

THE UNITED REPUBLIC OF TANZANIA



Final

**Country Report on the Review and Progress Made
and Challenges Encountered in Implementation of
the Beijing Declaration and Platform for Action and
Outcomes of the Twenty Third Special Session of the
General Assembly – Beijing +20**

**Ministry of Community Development
Gender and Children
Dar-Es-Salaam**

&

**Ministry of Empowerment, Social Welfare, Youth,
Women and Children Development
Zanzibar**

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LIST OF ABBREVIATIONS AND ACRONYMS

ACHPR	African Charter on Human and People's Rights
AIDS	Acquired Immune Deficiency Syndrome
ARVs	Anti Retro- Viral
AU	African Union
BEST	Basic Education Statistics
BPFA	Beijing Platform for Action
BRN	Big Results Now
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
COBET	Complementary Basic Education in Tanzania
CWD	Committee on Women and Development
ECA	Economic Commission for Africa
ESDP	Education Sector Development Program
FGM	Female Genital Mutilation
GBV	Gender Based Violence
GFPs	Gender Focal Points
HESLB	Higher Education Students' Loans Board
HIV	Human Immunodeficiency Virus
HoR	House of Representatives
HR	Human Rights
ICPD	International Conference on Population and Development
ICTs	Information Communication Technologies
LGAs	Local Government Authorities
MCDGC	Ministry of Community Development Gender and Children
MDA	Ministries Departments and Agencies
MDGs	Millennium Development Goals
MESWYWC	Ministry of Empowerment Social Welfare Youth Women and Children
NDS	National Development Strategy
NGP	National Gender Policy
NDP	National Development Plan
NSGD	National Strategy for Gender Development
NSGRP	National Strategy for Growth and Poverty Reduction
NWSDS	National Water Sector Development Strategy
PEDP	Primary Education Development Plan
PRSP	Poverty Reduction Strategy Paper
PHSDP	Primary Health Services Development Program
RCH	Reproductive Child Health
SACAS	Savings and Credit Associations
SACCOS	Savings and Credit Cooperative Society
SEDP	Secondary Education Development Plan
SDGEA	Solemn Declaration on Gender Equality in Africa
SOSPA	Sexual Offences (Special Provisions) Act
STI	Sexually Transmitted Infections
SWAP	Sector Wide Approach to Planning
TACAIDS	Tanzania Commission for AIDS
TBAs	Traditional Birth Attendants
TDHS	Tanzania Demographic Health Survey

THIS	Tanzania HIV Indicators Survey
TWB	Tanzania Women's Bank
UN	United Nations
URT	United Republic of Tanzania
VAW	Violence against Women
VCT	Voluntary Counseling and Testing
VICOBA	Village Community Banks
WSDP	Water Sector Development Program
ZAC	Zanzibar AIDS Commission
ZACP	Zanzibar AIDS Control Program
ZSGRP	Zanzibar Strategy for Growth and Reduction of Poverty

Country Report on the Review of Progress Made and Challenges Encountered in the Implementation of the Beijing Declaration and Platform for Action and Outcomes of the 23rd Special Session of the General Assembly – Beijing +20

Background information

1. The Government of Tanzania reaffirms its commitment to the Beijing Platform for Action and also the emerging issues as identified in the Outcome Document of the Twenty Third Special Session of the General Assembly, the CEDAW and all other international human rights instruments calling for gender equality.

▪ Process of preparing the National Review

2. This national review was coordinated by the MCDGC for Tanzania mainland and by the MESWYWCD for Zanzibar. Information was collected through consultations with keystakeholders and through literature review.
3. To ensure consistency in the information tendered, a tool was prepared in accordance with the guidance note released by UN Women to facilitate the compilation of relevant information. The tool was distributed to key ministries and civil society organisations and other stakeholders who are actors in the implementation of the BPFA. Focal points were used to collect data from their respective ministries and institutions.
4. Similarly, different ministries and CSOs have, in the course of the years, commissioned a number of important reports some of which touch on the critical areas of concern outlined in the BPFA. These include reports submitted in past on the implementation of BPFA reviews namely Beijing +10 and Beijing+15 as well as CEDAW processes. Also, census and survey data and reports released by governmental agencies such as statistical reports collected during National Census exercises or demographic and health surveys provided trends on achievements under review. Additional information was obtained from publications released by development partners.
5. Based on the information collected a draft report was compiled and discussed internally in the **Ministry of Community Development, Gender and Children (MCDGC)** and the **Ministry of Empowerment, Social Welfare, Youth, Women and Children in Zanzibar (MESWYWCD)** and then with stakeholders. Inputs made to the draft reports were included in the final version of this report. A list of government institutions and other stakeholders consulted is annexed to this report as Annex 1.
6. This report **covers the period between April 2009 and April 2014**. It has two Parts for the United Republic of Tanzania, **part A is for Tanzania Mainland and Part B for Zanzibar**.

Part A- Tanzania Mainland

1.0 Section One: Overview and Analysis of Achievements and Challenges in Promoting Gender Equality and Women's Empowerment in Tanzania

1.1. Achievements and Challenges since 1995

1.1.1 International and Regional Declarations, Conventions and Protocols

7. The Government of the United Republic of Tanzania has made **considerable achievements yet still recognizes various challenges** in the implementation of the Critical Areas of Concern of the Beijing Platform for Action and the Outcomes of the Twenty Third Special Session of the General Assembly. Tanzania reaffirms its commitment to the Regional Instruments and protocols and is committed to gender equality as is clearly indicated in the Constitution and in the signing and ratification of major international instruments that promote gender equality and human rights. Such instruments include the Millennium Development Goals(2000) United Nations Security Council, Resolution 1325(2000) and Convention on maternity protection (2000) among others.
8. At the **regional level** Tanzania has signed and ratified the following instruments: African Union Charter and its Protocol on Human and Peoples' Rights on the Rights of Women(2003); Southern African Development Community (SADC) Gender Declaration(1997) and its Addendum on the Prevention and Eradication of Violence against Women and Children(1998); and SADC Protocol on Gender and Development (2008). Tanzania has continued to implement and provide reports on the status of implementation as stipulated in the Declarations, Conventions and Protocols.
9. In 2009, the government ratified the **Protocol to the African Charter on Human Rights on the Rights of Women in Africa**, the **Protocol to the African Charter on Human and Peoples' Rights** on the Establishment of an African Court on Human and Peoples' Rights.¹ This made Tanzania one of the first countries to commit itself in protecting women's rights as human rights in Africa, and committing itself in reporting annually to the African Union-AU².
10. The Government **signed and ratified** the Convention on the Elimination of all Forms of Discrimination against women (CEDAW). It also ratified the Optional Protocol to the CEDAW. The combined 7th and 8th reports on the implementation of the CEDAW have been finalized and awaiting final approval before submission this year. Training programs have been conducted to women leaders, future women leaders and Gender Focal Points on the CEDAW.
11. The CEDAW was **translated into Kiswahili** in 2010, the national language which is widely used by the majority of Tanzanians. This enabled many Tanzanians to gain awareness of the CEDAW. Monitoring indicators for CEDAW were developed in 2001.

¹ Also known as African Women's Rights Protocol)

² UN, 2008, URT, MCDGC, 2010, FEMNET, 2010, TGNP, 2010.

Gender Focal Points and other stakeholders participated in developing the indicators and were sensitized on how to use them, and are now applying these.

12. Tanzania is progressing towards achieving most of the MDGs, including **MDG2** (universal primary education), **MDG3** (promotion of gender equality and empowerment), **MDG4** (reduce child mortality), **MDG6** (combat HIV and AIDS, malaria and other diseases) and **MDG8** (develop a global partnership for development).³The MDGs that are lagging behind include MDG5 on maternal mortality and MDG 1 on poverty and hunger but Tanzania has instituted an MDG fast-tracking initiative to address these.
13. Tanzania has specific ministries on Tanzania Mainland and Zanzibar to coordinate and build up networks with the aim of putting gender equality and the empowerment of women into practice. Through the **National Strategy on Gender and Development (NSGD 2005)** the government has laid down gender mainstreaming approaches towards building the foundation to promote gender equality and equity in the country.
14. **The Ministry of Community Development, Gender and Children (MCDGC)** is the mandated institution for coordinating the implementation of national policy on gender equality and the custodian of NSGD in Tanzania Mainland. While in Zanzibar, the responsible ministry is the **Ministry of Empowerment, Social Welfare, Youth, Women and Children (MESWYWC)**.
15. Tanzania Mainland's women parliamentarians' caucus which is called **Tanzania Women Parliamentary Group (TWPG)** and the **Tanzania Cross Party Platform (TWCP)** made up of political party women's wings has enabled them to share experiences and unite irrespective of their political affiliation, in order to address gender issues and women's rights in a more focused way in Parliament. Their mandates are to facilitate members to become effective legislators and demonstrate leadership in national policy issues and law making, and increase awareness on gender equality and women's rights issues and gender responsive budgets.

1.1.2 Constitutional Reforms and Reviews

16. In 1997 a **constitutional reform** resulted in an increase in the quota for women to 15 percent of special seats in parliament and 25 percent of seats on Local Government Councils. This was in addition to women elected in constituency elections. A constitutional amendment in 2000 resulted in women special seats representatives being increased to 20 percent in Parliament and 33.3 percent on local councils. Legislative assemblies in Tanzania Mainland have increased the number of women councilors and strengthened women's representation in Local Government.
17. The revision of **Zanzibar's constitution in 2010** resulted in increased percentage of special seats for women in House of Representatives of Zanzibar from 30 percent to 40 percent of the assembly seats. In total the proportion of women members of the

³ Country Report on Millennium Development Goals, 2010, page

House of Representatives stands at 33 percent. Furthermore, the Zanzibar **Municipal Council Act No 3 of 1995** was amended in 2005 to guarantee a 30 percent representation of women in local councils. Tanzania is committed to the 50 percent target⁴ set by the Southern African Development Community (SADC) for 2015.

18. In the ongoing process of drafting a new Constitution for the United Republic of Tanzania the **Constitutional Review Commission** consisted of 30 per cent women. The Tanzania Constituent Assembly has a total of 620 members, of whom 364 are men and 256 are women. This representation provides Tanzanian women hopes for a stronger voice in the new constitution.
19. The draft document which has been submitted by the Constitutional Review Commission for discussion by the Constituent Assembly includes key gender equality and women's rights provisions, including a provision of 50/50 representation in parliament. The review process through a Constituent Assembly is still ongoing.
20. Given the **legal and constitutional commitment** to produce substantive equality of women with men in a timely manner, special measures have been adopted to enhance **women's electoral and political participation**. Although the number of women Parliamentarians in Tanzania has continued to grow steadily, it is mostly through the route of **Temporary Special Measures (TSM)** as provided in the constitution of the United Republic of Tanzania. Out of 126 female members of parliament, 106 are through reserved seats, 18 from constituencies and 2 appointed by the president. While the Zanzibar House of Representatives has only three women members who are elected from the constituencies out of 50 (which is equal to 6 percent)
21. In regard to the ongoing constitutional review process the Tanzanian women's movement came together and formed a coalition named "**Women and Constitution Coalition**" (*Wanawake na Katiba Coalition*). The coalition identified key issues and principles to be addressed in the new Constitution. These included among others: a 50-50 representation of women in politics (parliament), the elimination of customary and discriminatory laws that still exist in Tanzania, right to maternity protection, the right to own land and a widow's right to inherit property, safeguarding women's dignity, protection against exploitation and violence and the implementation of international conventions on the rights of women and the right to access, use, benefit, own and control natural resources.

1.1.3 Legal Framework

22. The Government enacted various **laws** in support of women's economic and social rights and well-being. This includes the **Sexual Offences Special Provisions Act of 1998 (SOSPA)** which was enacted in both Mainland and Zanzibar to protect the dignity and integrity of women and children. This law stipulates stiff sentences for perpetrators of violence against women especially rape and trafficking in persons.

⁴Article 12 of the SADC [Protocol on Gender and Development](#) (2008) requires that "States Parties shall endeavor that, **by 2015, at least fifty percent** of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures as provided for in Article 5

23. The Land Laws give women the right to own property. These laws include; Land Act No. 4 and the Village Land Act No. 5, 1999, Unit Titles Act, 2008, and the Mortgage Finance Special Provisions Act, 2008. In 1999 when the Land Acts (No 4 and 5) were enacted it was a victory for women because for the first time women could own land and the matrimonial home was secure. The enactment of the Unit Titles Act and the Mortgage Finance Special Provisions Act, 2008 have also ushered in a new legal regime whereby regardless of gender one can own property, develop estates through accessing mortgage finance and acquire a title for a specific unit.
24. The **Land Act and Village Land Act of 1999** stipulates equality in acquiring, holding, using and ownership of land. These laws were further amended in 2002 by Act No 2 which established Land Tribunals whose composition must include 43 percent women. In 2004, the **Land Act and Village Land Act** was further amended to make land economically valuable and allow it to be mortgaged to access financial resources or investment. It is now becoming more common for women to own and mortgage land.

▪ National Women's Machinery

25. On Tanzania Mainland the **Ministry of Community Development Women's Affairs and Children** was established as the National Machinery for Women in 1992. It was changed to the **Ministry of Community Development Gender and Children** in 2000 in order to incorporate the Gender and Development concept. As the National machinery for Tanzania Mainland, the Ministry is responsible for spearheading gender equality and the empowerment of women. It coordinates and monitors progress on gender and sensitizes communities on gender equality through around 2,675 **community development workers** (CDOs) who are located in Regional Secretariats and Local Authorities throughout the country.
26. MCDGC is a fully fledged Ministry with key mandates of overseeing the implementation of government policies and strategies as well as coordinating and monitoring implementation of these policies for gender equality and women's empowerment at different levels. In terms of its institutional capacity, the Ministry has undergone two major institutional reviews, with the recent one being the institutional capacity assessment called **Forward Looking Strategies Study (FLS)** in 2010. This Study brought the concern that the Ministry's institutional capacity including inadequate human, financial and technical resources need enhancement, along with a stronger engagement in policy work.⁵
27. The **Gender Mainstreaming Working Group- Macro Policy (GMWG - MP)** is hosted by the MCDGC, and co-chaired with UN Women as the lead DP. The GMWG-MP provides a multi-stakeholder space for dialogue, analysis, priority setting and strategic interventions on policy processes and programs to enhance gender equality and women's empowerment in the context of development effectiveness and dialogue.

⁵ Diagnostic Study, pg 25

28. The GMWG–MP is guided by principles of the **Paris Declaration** and consecutive commitments through the **Accra Agenda for Action** and the **Busan Outcome Document** and it works within the Guidelines and Policies emanating from the government of the United Republic of Tanzania and the dialogue structure of the Government and DPs, regulated by the Development Cooperation Framework (which recently replaced the Joint Assistance Strategy for Tanzania).It brings together the national women’s machinery with sector ministries along with development partners, civil society and academia.
29. Resources for the GMWG-MP are located in the Ministry of Community Development, Gender and Children’s **Medium Term Expenditure Framework 2013/14 - 2014/15**with additional advisory and technical support from UN Women.
30. The**Ministry of Community Development Gender and Children** and the Zanzibar **Ministry of Empowerment, Social Welfare, Youth, Women and Children** (MESWYWC) are both in the forefront to spearheading gender equality and the empowerment of women in the United Republic of Tanzania. The roles of the MCDGC and the MESWYWC are policy making, developing strategies and plans for gender equality and the empowerment of women to be implemented jointly with other sectors. Gender Focal Points or committees have been established in all ministries, Regional secretariats districts and institutions.

▪ **International Women’s Day and Exhibitions**

31. In 2004 the Government decided that**International Women’s Day** should be commemorated in every region instead of only at national level. Since then, every region now extends these commemorations at the ward and village levels.Apart from celebratingvarious milestones registered in the respective year,Civil Society Organisations and women’sgroups, increasingly consider International Women’s Day as a day for evaluating the previous yearandto plan ahead.
32. The Government of Tanzania in collaboration with NGOs andwith the support from Development Partners have facilitated and coordinated participation of women in business or commercial exhibitions within the country at national andat grassroots level duringInternational Women’s Day. These national level exhibitions draw women from all regionsand providethem opportunities todevelop their entrepreneurial skillsand open uptrading across borders.

1.1.4 The Policies and Strategies

▪ **The Women and Gender Development Policy (2000)**

33. The**Women and Gender Development Policy (2000)** has been operationalized through a **National Strategy for Gender Development (2005)**. The Policy sets guidelines for the attainment of Gender Equality and equity. It has enabled mainstreaming of gender concerns in the other Government Policies like the Education and Training Policy of 1995, National Health Policyof 2003, and the National EmploymentPolicyof 2008.

34. The Women and Gender Development Policy (2000) has stimulated the need for all policies developed after 2000 to have a section on gender equality and the empowerment of women. There has been recognition of incorporating women in decision making bodies like various boards and also in employment. The Policy and Strategy are currently being reviewed and updated.
35. In Zanzibar, there is the newly created **Gender and Development Policy (2013)**, which provides guidelines for the promotion of gender equity, equality and women's empowerment in all sectors. In addition, there are several sector policies which provide guidelines for addressing gender issues in their sectors including the Zanzibar Youth Development Policy (2005), Zanzibar Education Policy of 2006, Zanzibar HIV/AIDS Policy of 2006, Food Security and Nutrition (2008), and Health Policy (2009).

▪ **National Strategy for Gender Development (NSGD- 2005)**

36. The **National Strategy for Gender Development of 2005** has laid a foundation in promoting gender equality and equity in Tanzania Mainland. The NSGD guidelines for the implementation of the **Women and Gender Development Policy (2000)** is used to implement the equality agenda in institutional development; decision making and power; legal and human rights; food security and nutrition; division of labour; information education and communication; appropriate technology; environmental protection and conservation; access and ownership to resources; gender mainstreaming; gender and sex disaggregated data; social security; community participation and customs and traditions.
37. The NSGD has enabled the country to implement all critical areas of the BPFA, the Outcomes of the 23rd Special Session of the General Assembly, and the Millennium Development Goals (MDGs). This has been achieved through Government and various stakeholders enacting laws, enhancing gender awareness, sensitization workshops, training, exhibitions, reviewing school curriculum and higher learning institutions.
38. The Women and Gender Development Policy and the NSGD prompted the Government and various institutions to disaggregate data by sex. Most institutions have increasingly realized it is essential to have sex disaggregated data for decision making and planning purposes. In 2006 Directors of Planning in Ministries were sensitized on sex disaggregated data in their ministries and this was again updated through the outreach of the gender responsive planning and budgeting workshops held in 2011 and 2012 with key sector ministries.
39. The **National Bureau of Statistics** collects national sex disaggregated data on population, agriculture, economy, household surveys and so on. Moreover, most social sectors especially education, health, public service, environment, and community development, and employment, collect sex disaggregated data. Gender Focal Points (GFPs) in each Ministry are responsible for keeping sex disaggregated data in the concerned Ministry.

40. The Gender Mainstreaming Working Group - Macro Policy (GMWG – MP) under the leadership of MCDGC and UN Women, supported by a multi-sectoral task force which also includes the National Bureau of Statistics (NBS) and academic institutions is currently undertaking the development of a Country Gender Profile due to be launched in 2015. As part of the development of the gender profile sectoral repositories for gender data and statistics are being established.

▪ **National Strategy for Growth and Reduction of Poverty (NSGRP II –MKUKUTA)**

41. The MDG Based NSGRP II translates Vision 2025 aspirations into measurable broad outcomes organized under three clusters. Cluster I: Growth for Reduction of Income Poverty; Cluster II: Improvement of Quality of Life and Social Well-being; Cluster III: Governance and Accountability. Moreover, MKUKUTA II is linked to sector policies and strategies through the operational targets⁶.

42. The NSGRP II has strengthened the **mainstreaming of gender into all sectors** as it is a cross cutting issue in all strategic plans of Ministries. This is a breakthrough in the gender equality agenda. Each sector has aligned its Strategic Plans with NSGRP II, developed their **Priority Action Program**, and cost them.

43. The Government adopted the MDG based National Strategy for Growth and Reduction of Poverty (NSGRP), in order to sustain and scale up achievements as well as address the challenges to growth and poverty reduction agenda. It recognizes the cross-sectoral contribution to outcomes and inter-sectoral linkages and synergies; emphasizes on **mainstreaming cross cutting issues** which include gender and HIV/AIDS; integrates the MDGs into cluster strategies; adopted a five year implementation period to give ample time to implementation and monitoring; provided greater role of private sector, economic growth and good governance; and has recognized the need to address vulnerability, human rights and social protection issues.

▪ **NGO Policy**

44. There are currently more than **6,173 NGOs** registered under the Ministry of Community Development, Gender and Children Affairs (254 are international NGOs). The number of NGOs registered under the Ministry has increased from 3,000 in 2011.

45. The **NGO Policy (2002)** was adopted to provide an effective means of collaboration between the Government and NGOs among others on issues related to gender equality and community development. Tanzania recognizes the need to work together with NGOs and the need for consultations which will guide the implementation of various activities pertaining to gender equality.

▪ **Gender Responsive Budgeting**

⁶ [http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Tanzania/\\$file/NATIONAL-STRATEGY-FOR-GROWTH-AND-REDUCTION-OF-POVERTY-TANZANIA.PDF](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Tanzania/$file/NATIONAL-STRATEGY-FOR-GROWTH-AND-REDUCTION-OF-POVERTY-TANZANIA.PDF)

46. There have been concerted efforts by different stakeholders in Tanzania to promote gender responsive budgeting (GRB) within national and local government. Over recent years, the Ministry of Finance has led a GRB initiative together with other selected Ministries⁷. Several GRB activities have been implemented including among others, establishment of a GRB Core Team within the Ministry of Finance for overseeing GRB implementation in all sectors and local government, as well as conducting training to other relevant government actors on GRB.
47. The Government has worked with DPs and CSOs, notably UN Women and **Tanzania Gender Networking Program (TGNP)** and its **Gender Training Institute** over many years to provide support to the Ministries to strengthen accountability to implement gender equality commitments in financing decisions and practices of the Government of Tanzania.
48. Planning and Budget Officers were trained on how to mainstream gender in their plans and budgets, and other training on **gender in macro-economic policy** and advocacy sessions with government officials, members of parliament, civil society organizations and the members of the community were held. The initiative supported linkages with gender equitable local development efforts and budget tracking both at local and national levels.
49. A **Gender Budget Statement training manual** and a **GRB manual** was developed. The GRB initiative also supported discussions on financing for gender equality with the parliament as well as dialogue to support the inclusion of agreed gender equality results in the ongoing Constitutional Review process.
50. A convening in the National Parliament was held in July 2013 with key stakeholders from Parliament and the National Women's Machinery as well as academia and human rights and women's rights organizations. The Women's Caucus in Parliament and the parliamentary budget committee discussed and planned for the **implementation of gender budget statements**. Furthermore, Permanent Secretaries attended orientation sessions and Gender Focal Points from 10 regions and the District councils were trained.

▪ Challenges

51. Attainment of gender equality also requires a **change in people's perceptions and attitudes**. The **Sexual Offences Special Provisions Act**, enacted in 1998 stipulates stiff sentences of up to 30 years imprisonment to people who are found guilty of rape. But despite the stiff sentences, rape is still common place in most communities. Cases involving close relatives or friends are settled out of court. **Gender desks** established at nearly all Police posts fail to pursue the cases due to complainants withdrawing cases.
52. Inequalities between rural and urban areas still persist in regards to capacity and access of girls and women to education, physical assets including land, political and economic opportunities.

⁷ Pilot Sectors under GRB implementation included MOF/Planning, Agriculture, Labour and Employment, MCDGC, PMORALG, Temeke and Morogoro Municipalities.

53. **Funds to implement gender programs** and plans remain a challenge especially in the matching of policy priorities and budget allocations in annual budget process and incorporating emerging policy changes. This is reflected in the varying priorities different sectors accord to gender issues in their plans and budgets. The major funder for gender interventions remain development partners. Also in most institutions it proves difficult to quantify and track investments made to gender interventions. This is only recently being addressed through the public financial management reform. A recently completed rapid gender budget analysis was carried out of the 2014 national budget highlighting key recommendations for the way forward.
54. In **Zanzibar** despite efforts at gender mainstreaming, gender is still marginalized in institutional settings such as in key sectors and budgets. For example, the dominant perception is that the MESWYWCD is as an entity for women and children more akin to a social welfare office and it is only recently emerging as a strategic entity in governance to realise the country's development vision. Likewise, the disparagement of 'Beijing' achievements signals a lack of seriousness in engaging and popularizing the BPFA and reinforces the view that gender measures are tokenistic and not obligatory.
55. **Gender as a concept** is still defined to mean women and not the systems and structures of inequality that exclude and discriminate certain groups. For this reason gender disaggregated data tends to be concerned with men and women, not other forms of inequalities; or the intersections of inequality among similar groups.
56. Because there is **no comprehensive system of monitoring and evaluation (M&E)** across all levels of implementation (MDAs) and a corresponding reporting system lacks regular and coherent system of M&E for enabling up-dates and reviews to be conducted on a regular basis or routine data to be compiled continuously and periodically. The ongoing initiative on the country gender profile and the sector data base and repositories are an attempt to address this.
57. In the last 15 years the name and leadership of the Ministry in Zanzibar concerned with women has changed a number of times. Presently, it is called the **Ministry of Empowerment Social Welfare, Youth, Women and Children Development**. Prior to this *it was called the Ministry of Labour, Youth, Women and Children Development*.
58. Furthermore, over years now, the **Law Reform Commission** has generated a number of amendments of the present inheritance laws, the **Law of Marriage Act of 1971** and the **Law on the Custodian of Children**, which if they were to be adopted would offer significant value to reducing discrimination against women in the country, especially those poor and in the rural areas.

2.0 Section 2: Progress in Implementation of the Critical Areas of Concern in the Beijing Platform for Action and Outcome Document of the 23rd Special Session on the General Assembly since 2009

2.1 Government Priority Areas

59. The United Republic of Tanzania is committed to the implementation of all the 12 critical areas of concern. It is also committed to the outcomes of the 23rd Special Session of the General Assembly which are issues in humanitarian crises; women's access to decision making in peace making and peace keeping; violence against women and the impact of armed conflicts on women; the impact of globalization on women; trafficking in women and girls; women's access to information and on communication technologies; the impact of global HIV/AIDS crisis and the crucial role in fighting the pandemic. The Government is also committed to the implementation of the Millennium Development Goals.
60. The Government of Tanzania concentrated on four broad areas of concern identified as its priority areas after the Beijing Conference in 1995 due to restricted resources. The four areas are:
- a. Enhancement of women's legal capacity,**
 - b. Economic empowerment of women and poverty eradication,**
 - c. Women's political empowerment and decision making, and**
 - d. Women's access to education and employment.**
61. Encouraging achievements have been recorded and obstacles encountered in each of the twelve areas of concern of the Platform for Action and the outcomes of the 23rd Special Session of the General Assembly and the Millennium Development Goals.
62. The Government, Non-Governmental Organizations, development partners and civil organizations have worked in partnership in implementing the areas and the strategic objectives identified. In this part the achievements that have been recorded after the Beijing +15 and challenges are highlighted.

