

THE UNITED REPUBLIC OF TANZANIA

**COUNTRY REPORT ON THE IMPLEMENTATION OF
THE BEIJING
PLATFORM FOR ACTION AND THE OUTCOME
DOCUMENT
OF THE TWENTY-THIRD SPECIAL SESSION OF THE
GENERAL ASSEMBLY- BEIJING +10**

**Beijing +10
Women 2005**

FOREWORD

This Report presents a review and an appraisal of the progress made by the United Republic of Tanzania in the implementation of the Beijing Platform for Action (BPA), the Beijing +5 Political Declaration and Outcome Document, and the Millennium Declaration Goals (MGDs). The Report has been prepared in accordance with the United Nations questionnaire guidelines. It consists of four parts. Part one provides an overview of achievements and challenges with specific experiences arising from the implementation of the Beijing Platform for Action. Part two is on the implementation of the twelve (12) critical areas of concern of the BPA. This part also focuses on areas identified in the Beijing +5 Political Declaration and Outcome Document. Part three is on institutional development, whereas part four addresses the main challenges ahead and actions to be taken from 2006 to 2015.

It will be recalled that the BPA identified twelve critical areas of concern to women's advancement and gender equality. On the other hand the Outcome Document in its review of the implementation of the BPA after five years, equally outlines other critical areas of concern. These are gender issues in humanitarian crises; women's access to decision-making including peace-making and peace-keeping; violence against women in particular the impact of armed conflicts on women; the economic impact of globalisation on women; trafficking in women and girls; women's access to information and on communications technologies; the impact of the global HIV/AIDS crisis and the crucial role in fighting the pandemic. The priority areas identified in the Outcome Document have also been picked up in the document outlining the Millennium Development Goals.

The United Republic of Tanzania is committed to the implementation of the BPA, the Beijing +5 Political Declaration and the Outcome Document, as well as the Millennium Declaration Goals. Cognizant of the need to set clear targets in each area, the government of Tanzania decided to concentrate on four initial critical areas of concern. The government was convinced that these would lay a solid foundation for the implementation of the rest of the areas as well as the MDGs. In this regard four main areas were identified. These are, enhancement of women's legal capacity, women's economic empowerment and poverty eradication; women's political empowerment and decision-making; women's access to education, training and employment. However, in addition to a review of these first four critical areas, the Report has also reviewed other areas such as women and health, women and the media, women and the environment, and the girl child.

On the whole this Report notes that there have been significant achievements in the implementation of the BPA. In the first four critical areas that the government identified a number of policies, laws and programmes were put in place to create an environment that would ensure that women's position moves from that of marginalization to that of partnership, dignity and equality.

For both the United Republic of Tanzania and the Revolutionary Government of Zanzibar, policies concerning gender and women's development have been put in place. These policies provide stakeholders with direction and guidelines for advancing gender issues socially, culturally, economically and politically. In this regard, the main objectives of the policies are

gender mainstreaming, women's ownership of property; participation in decision-making and in developmental issues.

These policies in turn have acted as a springboard from which laws and programmes relating to the critical areas of concern have taken off. Thus, for instance the Constitution of the United Republic has been amended to provide an increase in women's representation on the basis of proportional representation. There has been an increase of women members of Parliament from 17.5 percent in 1995 to 22.5 in 2003. This increase is due to a constitutional requirement that of the total number of Members of Parliament, women should occupy not less than twenty percent. Currently electoral laws are under review to provide for an increase to 30 percent of women in Parliament in the year 2005. In Local Government the percentage of women's special seats increased from 25 percent to 33.3 percent. In the House of Representatives of Zanzibar, the number of women members rose from 17 percent in 1997 to 26 percent in 2002. In 2002, a Bill was passed in Zanzibar to increase the number of women in the House of Representatives to 30 percent in the year 2005.

There has also been a notable achievement in women's economic empowerment and access to social services such as health, education and water. These achievements are in no way the end-of-the road goal. Rather they will give way to further action, affirmative or otherwise, with a view to intensifying the process of gender equality and equity. The Sexual Offences (Special Provisions) Act seeking to safeguard the dignity and integrity of women; the Land and Village Land Acts, both of 1999 are key pieces of legislation in that regard. Similarly, the introduction of gender focal points in sectoral ministries and other government structures will make it possible for gender mainstreaming to trickle down where it matters most.

Despite these achievements our country has a long way to go. We are confident that this Report will unfurl what lies ahead in the implementation of the BPA and in fulfilling other national, regional and international commitments. Gender equality and equity are not only questions of women's human rights but a *sine qua non* for development. The challenges outlined in this Report will not, but give us the crucial push to forge ahead, to ensure that we contribute to sustainable development of our country.

I should like to thank all our development partners who in many ways supported us in the process of preparing this report. I wish to make special mention of UNIFEM, UNDP, UNFPA and the Italian government through AIDOS. We look forward to continued collaboration with these and other partners. I would also like to acknowledge the contribution of government ministries, various institutions, the civil society and all the women of Tanzania for their contribution and support which enabled us to complete this report.

Dr. Asha-Rose Migiro (MP)
**MINISTER FOR COMMUNITY DEVELOPMENT,
GENDER AND CHILDREN**

LIST OF ABBREVIATIONS AND ACRONYMS

AIDOS	-	Italian Association for Women in Development
ANGOZA	-	Association of Non-Governmental Organizations of Zanzibar
ARV	-	Anti Retro Viral
BPA	-	Beijing Platform For Action
CBEG	-	Community Based Education for Girls
CCM	-	Chama Cha Mapinduzi
CDOs	-	Community Development Officers
CDTIs	-	Community Development Training Institutes
CEDAW	-	Convention on the Elimination of all Forms of Discrimination Against Women
COBET	-	Complementary Basic Education in Tanzania
CRC	-	Convention on the Rights of the Child
CREW (T)	-	Credit Scheme for Productive Activities of Women in Tanzania
CSCBF	-	Civil Service Capacity Building Fund
CSDP	-	Community Social Development Programme
CSW	-	Commission on the Status of Women
EOTF	-	Equal Opportunities for all Trust Fund
FAWETA	-	Federation of Associations of Women Entrepreneurs in Tanzania
FDCs	-	Folk Development Colleges
FEMACT	-	Feminist Activism in Tanzania
FGM	-	Female Genital Mutilation
FINCA	-	Foundation for International Community Assistance
GBI	-	Gender Budget Initiative
GDP	-	Gross Domestic Product
GFP	-	Gender Focal Points
HESAWA	-	Health Sanitation and Water
HIPC	-	Heavily Indebted Poor Countries
HIV and AIDS	-	Human Immune Deficiency Virus/Acquired Immune Deficiency Syndrome
ICT	-	Information Communication Technology
ICTR	-	International Criminal Tribunal for Rwanda
IEC	-	Information Education and Communication
ILO	-	International Labour Organisation
IMTU	-	International Medical and Technology University
ISOA	-	Institutional Sector and Organisational Analysis
MCDGC	-	Ministry of Community Development Gender and Children
MCDWAC	-	Ministry of Community Development, Women's Affairs and Children
MCH	-	Maternal and Child Health
MDGs	-	Millennium Development Goals
MYEWCDC	-	Ministry of Youth, Employment, Women and Children's Development
NEMC	-	National Environmental Management Council
NGOs	-	Non-Governmental Organisations
PEDP	-	Primary Education Development Programme
PER	-	Public Expenditure Review

