implementing the policy in their respective LGAs.

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

iii) Monitor and evaluate policy implementation;

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

v) Coordinate community education programs against violence in the respective Regional Councils.

5.2.25 Local Government Authorities

i) Play an active role in mainstreaming gender in the implementation of development activities and service delivery;

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

iii) Establish gender-based service plans in Councils;

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

v) Coordinate and strengthening collaboration with gender service providers;

vi) Involve women in Council development plans;

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

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

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

x) Compile, maintain, and update gender-disaggregated data.

5.2.26 Parliament

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

(ii) Amend and repeal discriminatory laws to women and girls;

(iii) Strengthen adherence to the constitutional rule of 30 per cent representation in leadership positions;

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

(v) Provide reports on the observance of gender equality issues and the implementation of anti-discrimination rules;

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

(vii) Provide 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) Mainstream gender into the plans, programs, and strategies of relevant institutions;

ii) Promote and advocate the rights of women, men, girls, and boys in respect of nationally acceptable Norms and Values;

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

iv) Advocate 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) Organise and implement programmes to promote gender equality and women's empowerment;

vi) Monitor and evaluate the implementation of gender-related interventions;

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

viii) Provide 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) Take concrete steps to promote gender equality in institutional roles;

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

iii) Support the collection, analysis, and dissemination of gender-disaggregated data;

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

v) Monitor and evaluate gender issues in relevant institutions;

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

vii) Provide incentives and assistance to women entrepreneurs;

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

ix) Implement a Corporate Social Responsibility (CSR) program to contribute to the objectives of this policy;

x) Contribute to the budget for the implementation of this policy; and

xi) Provide 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) Research gender equality and women's empowerment;

ii) Establish and implement Community engagement and Apprenticeship programs focusing on gender equality;

iii) Allocate and mobilise resources required for research and publication to enhance implementation of this Policy;

iv) Organise training and educational programs for communities on gender equality and women's empowerment;

v) Support the eradication of gender-based violence through various programs and strategies;

vi) Provide consultancy services on gender issues; and

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

5.2.30 Development Partners

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

i) Strengthen collaboration with the Government during the implementation of policy;

ii) Mobilise resources to facilitate the implementation of policy;

iii) Collaborate with the Government in enhancing coordination, monitoring, and evaluation systems for the implementation of policy;

iv) Facilitate the transfer of knowledge and sharing of best practices and supporting research initiatives aimed at assessing the state of gender equality in the country and

v) Participate 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) Promote gender equality/sensitivity at all levels of the community;

ii) Advocate for principles of good governance that prioritise gender equality;

iii) Report and raising awareness about gender-based violence;

iv) Raise awareness in the community about various strategies to promote gender equality;

v) Broadcast and disseminate publications about gender-responsive research and its findings; and

vi) Provide equal employment opportunities for women and men and supporting progress to leadership positions in relevant sectors.

5.2.32 Family and Community

Families and Communities are primary stakeholders in implementing the National Gender and Women Development Policy (2023), given their roles in the socialisation and nurturing 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, the participation of women, men, and special groups such as girls, the elderly, and people with disabilities in implementing this policy is essential to address the challenges of gender inequalities at the community level.

5.3 Monitoring and Evaluation

Monitoring and evaluation are crucial aspects of implementing this policy. Since 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 realising 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. In addition, the evaluation will include reviewing multiple research reports and feedback from policy beneficiaries based on the results achieved during the review period.

Monitoring and Evaluation will focus on: -

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

ii) Strengthen collaboration with CSOs to identify priority areas for each organisation and thus eliminate overlap of responsibilities;

iii) Develop gender-sensitive indicators to address gender equality and women's empowerment;

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

v) Facilitate coordination and in-depth evaluation of the results framework and efforts to integrate gender issues in line with policy implementation strategy;

vi) Leverage community involvement in governance structures of community protection mechanisms and welfare programs for accountability;

vii) 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;

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

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

The Monitoring and Evaluation strategy will involve the following: -

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 stems from a review of the Policy (2000) and regional and international treaties/protocols ratified by Tanzania. In aligning with the goals of these treaties and protocols, the government has developed strategies to mainstream gender, aiming to promote gender equality in the country. The Ministry responsible for Community Development, Gender, Women, and Special Groups has been mandated to coordinate the implementation of the policy (2000) and its Implementation Strategy (2005). Therefore, efforts to integrate gender issues into other sectoral policies and strategies are essential to achieving gender equality goals.

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

Additionally, the policy aims to strengthen the capacity of the Ministry responsible for Community Development, Gender, Women and Special Groups to coordinate and implement the policy effectively. The persistent lack of gender equality and equal representation of women in decision-making positions at all levels underscores the need for this policy to address identified gaps. The successful implementation of this policy requires genuine commitment and accountability from the Government and all stakeholders.

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