2.2 Enhancement of Women's Legal Capacity

2.2.1 Legal Capacity

63. **Tanzania Women Judges' Association (TAWJA)** and the women law enforcers including **Tanzania Police Female Network (TPFNET)** have established associations sensitizing women on laws that support their rights. **Gender and Children's Desks** have been established at various police stations to receive complaints, investigation and prosecute cases on VAWG.

64. A **Gender Situational analysis of the Legal Sector** was conducted in 2012 and recommendations have been captured in the current legal sector plan such as police (improve gender desks in the police stations) and formalization of paralegal practice.
65. **Legal Aid Clinics** run by women lawyers associations such as the **Legal and Human Rights Centre, Tanzania Women Lawyers Association** and **Women Legal Aid Centre** assist women in need of legal assistance in 110 out of 150 districts throughout the country. Many women benefit through re-claiming their inheritance rights and properties.
66. **Legal aid clinics** also assist women through taking their cases to court and through counseling victims and perpetrators of acts of violence. Legal aid clinics reach many more women through use of a toll free number.
67. More recently a **Legal Services Facility** has been launched. The fund supports organizations, which have a strong commitment to improve the quality of legal aid and increase its coverage, both geographically and thematically, and increasingly, organizations involved in legal empowerment and the protection of women's rights, such as paralegal services on Tanzania mainland and Zanzibar, who through these services assist individuals to claim their rights, redress grievances, and who protect fundamental human rights of the individual. The Legal Services Facility is supporting 126 Districts and plans to further roll out these services to all Regions by the end of the year.
68. The government has started a process of developing a paralegals systems in order to enable paralegals to provide legal services for people in rural areas. The Legal Aid Bill has been finalized and is pending Cabinet approval.
69. The paralegal work is complemented by public outreach and work with media, sensitizing the media and the public on women's rights and issues of GBV, highlighting acts of abuse, bringing it into the public domain. More women are now breaking the silence, defying customs and traditions.
70. The **Human Rights Commission** introduced a **gender desk** to deal with the rights of women. In 2009 the Human Rights Commission also introduced a desk to deal with children's issues.
71. More than 110 women's rights organization members of the **Wanawake na Katiba Coalition** convened to harmonise and unite their endeavours to promote a joint platform on key human rights and gender justice principles in the constitutional review process and the draft constitution. This included representatives from the Tanzania Mainland and Zanzibar. Apart from raising awareness on the first report of the Constitutional Review Commission, the Women Coalition members also reached a consensus on key issues related to women and girls on issues of sexual and reproductive health and rights, and the proposed legal language.

2.3 Violence Against Women

- 72 The Government has enacted the **Anti trafficking of Persons Act of 2008**, it is expected that the acts of trafficking in persons will be reduced through its implementation. A task force which follows up issues on violence is also in place.
- 73 **A National Committee on violence against women, children and people with albinism** has been established.
- 74 The Government developed a **National Plan of Action for Prevention and Eradication of Violence against Women and Children (2011-2015) along with a communications strategy**. The National Plan of Action provides strategies and activities to be implemented by various stakeholders. It has been widely disseminated to stakeholders and is being implemented.
- 75 Sensitization of Gender Focal Points in Ministries and Community workers in the districts on the implementation of the **National Plan of Action** is ongoing.
- 76 More women are now aware of their rights and speak out on acts of violence which in the past were considered to be tradition, for example wife battering and domestic violence. Women increasingly speak out if their husbands batter them. This contributes to awareness creation to women who thought wife battering was part of married life. In addition there are programs to sensitize women and men on the consequences of mistreating women which are in the form of TV drama.
- 77 The Government has also established **one stop centres** as pilot centres for serving children who are victims of violence. The Government has also established **Child Help Line** which is used by the community to reveal information on violence against children.
- 78 **The 2010 Tanzania Demographic and Health Survey (TDHS)**⁸ included information on Violence against Women.
- 79 According to the **2010 Tanzania Demographic and Health Survey (TDHS)** report: One-third of Tanzanian women age 15 to 49 have experienced physical violence in the past 12 months. Moreover, about two fifths of women in the 15 to 49 age range have experienced **physical violence** in Tanzania since their 15th birthday.⁹ A tenth of women aged 15 to 49 years in Tanzania have experienced **forced sexual intercourse** against their will. Sexual violence in Tanzania is usually experienced from a person of close contact with the woman/girl.¹⁰
- 80 44 percent of ever married women have experienced **physical or sexual violence** by their current or most recent husband or partner, and 37 percent of ever-married women experienced such spousal violence in the past 12 months. More than six of each ten women involved in spousal physical or sexual violence have suffered injuries. Most common injuries are those to the eyes, sprains, dislocations, burns, deep

⁸ The 2010 **Tanzania Demographic and Health Survey** was carried out by the National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician -Zanzibar (OCGS) in collaboration with the Ministry of Health and Social Welfare (MoHSW).

⁹ Ibid, pg 269

¹⁰ 2010 Tanzania Health and Demographic Survey, pg 273

wounds, broken bones, and broken teeth, cuts, bruises or aches are the most frequent.¹¹

- 81 Half of the women who suffered **physical or sexual violence** (47 percent), did not seek help to end the violence, and over a third, refrained from seeking assistance and did not tell anybody about the experience.¹²
- 82 Unfortunately, 54 percent of women and 38 percent of men aged 15 to 49 believe that a husband is justified in beating his wife for certain reasons. These statistics have slightly dropped compared to the 2004/05 TDHS (where it was noted that 61percent of women accepted a wife's beating). More women than men state that it is acceptable for a man to beat his wife.
- 83 **Socialization of women in Tanzania Mainland** still largely includes nurturing women and girls into accepting, tolerating and rationalizing domestic violence. This includes them being silent when it occurs to them or around them.
- 84 The Government through the Ministry of Health has issued **GBV Medical Management Guidelines** in the health sector and disseminated in all health district facilities in 2013. Furthermore the Ministry has developed **GBV Policy Guidelines for Multisectoral response to GBV** which is being coordinated by the National Multi-Sectoral Committee On Violence Against Women And Children.
- 85 The launch in 2012 of the **reviewed Police Form Number 3 (PF 3)** in order to assist legal and medical personnel in responding to GBV issues, documenting relevant information and creating referral for further response of the GBV problem.
- 86 The **Tanzania Police Force** launched a **3 year Action Plan** as a sign for long commitment to respond to GBV issues with proper planning and allocated resources. The Action Plan is designed to guide the efforts of the Tanzania Police Force to enhance the effectiveness and efficiency of their response to cases of GBV and child abuse. It sets out clear outputs, activities and targets and provides a clear baseline against which progress can be monitored. Six Regions have been identified as priority areas for implementing the plan using newly national guidelines for establishing Gender and Children Desks for FY 2013/16.
- 87 **The Tanzania Police Female Network (TPFNET)** carried out a **mapping of the Gender and Children's Desks** in 2012¹³. While **Gender and Children's Desks** have been formally **established in 417 Police Stations**, the quality of the service delivered by the **Gender and Children's Desks**, the environment and the skills and knowledge of the police officers staffing the Desks were found to vary hugely and did not generally meet the standards set out in the Guidelines for the Establishment of the Gender and Children's Desks 2012 and the SOP on Prevention and Response to GBV and Child Abuse 2012.

¹¹ 2010 Tanzania Health and Demographic Survey, pg 287

¹² Ibid, pg 290

¹³ Mapping and Analysis of the Work of the Police Gender and Children's Desks In Tanzania 2012 (funded by UN Women)

- 88 There are 54 police stations, out of which three have fully functioning **Gender and Children's Desks**. 4 more **Gender and Children's Desks** are in the process of being renovated or have been partially renovated and equipped. The 2016 target is to have 17 GCDs, comprised of a minimum of two dedicated rooms that are survivor friendly.
- 89 The **Inspector General of the Police** announced the promotion of **Gender and Children's Desks** officers pending their job performance assessment on an annual basis.
- 90 An annual **Gender and Children's Desks Report** is tabled in the highest management meeting of the police force. Gender committees have been established at district levels in several regions such as Shinyanga, Iringa and Njombe.
- 91 The police working in the **Gender and Children's Desks** are retained at the desks for three years. The 3 year duration enables the officers to complete their annual plans and measure the outcome and or impact of their work. This is an important step in developing the expertise of police officers in handling these complex cases and to ensuring that the investment of training of **Gender and Children's Desks** officers is cost effective.
- 92 In addition, **5,000 copies** of a booklet on **Stop Gender Based Violence** in a user friendly language (Kiswahili) and were disseminated to all the regions. This has increased awareness to both men and women, which has resulted in more women reporting on violence actions done to them.
- 93 **Paralegal Manuals** have been developed, which are used to create awareness to women and girls victims of physical or mental abuse. The manuals are used in all legal aid clinics.
- 94 The **curriculum** of the **police training institutions** has been reviewed to include women's rights issues. This has enabled more graduates from police training facilities to carry out gender sensitive law enforcement. In addition, **gender desks** have been established in the police centers which assist women to access their rights.
- 95 The Government and civil society organisations have continued to **provide legal aid and paralegal training and counseling** the victims of violence and the perpetrators on violence free conflict resolution. This way it has proved to be more positive and the victims of violence live in the community. Peaceful ways of solving the problems tend to be positive in bringing peace in families. The concept of shelter for victims of violence is not very popular with the community as a result **there is only one established shelter** for victims of violence.
- 96 The Government and other stakeholders have been providing **training to members of defense and security committees** to eradicate violence against women and girls. In 2012/2013 financial year 163 members 125 men and 38 female were provided with training which enabled the committees to prepare strategies of eradicating violence against women and girls and to form the **National Committee** to spearhead the eradication of acts of violence against women and girls.

- 97 It is estimated that **7.9 million women and girls in Tanzania have undergone FGM** (UNICEF, 2013). According to the **Tanzania Demographic Health Survey (DHS)**, the estimated prevalence of FGM in girls and women (15-49 years) is 14.6 percent (DHS, 2010). The overall rate has not changed from the 2004-05 TDHS which recorded the same rate, but has decreased by 3.3 percent from 17.9 percent in 1996 (TDHS, 1996).
- 98 Like many countries that practice FGM, there are **significant regional variations** in prevalence. Ranging between 20-70 percent in the nine regions, five regions have seen a decrease and the remaining four and increase between 2004/05 and 2010. Percentages of women and girls who have undergone FGM have increased in Arusha and Mara regions, with the largest increase occurring in Singida from 43.2percent in 2004-5 to 51percent in 2010. The prevalence rates may vary widely between different ethnic groups within the same region; for example in Mara, FGM is high (possibly as high as 75percent) among the Kuria ethnic group, but much lower among others ¹⁴
- 99 Although the Government of Tanzania prohibits the practice of FGM under the Sexual Offences Special Provision Act 1998, there are considerable challenges to an effective response. The law provides that anyone having custody, charge or care of a girl under eighteen years of age who causes her to undergo FGM commits the offence of cruelty to children. Yet, only a handful of cases have ever reached the courts in recent years and the police are reluctant to arrest and prosecute the perpetrators.
- 100 Since the law came into effect, some traditional FGM practitioners have laid down their tools and have joined in sensitizing communities on ending FGM. Alternative sources of income generation have been provided for these individuals and girls are given alternative rites of passage, initiated into adulthood without FGM being conducted on them. This has reduced occurrences of FGM. The government is working closely with NGOs and communities with expertise on FGM in conducting awareness campaigns and education outreach programmes on FGM in the practising communities
- 101 **Awareness creation programs** to address superstition and traditional beliefs, are taking place throughout the country. The extreme cases include killings of old women accused of witchcraft and killing or brutal mutilation of people with albinism, to use their body parts for traditional medicine to enrich the possessor. Perpetrators are given stiff sentences. These cases are not uncommon.
- 102 A campaign of “**Say No to Violence Against Women**” is ongoing. Signatures of people supporting the campaign were collected throughout the country in 2008. The signatures were presented to the UN by the President of the United Republic of Tanzania. This has strengthened the campaign to **eradicate Gender Based Violence**.
- 103 Tanzania also launched the **Africa UNITE** which is the Africa component of the United Nations Secretary-General’s global campaign; **UNITE to End Violence against Women**. With a theme of ‘**Speak Out, Climb Up**’ which was flagged off by the President with 75 men, women and youth took a symbolic three-day trek to the top of

¹⁴ http://www.28toomany.org/media/uploads/tanzania_final_final_final.pdf

Africa's highest mountain, the Kilimanjaro and made country commitments in relation to ending VAWG.

- 104 Since 2008, each year the **16 days of activism against gender based violence** are commemorated from 25th November –11th December. During these 16 days the campaign focuses on economic and social rights, domestic violence, sexual assault and harassment, trafficking of women and girls and harmful traditional practices. Through advocacy they promote respect for women's human rights. Currently 17 regions launch the event and hence strengthen awareness on GBV implication in socio-economic well being.

▪ Challenges

- 105 Incidents of **rape** still happen. Despite stiff sentences, violence against women continues. Some families decide to settle out of court. **Trafficking in women and children** is still continuing due to poverty.
- 106 The national coordination guidelines provide the guidance also on national level reporting on GBV including investigation, prosecution, and punishment. A variety of sources are used, including through reporting to the multi-sectoral GBV committee. The Legal Aid Facility also tracks reports from the District level using the paralegal system.

2.3. Women's Economic Empowerment and Poverty Eradication

2.3.1 Women's Economic Empowerment

- 107 The Government of Tanzania recognizes that economic empowerment of women, is important for sustainable development and poverty eradication. The **Tanzania Development Vision 2025** aims at achieving a high quality of livelihood for its people, and attains good governance through the rule of law and develops strong and competitive economy. The vision recognizes that gender equality and the empowerment of women in all socio-economic and political relations and culture are essential. It recognizes that gender is mainstreamed in all aspects of development to promote the national economy in political, social and cultural initiatives.
- 108 In order to empower women economically the Government and CSOs have supported women with increased access to **credit facilities**. The Government allocates funds for women programs and projects which aim at empowering women economically. The **Women Development Fund (WDF)**, which is a revolving fund, provides credit to women. However, the amount of funds provided through the WDF has remained minimal. WDF beneficiaries use their loans for paying school fees for their children and raise family income and their status. Henceforth, the credit facility contributes to the reduction of poverty.
- 109 The Government, Civil Societies have continued to **create awareness to business women on registering to formalize their businesses** to enable women to enter the international markets through simplified business registration and licensing

- procedures by the **Business Registration and Licensing Agency**. A **gender desk** has been established at the Ministry of East African Community to deal with cross border trade.
- 110 Some business women have continued to involve themselves on **cross border trade** during this period. They have gone as far as the Far East countries to buy various products in bulk and sell them on wholesale in the country. Women entrepreneurs have also been trained on the **use of information technology** in order to access markets.
- 111 **Women entrepreneurs participating in trade fairs** have increased from 2,000 in 2005 to more than 5,000 in 2013. Women are provided with business skills, marketing and packaging skills before the exhibitions and exchange experiences during trade fairs and learn from each other. This improves the quality of their products and creates growth in sales of their products, and increases their ability to care for their families.
- 112 **Credit facilities** established by NGOs and Government to provide credit to women continue to provide credit throughout the country and have expanded to all regions of Tanzania Mainland. This has increased the number of women who access credit for business.
- 113 The Government has promoted **rural micro finance services** like the community based savings and credit schemes such as the **Savings and Credit Cooperative Societies (SACCOS)** and revolving funds. **Savings and Credit Cooperative Societies (SACCOS)** have been established throughout the country. Women are encouraged to save in SACCOS and access credit accordingly. A SACCOS member can access twice or thrice the amount saved. Members set their own regulations and procedures.
- 114 In 2005 there were a total number of 1,620 SACCOSs, 48 SACAs, 45 CBOs. The numbers of women who are members of SACCOS have increased gradually. There are also Village Community Banks (VICOBA) which provide banking services to grassroots women. Women form groups of a minimum of 30 people, they then save their contributions and get loans from their savings.
- 115 The **Tanzania Women's Bank (TWB)**, opened by the President of the United Republic of Tanzania, His Excellency **Dr Jakaya Mrisho Kikwete**, on 4th September 2009 provides soft loans to women investors and also sells shares to women. The bank also provides entrepreneurship skills training to women. The bank has provided loans to 19,000 women between 2009 and 2013. In addition, other financial institutions also continue to provide loans to women and men. Up to May 2009, more women (37,278) than men (27,678) secured loans from the financial institutions. Between January 2011 and March 2014, **Tanzania Women's Bank** issued loans totaling TShs. 24,392,382,000 to more than 11,754 borrowers of whom 88 percent were women.
- 116 **TDHS 2010** found that **10 percent of women earn more** than their husbands, 73 percent earned less than their husbands, and 13 percent earned about the same amount as their husbands. The TDHS has also found that about 2 percent of women

said that their husbands had no cash earnings. This shows that women have been empowered in their families; a man is no longer the only breadwinner in the family.

- 117 Women with secondary or higher education, and women in the highest wealth quintile are more likely than other women to decide for themselves how their cash earnings were to be used. Women in urban areas (48 percent) are more likely than women in rural areas (28 percent) to mainly decide for themselves how their cash earnings are to be used. Only a small proportion of men (3 percent) said that decisions on how their earnings were to be used were mainly made by their wives.¹⁵

▪ Challenges

- 118 Women's **access to loans in various financial institutions** has been faced with some obstacles in that collateral is always sought which women do not have. Even financial institutions which use joint collateral through women's groups are faced with defaulting borrowers.
- 119 Funds provided by the Government through the Women Development Fund is very restricted.
- 120 More education is needed to make more women aware of the facilities available and acquire business and entrepreneurial skills on how to run businesses. In addition the financial facilities do not reach the majority of the rural women. Loans are accessed by urban women mainly, very few rural women access loans.

2.4 Poverty Reduction

▪ Achievements

- 121 The Government, Civil societies and Development partners continue to put into practice the **Land and Village Land Act of 1999**, which stipulates for women's right to ownership and disposal of land. More women now own land. Sensitization on the land law to women and men is ongoing.
- 122 The Government, Civil Societies and Development partners have promoted production of agricultural products and seeds in order to increase productivity and income of farmers. The Green revolution campaign which has the motto of "**Agriculture First**" was launched on 3rd August 2009 by the President of the United Republic of Tanzania **Hon. Jakaya Mrisho Kikwet** with the aim of increasing productivity and incomes in agriculture in rural areas.
- 123 **The Agriculture sector** has considered gender equality as a permanent agenda from priority cross cutting areas. And hence it is articulated in their plans a joint visit and report for the past three years since 2009. This has resulted to the ASDP plan from 2011/13 allocating financial Resources for cross cutting issues including gender i.e., capacity building to seven (7) budgeting officers from the ministerial level on

¹⁵ Tanzania Demographic and Health Survey 2010. National Bureau of Statistics. Dar es Salaam, Tanzania

gender mainstreaming and gender budgeting issues and advocated for equal participation of male and female in the decision making.

- 124 Gender representation affirmative action has been adopted in the **Irrigation schemes**, and during the formulation of irrigators' organization at least one third of leaders among Irrigators Operators (IO) should be women¹.
- 125 The MCDGC has also advocated for ministries, departments and agencies (MDAs) to **collect analyze and disseminate sex disaggregated data** and or information and to support prioritization of gender equality and or women's empowerment issues at sector level.
- 126 Farmers are assisted to buy farm inputs like fertilizers at a reduced cost. The Government subsidizes the cost of farm inputs. In this agricultural transformation women have been able to access agricultural machines through credit. This has enabled more women to own property and produce more food crops. The positive result of this campaign is that farmers are provided with power tillers at a low cost. This has increased agricultural production and consumer reduced costs.
- 127 **Extension services** have included women and men and hence women are increasingly participating in all stages of farming plan and practices. The Farmer Field School (FFS) approach has been adopted and practiced widely throughout the region. For example for the year 2012/2013 a total of 286 FFS sessions involving 2,543 females and 2166 males has been conducted within the region. At national level there are 16,330 FFS through which 344,986 farmers (138,461 women and 206,525 men) have participated

▪ Challenges

- 128 Challenges exist for women in accessing international trade.
- 129 The Land Act of 1999 has changed people's perceptions to a very limited extent, the *majority of women especially in rural areas are not aware of the law.*
- 130 Existing taboos fostered by the patriarchal system favor men more than women in being involved in training while cash crops FFS attract 70 percent males while food crops FFS have attracted 70 percent women.

2.4 Women's Political Empowerment and Decision Making

▪ Achievements

- 131 Participation of women in **public decision-making** is one of the areas in which progress has been made in Tanzania. The ongoing Constitutional review offers opportunity for promoting gender equality. The women's movement has advocated for gender parity in Parliament, the current draft if passed, would establish a 50:50 representation ratio between women and men in the parliament, political leadership and in decision making entities.

- 132 Article 47 of the **draft Constitution** addresses women's rights. It includes such rights as: respect on women as human beings; freedom from violence; participation in elections without discrimination; equal opportunities in employment where they are competent; protection from discrimination, or harmful discriminative laws; employment protection during pregnancy; and delivery provided with quality health services.
- 133 **Women ministers** have increased from 15 percent in 2004 to 27 percent in 2009 and 31 percent in 2013. There have been developments in the leadership of the Ministry of Legal Affairs which is headed by a woman Minister and Deputy Minister. The Human Rights Commission is now headed by a woman since 2012, and for the 2nd time the Ministry of Finance headed by a female Minister (See Annex 2).
- 134 In the **2010 general elections** the total number of parliamentarians was 350 and women were 126 which is 36 percent of the total. The number of women parliamentarians increased from 63 in 2004 to 98 in 2009 due to affirmative action or the 30 percent special seats. Out of the 98 women parliamentarians, 75 are from special seats and 17 were elected. Women representatives elected in constituencies form only 8 percent of parliamentarians.
- 135 Tanzania scores high in regards to **political stability** in the region and Africa in general. The 2010 presidential and parliamentary elections gave CCM a win with 258 seats out of 349 seats, and CCM's presidential candidate, **Honourable Jakaya Mrisho Kikwete** a 62.8 percent electoral win.
- 136 As regards councilors, CCM won 2,803 of the 3335 contested in the 2010 elections. Out of 80 members of Zanzibar's House of Representatives, 26 are women. LGAs in Zanzibar have total 29 councilors, of whom 12 are women.¹⁶
- 137 In the 2010-2015 election cycles, there are 126 Women Members of Parliament in Tanzania out of 357. Its members are drawn from current sitting women parliamentarians (elected and special seats). Female members of Parliament makes up 36 percent of all Parliamentarians, which makes Tanzania one of the 20 countries in the world that have reached or surpassed the 30 percent mark for women's representation in Parliament; it ranks 5th in the continent and 20th in the world according to IPU data. Women MPs fate is determined by their political party hierarchy that is heavily dominated by men. Elective seats are almost exclusive to Males; out of 239 seats at the 2010 elections only nine (9) were won by women.
- 138 There has also been a continued progressive policy implementation by the government towards promoting gender parity and women empowerment in the public sector. These efforts have enabled upward mobility of a significant number of women in public decision making in the country. For example, in 2004, there were a total of 1,147,268 women employed in the Public Sector (i.e. 40 percent) but only 14 percent of them held senior positions in the government. Measures taken to address this imbalance through the government include introducing para 12(4) of the

¹⁶ Tanzania in Figures 2012, page 4-5

Public Service Regulations of year 2003, which states that where a man and a woman are equally competent, preference should be given to a woman. [DS, pg 35]

- 139 Overall, the number of **female judges and magistrates** increased from 13 in 2005 to 24 of all the judges in 2009 to 36 percent in 2013.
- 140 **Capacity building programs for women politicians** have been undertaken and positive results on their participation in Parliament is noted. A good example is a motion proposed during the setting up of the rule and regulations of the Special Constitutional Parliament that the Deputy Speaker should be a woman. They stood as a team despite the rejections from the male members and managed to pass the provision.
- 141 There is an increase in **women holding top leadership positions** at the national level. Positions held by women include the Speaker of the Tanzania National Assembly and the Deputy speaker of the Special Constitutional General Assembly.
- 142 The World Bank's **governance indicators** rank Tanzania at between 25 to 50 percentiles among 212 countries which is not bad in comparison to other East African countries in regards to **political rights and civil liberties**.
- 143 However Tanzania ranks at 116th among 178 countries in regards to the **Corruption Prevalence Index**. Main governance challenges include weak sanctions, deficient accounting standards, grand corruption, and weak accountability.
- 144 Studies reveal the heavy impact on the poor and in particular women of corruption, especially in relation to access to essential services.
- 145 Another related area is the abuse of authority or extortion of sexual favours to access services both in the public and private sector. The Women Judges Association is working within the Judiciary as well as with other leaders and the public to raise awareness on what they term "Sextortion". This is receiving high level support from the Chief Justice

▪ **Challenges**

- 146 Women's limited participation in decision making is a major democracy problem. Voter education and civic education is essential in order to change the patriarchal attitudes of voters who prefer to vote for male candidates.

2.5 Women's Access to Education Training and Employment

2.5.1 Education.

▪ **Achievements**

- 147 The **Education Sector Development Program (ESDP)** which is a sector wide approach was reviewed and a new ESDP was developed, which runs from 2008 -

2017. The vision of ESDP is to have an upgraded and coherently planned, well managed and monitored educational sector. The budget for implementing this program decreased from 19.8 percent of the total Government budget in 2009 financial year to 19.1 percent in 2012 financial year.¹⁷

- 148 The Government has developed the **Medium Term Strategic Plan (MTSP) 2012/13-2015/16** with the aim of among others, improving provision of education and training at all levels through improvement of quality of education and training through expanding institutional frameworks and structures, enhancement of equity in the provision of education and training.
- 149 More than 72.6 percent of adults in Tanzania are literate, more specific, 83 percent of 15 to 24 years olds are literate (76.9 percent of women in this age group). Literacy is more prevalent among men (79 percent) than women (66.3 percent).
- 150 Tanzania has more than 16,331 primary schools, 4,528 secondary schools and 49 colleges and universities.¹⁸
- 151 Gross enrolment ratio for primary schools is 104.9, the same for girls. Ratio of girls to boys in primary education is 1.1, while that in secondary education is 0.9, and in tertiary education is 1.5.¹⁹ A third (33.9 percent) of university students are female.²⁰ In Zanzibar, There are fewer and fewer females attending school after the age of 20 years.