PMS	-	Performance Management System
PMTCT	-	Prevention of Mother to Child Transmission
PRIDE	-	Promotion of Rural Initiatives and Development Enterprises
PRS	-	Poverty Reduction Strategy
SACAS	-	Savings and Credit Associations
SACCOs	-	Savings and Credit Cooperative Societies
SADC	-	Southern Africa Development Community
SATF	-	Social Action Trust Fund
SELF	-	Small Entrepreneurs Loan Facility
STIs	-	Sexually Transmitted Infections
TACAIDS	-	Tanzania Commission on AIDS
TAMWA	-	Tanzania Media Women's Association
TANGO	-	Tanzania Association of Non-Governmental Organizations
TAS	-	Tanzania Assistance Strategy
TASAF	-	Tanzania Social Action Fund
TAWLA	-	Tanzania Women Lawyers' Association
TAWLAE	-	Tanzania Association of Women Leaders in Agriculture and Environment
TBAs	-	Traditional Birth Attendants
TBC	-	Tanzania Broadcasting Commission
TFTW	-	Training Fund for Tanzania Women
TGNP	-	Tanzania Gender Networking Programme
TV	-	Television
TWPG	-	Tanzania Women Parliamentarians' Group
UN	-	United Nations
UNDP	-	United Nations Development Programme
UNECA	-	United Nations Economic Commission for Africa
UNICEF	-	United Nations Children's Education Fund
UNIFEM	-	United Nations Development Fund for Women
UPE	-	Universal Primary Education
URT	-	United Republic of Tanzania
WAT	-	Women's Advancement Trust
WDF	-	Women's Development Fund
UWT	-	Umoja wa Wanawake Tanzania

**UNITED REPUBLIC OF TANZANIA (URT) COUNTRY REPORT ON THE
IMPLEMENTATION OF THE BEIJING PLATFORM FOR ACTION AND
THE OUTCOME OF THE TWENTY-THIRD SPECIAL SESSION OF
THE GENERAL ASSEMBLY - BEIJING +10**

Country Profile

The United Republic of Tanzania constitutes Mainland Tanzania and Zanzibar. There are two different law making bodies, the Parliament of the United Republic of Tanzania legislates on Union matters and the House of Representatives legislates on Zanzibar matters. Tanzania mainland is divided into 21 regions and Zanzibar into 5 regions. The United Republic of Tanzania has an area of 945,200 square kilometres of which 60,000 is inland water. The area of Zanzibar is 2,633 sq km. The country lies south of the Equator in East Africa. The population is 33 million (2002 Census) with an annual growth rate of 2.8 percent. Women constitute 51.1 percent of the total population.

Tanzania has a mixed economy in which rain-fed agriculture is the major activity to most people. The agricultural sector which includes fishing and agriculture, contributes 50 percent to the Gross Domestic Product (GDP). The Poverty Status in Tanzania comprises both income and non-income poverty. Non-income poverty has four main categories, which are: human capabilities, survival, nutrition and extreme vulnerability. It is estimated that 18.7 percent of Tanzanians live below the food poverty line and 35.7 percent live below the basic needs poverty line. Among the total poor population, the urban poor constitute about 13 percent compared to 87 percent in rural areas. Therefore, poverty is more prevalent in rural areas where the majority of women live.

PART ONE

OVERVIEW OF ACHIEVEMENTS AND CHALLENGES IN PROMOTING GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN TANZANIA

1.0 INTRODUCTION

The Beijing Platform for Action is a commitment which governments, NGOs and international organizations have made to advance women, in order to achieve gender equality, human rights and peace. The Platform for Action addresses twelve critical areas of concern which are:- 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. However, Tanzania accorded priority on four broad based critical areas, which are: enhancement of women's legal capacity; economic empowerment of women and poverty eradication; women's political empowerment and decision-making and access to education, training and employment.

The five-year review of the United Nations Special Session of the General Assembly: entitled 'Women 2000: gender equality, development and peace for the 21st Century, (Beijing +5)' revealed that there were issues that were related to the critical areas identified in the Beijing Declaration and Platform for Action which required more emphasis. In view of that observation, Beijing + 5 Political Declaration and Outcome Document focuses on the following emerging critical areas which are: - gender issues in humanitarian crises; women's access to decision-making, women's participation in peacemaking and peace-keeping; violence against women in particular the impact of armed conflicts on women; the economic impact of globalisation on women; trafficking in women and girls; women's access to new information and communications technologies; the impact on women of the global HIV and AIDS crisis and their crucial role in fighting the pandemic.

1.1 ACHIEVEMENTS

1.1.1 Gender Equality

The Ministry of Community Development Gender and Children is the National Gender Machinery responsible for policy formulation, coordination and monitoring through quarterly reviews. The Ministry of Youth Employment Women and Children Development is the National Gender Machinery for Zanzibar and is responsible for policy formulation, coordination and monitoring in Zanzibar.

In bringing about gender equality the Government has in place the National Development Vision 2025 that states among other things that Tanzania should ensure the attainment of gender equality and the empowerment of women in all socio-economic and political relations, and culture by the year 2025. Subsequent plans have been prepared to realize the Vision 2025 goals, which include among others, the Poverty Reduction Strategy (PRS) which identifies gender as crosscutting in all sectors.

The Government reviewed the Women in Development Policy of 1992, with a view to bringing about gender equality. This resulted in the formulation of the Women and Gender Development Policy which was adopted in 2000. The Policy puts emphasis on integration of gender equality in policies, plans, development strategies and actions in all sectors and at all levels in the development process. The policy also provides for women's empowerment by giving more opportunity to women in all spheres including politics, leadership positions, management and economic development.

The Government and development partners are committed to the implementation of the policy as reflected in the Sub-programme for Women's/Gender Advancement (1997-2003). Sectoral Ministries and Local Government Authorities carry out implementation of the policy through the normal government structures. Non-Governmental Organisations, Community Based Organisations, the private sector and communities at large complement these efforts. The Policy has increased awareness of issues related to women's empowerment and gender equality. Similarly, the Government of Zanzibar formulated and adopted a Policy on the Protection and Development of Women (2001), which provides a framework for promoting gender equality.

In 2003, a popular version of the policy on Women and Gender Development was prepared and disseminated widely. Furthermore, the Government translated the policy, earlier on formulated in Kiswahili, into English to facilitate easy understanding by development partners and non-Swahili speakers.

1.1.2 The Sub-programme for Women's and Gender Advancement (1997-2003)

After Beijing, the Government prepared the Sub-programme for Women's/Gender Advancement (1997-2003), on women's empowerment and gender advancement. The Sub-programme addresses four core and three supporting areas. The core areas are enhancement of women's legal capacity; economic empowerment of women and poverty eradication; women's political empowerment in decision-making and enhancement of women's access to education, training and employment. The supporting areas are on institutional arrangement, capacity building, gender mainstreaming and advocacy. The Sub-programme for Women/Gender Advancement is still in use although strategies of implementation have been enhanced to take into account newly emerging issues such as the Poverty Reduction Strategy, HIV and AIDS pandemic and the Millennium Development Goals. It has served as a guide to stakeholders in the implementation of the Beijing Platform for Action.

