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| EUROPEAN COMMISSION DIRECTORATE-GENERAL FOR INTERNATIONAL COOPERATION AND DEVELOPMENT | EUROPEAN EXTERNAL ACTION SERVICE  |
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| The Director-General  | Secretary General  |

**Gender Action Plan III – 2021-2025**

**Country Level Implementation Plan – CLIP for TANZANIA [[1]](#footnote-1)**

1. **Context for EU action gender equality and women’s empowerment in Tanzania**
	1. *Overview of the gender situation*

The National Development Vision 2025 states that Tanzania should attain gender equality and empower women in all socio-economic areas by the year 2025. Specific policies on gender equality have been developed both in Mainland and Zanzibar as well as Action Plans to end gender-based violence. Tanzania holds the 140th position in the [Gender Inequality Index](http://hdr.undp.org/en/indicators/68606) (of 162 countries). Whilst the country does better than the Sub-Saharan Africa average with regard to the maternal mortality rate, share of women in Parliament and labour force participation, it does not on the percentage of women with secondary education and the adolescent birth rate.

Some progress can be recorded over the past 10 years, in particular vis-à-vis political representation, but the country is far off meeting SDG 5. The new President, Samia S. Hassan has recently stated that, unlike in recent years, pregnant girls and young mothers should be allowed back into regular schools[[2]](#footnote-2).

Today, discrimination and **gender-based violence** still remain some of the most significant barriers for Tanzanian women and girls to achieve gender equality and the chance to unleash their full potential to become true change agents. Although the principle of equality is entrenched in the Tanzanian Constitution, personal and customary law are often outside the ambit of this principle[[3]](#footnote-3).

Although the country has implemented some important initiatives to reduce child marriage and child pregnancy, the prevalence is still high[[4]](#footnote-4). As pregnant girls have to leave school, early childbearing reduces the educational and employment opportunities for girls[[5]](#footnote-5). In terms of secondary **education**, out of the adult female population, only 12% have completed secondary school. The country also has one of the lowest gross tertiary enrolment ratios in Sub Saharan Africa, even if is some progress is recorded with the rapid growth of higher education, driven largely by the private sector.

The above-mentioned factors certainly contribute to Tanzanian women having limited access to both **employment and finance**, and thus prevents them from being able to fully contribute to the development of the economy[[6]](#footnote-6).

President Hassan has pledged to appoint more women in **leadership** positions, a move aimed at achieving the 50-50 gender parity in the Government. However, parity will not be achieved unless behavioural change[[7]](#footnote-7) accompanies the political will.

In terms of **peace and security**, Tanzania has prepared an Action Plan on Peace, Security and Gender, an Action Plan on Countering Violent Extremism; it has also agreed to host the SADC centre on countering terrorism. Trafficking in human being disproportionately affects women and children and is recognized as a key problem in both Zanzibar and mainland Tanzania.

* 1. *State of play of the implementation of the national gender policies*

The Tanzania legislative and regulatory framework promoting gender equality is based on the *1977 Constitution of the United Republic of Tanzania (Articles 12 and 13*) which guarantees equality between men and women and supports their full participation in social, economic and political spheres. There are two key Ministries mandated with the issue of gender equality[[8]](#footnote-8). The *2000 Gender and Development Policy* provides the overarching policy and is currently under review and an updated one is expected to be finalized in 2022. It is primarily aimed at ensuring that the gender perspective is mainstreamed into all policies, programmes and strategies. The *National Plan of Action to End Violence Against Women and Children (NPA-VAWC 2017/18 – 2021/22)*, currently under evaluation and further revision, is a key component in the implementation of the Gender Development Policy. The corresponding instrument in Zanzibar is the National plan of Action to End Violence against Women and Children 2017-2022. They both aim at eliminating violence against women and children and improve their welfare by preventing and responding to all forms of violence against women and children through comprehensive multi-sectoral collaboration at all levels. Other key policies and strategies contributing to gender equality include the *2014 Education and Training Policy*, the new *Technical and Vocational Education and Training (TVET) Development Plan 2021/22 – 2025/26*, and the *National Skill Development Strategy.*

The implementation of the various policies has been broadly satisfactory with important achievements. Gender has been mainstreamed in many government policies. The *NPA-VAWC* has promoted increased access to justice and empowerment of women. Legal aid provision to women has increased rapidly, particularly with the increase of legal aid providers through paralegal program which is present in every district. Gender desks are being established in public institutions such as police stations and courts. Educational policies have allowed more girls to complete primary and secondary education, accessing TVET or skills training. One Stop Centres (OSC) were established in health facilities to promote a survivor-centred approach to violence against women, creating a supportive environment in which a survivor’s rights are prioritized and where she is treated with dignity and respect. At OSCs, healthcare, legal assistance and psychosocial support services are available under one roof, a result of strengthened collaboration between different service delivery actors at the community and national level.