2.5.1.1 Pre Primary Education

- 152 In 2012, the NER (Net Enrollment Ratio - percentage of the official school age 5-6 years) pupils enrolled in pre-primary Education were 39.9 percent whereas the GER (Gross Enrollment Ratio - total enrolment) was 41.8 percent of school age population. The GER and NER show a decreasing trend compared to 2011 whereby the NER was 42.4 and GER was 44.5. This shows that, there is an improvement of children attending pre-school; however, data still shows that the majority of children who are supposed to attend pre-school do not attend.
- 153 Data shows that in 2011 a total of 8,701 (81 percent) teachers out of 9,940 graduated. The teacher pupil ratio was 1:115 instead of 1:25; the workload for teachers is very high. There is gender parity for children who attend pre-school

▪ Challenges

- 154 Policy guidelines for pre-school are not clear, hence the need for development of policy guidelines.

¹⁷ The United Republic of Tanzania: Basic Education Statistics in Tanzania (BEST) 2005-2012 National Data. Ministry of Education and Culture, July 2013.

¹⁸ Tanzania in Figures 2012, page 59

¹⁹ Tanzania in Figures 2012, page 16

²⁰ Tanzania in Figures 2012, page 60

155 Early childhood education should be compulsory to all children to enable them perform well in primary schools.

2.5.1.2 Primary education

156 Remarkable achievements have been made in the area of access where enrolment expansion along with gender parity attainment in Primary Education has been realized. The second phase of **Primary Education Development Plan** (PEDP -2007-2011) which aims at having all primary school aged children at school has continued to be implemented. The current gender parity index is 1.0 which shows that girls and boys are equally enrolled. PEDP II also implements the Millennium Development Goal Number II on achieving universal primary education. Especially target 1 which requires all boys and girls to be enrolled in primary education.

157 There are challenges in the education sector in terms of academic performance for girls in science and mathematics, and gender based violence. For five consecutive years students have **underperformed in the National 'O' level and 'A' level examinations**. In the 2012 'O' level examinations, only 48 percent of students who sat for the examinations passed. The Government has henceforth introduced special remedial measures for improving academic performance.

158 An initiative on fast-tracking the national development plan, called **Big Results Now (BRN)** was introduced in 2013/2014 financial year. The Government of Tanzania has prioritized the Education Sector as among six priority sectors. Among its 9 key initiatives are to improve the quality of basic education and increase pass rates in Primary and Secondary Schools.

159 The **Education and Training Policy of 1995** which is under review since 2008 have incorporated gender equality issues, among the issues is the improvement of the school environment by urging communities to provide school meals; construction of sufficient pit latrines and hostels for girls to enable attendance of girls and boys in school, thus fulfilling Target number II of the MDGs, on ensuring that all boys and girls attend full course of primary education.

160 The **Net Enrolment Ratio (NER)** decreased from 95.9 in 2009 to 94.0 in 2011 and the GER decreased from 110.5 in 2009 to 102.7 in 2011. NER for female pupils increased by 3.1 and for male pupils it increased by 1.9, this means girls were enrolled in schools at a faster rate than boys.²¹

161 **Complementary Basic Education in Tanzania (COBET)** for Tanzania mainland have continued to be implemented countrywide, in 2009, 82,989 were enrolled in COBET classes throughout the country of whom 35,898 were female and 47,091 were male. Good performers have entered formal education for further studies. The program aims at reducing the number of out of school children.

162 In order to ensure that **all school age children are enrolled** in schools, a program to sensitize nomadic communities is being implemented. Boarding schools are also

²¹ The United Republic of Tanzania (2011) *Basic Education Statistics in Tanzania*. Ministry of Education and Vocational Training, Dar es Salaam.

established in their areas to ensure that children, especially girls, from these communities are provided with education.

- 163 The proportion of primary school **children with disabilities** enrolment was 0.36 percent in 2011. This proportion is low due to low community response in sending pupils with disability to school. Female primary school pupils with disability constitute 41 percent of the group.
- 164 In 2011 1.4 percent of **pupils dropped out** of school because of pregnancy. Men who impregnated female pupils are taken to court, as are parents who do not send their children to school.
- 165 Sensitization programs for girls on life skills are done by the Government in collaboration with Civil Society Organisations. There is also a campaign to sensitize parents and the society on the by-laws and regulations pertaining to the enrolment and retention of pupils, especially to enable female students complete their education.

▪ Challenges

- 166 In order to attain accelerated literacy, more efforts are required in addressing underlying drivers of literacy. More effort is required to increase enrolment of school children in pre- schools and primary schools, and ensuring that they complete primary school and transit to higher levels, supported by adult literacy programs.
- 167 Early pregnancies and marriages continue to contribute significantly to school dropouts among girls in both rural and urban areas. In most cases girls do not continue with school despite the fact that they can now rejoin school after delivery. An ongoing debate and discussion continues on providing pregnant school girls a chance to rejoin school after delivery. This exists in Zanzibar (see report below).

2.5.1.3 Secondary Education

- 168 The **Secondary Education Development Plan (SEDP)** of 2004 to 2010 which aims at increasing secondary education enrolment has surpassed the 2,000,000 mark by the year 2010. At present, more than 50 percent of primary school pupils transit into secondary education.
- 169 In order to implement SEDP, the number of Government Secondary schools increased from 3485 (2806 are Government owned and 679 are owned by Non-Governmental institutions) in 2007 to 4367 in 2011 (3425 are Government owned and 942 are NGO owned secondary schools).
- 170 The enrollment of female students in secondary schools at 'O' level increased from 44.7 percent in 2009 to 47 percent in 2012. Enrollment at 'A' level, that is Form 5 and 6, decreased from 40.7 percent to 31.6 percent in 2012. The decrease of female enrolment in 'A' level studies might be due to alternative options for pursuing higher education instead of going to 'A' level studies and then University. At present it is possible for a person with a certificate to take a diploma and later join university

- 171 Additionally, early pregnancies and marriages continue to contribute significantly to school girl dropout in both rural and urban areas. (See Annex 6)
- 172 The Government provides **development grants to secondary schools** for rehabilitation of facilities, construction of extra class rooms in existing schools, construction and equipping laboratories, teachers' houses, water supply and sanitary facilities. Among the gender sensitive infrastructure improvement is the increase in number of toilets, changing rooms for girls' and construction of girls' hostels. New schools are also constructed in underserved areas.
- 173 **Sensitization programs** have positively impacted on girls' education. For instance the Gross Enrolment Ratio at 'O' level rose from 19.3 in 2006 to 32.6 in 2008 while the NER rose from 14.3 in 2006 to 24.5 in 2008. However there was a very small difference between male and female NER which was 24.5 and 25.3 for male and female respectively.
- 174 In addition, a **program of rewarding best female students** has resulted in more female students in Government schools performing better than their male colleagues, in form four examinations. In 2008, 98.21 percent of female students and 96.16 of male students passed their examinations. This means that sensitization programs for girls have improved their academic performance.
- 175 In February 2014 the Government announced for the second running year (e.g., in 2012 and 2013) **girls outperformed boys** and held top positions in the National examinations. In the 2013 examinations 7 girls made it to the top 10 best students, and 3 girl schools produced 7 of the top performers and 2 boy schools provided 3 boys among the top 10 'honours' list. This indicates that if girls are given similar opportunities they can perform better than boys.²²
- 176 However, the overall performance shows that more **girls still underperform** in comparison to boys. The reasons being that most direct environment at school and at home is not conducive for enabling girls to learn, especially in community schools.
- 177 School fees were reduced in public secondary schools by 50 percent. A recurrent grant of 20,000 Tshs (approximately 15 US\$) per student is provided in public secondary schools and in private secondary schools at 10,000 Tsh (approximately 7 US\$). In addition the government in collaboration with NGOs has met some of the costs of secondary education for children who have been identified as coming from poor families and orphans.

▪ Challenges

- 178 Inadequate teaching and learning facilities like laboratories and relevant books, and inadequate funds for implementation of programs are a hindrance to the implementation of plans. New schools have been built but the main problem faced is acute shortage of qualified and experienced teachers.

²² <http://www.ipppmedia.com/frontend/?l=65074>

- 179 Gender balance in government schools, deteriorates with the transition to secondary level, where girls represent only 46.4 percent of enrolment in forms 1-4, whilst private secondary schools report a figure of over 50 percent²³.
- 180 Furthermore, girls have a high drop-out rate at both primary and secondary levels, often because of pregnancy and sexual abuse, despite the fact that the Government has improved on its retention strategies including building of girl-friendly schools.
- 181 Girls' dropout rate is higher than that of boys. Drop out due to pregnancies has increased from 8 percent to 21.9 percent. Students also drop out of school because of other reasons such as child labour and poverty.
- 182 While institutional mechanism for addressing the rights of girls in the sector, issues such as school pregnancy for girls are issues which are still rampant in the sector today, despite efforts to promote gender specific interventions including activating national dialogue on school pregnancy and gender based violence in schools, alongside the mainstreaming initiatives.

2.5.1.4 Tertiary Education

- 183 Higher education entails all **post-secondary education** which includes institutions that provide advanced diploma and degrees. The **Education Act of 1978** and the **Universities Act of 2005** provide for the establishment of private universities and colleges.
- 184 Universities and colleges have increased during this period from 19 universities in 2005 to 48 public and private universities and colleges in 2014. Enrolment in higher education has increased by 118.6 percent from 76,172 in 2007/2008 to 166,484 in the 2011/2012 academic year. Women's participation in higher education in 2001 was 23.7 percent which rose to 32 percent in 2007 and 36.4 percent in 2011/2012.²⁴
- 185 The Government has continued to provide loans to students enrolled in higher education institutions both public and private through the **Higher Education Students' Loans Board (HESLB)**. Since its inception the number of students joining higher education has increased tremendously.
- 186 In 2007/2008 academic year HESLB introduced a "**means**" testing criteria where by students were tested on "means" according to their parents' economic status. Students from poor families and orphans are given a 100 percent loan to cover all the costs to be incurred in their institutions. The Government also provides loans to all students taking courses identified with government priority areas, such as science oriented courses and teacher education. Besides, students taking health allied courses and engineering programs are also provided with non-refundable grants.

²³ URT, 2007

²⁴ The United Republic of Tanzania: *Basic Education Statistics in Tanzania (BEST) 2005-2009 National Data*. Ministry of Education and Culture, July 2011

187 **Affirmative action** exists in entry points for girls in almost all higher learning institutions. This is supposed to increase the enrollment of female students by lowering the cutoff point for female candidates who have passed but do not meet the conventional cutoff point. Female candidates have in some cases been admitted with up to 1.5 points less than male candidates. As a result the proportion of female students has increased from 29 percent in 1996/1997 academic year to 36.4 percent in 2011/2012 academic year.²⁵

188 In higher education institutions, female students are given a **priority on accommodation on campuses**. This is expected to reduce the social and structural impediments that female students face in completing their education. In addition, many institutions have established gender policies, gender centers or desks and gender focal points who oversee gender issues such as sexual harassment in their respective institutions.

▪ Challenges

189 Despite the **affirmative action** on increasing female students in higher education and in the science oriented courses, the overall number of female students is still low.

190 Female students in science oriented programs are very few due to prevailing stereotypes and traditional attitudes to women in science and lack of female role models. This is being addressed and debated.

191 There are still gender disparities in enrolment at upper secondary and tertiary levels due to retention and performance.

2.5.1.5 Technical and Vocational Education

192 The **Technical and Vocational Education Policy 2008** is in place. Vocational training centers were built during this period and this has provided more opportunities to girls' involvement in vocational education. Enrollment of female students' in technical education increased ever so slightly from 46.6 percent of total enrolment in 2009 academic year to 46.8 in 2012. In vocational training colleges, female students constituted 49.1 percent in 2011 and decreased to 47.3 percent in 2012.

193 The Government has 55 **Folk Development Colleges (FDCs)** under the Ministry of Community Development Gender and Children, which run long and short courses on various skills that enable an individual to be self-reliant. In 2012/2013 the Government through FDCs provided various courses to 41,681 people who comprised 17,959 female and 23,722 male community members. Number of female students in FDCs constituted 49.8 percent in 2011 and decreased to 40.9 percent in 2012/26.

²⁵ The United Republic of Tanzania: *Basic Education Statistics in Tanzania (BEST) 2005-2009 National Data*. Ministry of Education and Culture, July 2011.

²⁶ The United Republic of Tanzania: *Education Sector Development Programme (ESDP) Education Sector Review 2008*. AIDE_MEMOIRE 2008.

194 The **Public Service Commission** is also training women in Masters Programs in order to empower them academically. Emphasis is on Science courses. Thirty three women employees in the public service benefited from this program.

▪ **Challenges**

195 Inadequate resources to facilitate expansion in order to accommodate more graduates from primary and secondary education thus hindering expansion of vocational centers.

196 Assistance provided to graduates from vocational training centers to enable them be self-employed is very limited. The Government and other stakeholders need to strengthen provision of equipment and funds.

2.5.1.6 Employment

197 The **National Employment and Labour Relations Act No 6 of 2004** guarantees equal access to employment opportunities and social protection benefits, especially maternity protection. It prohibits any form of discrimination including harassment at work places. The **Public Service Act of 2002** is being reviewed to include issues of equal opportunity and access to employment. The **Labour Institutional Act No 5 of 2005**, the **Social Security Regulatory Act** and NSSF Act all provide for maternity benefits.

198 The government is committed to creating decent jobs. It has ratified 8 core ILO conventions to this effect, integrated employment issues in the NSGRP, reviewed the National Employment Policy and enacted the **Employment and Labour Relations Act No. 6 of 2004** for fundamental labour rights and establishes basic employment standards. It has also provided protection against discrimination and requiring employers to take positive steps to guarantee women and men equal pay for work of equal value.

199 Specific programs for employment creation such as the **National Employment Creation Program (NECP)**, SMEs Development Policy, and the Business Environment Strengthening for Tanzania (BEST) program and labour law reforms towards decent jobs should continue to be promoted. Other interventions target small entrepreneurs through the **National Empowerment Policy of 2004** extending credit guarantees to the private sector, the Small Enterprise Loan Facility (SELF), Presidential Trust Fund (PTF) and guarantee schemes for microfinance managed by the Central Bank.

200 In addition, the **National Employment Policy (2008)** is in place. The Policy provides among others equal access of women and men to employment. Various training programs have been undertaken to build capacities of women in Public Service so that they can compete in the labour market.

201 Dissemination of Labour Employment and Relations Act 2004 was done to all regions of Tanzania, whereby 5000 copies were disseminated to all parts of the country. Awareness creation on employment opportunities strategies are taken for monitoring

and evaluation to oversee that recruitment, promotion and training are done according to regulation to avoid discrimination between men and women.

202 Also, the **Employment Policy (2008)** sets out some key interventions of promoting equal access to employment for men and women with an emphasis on eliminating sexual harassment at work places, including the domestication of international labour standards through the enactment of the **National Employment Services Act (1999)**, which provides for equal opportunities of access to employment for men and women, the enactment of the **Employment and Labour Relations Act (2004)**, which is applicable to all employers, and the adoption of an affirmative action policy in employment in the public service. It also noted that women employed in the public sector are entitled to equal remuneration commensurate with their work.

▪ Challenges

203 Inadequate **child care facilities** for both day care and nursery schools contribute to female inefficiency in work places. Equality at work places especially on promotion of female employees remains a big challenge. The triple roles that women perform make them disadvantaged and hence deny them equal opportunities.

204 Most victims of discrimination and sexual harassment do not report cases of discrimination at work places and in addition it is very difficult to prove what connotes discrimination at work places.

205 The proportion of women in wage employment remains at 30 percent. Women spend more time on unpaid care work (15 percent) compared to males (5 percent).

2.6 Other Areas of Concern

2.6.1 Women and Health

206 The **National Health Policy (2007)** of Tanzania mainland continued to be implemented and programs were developed and implemented. The vision of the **National Health Policy (2007)** is to have a healthy community, which will contribute effectively to development of each individual and the country as a whole.

207 The **Health Sector Strategic Plan 2009/2010** to 2014/2015 has 3 components, which are district health services, secondary and tertiary hospital services and the central support systems. The Primary Health Service Development Program (PHSDP) of 2007 to 2017 aims at providing quality primary health care to all by 2017 by strengthening the district health services.

208 More than 1.6 million births happen each year in Tanzania. Infant mortality rate is at 51 per 1000 live births, while maternal mortality is around 454 per 100,000 live births. Only 42.6 percent of births are attended by skilled health personnel. Around 5.1 percent of adults aged 15 to 49 years (3.8 percent of men and 6.2 percent of women) live with HIV and or AIDS. Zanzibar has lowest prevalence rates at 1.1 for

- women and 0.9percent for men.²⁷ Women in Njombe (15.4percent), Iringa (10.9percent) and Mbeya (11.0percent) regions reflect the highest HIV prevalence rates in the country.
- 209 The total number of **health facilities** in 2011 was 5,052 of which 3,505 were owned by the Government and 1,547 by NGOs. These health facilities have increased to 6,270 (of which 4,739 are government owned facilities and 1,531 NGO owned facilities) in 2012.
- 210 As of 2014, there are 254 Hospitals, 711 Health centers, 5,913 Dispensaries, altogether a total of 6,878 **health facilities**. The increase in health facilities is an indication that health services are closer to people and contribute to a decrease in mortality rates.
- 211 Interventions to improve health and nutritional status, such as immunizations, oral re-hydration, antibiotics, and micronutrients for child survival have been intensified in recent years. This has resulted in significant progress in the reduction of both **under-five and infant mortality rates**. The mortality rate is decreasing due to the measures implemented.
- 212 In 2010, **infant mortality** is at 51 deaths per 1,000 live births an improvement from 71 deaths per 1,000 live births in the previous survey. **Under-five mortality** levels have also decreased from 106 deaths per 1,000 live births to 81. The median birth interval in Tanzania Mainland is 34 months.
- 213 Infants born less than two years after a previous birth have particularly high under-five mortality rates (136 deaths per 1,000 live births compared to 74 deaths per 1,000 live births for infants born three years after the previous birth). Sixteen percent of infants in Tanzania Mainland are born less than two years after a previous birth²⁸.
- 214 The Tanzania Demographic Health Survey (TDHS, 2010) showed that this ratio is slowly going down. In the current data, the ratio stands at 454 maternal deaths out of every 100,000 live births, which according to reviewed literature on country's performance in this area is against the MKUKUTA target of 265 per 100,000 live births by 2010²⁹.
- 215 The Government established the **National Coordination committee** to coordinate decisions made at the International **Conference on Population and Development (ICPD) Program of Action** of the **Copenhagen Declaration**. This has strengthened the implementation of ICPD program and the social services have increased and also improved.
- 216 Gender sensitive health programs, including **affordable sexual and reproductive health care** services and education for women and girls have been implemented. The

²⁷ Tanzania in Figures 2012, page 31

²⁸ United Republic of Tanzania (2010) *Demographic and Health Survey*. National Bureau of Statistics. Dar es Salaam

²⁹ Popular Tribunal documentation, 2009.

- Demographic Health Survey(2004-2005)** has indicated increased public awareness on gender issues in health.
- 217 Although the **National Malaria Medium Term Strategic Plan (2002-2009)** is in place, malaria remains a major cause of morbidity and mortality both in rural and urban areas.The **National Malaria Medium Term Strategic Plan 2008-2013** was meant to reduce the burden of Malaria by 80 percent(MOHSW,2009).The Government has intensified efforts to prevent malaria.
- 218 A project whereby Children under 5 years and pregnant womenbought mosquito nets at a reduced price was succeeded in2009with free mosquito nets distributed to all households in order to combat malaria.A malaria case management a survey was conducted tomap knowledge, attitudesand practices on malaria. Moreover, radio and TV programs are used to sensitize the community on the prevention and treatment of malaria.
- 219 Various measures have been taken on **Reproductive and Child Health (RCH)services** improvementA **Reproductive and Child Health Strategy(2004-2008)** provided guidelines on appropriate interventions in maternal and childcare. Local communities are involved in building dispensaries and village health centers in order to increase health facilities to reduce newborn deaths. Essential health package for delivery is availed in village health centers.A trainer of trainers program for life saving skills wasconductedto communities.
- 220 Awareness creation programs have been carried out to communities on participation in planning, implementation and monitoring the performance on health service delivery. People have come out and reported maltreatment of patients by the nurses and doctors, and the government has reprimanded the culprits.
- 221 **Medical schools' curriculum** has been reviewed to include gender sensitive mandatory courses, and training materials developed and provided to tutors. In addition basic needs of vulnerable groups in institutional and community care were provided.
- 222 In Tanzania Mainland, the DHS results show that **maternal mortality ratio**has declined to 454 maternal deaths per 100,000 live births compared to 529/100,000 (1996). Nevertheless, supplementary efforts are required to meet the MDG target of 170 deaths of mothers per 100, 000 live births by 2015.
- 223 The **2007-2015 Tanzania Mainland strategic plans for health** has incorporated recommendations of the Global Immunisation and Vision Strategy (GIVS), in order to increase and sustain national and district level immunisation coverage, through ensuring access to quality vaccines, and strengthening health systems.
- 224 By 2015, Tanzania aims to raise the level of **national immunisation coverage** among children to 90 percent, an achievement that would have profound implications for child survival. According to the 2010 TDHS, 75 percent of children aged 12-23 months are fully immunised, a modest increase relative to the proportion reported in

the 2004/05 TDHS (71 percent). No less than nine out of ten children received BCG, DPT/DPT-HB 1 and 2 (or DPT-HB-Hib 1 and 2), and Polio 1 and 2.

- 225 Ninety-six percent of women who gave birth in the five years preceding the 2010 TDHS received ante natal care (ANC) from a skilled provider at least once. As expected, nurses and midwives are more likely than other health professionals to provide ANC (80 percent). Women also go to MCH aides (8 percent), doctors (4 percent), and clinical officers (5 percent) for ANC services. Two percent of women receive some kind of antenatal care from people who are not medical professionals, such as village health workers. Almost no women received ANC from a traditional birth attendant (trained or untrained). Urban women are more likely to have ANC than rural women (99 and 95 percent, respectively).
- 226 According to the 2010 TDHS 96 percent of women who gave birth in the five years before the survey received antenatal care at least once from a health professional. This indicates that the advocacy for pregnant women to go to clinics is producing desired results. Nonetheless there are still women who are hesitant as indicated by delayed visits where pregnant women come to the clinic when they are near to giving birth.³⁰
- 227 Various studies³¹ in the country affirms that women and girls continue to be the victims of sexual abuse and gender based violence, factors which are associated with significant adverse outcomes for STI and HIV infections. Within this context, HIV prevalence remains higher for women (6.6 percent) than it is for men (4.6 percent).³²

▪ Challenges

- 228 The challenge faced is mainly inadequate health officers, trained nurses and doctors. In addition referral hospitals and hospitals are mainly in urban areas, with Tanzania having a predominantly rural population. Moreover, 10 percent of dispensaries are in the rural areas where there is high concentration of health centers (52 percent).
- 229 Women continuing to face challenges before and after delivery, including: lack of resources which contribute to inaccessibility of services, distance from the health centers, transport and unfriendly health services.³³
- 230 There is low enrolment in **Community Health Funds** due to low quality of care, lack of trust in scheme managers, and inability to pay membership contributions. **Child mortality** remains a serious development and public health concern in Tanzania.
- 231 Need persists for emphasizing **breast feeding** and **free nutritious food supplements** to pregnant and lactating mothers and free meals for school children and efforts to increase food security and agricultural productivity should be strengthened.³⁴

³⁰ Tanzania MDG Report 2010 pdf

³¹ TGNP, Gender Profile of Tanzania, 2007, Hakielimu documentation on Girls education, FAWE various documentation, etc

³² URT/TACAIDS, National Prevention Strategy, 2008

³³ DS, pg 32

³⁴ Tanzania MDG Report 2010 pdf

- 232 There is a serious **shortage of skilled personnel** in health facilities especially midwives and doctors which is more critical in rural areas.
- 233 Poor **physical infrastructure** renders most roads impassable. Other impediments are lack of means of transport in many villages during rainy seasons, poor health facilities, and insufficient supply of medical equipment and instruments. All these are obstacles in implementing gender equality in the health sector.

2.6.2 HIV and AIDS

- 234 The Government of the United Republic of Tanzania continues to coordinate and implement interventions against HIV and AIDS. Interventions come under the **3rd National Multi-sectoral Strategic Framework for HIV and AIDS - 2013/2014 to 2017/2018**. The strategic framework (NMSFIII) for HIV and AIDS provides a common understanding for all HIV and AIDS stakeholders, government, civil society, the private sector and development partners to work together towards achieving agreed results.
- 235 The Tanzania Commission for AIDS (TACAIDS) also developed and implemented a **Gender Operational Plan for HIV and AIDS Response** in Mainland Tanzania which will now be updated for the new strategic framework.
- 236 HIV/AIDS has had a serious impact on the socio-economic development of the country as it affects the productive and reproductive age group in the society, particularly the 20 to 49 years age group. The disease pattern shows early infection peaking in young women at 25 to 34 years while for men the majority of cases emerge slightly later life, peaking at 30-39 years.³⁵
- 237 The **Tanzania Commission for AIDS (TACAIDS)** has continued to monitor and evaluate the scourge through using indicators developed to monitor the rate of spread of HIV and AIDS. Interventions to combat HIV and AIDS include: the **prevention of mother to child transmission (PMCT)** which has been improved, this intervention is ongoing. Counselors have been trained to counsel HIV and AIDS victims, victims are provided with medical, psychological and social care.
- 238 The **mass media and electronic media** have been used to sensitize communities on behaviour change. **Peer group technique** has been used to create awareness to the youth. Public education and programs are in place to women and other vulnerable groups.
- 239 **Maternal and Child Health Clinics** also provide sensitization to women and men on HIV and AIDS when they visit the clinics and the process is ongoing.
- 240 The **HIV/AIDS and Malaria Indicator Survey 2011/2012** indicated adult HIV prevalence in 2011/2012 was 5 percent. It was higher among women than among men (6 percent and 4 percent respectively).