1.1.3 Millennium Declaration and Development Goals

Actions taken on the Millennium Declaration and the Millennium Development Goals related to gender issues are implemented within the framework of the Poverty Reduction Strategy. Measures taken by the Government are, among others, enforcing the Universal Primary Education (UPE) policy which has increased the enrolment of both girls and boys in Primary Schools. The gender gap between girls and boys in Primary Schools has been reduced. Legislation on Promoting Gender Equality

The government in response to the concluding comments of the Committee on CEDAW has

continued to intensify the efforts to review, amend or enact legislation and policies in accordance with the Committee recommendations. The Government has enacted laws pertaining to women's dignity, property, criminal and sexual abuse. For example the Sexual Offences (Special Provisions) Act 1998 was enacted to protect the dignity and integrity of women and children and the Land Act No 4 of 1999 and the Village Land Act No 5 of 1999 to provide for the right of land ownership of land for both women and men. This legal framework, which addresses access to means of production by women, has the important impact of empowering women socially and economically, hence contributing towards poverty eradication. Moreover, Act No.2 of 2002 established Land Tribunals whose composition must include not less than 43 percent women. The Land Act No. 4 of 1999 has further been amended in 2004, to make the land economically valuable and allow it to be mortgaged to access financial resources for investment. It further protects matrimonial property in case of unscrupulous deals by a spouse.

Awareness creation and sensitisation of women and men on these laws, has brought some changes whereby women and men are now claiming their rights in court, while stiff sentences are given to culprits to warn others against breaching the law. The establishment of a special desk dealing with public education and women's rights in the Commission of Human Rights is yet another positive move by the Government to advance women's rights.

The legal sector reform is on going and there is an increased involvement of civil societies in debates pertaining to gender sensitive laws.

The establishment of the NGO Policy has established an effective means of collaboration between the Government and NGOs who are the main implementers of government policies.

Gender Budget Initiative

The Government, in collaboration with NGOs, is carrying out a Gender Budget Initiative (GBI), which involves capacity building and development of gender mainstreaming tools. Gender budgeting is carried out in all ministries, regional and local authorities. 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.

Parliamentary Debates

The Parliamentary Standing Committee on Community Development, which is responsible for overseeing gender and women's development, has been instrumental in influencing decisions made on increasing women's representation in Parliament. Women Parliamentarians have formed a caucus, which is called Tanzania Women Parliamentarians' Group (TWPG) to enable them share experiences and unite them irrespective of their political affiliation, in order to address gender issues in a more focused way. Similarly, in Zanzibar an Association of women members of the House of Representatives has been formed for the same purpose. These groups have increased awareness of gender issues in the National Assembly and the House of Representatives.

PART TWO

PROGRESS IN THE IMPLEMENTATION OF THE CRITICAL AREAS OF CONCERN OF THE BEIJING PLATFORM FOR ACTION AND FURTHER INITIATIVES AND ACTIONS IDENTIFIED IN THE TWENTY-THIRD SPECIAL SESSION OF THE GENERAL ASSEMBLY

2.0 GOVERNMENT PRIORITY AREAS

Following the adoption of the Beijing Platform for Action, the Government of the United Republic of Tanzania, in due consideration of resource constraints, prioritised the following four areas as the main areas of focus:

- 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, training and employment;

This prioritisation of the four areas was made on the understanding that the remaining areas are equally important and that a conducive environment would be created for other actors to work on those areas. However, following the outcome of the UN Special Session of the General Assembly on women: 2000 and the Millennium Development Summit: 2000, other areas of priority were considered and are also reported in this section. The other critical areas reported in this section include:- Women and Health; HIV and AIDS; Women and the Media; Women and the Environment; The Girl Child and Women in Armed Conflicts.

2.1 ENHANCEMENT OF WOMEN'S LEGAL CAPACITY

2.1.1 Increased Legal literacy

In an effort to enhance women's legal capacity, the Government of the United Republic of Tanzania, in collaboration with various stakeholders, undertook several measures to enhance women's legal literacy. Such measures include: -

- Public awareness programmes through mass media and drama;
- Translation and dissemination of legal information such as the CEDAW, Land Act No. 4, and The Village Land Act No. 5 of 1999 into user-friendly language and
- Legal aid counselling centres have been established.

These measures have increased the general public's legal awareness and have as well stimulated debates on different legal frameworks for the rights and obligations of each member of the society. The increased women's awareness of laws has led to recommendations to review 12 pieces of legislation, which are discriminatory against women. These are: - The Law of Marriage Act of 1971. The Probation of Offenders Ordinance of 1962; The Affiliation Ordinance of 1964; The Adoption Ordinance of 1964; The Disabled Persons (Care and Maintenance) Act. of 1982; The Employment Ordinance Cap. 366; The Education Act No.25 of 1978; The Penal Code Cap.16; The Age of Majority (Citizenship) Act No.24 of 1970; The Customary Law Declaration Order of 1963 and The Probate and Administration (Deceased Estates) Ordinance Cap.445. It is

also against this background that The Sexual Offences (Special Provisions) Act (1998), The Land Act No. 4, and The Village Land Act No. 5 of 1999, were enacted. Similarly, Zanzibar has identified two pieces of legislation for review, which are The Education Act No.6 of 1982 and The Spinsters Act No 4 of 1985.

There has been a notable increase in the number of legal professionals thus improving women's access to legal services. The awareness has also resulted in positive attitude of law enforcers towards women's legal rights; increased reporting of cases of abuse of women's rights, as well as of the confidence of Tanzanian women to search for their rights.

The Government of the United Republic of Tanzania has ratified the Optional Protocol to the CEDAW in 2004, which provides an enabling environment for women to seek justice in the CEDAW Committee. CEDAW monitoring indicators have been developed and disseminated to gender focal points and other actors. These indicators will be used to facilitate the collection of gender-sensitive data and information on the implementation of the Convention.

Challenges

Despite these efforts and achievements, the challenge, which still remains, is that of effective and sustainable law enforcement to ensure the protection of human rights of women.

The coverage of legal awareness and services has not reached the majority of the people, especially those in the rural areas; hence there is a need to invest more in awareness creation, training and provision of paralegal services particularly in the rural areas.

2.1.2 Violence against women

The government has put in place several measures to combat all forms of violence against women. Such measures include a National Plan of Action (2001) to combat violence against women and children, which has been disseminated to stakeholders. The Plan of Action provides for strategies and activities to be implemented by various stakeholders.

There are also programmes run by NGOs to combat violence against women, which have resulted in the establishment of counselling centres for women to support victims of violence. Moreover, a campaign to combat the killing of old women suspected of being witches has reduced the killings, with communities now reporting such cases of violence.

The government has provided a conducive environment for NGOs fighting violence against women, by facilitating the establishment of networks. For example, the government facilitated the formation of the Tanzania Chapter of the Eastern Africa Network on the elimination of FGM, which was formed in 2002. In addition, a National Plan of Action to combat FGM (2001 to 2015) has been developed to provide guidance on eliminating Female Genital Mutilation.