³⁵ The United Republic of Tanzania: Tanzania HIV/AIDS and malaria Indicator Survey 2007-2008. Tanzania Commission for AIDS.

241 The President of the United Republic of Tanzania inaugurated a campaign of counseling and voluntary testing. People are encouraged to test HIV voluntarily and the campaign is ongoing. Voluntary Counseling and Testing(VCT) centers have been established throughout the country which includes Health facilities, mobile units, stand-alone community sites etc.

242 The community has been sensitized on **home based care**. HIV and AIDS patients are now taken care of in homes by relatives. Focal centers have been established in all government Ministries in order to provide education to workers and also counsel HIV and AIDS victims.

▪ AIDS Victims

243 **Antiretroviral therapy**(ARV) are provided free of charge to HIV and AIDS victims. Around 400,000 AIDS victims are reached by the ARV therapy services. As of June 2012, 626,444 victims were reached and accessed ARVs.

244 According to some cultural practices and traditions in Tanzania, a married woman is not supposed to decide whether or not to have sex with her husband. HIV/AIDS sensitization measures taken have resulted in more women being able to make decisions about their sexuality.

245 In the 2010 TDHS, it was observed that nine out of ten women and men believed that a woman may either refuse to have sex with her husband or ask him to wear a condom if she knows he has an STI. More than eight in ten women and men said that a woman can refuse to have sex. About 80 percent of women and 87 percent of men said that she can propose using a condom. Small differences were observed by marital status, age, and urban or rural residence.

▪ Challenges

246 Increase in numbers of orphaned children.

247 Changing people's mindset still remains a major challenge despite the fact that they have the knowledge on the methods of spread and prevention of HIV/AIDS.

248 **Women have a heavy work load**, and many still work more than 14 hours daily. Absence of support or inadequate support to home-based care adds to the work burden on women. Women increasingly have to care for orphans, the sick, and disease infected household members.

249 Risk and vulnerability to HIV and AIDS is higher for women and girls.

250 Financing constraints and increasing dependence on outside sources especially for malaria and HIV and AIDS interventions.

251 Despite knowledge regarding HIV transmission or prevention being extensively spread, many people are not willing to undertake HIV testing through VCT service

centers due to stigma and discrimination. Key populations such as women injecting drug users and commercial sex workers face high levels of violence and often face discrimination and even abuse in accessing services.

- 252 Distribution of condoms in remote rural areas needs be increased since few rural inhabitants do not know condoms nor can they afford them.

2.6.3 Women and the Media

- 253 The **National Communication Strategy (2005)** stipulates for the right to information to all the people. However, it is estimated that 28.6 percent of adult Tanzanians cannot read and write (30 percent are women and 20.4 percent are men). In addition the majority of Tanzanians cannot afford to read newspapers because of affordability and distribution limitations.
- 254 The **National Communication Strategy** insists on establishment of radios stations. Regional radio stations have increased tremendously³⁶. All regional headquarters have several radio stations established by the Local Councils, civil societies and individuals. Hence radios play a great role in sensitizing the communities on development activities.
- 255 The **National Communication Strategy** requires use of popular, accessible, and cheap means of communication such as newspapers, TV and radio. Others means which are popular to more educated people are: newsletters, websites, community centers, documentation centers, interpersonal information sharing, awareness raising tools, and statistical data from various data sources.
- 256 Tanzania's ICT Policy aims at ensuring proper application of ICT for socio-economic development. Fixed telephone lines have experienced a slow decline after the arrival of private mobile telephone companies in the second half of the 1990s. In addition, there were 9 telecenters in the country by 2007. The centers are used by communities for enhancing the use of information and communication technology in social and economic development such as trading, studies, health and administration
- 257 The **Government has a Plan of Action** for promoting **gender aware media reporting and training** to Media professionals and reporterson management of media and also sensitization is done in order to remove stereotyping in media reporting.
- 258 The **National Employment Policy (2008)** encourages a gender balance in recruitment of media staff. A study was made in 2008 on gender representation in media houses. The findings showed that media houses are still dominated by men, women constituted only 36 percent of all media professionals.
- 259 Gender sensitization of the media has increased women's participation in decision making in the media. Several women are now chief executives in media networks. There are also annual awards for the best media professionals or reporters. This has

³⁶ According to the BBC, in 2006 there were no less than 47 registered radio stations in Tanzania.

encouraged media women and men to improve their skills. In 2006, the best professional in reporting issues of HIV/AIDS was a woman.

260 Women in the media in Tanzania have a strong and well established organization called Tanzania Media Women Association - TAMWA, which has a program to advance women in media. The program includes advancement of women in media and training in ICT. The organization is also involved in sensitizing the communities, especially women on issues of violence against women.

▪ Challenges

261 There is still a digital divide between urban and rural areas.

262 Most women due to tradition and heavy workload, along with limited access do not read or listen to the media. More women need increased access to ICT.

2.6.4 Women and the Environment

263 The NSGPR stipulates involvement of vulnerable groups, including women in public land programs such as titling and land reforms. The **land tribunals** as established by the **Land Act No 2 of 2002** are composed of not less than 43 percent women. This measure maintains representation of women at 50:50.

264 The **Environmental Management Act (2005)** was passed in order to protect the environment. Tanzania is party to the key international conventions on protection of biodiversity, endangered species, the ozone layer, wetlands and climate (Kyoto protocol), combat diversification, and follows the international law of the sea. The **Convention on Biological Diversity (CBD)** is a convention that is of special importance to women, which aims at conservation and sustainable use of biodiversity and equitable sharing of the benefits arising from the use of generic resources.

265 The **National Environmental Policy of 1997**, directs at promoting awareness of the critical role of women on population and environmental issues through increased access to education, and expanding primary and reproductive health care programs to reduce maternal and infant mortality, taking account of culturally based information that transmit reproductive health messages and ethical and cultural values. Empowerment of women can be assured through education, training policies that accord and improve women's rights, access to assets, labour saving measures, and job opportunities.³⁷

266 The **National Natural Gas Policy of Tanzania, 2013** includes a section on gender mainstreaming promoting active participation of women in the natural gas industry, and recognizing that the natural gas industry development is likely to have different impacts on women, men, children and vulnerable groups. It also includes policy statements that all programmes related to natural gas value chain include education and training opportunities based on gender equality and equity;

³⁷ The United Republic of Tanzania (1997) the National Environmental Policy. The Vice Presidents Office, Dar es Salaam.

- 267 In Zanzibar, the Government has established the **Zanzibar Water Authority (ZAWA)** after the establishment of **Zanzibar Water Policy and Water Act 2004** aided by the revelation from the **Participatory Service Delivery Assessment**. The **Environment Policy of 1992** was reviewed in 2007 to conform to the new challenges. The **Forestry Policy of 1999** is in place and is being implemented.
- 268 In the area of access to safe water, the **National Water Policy of 2002**, the **National Water Sector Development Strategy - NWSDS 2006 to 2015**, and the **Water Sector Development Program- WSDP 2005 to 2025**, are policy instruments in place.
- 269 Tanzania has adopted a **Sector Wide Approach to Planning (SWAP)** for the water sector in 2006. It is one of six priority sectors for the Government's macro economic policy initiative "Big Results Now". The approach provides a mechanism whereby the Government and Development Partners support a jointly agreed implementation, monitoring and evaluation framework, under Government leadership, done through both pooled and earmarked budgets and expenditure frameworks.
- 270 The water policy, strategy and program recognize that in order to achieve sustainability, water supply and sanitation facilities must be owned and managed locally by organisations that are both close to, and accountable to the consumer. Women are the consumers and users of these facilities hence have been considered to be in environmental committees.
- 271 Village governments and the **Local Government Authorities** are responsible to oversee that the environment is protected. Women are also in village Committee leadership and they are involved in making decisions pertaining to planning and management environment issues. Awareness creation programs are being conducted to the community through the mass media on environmental conservation and their full participation in environmental project planning and evaluation.
- 272 In 2012/2013 the Government prepared **National guidelines on gender mainstreaming** in policies, plans, programs, strategies and the budgets concerning **climate change**. The aim of the guidelines is to assist ministries, departments, agencies, local authorities, civil societies, private sector and other stakeholders to plan and implement various activities on climate change by considering gender.
- 273 In order to have **sustainable land management** communities are sensitized on how to manage natural resources through strict by-laws and penalties set by the Local Government and village governments to those involved in illegal harvesting of natural resources. There is an ongoing campaign for planting trees, currently scheduled to February and March each year depending on the time each region gets rain to enable trees to grow.

▪ Challenges

- 274 Although policies provide for women's participation in decision making in environmental issues, their participation is limited due to traditional norms of male leadership in sectors that are also considered a male domain.

- 275 There is limited technology in production of alternative power sources. High costs in producing alternative sources of energy are an obstacle.
- 276 Climate change is likely to compound already existing problems of land degradation, deforestation and loss of wild life and habitats. Increased air and water pollution and aquatic systems demand more diligent attention due to increasing scales of productive and extractive activities and rising urban, unplanned settlements.

2.6.5 The Girl Child

- 277 **The Law of the Child Act No. 21 of 2009** stipulates for the right of children to live, be protected and developed, not discriminated against in participating in activities that concern them. The Act was **translated into a Kiswahili** a national language to enable more people to understand it and hence provide children their rights. The law in popular format has been disseminated widely throughout the country.
- 278 In 2011, the results of a **national survey on violence against children** in Tanzania were released along with a comprehensive set of commitments to action by key government ministries and partners. The National Survey on Violence against Children, revealed that almost a third of females aged 13 to 24 experience at least one incident of sexual violence before the age of 18. The same survey showed that 72 percent of girls and 71 percent of boys experience being punched, whipped, kicked, or threatened with a weapon like a gun or knife by a relative, authority figure (such as teachers), or an intimate partner over their childhood.
- 279 The **Multi- Sector Task Force on Violence against Children**, led by the Ministry of Community Development, Gender and Children is responsible for guiding the Violence against Children survey and overseeing the development and implementation of the **National Plan of Action to Prevent and Respond to Violence against Children**, involving the police, justice system, health and social welfare services, HIV/AIDS sector, education and civil society. This multi-sectoral plan reflects work that is ongoing to strengthen child protection systems and seeks to support and expand upon existing national efforts to prevent and respond to all forms of violence, abuse and exploitation against children.
- 280 In 2012, the Government in collaboration with other stakeholders carried out a research to identify **children in difficult circumstances** in 95 Local Councils. A total of 849,051 children were identified. This included 441,507 (52 percent) males and 407,544 (48 percent) females. These children are now provided with education, health services, food and legal and psychological aid by the Government and other stakeholders.
- 281 The Government has also prepared and disseminated the **Child Participation toolkit of 2012** and guidelines for starting **Children Councils** at all levels, at village, ward, district and regional level to enable increased children participation in development issues. Children Councils are now in place.
- 282 **Sensitization programs** have continued to be conducted by the Government in collaboration with NGOS and civil society on equal treatment between female and

male children. Cultural attitudes are changing bit by bit. For example, if parents die their properties are submitted to law enforcers who divide it equally between children irrespective of their sex.

283 The Government in collaboration with development partners and civil society has developed **programs for reducing the worst forms of child labour**. Awareness creation and training programs on sending girls to school instead of allowing them to go to cities to work as housegirls and house boys are ongoing.

284 The **Child Development Policy of 2008**, SOSPA(1998) and the Education Act(1978) stipulates for the **elimination of child labour and discrimination of the girl child** and the age of marriage is 18 years. In addition the **Marriage Act of 1971** is being reviewed to include harmonization of age of marriage to be 18 years.

285 The **Land Act and Village Land Act of 1999** guarantee equal right to succession and inheritance of land regardless of the sex of the child. Magistrates and other law enforcers have been provided with training on the law and curriculum in law schools incorporate gender issues. With this act, girls can now inherit their parent's property, which was not easy in certain communities before enactment of the law.

▪ Challenges

286 Due to the gender biased division of labour in most families, the girl child suffers consequences of heavy work load which negatively impacts their academic performance.

287 Early pregnancies and poor academic performance are still obstacles to girls' development.

288 There is a high level of violence against children especially those who live in difficult circumstances.

2.6.6 Women in Armed Conflicts

289 The Government is party to the **UN resolution Number 1325** which stipulates for the **end of conflicts in the Great Lakes Region**, and participates fully in bringing peace to the Great Lakes Region. Increasingly more women are involved in peace negotiations.

290 The Government is signatory to the **Protocol on Combating Sexual Violence** against Women and Children in the Great Lakes. In addition, the Government has ratified the protocol to the **African Charter on Human and Peoples Rights on the Rights of Women** in Africa. The Protocol has been disseminated to all stakeholders.

291 The **Refugee Act(1998)** was enacted to provide a framework for assisting and protecting refugees. The Act provides for availability of essential services and amenities to the refugee community. Among others the law protects women and girls from violent acts. The Act stipulates for the right to education in accordance to the National Education Act of 1978. Programs for women's development are being

conducted like involving women in productive activities that enable them to resettle in refugee camps.

- 292 The Government has been receiving and accommodating refugees for a long time since the 1960s. In collaboration with development partners lawyers have employed and posted to make follow up on cases and incidences of sexual and gender based violence to refugee women. An Action Plan for the protection of refugee women was prepared.
- 293 Women in the army and police are participating in peace keeping operations and also attend courses in peace keeping.

▪ Challenges

- 294 Tanzania has continued to accommodate a large number of refugees despite the limited resources.
- 295 There is need for governments to include in the curriculum of educational institutions at all levels a course on peace building, and especially women, peace and security.
- 296 There is a need for discussing the option of developing a SCR 1325 action plan for Tanzania.
- 297 Crime rates are high in the refugee camps and villages near the refugee camp, including rape and other forms of gender based violence.

3.0 Section 3: Data and Statistics

- 298 The Ministry of Community Development Gender and Children (MCDGC) has established **Gender Focal Points** and or **Gender Committees** in all ministries, Regional secretariats districts and institutions whose roles among others is to collect analyze and disseminate sex disaggregated data in their sectors as evidence base for decision making and gender mainstreaming.
- 299 The MCDGC is developing a **Country Gender Profile** for generation and access to gender disaggregated data to inform decision making, planning and allocation of resources. The profile is developed in collaboration with other sectors, the National Bureau of Statistics, CSOs with the support of Development Partners.
- 300 The **National Bureau of Statistics (NBS)** is the National Statistical Office of Tanzania established to conduct Censuses and Surveys which yield a wide range of economic, social and demographic statistics. The MCDGC provides indicators for gender mainstreaming to NBS and NBS conducts surveys.
- 301 The **gender indicators used in monitoring gender equality** in Tanzania is a combination of **Africa Gender and Development Index (AGDI)**. The AGDI has been designed to provide African policymakers with an appropriate tool for monitoring progress towards gender equality and to help monitor progress in implementing the

conventions which have been ratified by African countries. It has a quantitative tool of 42 sex-disaggregated indicators (the gender Status Index) and a qualitative assessment tool on the level of implementation of key women's rights and national, regional and international gender equality documents such as human rights conventions and agreements. (Annex 3)

- 302 The **National Strategy for Gender Development (2005)** has also been developed to provide guidelines to implement the Policy and has set monitoring indicators which are used in all the sectors. (Annex4). The strategy is currently being updated.
- 303 The Government under the NSGPR has developed gender indicators booklet known as **Tanzania Gender Indicators Booklet 2010**. The indicators are used in all surveys. The indicators are indicated in (Annex5).
- 304 Data collection and compilation on the nine indicators of violence against women as agreed by the **UN Statistical Commission in 2013** provided to Gender Desks at Police stations. The Police Gender Desks are sensitized on the indicators in order to collect data appropriately.
- 305 **The Tanzania Household Budget Survey** incorporates a gender perspective on the situation of particular groups such as rural women, older women, women with disabilities, and women living with HIV/AIDS.

▪ Challenges

- 306 Sex disaggregated data is not always kept in some Government institutions and organizations. This leads to absence of comprehensive reporting and monitoring on gender issues.
- 307 Despite the good **linkages with gender focal points** the institutional framework includes inadequate skills for gender mainstreaming in policies, strategies, programs and plans by most focal points.
- 308 Inadequate **reporting mechanism** among different actors to facilitate proper recording and reporting of the data.
- 309 Shortage of **human resources** has been a drawback to gender development. Inadequate ICT skills and equipment makes coordination difficult.
- 310 Inadequate **budgetary allocations to finance** the gender focal points are another constraint to implementation of the BPFPA.

4.0 Section 4: Emerging Priorities

- 311 After twenty years of implementing **the Beijing Declaration and Platform for Action** and the outcomes of the 23rd Special Session of the General Assembly and the subsequent agreements for the achievement of gender equality, the URT has made

considerable achievements however recognizes a number of remaining challenges. Therefore for the next five years the URT plans to continue prioritizing implementation in areas where gender equality and the empowerment of women is yet to be attained. The following emerging areas are critical:

4.1 Enhancement of Legal Capacity

- 312 Continue to **review discriminatory legislation**.
- 313 Increased **awareness creation to the community** on women's rights and on gender based violence.
- 314 Collection and compilation of data on gender based violence will be strengthened and better coordinated. MKUKUTA's current indicators are not comprehensive in capturing sexual and domestic violence but they are a start in monitoring trends and deriving lessons to inform better data collection and reporting.
- 315 There is an urgent need to advocate for and provide resources to strengthen the capacity of the police and courts to adequately report criminal cases. Similarly, for the Ministry of Home Affairs and the Ministry of Community Development, Gender and Children.
- 316 Further strengthening development of policies to address **sexual harassment at the workplace** and sexual extortion in relation to service delivery.
- 317 Increased awareness of women and girls on the availability of multi-sectoral services against VAW including conducting training of women's groups and women living with HIV and AIDS, training of GBV survivors on women's empowerment, and senior media personnel on gender sensitivity in reporting GBV issues. Furthermore, interventions have to involve capacity building sessions for VAWG Paralegals, police officers, on mobile legal aid and outreach services to women and girls. In addition, other interventions should consist of joint venture interventions between CSOs on VAWG, technical assistance and physical visits, and production of relevant publications, leaflets, promotion items, educative materials, and human rights manuals.

4.2 Economic empowerment of women

- 318 Combating traditional **norms and standards** which hinder women's participation in economic endeavors and which underrate women's economic gains.
- 319 Further strengthening of marketing and business development skills for women, particularly in the rural areas, including value chain development is a priority. This has to be complemented with **access to affordable credit**.
- 320 Provision of assistance on skills and opportunities in enterprise development for women to enhance sustainable livelihoods and resilience has involved building capacity for border officials, informal and formal cross border women traders, market monitors and district trade officers on rules, regulations and documentation.

Interventions in this area shall involve training to women entrepreneurs on international buyer requirements, rights and duties of exporters, importers, and custom procedures.

- 321 Sensitization of women on new licensing act, the Business Activities Registration Act is among other interventions. Participation of women traders in trade fairs, inclusion of women in market committees, organizing of women groups for business improvement and training in self-saving and credit schemes for women groups and cooperatives are also underway.
- 322 Increasing **skills development** in use of ICT to improve communication with clients.
- 323 In addition efforts need be undertaken to increase women's access to training and professional education on economic engagement and sustainable livelihoods at community level. This should involve expansion of women engineer's businesses, and development of clean energy cook stoves. This should also include collaboration with the Ministry of Energy and Minerals and VETA on mapping the economic empowerment of women in the gas and oil sector as well as development of additional training opportunities for women and girls in trades and skills related to the oil and gas sector.

4.3 Women's political participation and decision making

- 324 Women's **representation in political and decision** making is still very low, beyond the reserved seats. There is need for further sensitization of communities on the importance of involving women in decision making.
- 325 **Voter and civic education** should continue to be provided to change the peoples' mindset of women's political participation and leadership.
- 326 **Gender inequalities in decision making** and access to resources at household level.
- 327 Promoting of **women's participation in electoral processes as voters and candidates**, through supporting training councilors and political party leaders, holding sensitization meetings, capacity building and mentoring of selected actors at district and community levels.
- 328 Voter education for women and post election assessment on women's performance in the 2014 and 2015 elections are among interventions for support in the immediate timeframe.
- 329 Enhancement of **dialogue mechanisms for women's participation in politics** through identification and nurturing of political rights platforms, and coordination of dialogues in districts, are being targeted as boosters towards improving dialogue mechanisms.
- 330 Finally, **limited financial commitments for making implementation and delivery on gender equality** as stipulated in the MKUKUTA II framework and other sector policies has continued to be a challenge, which have been having significant

limitations on achieving policy implementation outcomes on gender equality and women's empowerment at different levels.³⁸

4.4 Women's access to education and employment

- 331 Gender inequalities still persist among **children in education**. There is need to enhance **equity in access to education** at all levels by processing and managing sponsorship of children from low income families, people with disabilities and needy higher education students.
- 332 Girls' **participation in science subjects** is still low. Furthermore, most girls perform poorly in day schools compared to boys because of heavy workload at home. These factors make girls less competitive in the labour market. Incentives should be provided to girls taking the sciences to attract more girls to join the sciences.
- 333 Build adequate **capacity of the existing education system** to address crosscutting issues including gender in their curricular.
- 334 Enactment of **laws and regulations for re-entry of pregnant girls** in schools after delivery.
- 335 Increase the **building of girls' hostels** in rural and urban areas.

4.5 Women and Health

- 336 **Involvement of men in reproductive health** has not been received positively and very few men attend MCH clinics.
- 337 Sensitization of the community on **home based care for HIV/AIDS patients** and provision of socio-economic support services to orphaned children.
- 338 Promotion of measures that ensures **proper care and services for orphans**. A policy should be developed for people with special needs to be assisted.
- 339 There should be increased **awareness on harmful traditional practices** and superstitions, including interventions should be increased to address the witchcraft related killings of old women and people with albinism

4.6 Women and the Media

- 340 Inadequate or **weak media facilities** and women's heavy workload denies most women a chance to read or listen to the media. Additional women need to have access to ICT. Supplementary efforts are needed to **nurture a culture of reading and listening** among women and men.

³⁸ ditto, pg74

341 The **digital gap between urban and rural women** needs to be eliminated.

4.7 Women and the Environment

342 The **participation of women in environmental issues** is limited due to traditional norms and standards that create barriers that prohibit their participation despite inclusive policies.

343 High costs in producing alternative sources of energy are also an obstacle. Climate change compound existing problems of land degradation, deforestation and loss of wild life and habitats. Increased air and water pollution and aquatic systems demand more diligent attention due to increasing scales of productive and extractive activities and rising urban, unplanned settlements.

344 Sensitization of more women in **environmental management and adaptation** to climate change.

4.8 The Girl Child

345 Awareness creation on the gender biased division of labour in the family affects the girl child with consequences of heavy work load and negative impact on her academic performance.

346 Early pregnancies, under age marriages and poor academic performance hinder girls' development.

347 Review of the Marriage Act of 1971.

348 Increase awareness on violence against children living in difficult circumstances.

349 Counseling and sensitization programs on confidence building for girls.

4.9 Women and armed Conflict

350 Adding "Peace Keeping" and the Women Peace and Security agenda to the school curriculum or relevant educational institutions.

351 Awareness creation on reducing and eradicating crime rates which have increased in the refugee camps and villages near the refugee camps.

4.10 Women in the Extractive Industry

352 Tanzania's extractive industry, which is currently dominated by gold mining, contributes around 3.7 percent of the GDP and 45 percent of foreign exchange

earnings in 2012. Several mining sector stakeholders propagate for increased transparency, better regulation, due diligence in taxation, facilitation of financial, technical and marketing benefits to women miners, and increased redistributive effect of the sector's resources.

- 353 There is necessity for increased engagement in promoting safer engagement of women in the extractive industries and the mining sector through protection against sextortion, economic and financial exploitation. Although the mining sector provides employment to more than 10,000 Tanzanians, it largely benefits men.
- 354 Exploration and discovery of huge gas reserves in the excess of 40 trillion cubic feet of proven natural gas resources (equivalent to more than 430 billion barrels of crude oil), and conceivably potential oil deposits, have introduced new areas for opportunities for livelihood for both women and men in Tanzania. These developments bring forth new challenges for ensuring that women get equal opportunities in these new frontiers of economic development compared to men. Strategies to support women to assume direct or indirect employment or positioned to exploit the business opportunities that arise need to be conceived.

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6.0 Annex 1: List of institutions and organisations consulted in preparing this report

- Ministry of Community Development Gender and Children
- Ministry of Health and Social Welfare
- Ministry of Home Affairs
- Ministry of Education and Vocational Training
- Prime Minister's Office for Regional Administration and Local Government
- President's Office, Planning Commission POPC
- University of Dar es Salaam, Gender Studies Centre
- REPOA
- Commission on Human Rights
- TACAIDS
- WLAC
- TGNP
- TAMWA
- TEKU
- UN Women (Development Partner Group on Gender, Chair)
- Embassy of Ireland (DPG Gender member)
- Canadian Department of Foreign Affairs and Trade (DPG Gender member)

7.0 Annex2: Women's Representation in Decision making Positions in Tanzania Mainland

LEADERSHIP POSITION	2009			2013			Percentage in 2013	
	M	F	T	M	F	T	M	F
CABINET								
Ministers	19	6	25	22	10	32	69	31
Deputy Ministers	13	5	18	18	5	23	78	22
PARLIAMENT								
Members of Parliament	219	96	315	224	126	350	64	36
PUBLIC SERVICE								
Permanent Secretaries	19	7	26	18	5	23	78	22
Deputy Permanent Secretaries	15	5	20	15	15	30	50	50
Commissioners	22	3	25	14	5	19	74	26
Assistant Commissioners	39	14	53	3	2	5	60	40
Directors of Ministries	33	88	121	114	51	165	69	31
Assistant Directors	81	44	125	225	132	357	63	37
Personal Secretaries to Ministers	25	1	26					
REGIONAL ADMINISTRATION								
Regional Commissioners	18	3	21	19	6	25	76	23
Regional Administrative Secretaries	15	9	23	15	10	25	60	40
LOCAL GOVERNMENT								
District Commissioners	87	25	112	91	53	144	63	37
District Executive Directors	99	34	133	101	33	134	75	25
Judges	5	16	21	43	24	67	64	26

Source: Ministry of Community Development Gender and Children, 2013.

8.0 Annex 3: The Gender Status Index (GSI)

Components	Indicators Measured by
The social power component (capabilities)	
Education	levels of school enrolment and dropout, and literacy levels of girls and women
Health	levels of child health, new HIV infection and time spent out of workthrough illness
The economic power component (opportunities)	
Income	Women's income from agriculture, from work in the formal and informal sector and from cash transfers.
Time use or employment	Time used in economic activities and in employment
Access to Resources	Access to means of production and to management positions.
The political power component (agency)	
Representation in key decision-making positions in the public sector.	
Representation in key decision-making positions in civil society.	

9.0 Annex4: National Indicators for monitoring Progress in Gender Equality

Area	Indicators by gender
Population and Demography	<ul style="list-style-type: none"> • Marriage • childbearing
Education	<ul style="list-style-type: none"> • Literacy • Pre-primary • Primary • Secondary • Access of children with disabilities • Tertiary education
Health and Nutrition	<ul style="list-style-type: none"> • Life expectancy • Infant and Under- Five Mortality • Maternal Health • HIV/AIDS • Care and Treatment • Mother to Child Transmission • Nutrition
Employment and Labour	<ul style="list-style-type: none"> • Economically active population • Employment and Unemployment • Unemployment • Use of time • Child Labour
Water and Sanitation	<ul style="list-style-type: none"> • Access to water • Time taken to collect water • Access to Basic Sanitation Facilities
Leadership and decision making	<ul style="list-style-type: none"> • The proportion of women representatives in Parliament and local government • The percentage of women in leadership positions in the public service • Number of women judges and magistrates
Gender based Violence	<ul style="list-style-type: none"> • The number of cases of sexual offenses filed at district and high court or courts of appeal as a percentage of all cases.

Source: The United Republic of Tanzania (2010), Tanzania Gender Indicators Booklet, Ministry of Finance and Economic Affairs.

10.0 Annex5: Female Enrolment as Percentage of total Enrolment by Grade and Level

EDUCATIONAL LEVEL	2009	2012
Pre- Primary	50.2	48.7
Primary Education	49.6	50.2
Secondary Education		
Form I -IV	44.7	47.0
Form V -VI	40.4	31.9
Teacher Education	48.6	43.7
Vocational Education	46.6	46.8
Higher Education	34.2	

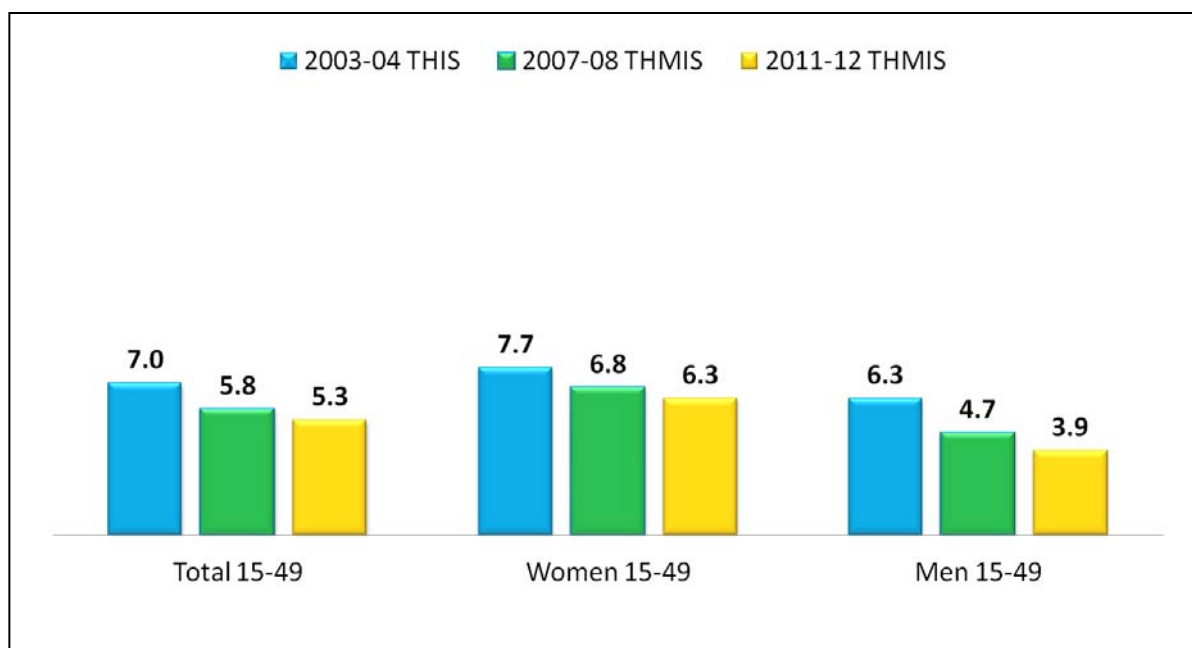
Source: Ministry of Education and Vocational Training, Basic Education Statistics in Tanzania (BEST). 2005-2012 National Data, July 2013.

11.0 Annex 6: Pupils Drop Out by Reason and in Primary schools in 2011

Reason	Total	Percentage
Truancy	57085	74.9
Pregnancy	1056	1.4
Death	2657	3.5
Unable to meet basic needs	4585	6.0
Illness	1579	2.1
Taking care of sick relative	816	1.1
Others	8468	11.1
Grand Total	76,246	100

Source: URT(2011)Basic Education Statistics in Tanzania(BEST). Ministry of Education and Vocational Training. Dar es Salaam

12.0 Annex 7: Mainland Tanzania



The rate among both men and women declined from 7percent in 2003-04 to 5.3 in 2011-12. We see a decline among women and men with a greater decline among men. This is extremely encouraging news. (TACAIDS, 2013)

Part B

The Revolutionary Government of Zanzibar

Preamble

1. The semi-autonomous island state of Zanzibar forms part of the Union between the former Republic of Tanganyika and the People's Republic of Zanzibar. Administratively, it is divided into five regions and ten districts. The basic unit of governance in Zanzibar is the Shehia. According to the 2012 Census, there are 1,303,569 million inhabitants in Zanzibar of who 672,892 are women. More than 98 percent of the population in Zanzibar are Muslim.
2. Zanzibar underwent significant political reforms in 2010 through the 10th amendment to the Zanzibar Constitution. A Government of National Unity (GNU) was formed headed by the President of Zanzibar, who is also the chairman of the Revolutionary Council. Because of the arrangement under the GNU there are two vice presidents. The Zanzibar House of Representative (popularly, known as Baraza la Wawakilishi Zanzibar) forms the Legislature; while the Judiciary consists of the High Court of Zanzibar and subordinate courts.
3. There is a dual legal and policy environment. Union matters are governed by policies and laws that have been passed in the National Assembly and apply in both parts of the union. For this reason there is great similarity between policy and legislative processes on both sides of the Union. However, in non-union matters, the Revolutionary Council Policies approves policies while the Zanzibar's House of Representative passes relevant legislation considering the specific needs of Zanzibar.
4. Zanzibar's Development Strategy, spearheaded by Vision 2020, aspires to eradicate poverty in Zanzibar by 2020. Towards this end the Mkakati wa Kukuza Uchumi Zanzibar (MKUZA) as is popularly called or the Zanzibar Strategy for Growth and Reduction of Poverty (ZSGRP) in English was rolled out in 2007 and is presently in its second phase.
5. MKUZA I (2007-2010), ushered in core reforms in the following areas: Public Finance Management Reforms; Economic Management Reforms; Public Service Reforms; Human Resources Reforms; Local Government Reforms; Legal Sector Reforms; Good Governance Reforms as well as Procurement and Disposal of Public Assets Reforms. Nevertheless, much remains to be done with regard to Institutional and Human Resources and Good Governance Reforms.
6. MKUZA II, on its part, is a cluster-based strategy that sets quantifiable goals, targets and interventions supported by an efficient and accountable monitoring and evaluation system that will regularly inform stakeholders about the implementation status of the strategy via the MKUZA Annual Implementation Reports. Periodic assessment and monitoring of MKUZA II is reflected in the Zanzibar Human Development Report (ZHDR).
7. At this juncture it is pertinent to appreciate that Foreign Affairs and International Cooperation is a union matter. Thus, it is the Union Government that lays the

necessary instruments for adoption or ratification. Nonetheless upon adoption they become incumbent on the both parts of the Union to adopt. Hence, immediately upon the adoption of the Beijing Platform for Action, the Revolutionary Government of Zanzibar accorded the following concerns priority: women in power and decision making; the girl child; Education and Training; and Women and Poverty.

8. Gender mainstreaming is a globally accepted strategy for promoting the empowerment of women and achieving gender equality by transforming structures of inequality, and reaffirming also the commitment to actively promote the mainstreaming of a gender perspective into the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres. The Revolutionary Government of Zanzibar has endeavored to engage this approach in her strategy to transform the realities of women in Zanzibar.
9. The objective of this review is to offer an appraisal of the implementation of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women (Beijing, 1995) and obstacles encountered in its implementation pursuant the agreement made during the twenty-third special session of the General Assembly (2000) by the Revolutionary Government of Zanzibar.

13.0 Section1:Overview and Analysis of Achievements and Challenges in Promoting Gender Equality and Women's Empowerment in Tanzania

13.1 Foreword

10. On 18th December 1979, the **United Nations General Assembly (UNGA)** adopted the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** and entered into force on 3rd September 1981. In essence, the CEDAW establishes an international bill of rights for women and outlines an agenda for action by countries to guarantee the enjoyment of those rights.
11. Towards pushing the agenda for gender equality the United Nations (UN) in 1995, adopted the **Beijing Platform for Action (BPFA)** outlining twelve critical areas of concern mainly: - women and poverty; education and training of women; women and health; violence against women; women and armed conflict; women and the economy; women in power and decision making; institutional mechanisms for the advancement of women; human rights of women; women and the media; women and the environment and the girl child.
12. The BPFA and the CEDAW and its Optional Protocol are mutually reinforcing in respect of achieving gender equality and the empowerment of women. Similar commitments to gender equality and the advancement of women were made at the **Millennium Summit; the 2005 World Summit**; the high-level plenary meeting of the General Assembly on the **Millennium Development Goals (MDGs)**; and other major UN summits, conferences and special sessions.
13. The **23rdSpecial Session of the General Assembly**, entitled "**Women 2000: gender equality, development and peace for the twenty-first century**" convened at the turn of the millennia and resolved to "*Review and appraisal of progress made in the implementation of the 12 critical areas of concern in the BPFA, and further actions and initiatives for overcoming obstacles to the implementation of the BPFA*". Governments committed to overcome obstacles encountered in the implementation of the BPFA as well as strengthening and safeguarding human rights nationally and internationally.
14. In Zanzibar, the **Ministry of Empowerment, Social Welfare, Youth, Women and Children (MESWYWC)** is mandated to coordinate and monitor the implementation of all Human Rights Instruments which promote Gender Equity, Equality and Women's Empowerment. Amongst its key obligations, therefore, is to monitor and report on progress on the implementation by the Revolutionary Government of Zanzibar of various commitments under various resolutions and instruments.
15. At the global level, the **Commission on the Status of Women (CSW)** is mandated to follow-up and review of the implementation of the **Beijing Declaration and Platform for Action**, the **United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women)** in promoting gender equality and the empowerment of women.

16. 2015 is an important milestone for the global community particularly with regards to monitoring progress towards gender equality. It will mark 20 years since the adoption of the Beijing Declaration and Platform for Action and the conclusion of the MDGs which has some important gender targets that have defined national development strategies.
17. For the Revolutionary Government of Zanzibar, this review offers a platform to showcase achievements made; and draw lessons on the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly.

14.0 Section2: Overview Major Achievements in the Promotion of Gender Equality and the Empowerment of Women since the Adoption of the Beijing Declaration and Platform for Action in 1995 and the 23rd Special Session of the General Assembly in 2000.

▪ Matrix on major achievements, key policies and Institutional Mechanisms

Major achievements	Key Policies	Institutional Mechanisms
<ul style="list-style-type: none"> • National gender machinery in place 	<ul style="list-style-type: none"> • The Zanzibar Women Development Policy (2001) (under review) • The Women Protection and Development Policy (2001), 	<ul style="list-style-type: none"> • Setting up a ministry with a mandate for gender issues • Setting up focal points at meso and micro levels
<ul style="list-style-type: none"> • Engendering National Development policies and strategies 	<ul style="list-style-type: none"> • Zanzibar's Vision 2020 • The Women Protection and Development Policy (2001), • National Guidelines for the Protection and Welfare of Children issued by the Ministry of Social Welfare, Youth, Women and Children Development • Zanzibar Multi-sectoral GBV Strategy 2011 • Zanzibar Gender Monitoring and Evaluation Guidelines 	<ul style="list-style-type: none"> • Periodic assessment in national tools and strategies • Reform Programs in major sectors like Judiciary, Legal, Health, Education and • Guidelines, Frameworks and Tools for gender mainstreaming in individual sectors and institutions • Adoption in Ministries and Institutions of indicators of achievements and baselines.
<ul style="list-style-type: none"> • Gender mainstreaming 	<ul style="list-style-type: none"> • Zanzibar Gender Monitoring and Evaluation Guidelines 	<ul style="list-style-type: none"> • Adoption in Ministries and Institutions of indicators of achievements and baselines.
<ul style="list-style-type: none"> • Greater Opportunities for women in sectors not open to them 	<ul style="list-style-type: none"> • The Zanzibar Education Policy of 2006 especially the Re-entry Policy and Policy on increasing women in science subjects and Tertiary Institutions; • The Zanzibar Employment Act (2005); • The Zanzibar Investments and Trade Policy; 	<ul style="list-style-type: none"> • Ministry of Education Re-entry Policy and alternative education; Science Clubs; Establishment of Women Funds; • Establishment of Women Funds and Credit Schemes; • Affirmative Action programs and the provision

	<ul style="list-style-type: none"> • The Youth Development Policy • The Land Act • The Zanzibar Persons with Disabilities (Rights and Privileges) Act (2006) 	<p>of quotas.</p> <ul style="list-style-type: none"> • A number of development projects in the area of Environmental conservation, Poverty alleviation and agriculture have focused on empowering women financially or their ability to participate in the management of resources.
<ul style="list-style-type: none"> • Publishing gender disaggregated data 	<ul style="list-style-type: none"> • MKUZA • MDGs • Zanzibar Gender Monitoring and Evaluation Guidelines • The Zanzibar Women Development Policy (2001) • The Child Survival Protection and Development and Policy 	<ul style="list-style-type: none"> • Zanzibar Gender Monitoring and Evaluation Framework and Guidelines • Key National Data hubs including e.g. Integrated Labour Force Survey, Census, Tanzania Demographic and Health Survey; Basic Education Statistics in Tanzania; and the HIV Indicator Survey. • Annual or Quarterly Crime Reports.
<ul style="list-style-type: none"> • GBV received high level attention and commitment 	<ul style="list-style-type: none"> • The Zanzibar Women Development Policy (2001) • Mkuza II • The GBV Multi Sectoral Strategy and Action Plan 	<ul style="list-style-type: none"> • Minister's' Forums • National GBV Committee; District and Shehia GBV Committee; Gender Desks;

▪ **Obstacles and Challenges**

18. From the outset, the BPFA was **not approached holistically**. Priority areas were identified and implemented in line with national priorities at the time and in due time in line with resolutions of the UN and regional bodies. A multi-sectoral approach came later and although this is presently the approach it suffers from its history especially in institutional settings.
19. In a globalized context, identity issues are heightened and gender equality and women's rights is perceived as alien and contrary to cultural and religious tradition. In particular, **the biased use of religious sources** to thwart equality principles in constitution. The confluence between gender and other ideologies often undermines the gender agenda and significant reforms from taking place.
20. Despite efforts at gender mainstreaming, gender is marginalized in institutional settings such as among key sectors and in institutional budgets. For example, the **dominant perception is that the MESWYWC is as an entity for women and children** more akin to a social welfare office and not as a strategic entity in governance to realise the country's development vision. Likewise, the disparagement of 'Beijing' achievements signals a lack of seriousness in engaging and popularizing the BPFA and reinforces the view that gender measures are tokenistic and not obligatory or even desirable.
21. **Low awareness on gender issues** whereby gender as a concept is defined simplistically to mean women and not the systems and structures of inequality that exclude and oppress certain groups. For this reason gender disaggregated data has tended to be concerned with men and women, not other forms of inequalities; or the intersections of inequality among similar groups.
22. **Funds to implement gender programs and plans** remain a challenge especially in the matching of policy priorities and budget allocations in annual budget process and incorporating emerging policy changes. This is reflected in the varying priorities different sectors accord to gender issues in their plans and budgets. The major funder for gender interventions remain development partners. Also, in most institutions it proves difficult to quantify and track investments made to gender interventions either within the institution or across institutions.
23. Similarly, there is **no comprehensive system of monitoring and evaluation (M&E) across all levels of implementation (MDAs)** and a corresponding reporting system. There, therefore, lacks a regular and coherent system of M&E enabling updates and reviews to be conducted regularly or routine data to be compiled continuously and periodically. GBV data for example is collected from a spectrum of actors but because of the absence of a central data pool, it is not reconciled to reduce likelihood of duplication.
24. The Ministry of Education, for example, maintains a reasonable level of disaggregated data on MDGs related indicators and the Minimum Set of Education indicators but new areas in the sector such as Education Loan Boards or Scholarship

programs do not necessarily disaggregate data published as required under frameworks under review.

25. Gender justice remains elusive for the majority and more so for women. The absence of a well-coordinated reform program prevents the legal sector from achieve credible, effective and affordable system for the dispensation of justice.

Setbacks in progress towards gender equality and the empowerment of women have experienced since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly

26. Among setbacks in progress towards gender equality and empowerment of women since the adoption of the BPFA include: Preserving institutional history and continuity has been a challenge due frequent changes to the government structure set up. In the last 15 years the name and leadership of the Ministry concerned with women has changed a number of times. Presently, it is called the **Ministry Empowerment, Social Welfare, Youth, Women and Children Development**. Prior to this it was called the Ministry of Employment, Youth, Women and Children Development (MYWECD)(2000); the Ministry of Labour, Youth, Women and Children Development (MLYWCD)(2005); then to the Ministry of Social Welfare, Youth, Women and Children Development (MSWYWCD)(2010) and currently to the MESWYWC.
27. During the Zanzibar political impasse in 1995-2009, there was **limited development aid**.
28. The **rise of conservatism or fundamentalism** has given rise to new crimes against women and vulnerable communities e.g. some of which is covert. It has also influenced political and social agendas linked to the BPFA such as in addressing the Human Rights of Women; Reproductive Health issues; and women’s legal competence.
29. The implementation of the BPFA and related gender frameworks has taken back stage following the introduction of development strategies which specify other priorities e.g. MKUZA is premised on the MDGs which do not elaborate an extensive list of gender indicators or priorities.

The main constitutional, legislative and/or legal developments in the promotion of gender equality and the empowerment of women.

▪ **Matrix on Constitutional, legislative developments in the promotion of gender equality and Women empowerment.**

Constitutional, legislative and/or legal developments towards Gender Equality	Remnant of adverse effects	Constitutional, legislative and/or legal developments towards Empowerment of women	Remnants adverse effects
<ul style="list-style-type: none"> Gender equality entrenched in Zanzibar Constitution Articles 11, 12(4) and (5) respectively 	<ul style="list-style-type: none"> Dual legal system in the country thus equality principles not automatic 	<ul style="list-style-type: none"> Women's custody rights enhanced in Children Act 2011 	<ul style="list-style-type: none"> Narrow legal definitions of 'ability' interpreted largely to mean financial might
<ul style="list-style-type: none"> Establishment of the Zanzibar Law Reform Commission in 2011 	<ul style="list-style-type: none"> Only has power to advise or recommend reforms 	<ul style="list-style-type: none"> Promotion of Women's Funds; Dedicated Accounts; and Savings and Credit schemes 	<ul style="list-style-type: none"> Require collateral or ID which most rural women lack
<ul style="list-style-type: none"> Commission of Human Rights extending mandate to Zanzibar 	<ul style="list-style-type: none"> The Commissions operate under different ministries in respective side of Union. 	<ul style="list-style-type: none"> Legal aid schemes to assist women obtain legal redress for violation have grown in Zanzibar. Also CSO shadow reports on government action e.g. via Zanzibar edition of the Annual Human Rights Report published by the ZLSC and LHRC 	<ul style="list-style-type: none"> Although information is obtained from official sources, the fact that it is published by an NGO does not give it full legitimacy especially where data is incompatible.
<ul style="list-style-type: none"> Establishment of permanent Committees in the House of Representative namely, Committee for Constitutional and Legal Issues, and the Committee on Social Welfare and Women's Development 	<ul style="list-style-type: none"> Partisan interests dominate reform agendas 	<ul style="list-style-type: none"> Numerous programs/ projects adopted as part of legal sector reforms; judicial sector reforms; good governance reforms 	<ul style="list-style-type: none"> Laws considered Personal Law matters hard to reform for fear of annoying public sensitivities at the expense of women
<ul style="list-style-type: none"> The Zanzibar Education Policy 2005 and the Zanzibar Education Act (1982) 	<ul style="list-style-type: none"> Despite re-entry policy pregnant school girls still expelled 	<ul style="list-style-type: none"> Reducing the gender gap between girls and boys in Primary Schools and in Secondary schools 	<ul style="list-style-type: none"> Income insecurity; credit crunch and environmental disasters threat to girl's education

30. Zanzibar enacted the Sexual Offences Special Provisions Act, the **SOSPA**, a year after it was passed on the Mainland containing similar provisions as those in the Mainland with one notable difference. Zanzibar provides for maximum sentences which mean that the sentences dispensed are not as harsh as on the Mainland. In 2004, **SOSPA was incorporated as part and parcel of the Penal Act.**
31. The **Employment Act of 2005** prohibits not only discrimination but also **sexual harassment** (Section 10 and 11 respectively). Sexual harassment is addressed through labour laws, penal codes or GBV legislation and policy. Sexual harassment is punishable by imprisonment for up to five years, or a fine, or both, and the convicted person may be ordered to compensate the victim for injuries caused. The law also requires employers with more than 25 employees to have in place measures to prevent and respond to sexual harassment in the workplace.
32. The **Security of Employment Act** provides some protection against sexual harassment by preventing arbitrary dismissal of employees, but does not define sexual harassment.
33. The **Spinster and Single Parent Children Protection Act 2005** though fiercely debated and perceived as a discriminatory law, instead of imprisoning unmarried pregnant girls/women the law requires them to serve community service. The law has also served as an impetus for school re-entry policy allowing pregnant school girls to continue with their studies after delivering.
34. The **Zanzibar Children's Act 2011 Section 19(1)** identifies the following categories of children to be in need of care and protection i.e. street children; orphans; children in servitude; disabled children; trafficked children; children who are terminally ill; sexually exploited children; and neglected or abandoned children. Moreover, Section 20 of the same Act imposes a duty on key actors³⁹ to take action against child abuse within 24 hours if they have a reasonable belief that the rights of the child are being significantly infringed failure of which attracts disciplinary measures.
35. **Land Tenure Act No. 12 of 1992** provides for equal rights in land ownership between men and women.
36. **Share of the national budget** invested in the promotion of gender equality and the empowerment of women
37. National development strategies in Zanzibar have adopted **pro-poor and pro-gender budgeting processes**. Plans from the districts inform national plans and are pro-poor. The Government trained planners in MDAs, regions and districts to ensure that plans mainstream gender issues.
38. **Gender budgeting processes is institutionalized in the Ministry of Finance** and is carried out in all ministries, regional and local authorities. The Gender Budget Initiative (GBI), which involves capacity building and development of gender

³⁹ A similar obligation is placed on regular citizens (including children) provided they act in good faith. See S.20 (3).

mainstreaming tools. The Government has issued guidelines to ministries with respect to sectoral budgets in order to make sure that budgetary processes incorporate gender concerns. Gender budgeting processes have been institutionalised in the Ministry of Finance and a **checklist on mainstreaming gender in budgets** has been produced and disseminated to other ministries.

14.1 Government and civil society Dialogues

39. In the course of this review, Government- CSO engagement was described as adhoc, late, one way and random. It was further observed that the public is not involved directly but there is a reasonable level of engagement with civil society entities including non-state actors. The main mechanism used to facilitate Government and Civil Society Organizations (CSOs) dialogues in Zanzibar is through meetings and workshops. There is little use of e-platforms such as social media, something that could enhance dialogues without the cost element.
40. Also, the strategies and plans developed have led to the adoption of monitoring systems and regular forums where annual or quarterly review forums are held in MDAs as well as in LGAs involving various stakeholders.
41. Under MKUZA the cluster approach is the preferred modality for dialogue. The promotion of gender equality is one area where the Revolutionary Government interacts with diverse stakeholders. For example, the preparation of most reports involve government ministries, departments and agencies (MDA's), civil society organizations and development partners especially bilateral agencies with a strong gender mandate.
42. Arguably, the MESWYWC is one of the ministries that readily engage different sectors in supporting her agendas. This was evident during major advocacy campaigns involving the adoption of pro-women laws such as the **Single Parent Act of 2004; the Law of the Child in 2011; and the Kadhi's Court Act from 2012**. Likewise, numerous stakeholders have been involved in the review of anti-poverty programs under 'MKUZA' as well as CEDAW processes.
43. Some CSOs like the Zanzibar Chamber of Commerce have **institutionalized dialogues with governments** and apart from including the President in their governance structure during the AGM such reviews also take place. Government-CSOs dialogues is also facilitated by development partners in sectoral forums e.g. health or environment.
44. The main in-country, bilateral, sub-regional and/or regional cooperation in sharing of knowledge and experiences in the monitoring and implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly include UN Women on gender mainstreaming and women's rights, UNFPA in the area of M&E and GBV; UNICEF in the area of the Girl Child and EU in the area of women's economic empowerment.

14.2 Results achieved and lessons learnt

45. The United Republic of Tanzania committed to four main critical areas of concern namely Enhancement of Women's Legal capacity; Economic empowerment of women and poverty eradication; Women's political empowerment and decision making and Women's access to education and employment. However the adoption of the MDGs reinvigorated efforts towards gender equality in specific areas. In this regard, Zanzibar moved from making a political commitment to gender equality to actually translating such commitment through concrete plans and strategies. Specifically, the MDGs enabled gender equality principles to be integrated into national development strategies (NDS) and Poverty Reduction Strategy Papers (PRSP).
46. The key result is that gender and gender interventions are visible in development priorities as well as in institutional plans. Similarly, the availability of evidence based studies in various sectors has informed decision making planning and advocacy. This was evident in the studies done on GBV and the formulation of the multisectoral strategy and action plan which spearheaded institutional responses such as setting up structures to respond to GBV, while in other instances it has instigated a more integrated, multi-sectoral approach to planned responses. Consequently there is now close collaboration and periodic forums for dialogues between key sectors involved in GBV responses such as law enforcement, health, education and MESWYWC.
47. Nationally, Zanzibar is regarded as the trendsetter with regards putting in place institutional measures that translate the GBV Multisectoral Strategy Plan of Action in concrete fashion. Strong leadership from the ministry responsible for gender issues has put GBV on the map backed by key studies and legislative reforms as indicated elsewhere in this report. Nevertheless the inability to take decisive and timely action on constraints women face in obtaining justice such as for GBV crimes breeds GBV fatigue among the populace and instead of creating outrage GBV becomes commonplace and people become indifferent.