Other measures include sensitising the public through the mass media, seminars, workshops and drama, on the need to remove gender-based violence; and the necessity to build a positive portrayal of women, as well as training of the media personnel to report on violence against

women and children. Such measures have brought positive results in combating violence against women and children. For example the on-going “Stop Female Genital Mutilation” campaign has resulted in changing people’s attitudes towards FGM. Some mutilators have laid down their tools and have joined the campaign of educating the communities to stop the harmful practice. Parents and elders in some areas, who are practising FGM, have come out in public to denounce the practice and have initiated alternative passage rites.

Challenges

Even though the policy and the legal framework for combating violence against women and children is clear, the major challenge remains that of changing the mindset of people to allow more effective enforcement of the law. There is need to enhance the understanding of the human rights of women and children.

2.2 ECONOMIC EMPOWERMENT OF WOMEN AND POVERTY ERADICATION

2.2.1 Economic Empowerment.

The National Micro-Finance Policy (2000) provides guidelines to achieve gender equity in accessing financial services in order to empower women economically. It directs that special efforts be made to incorporate mechanisms that would make the services accessible to both women and men. The Policy also gives flexibility in regulating micro-finance institutions. A few of such institutions provide credit to women in terms and conditions that can be met by them.

Women in small and medium enterprises have been empowered economically by facilitating their access to financial facilities in the form of credit, training in entrepreneurship and business management, and accessing markets. Efforts are being made to assist women to acquire standards certification of their products and to access internal and external markets.

Various credit facilities targeting women have been established. Among others is the Women Development Fund (WDF), which is supported by the government through the National Gender Machinery and complimented by the local councils. The fund provides credit to women in all the 114 Local Councils of mainland Tanzania. A similar Fund operates in Zanzibar. There are also other Funds, established by different stakeholders, which target poor women. These include, among others, CREW Tanzania, PRIDE, FINCA, Gatsby Trust and SELF.

Efforts have been made to mobilise communities to form Savings and Credit Cooperative Associations (SACCOs) and Community Banks.

Development of appropriate technology and training has been undertaken to reduce women’s workload in various ways particularly in agricultural production, food processing, energy and water.

Women have been supported to participate in international and local trade fairs and exhibitions, through which they have been able to market their products, gain and learn from each other on marketing and product development. Exchange of experience during trade fairs has contributed

to confidence building amongst them in order to face the challenges of competition and globalisation. Best practices have been registered in terms of sales growth, income generation and ability to take care of family needs. The establishment of links and networks has facilitated wider market outlets.

Information resource centres to access markets and exchange of information have been established in government and other public institutions, which provide training on entrepreneurship and business skills.

Challenges

The post-Beijing era has seen women taking up the challenges brought about by customs and traditions, which hitherto prohibited women's participation in economic endeavours. More women as individuals or in groups and associations have been engaged in investment ventures particularly in the informal sector. The challenge is how to facilitate women to graduate from the informal sector to the formal sector, particularly in the more productive sectors of the economy. Another challenge is the need to enhance capacities to produce enough quality products required by the markets. Women have managed to participate in trade fairs and secure orders, but failed to meet large orders due to limited production capacities.

The other challenges are on how to facilitate access to information and technology to the majority of women especially those in the rural areas.

Poverty Reduction.

In an effort to address the issue of feminisation of poverty the government has placed emphasis on formulation of policies, strategies and enactment of laws, which address women who form the majority of the population. In this regard, the Poverty Reduction Strategy (PRS) has allowed the channelling of additional resources to the social sectors, in addition to the economic and infrastructural ones. The social sectors include: - education, water, health and cross cutting issues of HIV and AIDS, gender and environment where the feminisation of poverty occurs. Moreover, efforts have been made to bridge the gender gaps to meet the Millennium Development Goals within the PRS, such as reducing the gender inequalities in the enrolment of boys and girls in schools and addressing vulnerability in terms of female headed households, taking care of the orphans, the sick, the elderly and others to meet their requirements.

Specific policies and strategies have been developed within the PRS. These include the Agricultural Development Strategy (2001), the Rural Development Strategy (2001), Small and Medium Enterprise Development Strategy (2003) and the Trade Policy (2003), all of which have been formulated with a gender perspective. Specific community based programmes to address poverty such as the Tanzania Social Action Fund (TASAF), Social Action Trust Fund (SATF), Health, Sanitation and Water (HESAWA) and Community Social Development Programme (CSDP) have components addressing specific vulnerable groups with an intention of improving the quality of life of the people.

The resource mobilisation and allocation frameworks within the PRS, Tanzania Assistance

Strategy, Public Expenditure Review and the Medium Term Expenditure Frameworks have incorporated gender in their processes. One of the notable achievements is the adoption of the Gender Budget Initiative (GBI.) The Gender Budget guidelines require the sectors to allocate resources with a gender perspective.

Challenges

Despite these achievements, the challenges which remain to be addressed include: articulation of poverty issues from a gender perspective at the grassroots level; capacity building at the grassroots level to address various policy issues on poverty reduction and involvement of men and women in policy and programme formulation processes to promote ownership and sustainability.

2.3 WOMEN'S POLITICAL EMPOWERMENT AND DECISION MAKING

The Constitution of the United Republic of Tanzania provides for affirmative action for women's participation in Parliament and Local Councils. Special seats for women in the Parliament increased from 15 percent in 1995 to a minimum of 20 percent in 2000 and from 25 percent in 1995 to 33.3 percent in 2000 in the Local Councils. There is currently a Bill, awaiting approval by the Parliament to provide for an increase of special seats from a minimum of 20 percent to 30 percent. Similarly, the eighth amendment of the Revolutionary Government of Zanzibar Constitution in 2002 increased the percentage of women's special seats in the House of Representatives from 20 percent in 2000 to 30 percent of constituency seats in 2002. This will be operational in the general elections of 2005.

The existence of women's political organisations, such as the Umoja wa Wanawake Tanzania (UWT) affiliated to the ruling party, has provided a strong vehicle and voice for women to access political decision making structures as well as mobilisation of women to participate in politics. Other structures which are in place to facilitate the empowerment of women in decision making positions include women's groups and associations and community based groups at grassroots level, that provide a breeding ground of future leaders.

The Government, in collaboration with the development partners and NGOs, has undertaken capacity building programmes to empower women Parliamentarians in the area of Information Communication and Technology (ICT). The women Members of Parliament were also provided with tailor-made training and equipped with gender analytical skills, communication, information and technology skills and other skills related to their roles as Members of Parliament. This training has assisted in building skills and self-confidence in discharging their roles as effective women Parliamentarians.

The Government, in collaboration with development partners, civil societies and mass media, provided civic education before the general elections in October 2000 to sensitise and prepare women to contest for elections in local councils and Parliament/House of Representatives in Zanzibar. Civic education is on going and it is expected that more women will participate in the 2005 elections.

The government in collaboration with development partners has undertaken deliberate efforts, to empower women for leadership positions especially through the Training Fund for Tanzania Women (TFTW) and the Civil Service Capacity Building Fund (CSCBF). This has resulted in the increased number of women who can compete for managerial and decision making positions in the public, private, political and NGOs sectors. In addition, gender sensitisation programmes for Parliamentarians, decision makers in the public service, NGOs and the private sector have led to the appointment of women to leadership positions even in areas that are traditionally not occupied by women.