15.0 Section 2: Critical Areas in BPFAnd Progress made under Review Period - 2009 to 2014

15.1 Enhancement of Women's Legal Capacity

48. The **Zanzibar Constitution in 2003**, increased women special seats in the House of Representative (HoR) to 30percent. The **Tenth Constitutional Amendment**⁴⁰ made to the Zanzibar Constitution in 2010 increased the number of women to 40percent of all constituent members in the HoR.
49. MKUZA II has clearly targeted gender equity, equality and women empowerment as among the major development issues in Zanzibar which requires multi-sectoral approach. Moreover, under each cluster there are specific gender related targets and interventions to address gender issues identified in the situational analysis. Furthermore, MKUZA II will target vulnerable groups such as women, widows, youth, orphans, elderly, neglected children, people with disabilities, those infected and affected by HIV/AIDS and the poorest of the poor.
50. The **Child Protection Unit (CPU)** under the MESWYWC is tasked to follow up on cases involving child abuse and cases of children in the legal/judicial system. The strength of the Unit lies in a strong Network comprising of 21 members who come from different institutions dealing with child protection and rights advocacy.
51. **Civil society members of the CPU** include ZAFELA; ZLSC; ZAPDD, ZAPHA+ and the Zanzibar Office of the Human Rights Commission. Governmental institutions represented in the Network include the Office of the DPP, The Directorate of Disability Affairs, the Department of Social Welfare, the MoEVT, the MoH mainly Mnazi Mmoja Hospital. Law enforcement agencies represented in the committee include the Police Force and Prisons Department.
52. In 2013a Study was conducted on the **scope and magnitude of Violence against Women and Children**. The study assesses the scope and magnitude of violence against women and children in Zanzibar and the effectiveness of various interventions on prevention and response conducted to combat GBV. The study makes recommendations which will provide guidance of the effective strategies based on findings. In 2009 aStudy was conducted on the **capacity of Law enforcement and Health care Institutions to deal with GBV**.
53. In 2008 a study was conducted on **Gender Based Violence related laws**, it revealed that, laws in Zanzibar had gaps some which were substantive and others procedural to ensure that the rights of women and children were protected. This study informed reviews of various laws including the **Kadhi's Court Act No. 3 of 1985 in 2012**.
54. In 2012 a study was conducted entitled **Wall of Silence: A look at Violence Against Women in Northern Zanzibar**. It examined the prevalence of different forms of

⁴⁰ See Act No. 9 of 2010.

violence, identified barriers to access justice, existence of support and safety for survivors of VAW and the prevailing attitudes and perception of VAW at community level in Northern Zanzibar.

55. The **Violence Against Children Study** supported by UNICEF Tanzania in collaboration with the relevant ministries responsible for children affairs is the first **national survey of violence against children** undertaken in the United Republic of Tanzania.
56. The survey designed to yield separate estimates of sexual, physical and emotional violence experienced by children prior to age 18 and indicates that about 6 percent of females and 9 percent of males have experienced sexual violence prior to the age of 18 and indicates that about 6 percent of females and 9 percent of males have experienced sexual violence prior to the age of 18.
57. 52.5 percent of the respondents were of the opinion that the perpetrators or the suspect were not duly convicted as it should have been the case although there was enough evidence to put them in jail. 32.3 percent of the respondents attributed the high rate of GBV incidents to the parents' inability to control the behavior of their children, whereas 68 percent of the respondent believed that the major cause was relatively due to the erosion of culture and tradition within the members of the community.
58. The Ministry also has also conducted a **research on increasing divorce rates and its consequences to the society**. The study assessed divorce incidence per district; stated factors leading to divorces in Zanzibar; and identified the socio economic impacts of divorce. It also offers advice on interventions and mechanisms to reduce divorce rates in Zanzibar.
59. The **National GBV Committee was launched in 2010** in an effort to give GBV a national profile. The Committee provides leadership at all levels in the condemnation and prevention of GBV, particularly VAW and sexual violence. Its composition consists of key bodies that deal with GBV in the isles. Presently, it is chaired by the **Police Commissioner in Zanzibar** while the MSYWCD coordinates its activities in the interim.
60. Steering zonal responses in the isles the **Regional GBV Committees** are tasked to sensitize on GBV and related issues such as HIV/AIDS; to assist those who have fallen victims to GBV by coordinating the array of services they need and following up on their cases. The **Regional GBV Committee** is composed of members in local or central government who primarily see the activities of the committee as an extension of their work.
61. The national GBV response mechanism envisages the **presence of GBV committees at the District and Shehia levels** so as to ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to criminal justice as envisaged under Art. 12 of the Zanzibar Constitution 1984,

62. Among the key services local GBV committees offer is first level of response to GBV survivors; close monitoring of what happens on the ground thereby checking the impunity enjoyed by GBV perpetrators and demanding accountability of key law enforcement organs and public institutions as well as criminal justice system dealing with GBV matters and cases.
63. The **Network of Women and Children's Rights** in Unguja South Region is an offshoot of the WEZA Project run by TAMWA Zanzibar chapter in collaboration with members of the **Jozani Development Credit Association (JODCA)**, an umbrella body with members in Unguja Central District and South District. Formed in April 2009 the Network operates in 30 shehias in Unguja South Region- 12 Shehias in South District and 18 Shehia in Central District. WEZA runs similar programs in Wete and Micheweni Pemba.
64. Action Aid also supports women credit societies in Unguja and Pemba to sensitize on and fight GBV. In Pemba, Action Aid works with JUWAWA in Wete and JUWAMI in Micheweni.

15.2 Women's access to education training and employment

65. Gender Equality and equity in the education sector is a key commitment made by the RoG. The **2006 Education Policy** states in chapter 8, that "gender equity shall be promoted at all education level". The **Ministry of Education and Vocational Skills** has devised strategies to make this a reality including expanding access through the construction of classrooms; drawing up the **Zanzibar Education Development Program (ZEDP)** whose focus is improved access to quality education and training for out of school children, youth and adults. This has seen the establishment of **Alternative Learning Centers**. Significantly the MOEVT has incorporated gender programs and trainings in MTEF budget plan e.g. for 2011/2012.
66. Likewise, the **Education Act** gives recognition to gender issues and protects girls from being married before completing basic education and also protecting them against sexual abuse practices. Parallel to this life skills education has been introduced in schools to address self-esteem issues, and increase girls participation and performance at school.
67. Zanzibar is ahead of Tanzania Mainland in granting school girls who fall pregnant a second chance to pursue an education Section. 16(1) of the **The Spinster and Single Parent Children Protection Act passed in 2005** provides an impetus for the re-entry policy. Girls can return to school two years following their delivery.
68. The Government of Zanzibar has focused on "addressing gender specific gaps in mathematics and science at secondary schools" and is providing specific training to female teachers who teach science as a subject. It has also established special science classes for girls in two schools and established links with other institutions that promote girls education.

69. In order to address gender disparities in education the MOEVT undertook a study and recommended strategies⁴¹ with the objective of mobilizing parents to invest in the education of their girls and to reduce their work load at home. Establishment.
70. Zanzibar is beginning to bear fruit from the investments in education especially at Secondary and Tertiary levels. In 2013 more girls sat for National O level exams and transited to High School (6,768 girls compared to boys 4,427). Presently, young women (915) outnumber young men (750) in the main State University. This is considerable considering that fewer girls were enrolled in STD I in recent years. In 2012 for example 17,204; boys and 16,951 girls were enrolled and begun Std. I.

▪ Obstacles and Challenges

71. Traditional attitudes constitute an obstacle to girls and women's formal and lifelong education. **Women's maternal roles** are stressed and not their professional and social contributions. Thus marriage and raising a family is still seen to be the ultimate aspiration for women and girls. Despite efforts at engendering curriculums, such perceptions are also reinforced in schools. Thus although Section 20(3) of the **Zanzibar Education Act (1982)** prohibits enrolled students to marry before the completion of basic primary and junior secondary education, many girls continue to be married off.
72. The burden of economic crisis is felt more on girls since they have to substitute in care roles at home especially in single headed households or in low income household. In addition to performing care role some girls also have to partake in economic activities to increase household income. This affects school attendance, performance and completion.
73. Recent studies have revealed that boys and girls experience high levels of abuse in schools and on the way to or from school. **Corporal punishment** persists in schools although the Ministry has passed a policy for alternative discipline. Also girls face sexual harassment or abuse from teachers as well as persons they meet on their way to and from school. Moreover school distance and lack of hostels especially at secondary and tertiary level puts girls especially from rural areas at risk of sexual abuse.
74. Creating a conducive school and learning environment remains a challenge for the government and individual schools. The number of schools, both public and private has increased rapidly. The ministry is unable to properly inspect and audit them regularly for compliance especially in the area of gender responsiveness and sensitivity.
75. The budget for gender projects and programs in the education sector needs to be increased. For example, given more priority, more qualified teachers in science and mathematics are needed to meet indicated targets of increasing women in science and technology. Additionally, newly recruited teachers need regular training on gender responsive pedagogy and gender in education.

⁴¹ Revolutionary Government of Zanzibar, *Gender Disparities in Education: Causes and Recommended Strategies for Administration/Reduction*. Zanzibar: Ministry of Education and Vocational Training, 2007.

15.3 Women and Health

76. Health and health services remain a priority area under numerous development frameworks including the Zanzibar Vision 2020; MKUZA II; MDG 4 and 5 replicated in MKUZA; the **Zanzibar Health Policy 2011**; the **Health Sector Strategic Plan III 2013/2014** and a host of others. It continues to obtain a significant portion of the national budget. 95percent of the population is living within or less than a 5km radius from a public health facility.
77. **Maternal and child health** has received due attention under Health Sector Reforms. The Ministry of Health has developed a **Road Map** to accelerate the reduction of maternal and child mortality of 2008 – 2015. Numerous gender interventions arise from the Roadmap including the **Reproductive and Child Health Program, the Youth Friendly Services Strategic Plan 2014 – 2018, the Maternal Mortality Project, the Integrated Reproductive and Child Health Program, the IMCI program** and the **Non Communicable Disease Strategic Plan 2014**.
78. HIV/AIDS is another area of intervention. The preoccupation is with **Prevention of Mother to Child Transmission of HIV and AIDsStrategy** as well as the reduction of opportunistic infections related to HIV/AIDS mainly TB, and diarrhea. Accordingly, the **PMTCT guideline 2012** and **ART guideline 2012** were issued. To reduce the risk of exposure to HIV/AIDS and other STIs in cases of SV, the Post Exposure Prophylaxis Guidelines was developed in 2007.
79. **Hospitals and Health Centers** in Zanzibar have also introduced some important life saving strategies. For example, health screening for breast and uterine cancer is provided free weekly to all women; ANC services are integrated at all **Primary Health Care Units** while RCH services available at all level of health care from hospitals to Primary Health Care Units.
80. Various institutions and machineries have been put in place to coordinate different interventions under the health legal and policy framework including a **Sectoral Gender Committee** and a **Medical Research Ethical Committee** to assess compliance in respective areas. To monitor the different systems in operation there is the **Zanzibar Integrated Logistic system**, a procurement system and an **Integrated Health Management Monitoring Systems** in place. Evaluations of services take place periodically such as through the **Maternal and Newborn Health Services Assessment (2012)** or the **ANC Surveillance Survey (2012)**.

▪ Obstacles and Challenges

81. Most health interventions focus on **women's maternal function** and not on her womanhood. Thus, women's health is not approached holistically such that conditions that are not related to pregnancy or child birth are rarely addressed or funded.

82. Although data indicates that most young are exposed to the **risk of early pregnancy** or STIs, there is still reluctance to provide reproductive services to young and unmarried women or to conduct life skills education with a reproductive health component.
83. **Adolescent pregnancy** contributes significantly to maternal morbidity and mortality. 24percent of young women and 6percent of young men age 15-24 in Zanzibar are already married. The median age at first marriage among women age 25-49 is 18.9. Adolescent pregnancy and child bearing at 15-19 years is 6percent in Zanzibar. The number of births per 1,000 women aged 15-19 years is 46. [TDHS 2010].
84. The legal framework governing women's health especially reproductive health is outdated. Some of the statutes guiding key service providers were passed during colonial times.
85. While the **Health budget** is one of the most substantial in the national budget, allocations to specific gender interventions remain low. Similarly, despite measures to engender interventions it is still difficult to get accurate desegregated data to monitor progress generally and in key areas.
86. **Maternal morbidity** remains a challenge. There has been a concerted effort by the **White Ribbon Alliance** to address the high levels of maternal mortality. And despite improving maternal health services some women still prefer to deliver at home, without the assistance of trained delivery attendants.
87. **Mainstreaming of gender in health interventions** has not fully succeeded. Reproduction, at all levels, is still viewed as a female function such that male involvement and attendance at health services remains low. For example, surveys indicate that men refuse to accompany their partners to **Antenatal Care Clinics** where they are screened for Syphilis, HIV/AIDS and other sexual diseases.
88. Despite the **Zanzibar Health Policy and Strategic Plan III** giving gender interventions in health sector priority the budget allocated is insufficient. There is no specific budget for reproductive and child health which makes tracking of resource allocated to this area difficult.
89. The availability of vital RMNCH equipment, tools and consumables remains a challenge and pregnant women are often expected to come with their own.
90. Investments in health and **Reproductive Maternal Neonatal and Child Care (RMNCH)** remain low in the community. Likewise, members of the community tend to delay accessing RMNCH services oftentimes endangering the lives of expectant mothers and unborn children.

15.4 Violence Against Women

91. **Gender Based Violence** is one non-traditional area where the government and development actors have had a significant impact in Zanzibar. Both Vision 2020 and

MKUZA recognise that GBV is a vice that should be eradicated. MKUZA approaches GBV as a governance issue. It also forms a substantial part of the **MESWYWC Strategic Plan 2011-2015** and the plans of the Ministry of Education and the Tanzania Police Force.

92. In support the government's policy and legal commitments various structures have been set up to deal with GBV. **Child Protection Unit** was established in 2009 within MEWYWC deals with the specific vulnerabilities of minors in distress. There is a steering committee to oversee the review of GBV laws. Mechanisms have been established from grassroots to national level to combat GBV such i.e. **National GBV Committee, One Stop Centers** in National Hospitals and Health centers in all regions in Zanzibar and the **Men and religious leader's networks among others**.
93. GBV has witnessed unparalleled advocacy and attention from different quarters. In addition to the annual GBV campaigns launched by the MESWYWC and partners, GBV has become an agenda of the Ministers Forum; the Zanzibar Law Society has also made it its theme during Law Day. GBV was an agenda of Steering Committee to oversee to review **Kadhis Court** and the **Marriage Solemnization and Divorce Decree 91 and 92** respectively. Increased advocacy has made GBV incidence data readily available in One Stop Centers; Police stations; and Ministry.
94. The **Empowering Women, Girls and Community to Tackle Sexual Violence for Improved Human Rights Protection Program** was the genesis of current GBV strategies in place most notable being the Multi- Sectoral Strategy and Action Plan for Preventing and Responding to GBV in Zanzibar which has been embraced by other sectors such as Health, Education, the Police and the Office of the Prosecutor.
95. Since 2004 **The Tanzania Health Demographic survey (DHS)** reports on incidence of domestic violence in Tanzania. The survey assesses magnitude, knowledge, attitude and practice toward gender based violence in Tanzania including Zanzibar According to its findings 10percent of women in Zanzibar have experience physical violence since the age of 15 and 9percent of women in Zanzibar have suffered some form of spousal or partners physical or sexual abuse at some point in time.
96. In addition to studies undertaken to understand the incidence of GBV in Zanzibar, **Guidelines and Protocols** have been developed for key sectors to guide response to GBV in Zanzibar e.g. **Standard Operating Procedures for Medical Forensic Practitioners, Investigation Authorities and Prosecutors in Zanzibar**; and for health providers. GBV Committees on their part have a checklist to help them conduct Spot Inspections to assess GBV responses in key institutions.

▪ **Obstacles and Challenges**

97. MESWYWC has lobbied to get GBV issues recognition at the highest levels including being an agenda of the **Zanzibar's Ministers' Forum**. Meetings are however far between because of the difficulty to meet as an entity.

98. Low prosecution and conviction rates discourage most GBV survivors and their families from engaging the legal process. Between 2000 and June, 118 rape cases were filed at the **Vuga Resident Magistrate's Court** in Zanzibar but by year's end, none of the accused had been convicted, and 74 cases were still pending. The conviction rate is just 3percent of prosecuted cases (ZLS, 2013).
99. Despite gender equality and GBV being part of broader trainings offered in respective colleges, staff has no systematic training on the same. For instance, GBV does not form part of medical training hence, limited forensic knowledge on the same. Lack of knowledge on GBV makes health workers reluctant to testify in court when needed.
100. Various studies including the THDS looking at community attitudes about violence reveal that most people, including women justify VAW and VAC.
101. There is an absence of GBV Committees at the District level but numerous Shehia based GBV Committees in both Unguja and Pemba islands
102. Zanzibar lacks comprehensive policies on family relations or GBV. Thus it is common for a GBV crime to be settled as a civil issue using religious interpretations

15.5 2.5 Women and Armed Conflict

103. This is not a major area of intervention in Zanzibar though the United Republic spearheads a number of initiatives in the **Great Lakes Region** as is evidence in the narrative of Tanzania Mainland. Nonetheless most GBV initiatives in place are in furtherance of UN Resolutions 1820, 1365 etc. which address aspects of women in armed conflict.

▪ Obstacles and Challenges

104. Zanzibar takes part in an **inter-denominational forum on Religions for Peace**. Unfortunately because it is composed of religious leader's women are not adequately represented.

15.6 2.6 Women and the Economy

105. Zanzibar has put in place gender responsive Employment Policy 2009 to address issues of gender in employment. A special department for empowerment has been established in 2010 to enhance business in informal sector. This Department is engaged in the formulation of Empowerment Policy which among other things addresses issues of economic empowerment of women.
106. To ensure equal opportunities to male and females are provided, a **Labour Market Information Center (LMIC)** has been established. The LMIC has developed mechanism to coordinate and is in trusted with collecting information on employment opportunities and channel the same to women and men seeking jobs.

107. Also special committees established at district levels to create job opportunities at their respective le areas. Entrepreneurship skills for women have been increased and widen their coverage in Unguja and Pemba.
108. The MESWYWC has conducted **mapping exercise to identify women economic groups**. Economic capacity building interventions for women and men through trade and business trainings have been conducted throughout 10 districts of Zanzibar. Over the period covering 2012 to 2013//14 a total Of 2485 entrepreneurs were reached with such trainings, of whom, 2036 (82percent) are women.
109. Zanzibar has put in place gender responsive Employment Policy 2009 to address issues of gender in employment. A special **department for empowerment has been established in 2010** to enhance business in informal sector. This Department is engaged in the **formulation of Empowerment Policy** which among other things addresses issues of economic empowerment of women.
110. Furthermore, women are facilitated to participate to the annual trade fares. Initial steps have been made to establish Women Bank. Loans from **Presidential funds** popularly known as **“Amani Karume Funds”** and the **“Jakaya Kikwete Funds”** provide loans to women and men in Zanzibar. This program had concessional interest rate of around 10percent, this is in contrast to the 17percent up to 25percent for loans by other financial institution. A youth loan fund has been commenced under CRDB management.
111. Special funds for women have been established through the **Women’s Economic Development Trust Fund (WEDTF)** to facilitate easy income for women entrepreneurs. Through WEDTF, a total of 18,400 loans have been provided which worth 3.0 billion and 95percent of the beneficiary is women.

▪ Challenges and Obstacles

112. Women’s **access to loans** in various financial institutions has been faced with some obstacles in that collateral is always sought which many women do not have. Even in some financial institutions which use groups as collateral, women have been faced with some of the members of the group failing to pay hence; the group takes responsibility and finally breaks up.
113. The **funds** provided by the Government for providing loans through the Women Development Fund are very limited. Also loans are accessed by urban women mainly.
114. More education is needed to make more women aware of the facilities available and acquire business and entrepreneurial skills on how to run businesses. In addition the financial facilities do not reach the majority of the rural women.
115. **Traditional norms and culture** is still an obstacle to women’s participation in economic endeavors women’s activities are underrated in economic ratings.

15.7 Women in power and decision-making

116. The **Zanzibar Constitution** strives to ensure that women are present in key decision-making structures. Article 67(1) provides for 40percent women representation. Similar provisions are in the **Regional Administration Authority Act No. 8 of 1996** and the **Municipal Councils Act No.3 (1995)** provides for 30percent women representation.
117. **Women's participation in key structures** is also strengthened by the provision of forums to advance their agendas. The **Constitution of Zanzibar** empowers the House of Representatives to initiate permanent committees in legislative body e.g. to Social welfare committee; **Katiba na Human Rights** where gender issues are discussed for tabling before the house. An Association of women members of the House of
118. **Women's civic engagement** in area of trade and enterprise; leadership and community development; and professional bodies has grown. Women deputy ministers constitute 66.7percent of 6 deputy ministers; and are about 10.5percent of the 19 ministers. 32.5percent of 77 Representatives are women. 19 of the 25 women representatives (76percent) were nominated through special seats. Women are also active in business circles, in agriculture and other productive sectors

▪ **Obstacles and Challenges**

119. Despite effort to increase the number of **women in leadership and decision making** structures they are most found in the middle and low cadres management portfolios. Few women are ministers or deputies. 20percent of the 10 District Commissioners are women. A meager 4.2percent (14) of the 332 Shehias or local government leaders are women. Political tensions, especially during elections, contributes to the problem with many capable women fearing to have their reputations tarnished or political parties feeling they have to field contestants who will demonstrate power.
120. **Political parties** seem content with the proportional representation system to appoint women in different representative structures following elections and are not keen to make 50-50 representation and internal agenda from the state of party nominations. The silence in relevant legislations mainly the **Zanzibar Elections Act (No. 11 of 1984) Law Amending the Elections Act of 1984 (Law No. 12 of 2002); the Election Act (1985); the Political Parties Act (1992);** and the Election Expenses Act has not helped the situation. These acts have now undergone a gender analysis and gaps with suggestions for provisions to promote gender equality.
121. Women remain **under-represented in political and socio-economic decision making** in the Executive and in the Judiciary as well as in rural areas, due to poor implementation of laws combined with cultural practices and customs which exclude women and discriminate them against ownership of productive assets.

15.8 Institutional mechanism for the advancement of women

122. The RGZ has seen to the establishment of a dedicated MESWYWC with a mandate to oversee gender equity and equality and women empowerment in Zanzibar. Over time the mandate of the Ministry in the implementation of gender equality and equity, and to harmonize other government structures has been strengthened.
123. The government has also supported gender mainstreaming and seen to the **establishment of Gender Focal Points at Ministries and Districts** e.g. a Gender Mainstreaming Working Group was established in 2008 to oversee the process of mainstreaming. Numerous ministries and institutions have established structures to facilitate gender mainstreaming. For example, the Gender Section at the Ministry of Education.
124. The gender machinery in Zanzibar is multi-layered from the local to the national. It is perhaps among the few vivid demonstrations of investments in setting up structures to advance a particular cause.
125. At the policy front the government is reviewing the Women and Protection Policy now the Gender policy and drawn up Action plans to guide implementation of the policies. The MESWYWC periodically reviews strategies in place towards this end. The development of establishment of **gender monitoring and evaluation system and data collection tools** has facilitated the collection of gender related information. Gender monitoring and evaluation tools and frameworks have been revised to accommodate developments and lessons.

▪ **Obstacles and Challenges**

126. The **perception and approach** by most institutions is that gender means women. Interventions undertaken, therefore, tend to be basic and not transformative.
127. As such **criteria for recruitment of staff** for various training do not use gender as one of criteria worth considering in human resource in the respective institutions.
128. The MESWYWCD is still seen as **an entity for women and children** such that instead of an integrative approach to gender mainstreaming, most institutions and agencies tends to relegate women issue to the MESWYWC or to gender units instead of bringing them into the mainstream.
129. Funding frameworks have changed. Priorities especially for donors have shifted. Sustainability is an issue that guides gender interventions in key structures as well as among CSOs.

15.9 Human rights of women

130. **Women's human rights** are enshrined in the Zanzibar Constitution and in other policies and laws such as the **Education Act, the Employment Act and Employment Policy 2009**. In principle a constitutional order in operation in Zanzibar subjects all laws and policies to the Constitution and enshrines the principle of equality.

131. The establishment of the **National Gender Machinery** has facilitated official action on the human rights of women as a separate category from the blanket approach of dealing with human rights issues generally. Also the establishment of **Zanzibar Gender Coalition**.
132. Discrimination against women is checked via different strategies. The establishment of the **Zanzibar Law Reform Commission** is expected to push for amendments of laws and policies. Ongoing reviews are of the Kadhi's Court Act of 1985 so as to ensure women rights are safeguarded especially in personal law issues and of the Marriage (Solemnization and Registration) Decree, Chapter 91 and 92 to guarantee wives some rights especially over matrimonial property. The establishment of **Permanent Committee in the House** such as the **Committee on Women and Social Welfare** or the **Committee on Human Rights and the Constitution** aims at pushing human rights agendas in the House.
133. Numerous programs have been initiated by the MESWYWC as well as CSOS to put women's human rights on the national platform these include the **Gender Program and Legal Enforcement of Gender Laws and Polices in Zanzibar Project** precursor to GBV interventions implemented by the Ministry with funds from UNFPA. Since 2011 ZAFELA runs the **Women's Constitutional and Legal Rights Program**; the Program to review Discriminatory laws; and **Legal Awareness and Access to Justice for Women Program** by ZAFELA.
134. Women's human rights observance and monitoring is done by a cross section of actors. At the community level Women and shehia coordinators, Paralegals, Social welfare officers and GBV committees provide emergency responses to cases of human rights violations.
135. At the regional and district level **Regional GBV Committees, Women District Officer and local NGOs** monitor women human rights abuses. Legal aids services are also available at the MSWYWC and various NGOS such as ZAFELA, ZLS and ZLSC for any human rights infringement.
136. Ongoing awareness on women's human rights and advocacy is being done through legal education programs run by the Ministry of Constitution Affairs, ZAFELA and ZLSC. Also tailor made capacity programs are being run for journalists, teachers, police officers, in some cases human rights training being included in the teaching curriculum of the respective entity.

▪ **Obstacles and Challenges**

137. The CHRAGG's mandated is under Article 129 of the Constitution. Section 3 of the Act extends the jurisdiction of the Commission to Zanzibar. This was done through Legal Notice No. 31 of 2007 declared by the Minister responsible for human rights in Zanzibar. However delays in extending the jurisdiction in Zanzibar delayed the pace of institutionalization within the RGoZ structure.

138. CHRAGG is mandated to operate throughout the country in mainland Tanzania and Zanzibar. But in actual fact Zanzibar is dependent, especially on funds to run operations and projects on the main office which situated in Dar Es Salaam. A review of budget allocation made to Zanzibar indicates that there is **no fixed formula** in budget allocation given to Zanzibar in pursuance of the mission of the Commission.
139. The **Human Rights portfolio is in the President's Office** with the minister in charge of Good Governance. There are, however, other institutions that have a pivotal role in human rights observance such as the AG's Office, the MESWYWC and Ministry for Justice. There is, however, **no direct working relationship** between these organs such that their interactions are basic not strategic such as the **Law Reform Commission** building on the work of CHRAGG to propose amendments to discriminatory provisions in laws.
140. Although CHRAGG has mandate to **Monitoring and Evaluation of Implementation of International Human Rights Treaties** this is not being done from a gender perspective. Human Right monitoring is being done using the main human rights conventions e.g. UDHR, CVPR etc. and not gender specific instruments like CEDAW. Also monitoring is confined to reporting abuse and not assessing compliance to standards of laws and policies; as well as institutional practices
141. The Constitution in Zanzibar is supreme. However, a **dual justice system** established **Kadhi's Courts** and the application of religious law poses a challenge to the application of the constitution in a religious context in view that some of their sources may be in conflict with human rights as expounded at present time.
142. Moreover, Kadhis' face a various operational challenges, including the lack of rules of procedure; non-admission of advocates in proceedings; lack of clear qualification for court personnel realities that put in doubt the observance of human rights standards.
143. Chapter three of the **Constitution of Zanzibar** provides for the **Bill of Rights** while Article 25 A of the same, provides for a procedure for enforcement of the basic rights and duties. However there is no procedural or enabling law for regulating the procedure of the High Court in determining cases of violation of human rights.
144. The **Attorney General's Office** is entrusted with the mandate of providing legal advice on human rights issues, preparation of state party reports on human rights, drafting of bills on human rights issues and human rights litigation yet its clout is not seen considering the high level of dissatisfaction with case handling; treatment of locals by multinationals and investors; state lapses in human rights observance; and the high levels of GBV.
145. Likewise, Section 28 of the CHRAGG Act provides that CHRAGG can seek judicial recourse when the Government refuses to honour its recommendations. However, the image created by this provision is that **CHRAGG lacks the power** to effectively uphold its mandate.
146. As yet there are **no comprehensive policies or laws** in the area of family relations and GBV such that sometimes legal provisions may contradict one another in intent

and purpose. Also, the reliance of religious sources in personal law issues or some civil matters may thwart equality principles in constitution.

147. Major **funding** for positive commitments is funded from external sources giving the impression that Human Rights is a preoccupation of 'others' more so than it is of the government.
148. Human rights **monitoring not systematic or coordinated**. It tends to report on incidence but not focus on compliance or conformity of Human Rights standards under various instruments.

15.10 Women and the media

149. The legal and policy framework in Zanzibar with pertaining to media operations has remained stagnant in respect to gender issues. Recent attempts to amend laws on the operation of the media do not directly address questions of women's human rights or portrayal of women in the media. Nevertheless TAMWA Zanzibar, the Zanzibar International Film Festival, Media Council of Tanzania Zanzibar Office and local CSOs have developed alternative media to cover women's issues and to display positive images of women in the media.

15.11 Women and the Environment

150. The Government is committed to ensuring that women are involved in making decisions on environmental issues. The NSGPR stipulates for involvement of vulnerable groups, particularly women in public land programs such as titling and land reforms. The land tribunals as established by Act No 2 of 2002 constitutes of not less than 43 percent women measures to increase the representation to 50:50 ratio are ongoing through awareness creation.
151. The **Environmental Management Act (2005)** was passed in order to protect the environment. Tanzania is party to the key international conventions on protection of biodiversity, endangered species, the ozone layer, wetlands and climate (Kyoto protocol), combat diversification, and follows the international law of the sea. The Convention on Biological Diversity (CBD) is a convention that is of special importance to women, which aims at conservation and sustainable use of biodiversity and equitable sharing of the benefits arising from the use of generic resources.
152. The **National Environmental Policy of 1997**, directs at promoting awareness of the critical role of women on population and environmental issues through increased access to education, and expanding primary and reproductive health care programs to reduce maternal and infant mortality, taking account of culturally- based information that transmit reproductive health messages and ethical and cultural values. Empowerment of women can be assured through education, training an

policies that accord and improve the women's right, access to assets labour saving measures and job opportunities.⁴²

153. There is a strong supportive environment in Zanzibar in that the Government has established the **Zanzibar Water Authority (ZAWA)** after the establishment of **Zanzibar Water Policy and Water Act 2004** aided by the revelation from the Participatory Service Delivery Assessment. The **Environment Policy of 1992** was reviewed in 2007 to conform to the new challenges. The **Forestry Policy of 1999** is in place and is being implemented.
154. In the area of access to safe water, the **National Water Policy of 2002**, the **National Water Sector Development Strategy (NWSDS)**, and the **Water Sector Development Program (WSDP)** are some of the policy instruments in place. Tanzania has adopted a **Sector Wide Approach to Planning (SWAP)** for water sector in 2006. The approach provides a mechanism whereby the Government and Development Partners support a jointly agreed implementation, monitoring and evaluation framework, under Government leadership, done through both pooled and earmarked budgets and expenditure frameworks.
155. Issues on the implementation of the **International Decade of Water for Life 2005-2015** and the **Johannesburg Plan of Implementation** of the WSSD targets which conform to the MDG implementation framework were put under Tanzanian water sector priority framework since 2004. These were mainstreamed into the NWSDS and WSDP implementation operational framework since 2007/2008, in conjunction with issues on environment
156. Village governments and the **Local Government Authorities** are responsible to oversee that the environment is protected. Women are also in village Committee leadership and they are involved in making decisions pertaining to planning and management environment issues. Awareness creation programs are being conducted to the community through the mass media on environmental conservation and their full participation in environmental project planning and evaluation.
157. In 2012/2013 the Government prepared **National guidelines on gender mainstreaming in policies, plans, programs, strategies and the budgets** concerning climate change. The aim of the guidelines is to assist ministries, departments, agencies, Local Authorities, civil societies, private sector and other stakeholders to plan and implement various activities to address climate change by considering gender.
158. In order to have sustainable land management the community is sensitized on how to manage the natural resources and strict by laws and penalties have been set by the Local Government and village governments to those involved in illegal harvesting of natural resources. There is an ongoing campaign for planting trees; when the campaign started it was done on 1st January but currently it has been rescheduled to February and March each year depending on the time each region gets rain to enable trees to grow.

⁴² The United Republic of Tanzania(1997) The National Environmental Policy. The Vice Presidents Office, Dar es Salaam.

▪ **Obstacles and Challenges**

159. Although the policies provide for women's participation in decision making in environmental issues, their participation is limited due to traditional or **cultural barriers**.
160. There is **limited technology** in production of alternative power sources. The high costs in producing alternative source of energy like nuclear powers are also an obstacle.
161. **Climate change** is likely to compound already existing problems of land degradation, deforestation and loss of wild life and habitats. Increased air and water pollution and aquatic systems demands more diligent attention due to increasing scales of productive and extractive activities and rising urban, unplanned settlements.
162. There is need to controlled disposal of plastic materials especially in urban areas.

16.0 Section 3: Data and Statistics

163. The MSWYWCD has initiated the integration of the CEDAW indicators into the gender management systems. This improves the possibility for collecting CEDAW related information. Key indicators have been included in the Zanzibar Socio-Economic Survey every year; **Zanzibar Household Budget Survey 2009/2010; Population and Housing Census 2012; Employment and Earnings Survey; Tanzania Demographic and Health Survey 2010;** and the **Tanzania HIV/AIDS and Malaria Indicator Survey** among others.
164. The **Office of Chief Government Statistician Zanzibar (OCGS)** is the main institution responsible for collecting and processing official data. However, key ministries and institutions also have data/statistics units to track and collect routine data and progress of indicators in their respective area. Commonly this data is published during budget speeches. For example, the Ministry of Health provides data on reproductive Health and HIV/AIDS; the Ministry of Education provides data on enrolment, attendance and completion rates; the **Ministry of Community Development Gender and Children** coordinates data from Gender Focal Points, Public Service Management and women in political and decision making arenas.
165. The gender indicators and data being collected may read ad verbatim to those specified in the **UN Statistical Commission** in 2013 but great effort has been made to frame indicators and to collect data to reflect the requirements laid out by the Commission
166. The Revolutionary Government of Zanzibar has at various stages embarked in various attempts to improve data collection tools and establish gender monitoring and evaluation system. For example, the **Zanzibar Gender M&E Framework** was developed in 2009 and later issued the **Zanzibar Gender Monitoring and Evaluation Guidelines**.
167. Also, the **Zanzibar Strategy for Growth and Reduction of Poverty (MKUZA)** is the overall macroeconomic framework which provides overall policy framework guiding other sector and institutional policies. It is presently in its second phase and gender equality and women's empowerment is identified as necessary prerequisites for promoting growth and reducing poverty and indicators have been formulated accordingly. Likewise the **Multisectoral Strategy and Action Plan for Preventing and responding to GBV in Zanzibar** emphasize GBV Monitoring and reporting and indicate key indicators towards the gathering of systematic data pursuant to UN Standards.
168. Presently the Revolutionary Government is in the process of producing the Zanzibar Gender Profile which will collect data using the **Minimum Set of Indicators** agreed by the **UN Statistical Commission**. The indicators are indicated in Annexes 1, 2 and 3.
169. In addition to what is contained in c above, various institutions such as the Tanzania Police Force also issues data on GBV incidence particularly VAW, Sexual Violence and

VAC annual as part of the general crime statistics released annually. In addition Regional and Districts Police Stations, sometimes in collaboration with **One Stop Centers**, maintain routine data on GBV and this has proved instrumental in facilitating the work of the National GBV Committee in lobbying for concrete response measures.

170. General data is collected via the **National Census** while more specific data is collected via surveys and studies. Comparisons between different groups of women are commonly made including age, location, income status and the like. Increasingly, disability is being included as a unit for analysis.

17.0 Section 4: Emerging Priorities

171. Taking into consideration the progress made in the implementation of the Beijing Declaration and Platform for Action and the outcomes of the **23rd Special Session of the General Assembly**, and in view of the lessons learnt from the challenges encountered Zanzibar plans to focus in the following areas in post 2015:

17.1 Enhancement of Women's Legal Capacity

172. Justice remains an ideal, not a reality for most women in Zanzibar denying them full enjoyment of their human rights. The legal framework poses a challenge and more so the monitoring of compliance to legal standards. The emphasis post 2015 will be on **enabling women to claim and defend their rights** by conducting **Legal Awareness Programs; Providing Legal Services** and **checking impunity among law enforcement agencies** to minimize the risk of women rights being compromised.

17.2 Economic empowerment of women and poverty eradication

173. The incidence of poverty has a female face. For this reason some analysts talk of the feminization of poverty. The generation of MKUZA Programs has paved the way for **women's economic status** to be improved through **entrepreneurship, market access and access to financial services**. The post 2015 focus will be to consolidate the gains made during the first two generations of MKUZA towards meeting the targets for Zanzibar Vision 2020.

17.3 Women's political empowerment and decision making.

174. 2015 is a defining year for Tanzania and particularly for Zanzibar. A new Constitution is expected to be in place opening new governance possibilities. 2015 is a General Election year while at the same time it is the mid-point to the African Women's Decade where various political and regional agendas with regards to women will be assessed. For Zanzibar, 2015 is not just the dawn but a new era for women's political empowerment in a broad sense. The challenge is not just to increase the representation of women at all levels of leadership but also **the quality of leadership women bring** to raise confidence in the **leadership ability of women**.

17.4 Women's access to education and employment.

175. The investments made in education, especially in primary school education is paying dividends as more **girls transition into high school and tertiary levels of education**. The challenge is to expand women's career choices by **delving into nontraditional areas** especially science and technology where women remain

under represented. An equally daunting challenge is to **enable women with basic education acquire the necessary skills** to ensure decent livelihoods. The post 2015 era will link women's education opportunities to Zanzibar's development priorities to ensure that women are qualified to fill positions on the one hand; but also have the ability to **create employment opportunities**.

17.5 Women and Health

176. Zanzibar is still far from the target outlined in MDG on reducing **maternal mortality**. It is therefore an area that will continue to be prioritized by the government. The Post 2015 era will also focus on other conditions which have been identified to pose significant risk to women such as **cervical and breast cancer, anemia, and STIs**. HIV prevalence among women is still high considering the gender facilitating factors that fuel the situation. Efforts will be enhanced to build on the gains that have been made under the different programs.

17.6 Women and the Environment

177. Women, by virtue of their social and community role have the closest relationship to the environment. Yet their participation in environmental programs has been limited due to traditional or cultural barriers. Access to **simple and relevant technology** will be the focus in the 2015 era where women will be targeted as consumers as well as technicians of **eco-friendly technologies** for the home, including the expansion of solar energy. The emphasis will be to enhance women's role in the **new Environmental Policy** as well as in the **global Green Agenda** including responding and adapting to Climate Change.

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 - The Education Act No.6, 1982
 - The Employment Act No. 11 of 2005
 - The Evidence Decree Cap. 5
 - The Director of Public Prosecution Act No. 2 of 2010
 - The Interpretation of Laws and General Clauses Act No. 7 of 1984
 - The Labour Act 1997
 - The Penal Act No. 6 of 2004 Cap 13
 - The Spinsters and Single Parent Children Protection Act, No 4 of 2004
 - The Zanzibar Children's Act 2011
- i. By the Union Parliament
- The Constitution of the United Republic of Tanzania

19.0 **Annex 1:** The Tanzania Demographic and Health Survey 2010 includes the following indicators on VAW:

Violence against women indicators	Zanzibar GBV Indicators in use
<ul style="list-style-type: none"> • Total and age specific rate of women subjected to physical violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency 	<ul style="list-style-type: none"> • Percentage of women age 15-49 who have ever experienced physical violence since age 15 and percentage who have experienced physical violence during the 12 months by background characteristics
<ul style="list-style-type: none"> • Total and age specific rate of women subjected to physical violence during lifetime by severity of violence, relationship to the perpetrator and frequency 	<ul style="list-style-type: none"> • Percentage of women age 15-49 who have experienced physical violence since age 15, who committed the violence on marital status
<ul style="list-style-type: none"> • Total and age specific rate of women subjected to sexual violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency 	<ul style="list-style-type: none"> • Percentage of women age 15-49 who have ever had sexual intercourse who their first experience of sexual intercourse was forced against their will
<ul style="list-style-type: none"> • Total and age specific rate of women subjected to sexual violence during lifetime by severity of violence, relationship to the perpetrator and frequency 	<ul style="list-style-type: none"> • Percentage of women age 15-49 who have ever experienced sexual violence, by background characteristics
<ul style="list-style-type: none"> • Total and age specific rate of ever-partnered women subjected to sexual and/or physical violence by current or former intimate partner in the last 12 months by frequency 	<ul style="list-style-type: none"> • Percentage of women age 15-49 who have experienced different forms of violence by current age
<ul style="list-style-type: none"> • Total and age specific rate of ever-partnered women subjected to sexual and/or physical violence by current or former intimate partner during lifetime by frequency 	<ul style="list-style-type: none"> • Percentage of women age 15-49 who have ever experienced physical violence during pregnancy, by background characteristics
<ul style="list-style-type: none"> • Total and age specific rate of ever-partnered women subjected to psychological violence in the past 12 months by the intimate partner 	<ul style="list-style-type: none"> • Percentage of ever-married women age 15-49 whose husband/partner ever demonstrates specific types of controlling behaviours by background characteristics,
<ul style="list-style-type: none"> • Total and age specific rate of ever-partnered women subjected to economic violence in the past 12 months by the intimate partner 	<ul style="list-style-type: none"> • Percentage of ever-married women age 15-49 who have experienced various forms of violence ever or in the 12 months committed by their husband/partner
<ul style="list-style-type: none"> • Total and age specific rate of women subjected to female genital mutilation 	<ul style="list-style-type: none"> • Percentage of ever-married women age 15-49 by whether they have ever experienced emotional, physical, or sexual violence committed by their husband/partner, by background characteristics
	<ul style="list-style-type: none"> • Percentage of ever-married women age 15-49 who have committed physical violence against their husband/partner when he was not already beating or physically hurting them ever and in the past 12 months
	<ul style="list-style-type: none"> • Percentage of ever-married women age 15-49 who have ever suffered emotional, physical, or sexual violence committed by their husband/partner by marital and empowerment indicators

20.0 Annex 2: The nine indicators used to monitor violence against women are as follows:

1. Total and age specific rate of women subjected to physical violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency
2. Total and age specific rate of women subjected to physical violence during lifetime by severity of violence, relationship to the perpetrator and frequency
3. Total and age specific rate of women subjected to sexual violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency
4. Total and age specific rate of women subjected to sexual violence during lifetime by severity of violence, relationship to the perpetrator and frequency
5. Total and age specific rate of ever-partnered women subjected to sexual and/or physical violence by current or former intimate partner in the last 12 months by frequency
6. Total and age specific rate of ever-partnered women subjected to sexual and/or physical violence by current or former intimate partner during lifetime by frequency
7. Total and age specific rate of ever-partnered women subjected to psychological violence in the past 12 months by the intimate partner
8. Total and age specific rate of ever-partnered women subjected to economic violence in the past 12 months by the intimate partner
9. Total and age specific rate of women subjected to female genital mutilation

These indicators can be accessed in the following report: <http://unstats.un.org/unsd/demographic/meetings/vaw/docs/finalreport.pdf>.

21.0 Annex 3: National Indicators for monitoring Progress in Gender Equality.

Area	Indicators by gender
Legal and Governance frame	<ul style="list-style-type: none"> • Number of divorces filed and their causes • Proportion of female members in law review commission • Proportion of female court magistrates, justices and prosecutors • Number of convictions made on rulings on GBV cases • Number of women participation in decision making process at all levels • Proportion of women who voted • Proportion of women contested for election • Proportion of women who win elections • Proportion of women who win elections • Proportion of women taking family related cases to court • Proportion of women married below age 18 • Proportion of women who voted
Education and Training	<ul style="list-style-type: none"> • Retention rates • Drop-out rates • Percentage of girls and women graduating in medicine, engineering and other technical and scientific fields, law and agriculture and ICT. • Percentage girls of total enrolled and graduated • Percentage of girls in secondary schools in science, commerce and Technical skills. • Percentage of girls and women in non formal literacy/educational programs • Percentage of children with disabilities in schools and other institutions • Percentage of female graduates from universities by disciplines • Percentage of women in other tertiary (non-university) education institutions, • Percentage of women in vocational training institutions • Percentage of women teachers.

	<ul style="list-style-type: none"> • Percentage of girls successful in secondary school and universities • Percentage of women enrolled in universities in different disciplines • Percentage of women (heads of sections and staff) in universities. • Percentage of women in policy making/advisory Educational Commissions, Boards/Councils • Number of secondary school teachers, with degrees of Science, Mathematics, and English recruited/trained • Percentage of revised syllabus and textbooks to remove stereotype
Health ,Nutrition and HIV/AIDS	<ul style="list-style-type: none"> • Maternal Mortality • Life expectancy • Prevalence of malnutrition in children and women • Percentage of adolescent girls and women with Anaemia during pregnancy • Prevalence of teenage pregnancies • Contraceptive prevalence rates • Percentage of deliveries attended by skilled personnel • percent of pregnant women receiving vitamin A supplementation of micro-nutrients • Number of hospitals providing special services to GBV victims • Number of health care providers trained to handle cases of Gender Based violence • Number of Maternal Death Audited • Number of programs for Sexual Reproductive Health (SRH) • HIV prevalence rate in the general population • HIV incidence rate amongst pregnant • Prevalence of Reproductive Tract Infection (RTI's) STI's and HIV/AIDS among girls/women • Mortality rate among people living with HIV & AIDS • percent of pregnant women receiving quality PMTCT services • percent of men/women with knowledge of using condoms correctly with partners • Proportion of people living with HIV receiving ARVs • Number and types of HIV/AIDS programs targeting women and youth

Employment creation and economic empowerment	<ul style="list-style-type: none"> • Number of women and youth provided with soft loan • Proportions of women and youth owning business at various levels • Female and male labour force participation rates by age group • Percentage of women in wage employment • Unemployment rate by age group • Percentage of self employed by sex • Percentage of women in the formal and informal employment • Percentage of women in the agriculture (labour Force • Percentage of women in the agriculture (labour Force • Percentage of women in the labour force in manufacturing • Percentage of women and men in the professions • Percentage of women clerical related services • Percentage of women in sales and services • Percentage of women owning property (land, livestock, buildings, motor vehicles). • percent of women with access to land • percent of women who applied for loan and obtained
Water, natural resources and the environment	<ul style="list-style-type: none"> • Proportion of women representation in different environmental groups • Proportion of population using improved drinking H2O sources • percent of households accessing clean and safe water • percent of households using energy saving stoves • Percentage of women clerical related services • Percentage of women in sales and services • Percentage of women owning property (land, livestock, buildings, motor vehicles). • percent of women with access to land • percent of women who applied for loan and obtained

22.0 Annex 4: Representation of Women in Decision- Making Positions in Zanzibar

2000					2006				2011			
Position	Total	M	F	percent	Total	M	F	percent	Total	M	FE	percent
Minister	12	11	1	8.3	13	10	3	23	19	17	2	10.5
DeputyMinsters	5	4	1	20	6	5	1	16.7	6	2	4	66.7
Principal Secretaries	12	11	1	8.3	14	12	2	14.3	17	14	3	17.6
Regional Commissioners	5	5	0	00.0	5	5	0	00.0	5	5	0	00.0
District Commissioners	10	9	1	10.0	10	8	2	20.0	10	8	2	20
Members of HR	79	60	19	24	78	59	19	24.4	77	52	25	32.4
Councillors					199	145	54	27	141	120	21	14.9
Sheha					335	318	17	5.2	332	318	14	4.2

Source: Zanzibar Human Rights Report 2011,

23.0 Annex: 5: Section 2: Critical Areas in BPFA- Progress made: Period of Review from 2009 to date

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Women and poverty	<p>Objective A.1.</p> <p>Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.</p>	<ul style="list-style-type: none"> • MKUZA indicates that gender equality and women's empowerment as necessary prerequisites for promoting growth and reducing poverty • Gender Policy 2012 • Agriculture Sector Policy 2000 • Zanzibar Investment Policy 2004 	<ul style="list-style-type: none"> • MKUZA 2010-2015 • TASAF • National Land Use Plan 1995 	<ul style="list-style-type: none"> • MKUZA is in its second phase • Markets for women
	<p>Objective A.2.</p> <p>Revise laws and administrative practices to ensure women's equal rights and access to economic resources.</p>	<ul style="list-style-type: none"> • The Constitution of Zanzibar 1984 (2010 edition) • MKUZA • Employment Act 2005 • Land Tenure Act • The Labour Act 1997 • Zanzibar Environmental Management for Sustainable Development Act 1996 • Zanzibar Environmental Policy 2013 		<ul style="list-style-type: none"> • In MKUZA GBV is a governance issue which requires allocation of public resources as well as demand accountability from duty bearers
	<p>Objective A.3.</p> <p>Provide women with access to savings and credit mechanisms and institutions.</p>			

	<p>Objective A.4.</p> <p>Develop gender-based methodologies and conduct research to address the feminization of poverty.</p>	<ul style="list-style-type: none"> • Gender Mainstreaming Policy 		<ul style="list-style-type: none"> • Gender specific indicators and targets have been defined
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Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
<p>Education and training of women</p>	<p>Objective B.1.</p> <p>Ensure equal access to education.</p>	<ul style="list-style-type: none"> • Education Policy of 2006 promotes gender equity at all education level • Education Act • gives recognition to gender issues • The Spinster and Single Parent Children Protection Act 2005 S. 16(1) provides an impetus for re-entry policy • Development of gender measuring tool to assess the status of gender equality and equity. 	<ul style="list-style-type: none"> • Commissioned study on gender disparities in education in 2007 recommended strategies for elimination • Survey on gender sensitiveness and responsiveness in Zanzibar Schools in 2008 	<ul style="list-style-type: none"> • degree of gender equity in enrolment as all levels • school duties shared equality between male and female students • Gender Officer(s) employed to plan, implement, train and coordinate awareness raising programs activities in society. • Up to 2010, more than 96 Head Teachers, 192 School Teachers Counsellors and 50 community members have been trained on Gender issues in education and sensitized on the importance of Girls Education.