Challenges

The challenge faced is to increase the number of women in constituencies. Currently out of the 63 women Members of Parliament only 12 represent constituencies. The major obstacles have been: -

- *The low capacity of women to have financial resources required creating the enabling environment for them to compete with men in the elections.*
- *The patriarchal system, which favours men, still undermines women's participation in politics.*
- *The leadership structure of political parties is still male dominated and most of their Constitutions do not provide for women's quotas. The ruling party, namely Chama cha Mapinduzi (CCM) is the only party that provides for affirmative action in respect of their National Executive Committee, which is one of CCM's policy-making body.*

2.4 WOMEN'S ACCESS TO EDUCATION, TRAINING AND EMPLOYMENT

2.4.1 Education

The government has put in place a sector wide approach to education and the Education Sector Development Programme in an effort to reduce gender disparity in the education sector and to improve the quality of education.

The Primary Education Development Programme (PEDP) and the abolition of school fees in primary education has increased the enrolment of girls in primary schools. In addition the enforcement of by-laws and regulations pertaining to enrolment and retention has created an environment whereby girls are more likely to be retained than before.

In an endeavour to create a conducive learning environment for both girls and boys, school committees, with equal numbers of women and men, have been established and sensitised to ensure that the gender needs of both girls and boys are met. Moreover, Information, Education and Communication (IEC) materials have been produced and used to sensitise and create awareness to parents, schools and communities on enrolment and retention of girls in schools. Amongst the achievements registered is the gross enrolment for girls who increased from 96.1 percent in 2002 to 102.1 percent in 2003 and the net enrolment increased from 79.3 percent to 86.7 percent in the same years respectively.

There is a positive change towards girls' education. Female enrolment, as a percentage of the

total enrolment in private secondary schools, is slightly higher than that in public secondary schools. In 1996 female enrolment in Public 'O' Level Secondary Schools was 44.9 percent while in Private 'O' Level Secondary Schools was 46.6 percent. In 2003, the percentage of female enrolment in Public 'O' Level Secondary Schools was 44.6 and in Private 'O' Level Secondary Schools was 49.4 percent. This data indicates the willingness of parents to pay for the education of girls in secondary schools, a phenomenon, which could not be observed in the past. In order to ensure access to education for the poor, Education Trust Funds have been established in various districts to assist girls and boys who perform well in examinations, but who cannot meet the expenses for higher education. In addition a special Fund for girls known as Girls' Secondary Education Support Programme (GSES) has been established at the Ministry of Education and Culture to support such girls. In this programme 2980 girls benefited, between 1998 and 2002.

At the University of Dar es Salaam a programme has been established to enhance girls' access to university education. Girls are assisted by being given remedial classes in order to improve their performance and retention in science and mathematics subjects. There is also a Female Undergraduate Scholarship programme, in which development partners have complemented government efforts by sponsoring female students at the university to mitigate the burden of cost sharing. The programme enhances the capacity of the University of Dar-es-Salaam to promote gender mainstreaming with improved female education. As a result of these programmes female students enrolled at the University of Dar es Salaam in 2001 constituted 27 percent and increased to 28 percent in 2003. In Zanzibar, the proportion of female students in the public universities was 34 percent in 2003 while in private universities the proportion reached 49 percent in the same year.

The process of removing stereotypes in textbooks in the education sector is in place. Teaching methods have been improved and teachers are introduced to gender sensitive classroom interactions. Gender courses have been introduced in institutions of higher learning, universities, 58 Folk Development Colleges (FDCs) and four Community Development Training Institutes (CDTIs) of Tanzania Mainland.

Complementary Basic Education in Tanzania (COBET) was introduced in 1999 as a pilot project as an effort to ensure that illiteracy is eradicated. The programme has now been incorporated into the Primary Education Development Programme and is implemented countrywide. In this programme, school children who did not enrol in school and those who dropped out of school are given an opportunity to undertake primary education in 3 years instead of 7 years. Good performers enter formal education for further studies. In Zanzibar, the same programme is called Alternative Learning for School Dropouts. The programme has been well received by members of the community. NGOs are also complementing government efforts in training young mothers/girls who dropped out of school because of pregnancy.

Counselling services are given to girls for confidence building and to improve their performance in examinations. A programme called SARA, which is an initiative advocating for girls' education by helping girls to develop high positive self-esteem and confidence building, has been developed and disseminated to the public through schools, radio, TV and video.

Challenges

Despite these positive changes the traditional gender stereotyped roles and psychological factors still limit girls' access to formal education, especially in higher institutions of learning. More ever, women's access to higher levels of education has always been constrained by other reasons, such as lack of financial resources and early marriage.

2.4.2 Training

The vocational education training policy, which is demand driven, has allowed for the designing of programmes required in the market. These programmes provided women with improved skills, which have enhanced the performance, as well as improved status or added value to the jobs they undertook in the Small and Medium Enterprises (SMEs) and informal sector.

There is a positive trend for female students to join vocational training. In 2001 female students constituted 12.8 percent of the total enrolment in Vocational Training Colleges, as compared to 12 percent of the total in 1998.

Challenges

Since most Vocational Training Institutions were established to cater for men and boys, the majority of girls and women have been left out of the mainstream of vocational training. The challenge is to encourage girls and women to take up non-traditional or male dominated trades. At the same time more vocational trades need to be established to cater for the female dominated trades. In addition women who join vocational training colleges offering non-traditional skills such as plumbing, mechanics and masonry, are still very few.

2.4.3 Employment

The Constitution of the United Republic of Tanzania in Article 22 and 23 provides for the right to work and just remuneration. Tanzania has ratified all the eight core ILO Conventions, including Convention 100 and 101, which are specifically against women's discrimination in employment.

The Public Service Management and Employment policy together with the public service regulations have provided an environment for promoting equal opportunities and eliminating discrimination and biases against women.

The government has domesticated the international labour standards through the enactment of the National Employment Services Act (1999). This law provides for equal opportunities to men and women in access to employment services. The Employment and Labour Relations Act (2003) was passed by the Parliament. It prohibits discrimination in the work place on the basis of gender, sex, marital status, disability and pregnancy among others. This law also requires employers to report to the Labour Commissioner on their plans to promote equal opportunities. In this law, affirmative actions are to be taken not as a discrimination issue. The law protects employees during pregnancy and women employees by providing social security hence shifting

the cost from the employer to the social security fund.

The government established the Public Labour Exchange Centre in 2002 to link job seekers with employers. Job seekers are provided with vocational guidance and counselling as well as with information about employment perspectives. In 2003, thirty percent of job seekers were women. Alongside this centre, the private sector has established similar services with minimal charges. In addition, a Women's Information Window, within the National Gender Machinery, has been established to provide women with information and advisory services on job availability, training, scholarships and internship opportunities.

Labour laws are being reviewed to become more gender sensitive and to enforce safety regulations in the work places for both men and women. Thirteen Labour Laws are under review in Zanzibar.

Data and information from Labour Force Surveys are presented with disaggregated data and analysis. It is now easier to make comparisons in employment trends.

The Government has initiated a number of programmes and projects in promoting rural and urban self-employment with emphasis in availing more employment and opportunities to poor women.

Challenges

In addition to the efforts made and good will of the government, competitiveness in the labour market limits the participation of women, particularly young women, in employment. The challenge that remains is the promotion of equal opportunities for men and women, as well as the recognition of the value of the triple roles of women and therefore the mainstreaming of gender concerns in employment practices. The problem lies mainly in changing the people's mindset, for instance the private sector employers do not often abide by all the standards that promote equality at places of work.