<p>Objective B.2.</p> <p>Eradicate illiteracy among women</p>	<ul style="list-style-type: none"> • the Zanzibar Education Policy introduces non-formal education to increase efficiency and productivity not just reduce illiteracy. 	<ul style="list-style-type: none"> • The main objective of Non-formal, alternative and adult education under the Zanzibar Education Development Program (ZEDP) is to improved access to quality education and training for out of school children ,youth and adults 	<ul style="list-style-type: none"> • Of 174 graduates measuring reading and writing ability 146 (83.9percent) can read and write fluently Swahili language while 155 (89percent) could accurately read numbers up to 1000 when they complete stage IV. • 60 adult educators/trainers of trainees recruited and trained (6 per districts), 20 librarians' assistants recruited and trained, 100adult education literacy radio and T.V programs broadcasted within 25 weeks • According to the literacy survey of September 2013 out of 700 graduates among men and women 10 (1.4percent) secured permanent employment, 61.9percent are self employed
<p>Objective B.3.</p> <p>Improve women's access to vocational training, science and technology, and continuing education</p>	<ul style="list-style-type: none"> • Government of Zanzibar has focused on “addressing gender specific gaps in mathematics and science at secondary schools” and is providing specific training to female teachers who teach science as a subject. 	<ul style="list-style-type: none"> • Establishment of special science classes for girls only • Increasing the number of qualified Secondary Teachers through in-service trainings (in science subjects and computer). • Expand Secondary Classes to reduce distance: construction of 480 classes in 9 districts in Zanzibar 	<ul style="list-style-type: none"> • The Zanzibar Higher Education Loan Board in 2013/2014 supports 1,410 students among them 747 Male 663 Female; in 2012/2013 it supported 1,897 students compared to 1,086 students in previous years. • As of March 2013 there were 750 Male and 915 ;Female students enrolled in different programs at SUZA • The Sultanate of Oman supports 5 Male and 3 Female students at the State University of Zanzibar via the “Sultan Qaboos Academic Fellowship for SUZA” • Establishment of Special Girls Science Classes at Ben Bella Secondary School

				<p>in Unguja and Fidel Castro in Pemba</p> <ul style="list-style-type: none"> • Up to 2010, 520 teachers have been trained in science and mathematics • The number of Qualified Teachers with a University degree increased from 282 in 2009/10 to 327 in 2010/2011.
	<p>Objective B.4.</p> <p>Develop non-discriminatory education and training</p>	<ul style="list-style-type: none"> • Education Act protects girls from being married before completing basic education and also protecting them against sexual abuse practices 	<ul style="list-style-type: none"> • Life skills education has reduced teen age pregnancy cases, early marriage cases, has given girls high self-esteem, has decreased violence against girls, has made girls have better control of their bodies and has increased their participation and performance 	<ul style="list-style-type: none"> • In 2012 , 17,204 ;boys and 16,951 girls were enrolled in STD I • A total of 4,427 boys and 6,768 girls were selected to continue with ore O level studies in 2013
	<p>Objective B.5.</p> <p>Allocate sufficient resources for and monitor the implementation of educational reforms</p>	<ul style="list-style-type: none"> • Components of Gender programs and trainings have been incorporated in MTEF 2011/2012 budget plan of MOEVT 		<ul style="list-style-type: none"> • Allocation of budget portion in Governmental Budget Plans (MTEF) for the implementation of various Project and Programs of Gender in Education
	<p>Objective B.6.</p> <p>Promote lifelong education and training for girls and women</p>	<ul style="list-style-type: none"> • The establishment of Alternative Learning Centers 		

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Women and health	<p>Objective C.1.</p> <p>Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services</p>	<ul style="list-style-type: none"> • Health and health services is a priority area under the following: • Zanzibar Vision 2020 • MKUZA II • MDG 4 and 5 • Zanzibar Health Policy 2011 	<ul style="list-style-type: none"> • Health Sector Reforms • Health Sector Strategic Plan III 2013/2014 • Preventive and Curative Health Strategy • Counseling and testing guideline 2011 	<ul style="list-style-type: none"> • 95percent of the population is living within or less than a 5km radius from a public health facility
	<p>Objective C.2.</p> <p>Strengthen preventive programs that promote women's health.</p>	<ul style="list-style-type: none"> • Women's Protection and Development Policy • Zanzibar Health Policy 2011 • The Public and Environmental Health Act No. 11/2012 • The National HIV and AIDS Prevention and Control Act 2008 • National HIV Policy 2006 	<ul style="list-style-type: none"> • Zanzibar Health Sector HIV and AIDs Strategic Plan 2012 • Non Communicable Disease Strategic Plan 2014 • IDSR Guidelines 2010 • PMTCT guideline 2012 • ART guideline 2012 • POST EXPOSURE PROPHYLAXIS Guideline 2007 • NCD Step survey 2011 • NCD program initiated in 2011 • integrated HIV Tuberculosis and leprosy program • Prevention of mother to child transmission of HIV and AIDs Strategy • Reproductive and Child Health Program • IMCI Program and treatment guideline 	<ul style="list-style-type: none"> • Health screening for breast and uterine cancer provided free weekly to all women • Infectious disease screened weekly • Timely release of data on infectious disease has curbed outbreaks • Reduced of HIV transmission from infected Mother to Child (2,947 patients (72percent) were receiving ART • Reduced opportunistic infections related to HIV / AIDS (TB, diarrhea) • More people screened and know their HIV/AIDS status (85percent of pregnant women know their HIV status (at ANC, 86percent of known positive pregnant women (at ANC)(annual report 2012) • Reduction of HIV transmission from occupational injuries or sexual harassment • ANC services integrated at all Primary Health Care Units • National Guideline for HIV counseling

				<p>and Testing for children, adolescents, pregnant women</p> <ul style="list-style-type: none"> • Prevalence of smoking is 14.6percent male, 0.7percent female, Prevalence of hypertension moderate to severe at age 45 – 64 is 59.3percent male and female 62.4percent • Guide on chronic Non Communicable Diseases and risk factors 2013 • Situation response analysis of PMTCT, VCT and CCT services 2010: • Screening to all suspected TB people at PHCUs • 137 (PMTCT centers from 29 in 2010 (situation response analysis of PMTCT 2010) • Health Staff mainly Nurses and Public Health Nurse B providing RCH services trained in IMCI
	<p>Objective C.4.</p> <p>Promote research and disseminate information on women's health.</p>	<ul style="list-style-type: none"> • MKUZA • Health Policy • Reproductive Health Policy • HIV/AIDS Policy 	<ul style="list-style-type: none"> • Integrated Health Management Monitoring Systems • Zanzibar Medical Research Ethical Committee set up (ZAMREC) • Maternal and newborn health services assessment 2012 • ANC surveillance survey of 2010 produced in 2012 	<ul style="list-style-type: none"> • Free RCH services to all women and children at Primary Health Care level • RCH services available at all level of health care from hospitals to Primary Health Care Units, • RH service brought closer to people and available in 5 hospitals and 4 Primary Health Care Centers • Adolescent Sexual and Reproductive Health services introduced and scaled up 20 Youth Friendly Service Center initiated in 2011
	<p>Objective C.5.</p> <p>Increase resources and monitor follow-up for</p>	<ul style="list-style-type: none"> • MKUZA II • Zanzibar Health Policy 2011 • Zanzibar National Medicine Policy 2008 	<ul style="list-style-type: none"> • Zanzibar Medicine Policy implementation Plan 2008 – 2012 • Zanzibar Integrated Logistic 	<ul style="list-style-type: none"> • Sectoral Gender Committee • to develop research agenda based on the available health data • Technical inputs to capacitate the use

	women's health	• Reproductive Health Policy 2007	system manual (ZILS) 2012	and analysis of the available data
				<ul style="list-style-type: none"> • District Basket Fund in place to support District health Plans • Zanzibar Essential Medicine fund in place • Rational uses of medicine and good storage • Increased availability of medicine for the general population • decreased stock out/overstock of medicines • improved proper handling of health commodities • PHCU are getting medicine according to need through pull systems • MTEF has a portion of procurement of medicine for Government and partners

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Violence against women	<p>Objective D.1.</p> <p>Take integrated measures to prevent and eliminate violence against women.</p>	<ul style="list-style-type: none"> • Section 13 of the Zanzibar constitution provides for security of persons and grants every person the right to live and protection of his/her life in accordance with the law. • • SOSPA integrated in the Penal Act in 2004 • Spinsters and Single Parent Act • The Children's Act • Zanzibar Health Policy 2011 	<ul style="list-style-type: none"> • MKUZA approaches GBV as a governance issue in Legal Sector Reforms • Multi- Sectoral Strategy and Action Plan for Preventing and Responding to GBV in Zanzibar in 2011 • Child Protection Unit within MEWYWC to deal with vulnerabilities of minors • MESWYWC Strategic Plan 2011-2015 • Establishment of steering committee oversee review of GBV laws • Empowering Women, Girls and Community to Tackle Sexual Violence for Improved Human Rights Protection Program • Zanzibar's Minister's Forum 	<ul style="list-style-type: none"> • Mechanisms established from grassroots to national level to combat GBV such i.e. National GBV Committee • One stop centers in National Hospitals and Health centers in all regions in Zanzibar • Guidelines and Protocols established for key sectors to guide response to GBV in Zanzibar e.g. Standard Operating Procedures for Medical Forensic Practitioners, Investigation Authorities and Prosecutors in Zanzibar • GBV campaigns launched annually • GBV was an agenda of Steering Committee to oversee to review Kadhis Court and the Marriage Solemnization and Divorce Decree 91 and 92 respectively • Men and religious leaders networks • Tabled at Ministers Forum to monitor GBV case progress
	<p>Objective D.2.</p> <p>Study the causes and consequences of violence against women and the effectiveness of preventive measures</p>	<ul style="list-style-type: none"> • Women Protection and Development Policy • Penal Act • Commission of Human Rights and Good Governance Act No.7 of 2001 • Anti-Trafficking Person Act of 2008. 	<ul style="list-style-type: none"> • Empowering Women, Girls and Community to Tackle Sexual Violence for Improved Human Rights Protection Program • Multi- Sectoral Strategy and Action Plan for Preventing and Responding to GBV in Zanzibar in 2011 	<ul style="list-style-type: none"> • Numerous studies have been commissioned by the MESWYWC since 2004 (as well as other entities see annex) • GBV incidence data readily available in One Stop Centers; Police stations; and Ministry

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	<p>Objective D.3.</p> <p>Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking</p>	<ul style="list-style-type: none"> • Zanzibar Constitution 1984 • Commission of Human Rights and Good Governance Act No.7 of 2001 • Anti-Trafficking Person Act of 2008. • Tourism Policy 2005 		<ul style="list-style-type: none"> • Zanzibar has representation in National Anti-Trafficking Committee

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Women and the economy	<p>Objective F.1.</p> <p>Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.</p>	<ul style="list-style-type: none"> • Employment Policy of 2009 is in place and promotes issues of employment with a sense of gender issues. 	<ul style="list-style-type: none"> • Trainings on gender, entrepreneurship and economic activities that covered 3 regions of Zanzibar 	<ul style="list-style-type: none"> • 54 women and 6 men participated to the trainings.
	<p>Objective F.2.</p> <p>Facilitate women's equal access to resources, employment, markets and trade</p>	<ul style="list-style-type: none"> • Development and economic empowerment policy in progress. 		

<p>Objective F.3.</p> <p>Provide business services, training and access to markets, information and technology, particularly to low-income women</p>		<ul style="list-style-type: none"> • Building economic capacity of women and men through trade and business trainings that conducted throughout 10 districts of Zanzibar • Women are facilitated to participate and involved in the Jua Kali and Nguvu Kazi Trade Exhibition. For instance, Zanzibar women entrepreneurs were involved in the “Jua Kali and “Nguvu Kazi” exhibitions, annual Saba Saba Trade Fair which took place in Dar es Salaam – Tanzania and Rwanda. 	<ul style="list-style-type: none"> • Over the period covering 2012 to 2013//14, 2485 entrepreneurs were reached with such trainings, of whom, 2036 (82percent) are women. • 60 women groups participated to those forums and exhibitions in 2013.
<p>Objective F.4.</p> <p>Strengthen women's economic capacity and commercial networks</p>		<ul style="list-style-type: none"> • Mobilization of women’s groups was made and mapping exercise to identify women economic groups held. • Initial steps have been made to establish women’s bank(feasibility study and business plan have completed) • Women are facilitated annually to participate to the annual trade fares which usually take place outside Zanzibar. • Specific department for loan has been established under the Ministry responsible for empowerment. The department provides soft loans for both male and female entrepreneurs. A loan from the Presidential fund popularly known JK & AK has had concessional interest rates of around 10percent. This in contrast to the 17percent - 25percent charged for loans by other financial institutions. • Another fund is Known as Mfuko wa Kujitegemea. 	<ul style="list-style-type: none"> • This fund provides 755 loans up to July 2013 worth 1.5 billion. The loan benefits 491 women. • Up to July 2013, the fund provides about 8214 loans worth 1.27 billion that benefit about 9786 women and 6870 men. • The youth fund has started to loan 10 youth groups and specifically 10 women entrepreneurship groups have received fund to increase their productivity and enhance their business. • A total of 18,400 loans under WEDTF have under been provided worth 3.0 billion and 95 of the beneficiary are women.

			<ul style="list-style-type: none"> • A Youth loan fund has been commenced under CRDB management • Special fund for women has been established (WEDTF) to facilitate easy income for women entrepreneurs. 	
	<p>Objective F.5.</p> <p>Eliminate occupational segregation and all forms of employment discrimination</p>	<ul style="list-style-type: none"> • Zanzibar Employment Act of 2005 outlined all forms of occupational and work place discriminations 		
	<p>Objective F.6.</p> <p>Promote harmonization of work and family responsibilities for women and men</p>	<ul style="list-style-type: none"> • The women policy of 2001 is being reviewed to adequately captures issues of gender across all levels • Gender policy has been developed to ensure women issues are well articulated in state policy programs and plans. 	<ul style="list-style-type: none"> • Male network to address Gender –based violence (one in Unguja and one in Pemba) established in 2013. Among other roles, the networks make prevention advocacy to fight all forms of violence • Gender –based committees at Shehia, districts and national level have been established. Each committee is constituted of 15 members who are selected by nature of their positions/professions and responsibilities • - Gender Macro Working Group to oversee the implementation and mainstreaming of gender issues in policies, programs, budget and plans established • Gender focal person has been established in all public institutions. • Shehia coordinators have been recruited to coordinate and make follow-ups and 	

			report on women's social and economic activities taking place at community level. <ul style="list-style-type: none"> • Various policies have been gender mainstreamed. These policies include Food and Nutrition Policy, MKUZA II, Health policy, Education Policy, Social protection policy, Agricultural policy, Livestock policy just to mention a few. 	
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Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Women in power and decision-making	Objective G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.	<ul style="list-style-type: none"> • Article 67(1) The Zanzibar Constitution provides for 40percent women representation • The Regional Administration Authority Act No. 8 of 1996 • The Municipal Councils Act No.3 (1995) provides for 30percent women representation • the Zanzibar Elections Act (No. 11 of 1984) • Law Amending the Elections Act of 1984 (Law No. 12 of 2002); the Election Act (1985); • the Political Parties Act (1992); • the Election Expenses Act (2010) 	<ul style="list-style-type: none"> • Capacity Building Programs for women contestants during elections • Quotas or proportional representation system for women in legislative processes and local governance structures. 	<ul style="list-style-type: none"> • Women deputy ministers constitute 66.7percent of 6 deputy ministers; and are about 10.5percent of the 19 ministers. • Women civic engagement in area of trade and enterprise; leadership and community development; and professional bodies has grown
	Objective G.2. Increase women's capacity to participate in decision-making and leadership	<ul style="list-style-type: none"> • The Constitution of Zanzibar empowers the House of Representatives to initiate permanent committees in legislative body e.g. to Social welfare committee; Katiba na Human Rights 	<ul style="list-style-type: none"> • Training for members of the House of Representative and women leaders at District level. 	<ul style="list-style-type: none"> • Association of women members of the House of Representatives • Initiated • 32.5percent of 77 Representatives are women. 19 of the 25 women representatives (76percent) were nominated through special seats

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Institutional mechanism for the advancement of women	<p>Objective H.1.</p> <p>Create or strengthen national machineries and other governmental bodies.</p>	<ul style="list-style-type: none"> • Establishment of dedicated Ministry with a mandate to oversee gender equity and equality and women empowerment in Zanzibar. • Gender policy advocates for mainstreaming • Women and Protection Policy • Establishment of Gender Focal Points at Ministries and Districts e.g. • Establishments of Gender Section at the Ministry of Education in 2000. 	<ul style="list-style-type: none"> • Action plan for the Zanzibar Women Protect Policy 2006 	<ul style="list-style-type: none"> • strengthen the Ministry mandate in the implementation of gender equality and equity, and to harmonize other government structures which will demand the review of the already established tools and system
	<p>Objective H.2.</p> <p>Integrate gender perspectives in legislation, public policies, programs and projects</p>	<ul style="list-style-type: none"> • Establishment of Gender Mainstreaming Working Group (2008) • Gender Focal Points in Ministries 		
	<p>Objective H.3.</p> <p>Generate and disseminate gender-disaggregated data and information for planning and evaluation.</p>	<ul style="list-style-type: none"> • Establishment of OGS in Zanzibar • Establishment of M&E Units as well as Statistical Units within key Government institutions • Gender Unit 	<ul style="list-style-type: none"> • Development of Establishment of gender monitoring and evaluation system and data collection tools • Training in gender 	<ul style="list-style-type: none"> • Key data included in key demographic and sectoral data such as Census Reports, Demographic and Health surveys, Labour surveys etc.,

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Human rights of women	Objective I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women	<ul style="list-style-type: none"> • Adoption of Gender machinery • The Zanzibar Law Reform Commission Act 2011 • Permanent Committee on Women and Social Welfare in the House of Rep • Permanent Committee on Human Rights and the Constitution 	<ul style="list-style-type: none"> • Establishment of the Zanzibar Law Reform Commission in 2011 • Establishment of Zanzibar Gender Coalition • Women's constitutional and legal Rights Program run by ZAFELA • Program to review Discriminatory laws by ZAFELA • Legal Awareness and Access to justice for Women Program by ZAFELA since 2011 • Training for journalists on GBV reporting 	<ul style="list-style-type: none"> • Kadhi's Court Act of 1985 tabled for amendment to ensure women rights are safeguarded especially in personal law issues • Review of the Marriage (Solemnization and Registration) Decree, Chapter 91 and 92

<p>Objective I.2.</p> <p>Ensure equality and non-discrimination under the law and in practice.</p>	<ul style="list-style-type: none"> • Art. 12 of the Constitution of Zanzibar (1984) accords women equality before the law ; • • Employment Policy 2009 and Employment Act • Legal Aid Policy in pipeline • • Reviews of discriminatory provisions in laws e.g. • Education Act of 2005;- Kadhi's court Act of 1985; and Evidence Decree • • Human Rights Commission Act Act No. 7, 2011 • • Legal Notice No. 31 of 2007 • • The AG's Office (Discharge of Duties) Act 2013 	<ul style="list-style-type: none"> • Legal Sector Reform program • • Legal Enforcement of Gender Laws in Zanzibar Project • • Legal aids services in MSWYCWC and various NGOS such as ZAFELA, ZLS and ZLSC • • Gender Equality and Women Empowerment • • Legal Education Programs by Ministry of Constitution Affairs • 	<ul style="list-style-type: none"> • Paralegals , Regional and District Women Officers and GBV committees provide emergency responses to cases of human rights violations • Legal Enforcement of Gender Laws in Zanzibar Project precursor to GBV interventions • GBV Campaigns • Men's GBV Networks • Capacity building for key actors • Social welfare officers • Women and shehia coordinators • ZLS has taken up GBV and publicized GBV case management during Law Day Commemorations
<p>Objective I.3.</p> <p>Achieve legal literacy</p>	<ul style="list-style-type: none"> • Constitution of Zanzibar 1984 (as amended in 2010) • Article 56 and 56A of constitution • The AG's Office (Discharge of Duties) Act 2013 • DPP Act • Human Rights Commission Act Act No. 7, 2011 	<ul style="list-style-type: none"> • Paralegal programs • Gender Equality and Women Empowerment Project (2012-14) implemented by TAMWA and ZAFELA to promote women's legal capacity on GBV. The project airs weekly Television and Radio programs on national stations as well on private media • ZIFF Women's Panorama screens films on women and legal issues to provoke discussions on taboo subjects 	<ul style="list-style-type: none"> • Paralegals active in rural Unguja and Pemba • Gender Equality and Women Empowerment Project covers 3 districts in Unguja and Pemba. • A number of women get legal counseling especially on matrimonial issues at ZAFELA, ZLSC, ZLS offices and MSWCDWCD. • ZLS includes Human Rights as part of Continuing Legal Education (CLE)

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Women and the media	Objective J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.	<ul style="list-style-type: none"> • Broadcasting Commission Act, No 7 of 1997 • • Review of News paper Act in pipeline 	<ul style="list-style-type: none"> • WEZA GEWE program • MCT, TAMWA 	<ul style="list-style-type: none"> • Media has been used to raise awareness and highlight women human rights issues
	Objective J.2. Promote a balanced and non-stereotyped portrayal of women in the media	<ul style="list-style-type: none"> • Zanzibar Broadcasting Commission Act, No 7 of 1997 		

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
Women and the environment	<p>Objective K.1.</p> <p>Involve women actively in environmental decision-making at all levels.</p>	<ul style="list-style-type: none"> • Environmental Policy • Land Tenure Act No. 12 of 1992 • ZEMC • ICMZ • Water Policy 	<ul style="list-style-type: none"> • Empowering women as producers and consumers to ensure effective environmental actions 	<ul style="list-style-type: none"> • Environmental groups/ organisations initiated by locals including women and youth groups
	<p>Objective K.2.</p> <p>Integrate gender concerns and perspectives in policies and programs for sustainable development</p>	<ul style="list-style-type: none"> • Environmental Policy • Land Tenure Act No. 12 of 1992 	<ul style="list-style-type: none"> • Technical assistance to women in agriculture, fisheries, small enterprises, trade and industry • 	<ul style="list-style-type: none"> • Zanzibar Environmental Info Management Systems • Environmental impact assessment (EIA) and Social Impact Assessment (SIA) are a prerequisite for any development project • Environmental clubs
	<p>Objective K.3.</p> <p>Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women</p>	<ul style="list-style-type: none"> • The Public and Environmental Health Act No. 11/2012 • The Public and Environmental Health Practitioners Act No. 4/2012 	<ul style="list-style-type: none"> • SMOLE II has undertaken a study on women and land ownership issues. 	

Critical area of concern	Strategic Objective	Legal and policy measures	Strategies, Plans, Programs and or Projects	Results achieved with Data
The Girl Child	<p>Objective L.1.</p> <p>Eliminate all forms of discrimination against the girl-child</p> <p>The Zanzibar Disability Act No. 9 of 2006,</p>	<ul style="list-style-type: none"> • The Law of the Child Act 2011 • Nation Policy on Child Development • Child Survival Protection and Development Policy • Youth Development Policy 	<ul style="list-style-type: none"> • Empowering Women, Girls and Community to Tackle Sexual Violence for Improved Human Rights Protection 	<ul style="list-style-type: none"> • National Guidelines for the Protection and Welfare of Children issued by the Ministry Empowerment, Social Welfare, Youth, Women and Children Development
	<p>Objective L.2.</p> <p>Eliminate negative cultural attitudes and practices against girls</p>			
	<p>Objective L.3.</p> <p>Promote and protect the rights of the girl-child and increase awareness of her needs and potential</p>			
	<p>Objective L.4.</p> <p>Eliminate discrimination against girls in education, skills development and training.</p>			

<p>Objective L.5.</p> <p>Eliminate discrimination against girls in health and nutrition</p>			
<p>Objective L.6.</p> <p>Eliminate the economic exploitation of child labour and protect young girls at work</p>			
<p>Objective L.7.</p> <p>Eradicate violence against the girl-child</p>	<ul style="list-style-type: none"> • SOSPA • Penal Act • Law of the Child 		
<p>Objective L.8.</p> <p>Promote the girl-child's awareness of and participation in social, economic and political life</p>		<ul style="list-style-type: none"> • Children's Baraza in all Districts in Unguja and Pemba 	
<p>Objective L.9.</p> <p>Strengthen the role of the family in improving the status of the girl-child</p>			

24.0 Annex 6

AGM	Annual General Meeting
AIDS	Acquired Immune Deficiency Syndrome
APRM	Africa Peer Review Mechanism
BPFA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CPU	Child Protection Unit
CSOs	Civil Society Organizations
CSW	Commission on the Status of Women
DHS	Demographic Health survey
DPP	Director of Public Prosecution
GBI	Gender Budget Initiative
GBV	Gender Based Violence
GNU	Government of National Unity
GRB	Gender Responsive Budgeting
HIV	Human Immune deficiency Virus
HoR	House of Representative
JUWAMI	Jumuiya ya Wanawake Wilaya ya Micheweni
JUWAWE	Jumuia ya Wanawake Wilaya ya Wete
M&E	Monitoring and evaluation
MDAs	Ministry Department and Agencies
MDGs	Millennium Development Goals
MESWYWC	Ministry of Empowerment, Social Welfare, Youth, Women and Children
MKUZA	Mkakati wa Kukuza Uchumi Zanzibar (Zanzibar Strategy for Growth and Reduction of Poverty)
MoEVT	Ministry of Education and Vocational Training
MoH	Ministry of Health
NDS	national development strategies
OCGS	Office of Chief Government Statistician
PRSP	Poverty Reduction Strategy Papers
RGoZ	Revolutionary Government of Zanzibar
SMZ	Serikali ya Mapinduzi Zanzibar
TAMWA	Tanzania Media Women Association
UN	United Nations
UNFPA	United Nations Population Fund
UNGA	United Nations General Assembly
UNICEF	United Nations Children Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
URT	United Republic of Tanzania
VAW	Violence Against Women
WEZA	Women and Empowerment in Zanzibar
ZAFELA	Zanzibar Female Lawyers Association
ZAPDD	Zanzibar Association for People with Developmental Disability
ZAPHA+	Zanzibar Association of People living with Aids
ZBAS:	Zanzibar Budget Allocation System
ZHDR	Zanzibar Human Development Report
ZLS	Zanzibar Law Society
ZLSC	Zanzibar Legal Service Center
ZSGRP	Zanzibar Strategy for Growth and Reduction of Poverty

25.0 Stakeholders Consulted

Technical Team

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- Mhaza Gharibu Juma Director Policy, Planning and Research, MESWYWC
- Halima Masheko Ali Training Officer MESWYWC
- Halima Abdul Rahaman Omar Coordinator , Zanzibar Gender Program
- Wahida Maabad Mohammed Coordinator, UN Women Zanzibar
- Zainab Salim Mbarouk Women Development Officer
- Sharifa Abeid Salum Assistant Coordinator, Zanzibar Gender Program
- Fatma AbdulRahman Khatib Social Welfare Aide at the 2nd Vice Presidents Office
- Masoud Hemed Nassor Children’s Development Officer, MESWYWC
- Didas Khalfan Legal Officer, MESWYWC

Other Stakeholders

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- Hussein K. Mbarouk Senior Enquiry Officer CHRGG Zanzibar
- Ali Saleh Abdullah Political Analyst and Media Consultant
- Salma Said Independent Journalist, Member of the Constituent Assembly