2.5 OTHER CRITICAL AREAS OF CONCERN

This Section focuses on successful actions, achievements and impact on the implementation of other critical areas of concern, which are: Women and Health, HIV and AIDS, Women and the Media, Women and the Environment, The Girl Child and Women and Armed Conflicts.

2.5.1 Women and Health

The National Health Policy (1990) was reviewed in 2003 to accommodate the objectives set out in the National Population Policy (2000) of the United Republic of Tanzania and Population and Development Policy (2001) of Zanzibar. Both population policies reinforce national development, by making resources available for the improvement of the quality of life of people and of caring better for women's health, medical care during pregnancy and in the post-natal period.

The reviewed Health Policy shifts emphasis from curative to preventive health care. District based health services are emphasised for easy accessibility and affordability to all people, men and women, children and the youth. The Policy has enabled the involvement of NGOs, private sector and religious institutions in health service delivery and health training of Human Resources.

A Reproductive and Child Health Strategy for the year 2004 – 2008 resulting from the Health Policy has been developed to intensify interventions in maternal and childcare. Institutional arrangements for managing the health service delivery through District Health Boards and Ward Health Committees have been introduced. By-laws to establish Community Health Funds have also been formulated to improve Primary Health Care. The community Health Funds have involved communities to participate in planning, implementation and monitoring of the performance on health service delivery.

Several campaigns and programmes have been introduced to support women's health which include among others, Maternal and Child Health (MCH) campaigns conducted for both women and men; establishment of maternity waiting homes and training of Traditional Birth Attendants (TBAs) which is an on-going activity. In addition, preventive health is encouraged, for instance treated mosquito nets with intermittent preventive treatment for malaria are provided to pregnant women, in clinics at an affordable price to combat malaria.

Challenges

Community participation in the management of health services has led to improved resource mobilization, resource utilization and service sustainability. In spite of that, there is still poor infrastructure and inadequate skilled human and financial resources for the provision of adequate and quality health services. Lack of gender-disaggregated data, harmful traditional practices and discriminatory customs still hinder women's development in this area.

2.5.2 HIV and AIDS

Combating HIV and AIDS ranks high among the top priorities in government plans and is an integral part of poverty eradication efforts in the country. It is part of the agenda in all fora at all levels of Government, NGOs, faith organizations, private sector and trade unions. In this regard, the Tanzania Commission for AIDS (TACAIDS) was established in 2000 and the Zanzibar AIDS Commission in 2003, with the responsibility of formulating policies, strategies, advocacy programmes and developing, monitoring and evaluation indicators in combating HIV and AIDS.

A National Policy on HIV and AIDS (2001), a National Multi-Sectoral Strategic Framework on HIV and AIDS (2003-2007) and a Community Based Strategic Framework Protection of Women and Children against HIV and AIDS (2001-2005) have been developed to further emphasise the involvement of people in combating HIV and AIDS.

Interventions to combat HIV and AIDS include: The introduction of Prevention of Mother To Child Transmission of HIV (PMTCT) services; the introduction of the use of Anti-Retro Viral (ARV) to people living with AIDS; training of health care staff to manage and monitor PMTCT

programmes; special sensitisation programmes for women and girls and promotion of home-based care to ensure that HIV and AIDS patients are not discriminated against.

Challenges

HIV and AIDS continue to claim the lives of many women and girls. Introduction of home-based care has increased the burden on women due to lack of a welfare support system.

2.5.3 Women and the Media

A National Policy on Information and Communications Technologies is in place. There have been positive developments and improvement in the use of Information and Communications Technologies, which have increased the capacity on reporting from the grassroots level, which take into account gender issues.

The Government has enabled the establishment of the Tanzania Media Women's Association (TAMWA) and the registration of ten (10) other media professional associations. Media professional guidelines and voluntary codes of conduct, which encourage fair gender portrayals, have been developed. Training and gender sensitisation have been conducted for media reporters and media decision makers during this period.

Challenges

It has been noted that Media networks are strong change agents for gender equality and women empowerment, therefore the need to strengthen them. There is still a digital gap between rural and urban areas, which needs to be bridged.

2.5.4 Women and the Environment

The Government recognises the need to involve women in environmental protection. Through the National Policy for the Environment (1997) the sustainability, security and effective use of resources for the present and the future is ensured. In this regard, the National Environment Management Council (NEMC) was established in 1999 to monitor the implementation of the National Environment Policy. Institutionally, the management of the environment goes down to the village level where an environmental committee has been established, with equal numbers of women and men to ensure that gender concerns are taken into consideration.

In 2003, the Government integrated environmental issues into the Poverty Reduction Strategy and in the budgetary process as crosscutting issues. Appropriate environmental indicators and standards have been formulated and disseminated.

Challenges

Women's livelihood strategies depend on the environment. The challenge however, is how to enable women to gain control of the environment and understand emerging issues related to the environment.

2.5.5 The Girl Child

The rights of the child, as stipulated in the Convention on the Rights of the Child (CRC) and the African Charter on the Rights and Welfare of the child are also enshrined in the Constitution of the United Republic of Tanzania (URT). These Conventions ensure the rights of each child within their jurisdiction without discrimination of any kind, irrespective of the Child's, or his or her parents, or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability or other status.

According to the Beijing Platform for Action, Tanzania committed itself to participation. In view of this, various laws have been enacted to prohibit child labour, sexual abuse, defilement, rape and female genital mutilation.

The Sexual Offences (Special Provisions) Act of 1998 was enacted among others mainly to protect the girl child from sexual abuse, defilement, rape and female genital mutilation.

The Employment and Labour Relations Act 2003, prohibits the employment of a child under the age of 14, who shall only be employed to do light work. The law prohibits employment of children less than eighteen years of age in mines, factories or as crew in a ship.

The Constitution of the URT and the CRC has been translated into policies, strategies, programmes and actions, addressing the rights of the girl child as well. The Child Development Policy (1996) of the URT and the Child Survival Protection and Development Policy 2001 of Zanzibar seek to address, among others, the rights of the girl child and children in difficult circumstances.

Children are made aware of their rights through their participation in the Commemoration of African Child Day, on June 16th each year, during which a mock parliament of girls and boys is organised and popularised in the media. The mock parliament serves as a platform for building self-esteem and confidence for both girls and boys to be future leaders. The decisions and recommendations made during the mock Parliament are considered by the government and actions taken as appropriate.

Efforts are ongoing to eradicate the worst forms of child labour and make sure that children attend school. Children under difficult circumstances are encouraged and given an opportunity to attend school.

Challenges

The deterioration of economic opportunities, vulnerability, lack of family support and life hardships have continued to accelerate the incidence of child labour. The challenge lies in the identification of developmental interventions to complement the legal framework of addressing child issues.

2.5.6 Women in Armed Conflicts

The Government of the URT has continued to harbour refugees from neighbouring countries experiencing political instability and ethnic strifes. The Parliament has enacted The Refugees Act (1998) that provides a legal 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 from violent acts. In terms of education the law requires that every refugee be provided with education in accordance with the National Education Act 1978. Programmes catering for refugee needs (water, health and education) are implemented in designated areas or centres for refugees. The refugee community, particularly women, have been actively engaged in productive activities that have enabled them to resettle in refugee camps.

In order to ensure peace and tranquillity, the Government has taken measures to curb possession of arms by refugees. The government, in collaboration with NGOs and the United Nations, continue to provide protection, assistance and training on peacekeeping and conflict resolution.

PART THREE

3.0 INSTITUTIONAL DEVELOPMENT

The existing institutional mechanisms for promoting gender equality and empowerment of women are within the Government structures. The Executive, the Parliament and the Judiciary form the three pillars of the Government in Tanzania. The Constitution of the United Republic of Tanzania guarantees the right of both women and men to hold office without gender discrimination.

3.1 The Executive

According to the Constitution of United Republic of Tanzania, the Executive is made of the President, the Vice President, the President of Zanzibar and the Prime Minister. Appointment of Ministers, members of the Judiciary and senior officials is made by the President.

3.2 The Parliament

The Parliament is made of the President of the United Republic of Tanzania and the National Assembly. The National Assembly is made of members of various categories: the elected, Presidential nominees and women's special seats. Presidential appointees and women's special seats, guarantee the presence of women in Parliament. Similarly, in Zanzibar the House of Representatives is made of the President of Zanzibar and with a structure similar to that of the National Assembly. It is the responsibility of the Parliament and the Zanzibar House of Representatives respectively, to ensure the promotion of laws with a gender perspective, as well as of an agenda on women's empowerment and gender equality.

3.3 The Judiciary

The Judiciary is composed of the High Court of the United Republic of Tanzania led by a Principal Judge, while in Zanzibar the Chief Justice of Zanzibar leads the High Court. The highest court in Tanzania is the Court of Appeal led by the Chief Justice of the United Republic of Tanzania. The President appoints the serving judges. Currently, there are 8 women out of 29 High Court Judges, and 1 out of 7 judges of the Court of Appeal. In Zanzibar there are no women judges.

The structure of the Judiciary goes down to the village level where there are Primary Court Magistrates, mainly dealing with customary laws. At the middle level, there are District Magistrates and Resident Magistrates. An aggrieved person is allowed to appeal from the Primary Court to the Appeal Court.

3.4 Government Structure

The Government has a two-tier structure: the Local Government Authorities and the Central Government, all entrusted with the empowerment of women and the enhancement of gender equality.

In 1990, the Tanzania Government established the Ministry of Community Development, Women's Affairs and Children as the Women's National Machinery. In 2002, this Ministry was renamed the Ministry of Community Development, Gender and Children to put emphasis on gender mainstreaming to ensure gender equality.

The Ministry of Community Development, Gender and Children (MCDGC) of the Government of the United Republic of Tanzania and the Ministry of Youth, Employment, Women and Children Development (MYEWCD) of the Revolutionary Government of Zanzibar are the national machineries for women in Tanzania. The two Ministries have a clear mandate from the respective governments as the National Machineries and the lead Ministries in charge of gender and women's advancement. They have the mandate to oversee, monitor and coordinate programmes for an effective implementation of the Beijing Platform for Action. The Ministries are also central to the coordination and advocacy for gender mainstreaming in all sectors.

In addition to the two major national machineries, Gender Focal Points (GFPs) have been institutionalised in all central ministries, government departments and in the local government structures. The establishment of the GFPs is a crucial entry strategy in achieving and accelerating the implementation of gender equality. In the different government structures, the GFPs assist in coordinating and monitoring mechanisms, as well as in ensuring that all sectoral policies and programmes are gender sensitive.

The NGOs play a big role in advocacy, networking and complementing government initiatives geared towards women's advancement and gender equality. The main umbrella NGOs are: the Tanzania Association of Non-Governmental Organizations (TANGO) and the Association of Non-Governmental Organizations of Zanzibar (ANGOZA). There is also a coalition of NGOs dealing with gender development (FEMACT). The Umoja wa Wanawake Tanzania (UWT), a party affiliate organization, which plays a key role and has been and continues to be involved in coordinating women's issues. There are other women's organizations dealing with specific areas, such as: the Federation of Association of Women Entrepreneurs in Tanzania (FAWETA), the Equal Opportunities for All Trust Fund (EOTF), the Tanzania Women Lawyers' Association (TAWLA), the Women's Legal Aid Centre (WLAC), the Tanzania Association of Women Leaders in Agriculture and Environment (TAWLAE), the Tanzania Media Women's Association (TAMWA), the Tanzania Gender Networking Programme (TGNP) and the Women's Advancement Trust (WAT).

The National Gender Machinery coordinates the implementation of the Beijing Platform for Action (1995) and the Beijing + 5 Political Declaration and Outcome Document. The National Machinery collaborates with sub-regional and regional mechanisms such as those of the SADC, the East African Community and African Union, the UN Economic Commission for Africa (UNECA) and the African Centre for Gender Development (ACGD).

The Staff of the MCDGC have been trained in gender analysis, gender planning and Information Communication Technology (ICT). Three studies to assess the capacity of the MCDGC have been carried out. The first study was an Institutional Sector and Organisational Analysis (ISOA 2002). ISOA's objective was to identify opportunities to improve the MCDGC performance as a

central and enabling player in Community Development, Gender Equality and Family-Child Development in Tanzania. The study resulted in the formulation of strategies for the institutional and organizational development of the MCDGC as an enabling player in the identified sectors. The second study was the Needs Assessment to identify the capacity of the MCDGC as the National Gender Machinery (2003), conducted by the SADC Secretariat. The study recommended that the National Gender Machinery should be strengthened in terms of human and financial resources. The third was a Self Assessment Exercise under the Public Management System. This assessed the Ministry's capacity to serve the public as its customers. This exercise has led to the development of a strategic plan for the MCDGC.

These studies have highlighted the strengths and weaknesses of the MCDGC in terms of its mandate to implement the BPA and other sub-regional and regional declarations and legal instruments; to implement gender mainstreaming countrywide; and to play its central role as a coordinating body of the programmes put in place for women's advancement and gender issues. The studies have also provided the MCDGC with the opportunity to revisit its functions under the current mandate and its institutional and organizational development.

In terms of indicators, a process of developing a core set of indicators is going on and the MCDGC is in the process of developing gender sensitive monitoring indicators for the implementation of the BPA, CEDAW and other related policies, strategies and programmes.

PART IV

MAIN CHALLENGES AND FUTURE PLANS

4.0 MAIN CHALLENGES

The challenges outlined here refer to priority areas.

4.1 Combating HIV and AIDS

HIV and AIDS continue to impact negatively on women and children. While the Government has established the National AIDS Commissions, which have come out with an AIDS Policy and a Multisectoral Strategic Framework for Combating HIV and AIDS, the Ministry of Community Development Gender and Children prepared a Community Based Strategic Framework for protecting women and children against HIV and AIDS.

The challenges ahead are how to get the frameworks localized at the family level; to channel resources to the family level and establish mechanisms to access resources to the village and the family level and to access global resources. The greatest challenge is the engendering of the strategies, plans and the implementation process.

4.2 Women and Health

Efforts need to be intensified to improve women's access to health facilities and health care. Health education is important in order to improve access to health education for all families however; a lot of resources and innovative mechanisms are required. Furthermore, the on-going government reforms need to be harmonized so that health extension services are not affected.

The other challenge is that of addressing the issues of women's reproductive health as provided by the Reproductive and Child Health Strategy 2004 – 2008.

4.3 The Girl Child

Despite government efforts to improve the rights of the girl child, especially through ensuring access to primary education, the girl child continues to face a lot of constraints in achieving her rights. Due to decisions made at the family level she is often subjected to child labour, heavy workload resulting from domestic chores and to harmful traditional practices. Efforts will be based on the revision of the Child Development Policy and the preparation of a Strategic Framework for the development and protection of the girl child. The challenge is to identify strategies to get all parents and guardians to guarantee children, boys and girls, their rights as stipulated in policies, country legislation and in the Convention on the Rights of the Child (CRC).

4.4 Violence against Women

Violence against women in various forms continues to be perpetuated. Acts of violence in many cases instil fear in women. A number of laws have been passed to prevent violence against

women. However, the challenge is now how to make people use the laws effectively.

5.0 FUTURE PLANS

Ten years after the Beijing Platform for Action (BPFA), Tanzania plans the following: -

- Update the Action Plan for the implementation of the Beijing Platform for Action.
- Facilitate data collection and establishment of a gender disaggregated database.
- Empowering families to take responsibility for gender equality.
- Continue advocacy for policy change, women's empowerment and gender equality.
- Develop human resource and build capacity for gender mainstreaming including engendering curricula, using monitoring and evaluation indicators, training of staff on gender planning, gender analysis as well as monitoring and evaluation with a gender perspective.
- Develop a guide for planning with a gender perspective to guide gender mainstreaming in sectors.
- Building the capacity of the Ministry of Community Development, Gender and Children to strengthen gender as a cross cutting issue.
- Engender the training offered in Community Development Training Institutes (CDTIs) and Folk Development Colleges (FDCs).
- Strengthen the capacity of the Women's Information Centre.
- Continue the mobilization of resources for women's empowerment and gender equality.

Annex 1
UNITED REPUBLIC OF TANZANIA (URT) WOMEN IN POLITICS AND DECISION MAKING
QUANTITATIVE ANALYSIS-1997-2003

DECISION MAKING POSITION	NO. OF WOMEN			NO. OF MEN			TOTAL			% WOMEN		
	1997	2002	2003	1997	2002	2003	1997	2002	2003	1997	2002	2003
3.1 Cabinet												
Ministers	3	4	4	24	23	23	27	27	27	11	15	15
Deputy Ministers	3	5	5	13	12	12	16	17	17	19	29	29
3.2 Parliament												
Members of Parliament	48	63	63	227	213	213	275	275	275	18	22.5	22.5
Elected	-	12	12	-	218	218	-	230	230	-	5	5
Special seats	-	48	48	-	-	-	-	47	47	-	100	100
Nominated	-	2	2	-	8	8	-	10	10	-	20	20
House of Representatives Elected	13	12	12	63	59	59	76	71	71	21	17	17
3.3 Regional government – All are Nominated												
Regional Commissioners	1	2	2	19	19	19	20	21	21	5	10	10
Regional Administrative Secretaries	-	4	4	20	17	17	20	21	21	-	19	19
3.4 Local Government (Total)	-	1190	1190	-	2287	-	-	3477	3477	-	35.5	35.5
Elected	-	250	250	-	2287	-	-	2537	2537	-	10	10
Special seats	-	940	940	-	-	-	-	940	940	-	100	100
Nominated												
District Commissioners	19	19	23	88	88	84	107	107	107	20	18	21
District Administrative Secretaries	20	14	14	89	85	85	109	99	99	10	14	14
District Executive Directors	-	14	14	-	86	86	-	100	100	-	14	14
3.5 Public/Civil Service												
Permanent Secretaries	4	6	7	21	19	18	25	25	25	16	24	28
Deputy Permanent Secretaries	-	-	-	-	7	7	-	7	7	-	0	0
Directors	-	29	30	-	83	83	-	112	111	-	26	26

DECISION MAKING POSITIONS	NO. OF WOMEN			NO. OF MEN			TOTAL			% WOMEN		
	1997	2002	2003	1997	2002	2003	1997	2002	2003	1997	2002	2003
Commissioners	-	2	3	-	16	16	-	18	19	-	11	15
3.6 Ambassadors and High Commissioners	1	1	1	29	34	34	30	35	35	3	3	3
Diplomatic Services	33	-	-	47	47	-	80	47	-	-	0	0
3.7 Judiciary												
Chief Justice	-	-	-	-	1	1	0	1	1	0	0	0
Judges of Court of Appeal	-	-	1	-	-	8	-	-	9	-	-	11
High Court Judges	3	6	7	33	33	42	36	39	49	9	14	16
Resident Magistrates	-	33	33	-	82	82	-	115	115	0	29	29
District court magistrates	-	22	22	-	123	123	-	145	145	0	15	15
Primary Court Magistrate		149	149	-	546	546	-	695	695	0	21	21
Registrar of Court of Appeal	-	-	-	-	1	1	-	1	1	0	0	0
Registrar of High Court	-	-	-	-	1	1	-	-	-	-	-	-
Registrar of Commercial Court	-	-1	1	-	0	0	-	1	1	-	100	100
Registrar High Court Land Division	-	-	-	-	1	1	-	-	-	-	-	-

Source: Compiled by Ministry of Community Development, Gender and Children from The Vice President's Office - Civil Service Department and Other relevant Ministries

Key: - Means Statistics were not available

Annex 2
POSITION OF WOMEN IN GOVERNMENT 1995-2003- ZANZIBAR

Position	1995			2003		
	Total	No of Women	% of Women	Total	No of Women	% of Women
Members of House of Representatives	75	11	17	79	20	25.3
Ministers	16	3	19	12	1	8.3
Deputy Ministers	6	1	7	13	1	8.2
Principal Secretaries	15	1	7	13	1	7.7
Deputy Principal Secretaries	14	2	14	12	2	16.6
Commissioners	7	0	0	10	3	30
Directors	51	5	10	60	8	13.3
Regional Commissioners	5	0	0	5	0	0
District Commissioners	10	0	0	10	1	10
Shehia	240	0	0	254	5	2

Source: *Situation Analysis of Women and Children in Zanzibar.*

Annex 3
FEMALE ENROLMENT IN EDUCATION AS PERCENTAGE OF
TOTAL ENROLMENT, 2000 AND 2003

EDUCATIONAL LEVEL	2002	2003
Primary Education		
STD I	48.6	48.5
STD VII	50.7	49.9
STD I-VII	49.0	48.7
Secondary Education		
Form I	46.7	48.2
Public	45.0	46.6
Private	49.1	50.1
Form IV	43.8	44.5
Public	43.3	43.4
Private	44.5	46.4
Form V	33.2	35.3
Public	34.8	36.4
Private	31.3	33.9
Form VI	32.2	33.5
Public	33.0	32.8
Private	31.1	34.4
Form I-VI	45.5	45.7
Public	44.7	43.9
Private	46.7	48.2
Teacher Education		
Total	48.2	50.0
Public	48.3	49.9
Private	41.7	53.2

Source: Ministry of Education and Culture "Basic Education Statistics 2003"

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