* 1. *Situation in priority areas of the Multiannual Indicative Programme (MIP)*

The three priority areas of the MIP are 1. Green Deals, 2. Human Capital and Employment and 3. Governance. Gender will be mainstreamed in all three areas. ***Green deals*** will deliver services that will benefit equally women and men and will provide opportunities for private sector development, with a positive discrimination in favour of women. ***Human Capital and Employment*** will look at skills development but also at social protection (safety nets, livelihood, economic empowerment), which women will preferentially benefit from, as they constitute the majority of the informal sector. The ***Governance*** priority area will provide the framework for women to live (and work) in an inclusive society promoting equalities between women and men.

The situation in those areas follows all six priorities of the Gender Action Plan 2021-2025 (GAP III): (i) Gender-Based Violence, (ii) Sexual Reproduction and Health Rights, (iii) Economic Empowerment, (iv) women in Peace and Security, (v) Leadership and Participation and eventually (vi) women in Green Recovery and Digital Transformation.

* 1. *Analytical basis used to develop the CLIP and consultations carried out*

The CLIP has been developed on the basis of UN WOMEN Tanzania country profile (2021), several analytical reports, including a gender equality profile carried out by the EU Delegation from 2017 -2019, recent sector specific reports, World Bank reports and the Beijing+25 review process on “Accelerating the realization of gender equality and the empowerment of all women and girls” (2020).

In addition, several consultation rounds have been undertaken including with the national Government (both Mainland and Zanzibar, Civil Society Organisations, UN agencies and EU Member-States). The Government and UN Women organized themselves wide consultations to decide on Tanzania’s priority commitments for the Generation Equality Forum in July 2021.

The private sector was involved in the overall consultations linked to the programming which focused specifically on the subject of gender equality and women’s economic empowerment. A process of interrelated and complementary consultations has been carried out by the EU Delegation supporting the elaboration of the new strategies, namely Human Rights and Democracy Country Strategy CSO Roadmap as well as this CLIP. Human rights and Democracy Country strategy as well as CSO roadmap include priorities such as gender equality and are gender-sensitive in their different areas of actions.

The EU Delegation is also an active member of the *Donor Partner Group on Gender* and organises regular meetings with EU Member-States. Several successful Team Europe activities have been launched in this spirit, such as the *16 days of activism to end GBV* in 2020 and currently under preparation for 2021.

1. **Selected thematic areas of engagement and objectives**
	1. *Overall objectives of EU action for gender equality and women’s empowerment, selected areas of engagement and thematic objectives*

The EU Delegation commits itself to fully mainstream gender in 100% of its programmes (beyond the NDICI-Global Europe 85% target). It will therefore be addressed in all three priority areas of the MIP. In particular, the Team Europe Initiatives on Green Cities and Blue Economy will have a strong gender-sensitive content.

As an example, the Annual Action Plan for 2021 is composed of three actions:

- The ***Team Europe Initiative on Green Cities*** (75 Mio EUR), which will provide gender-sensitive urban environment (e.g. safe spaces for women and children) and positive discrimination on access to finance for local private sector, so addressing in particular priorities 1. Gender-Based Violence and 3. Women Economic Empowerment of GAP III; indirectly it will also target priority 6. Green Recovery and Digital Transformation.

- An ***action on Digitalisation*** (35 Mio EUR), which will bring inclusive connectivity and e-services, with a bias towards women (nota: recent researches show a positive relationship between the digital transformation index and economic development, labour productivity and employment. Females seem to gain more from digital transformation compared to males), so addressing in particular priority 6. Green Recovery and Digital Transformation of the GAP III. It will also have indirect effects in priorities related to 1. Gender-Based Violence (Online violence and cybersecurity) as well as 3. Women Economic Empowerment (e.g. financial inclusion through money transfers and accounts).

- An ***Action on Gender*** (70 Mio EUR, entitled “breaking the glass ceiling”) with an OECD DAC Marker 2 for gender equality, meaning that gender is the principal objective of the action and not a crosscutting issue. This action will address all six priorities of GAP III and immediately meet the target of having at least one such action before 2025. This particular action will bring to the forefront the EU as a key partner and advocate for gender equality and empowerment in Tanzania. EU member states are supportive and active in many of the sectors and opportunities will be sought for a joined-up Team Europe approach. EU Delegation and MS will be the main Donor Partners with a holistic gender support package that addresses all GAP III priorities from the grassroots level to high-level policy dialogue. The EU will seek opportunities to partner directly with the Tanzanian President, the first ever female president in the East African Community region, in order to maximize visibility and impact.

- A ***Team Europe Initiative*** ***on Blue Economy***, foreseen in 2022, will also mainstream gender throughout its components, in particular focusing on priority 3.Women Economic Empowerment.

* 1. *Thematic financial instruments*

Other instruments, such as thematic programmes (EIDHR and CSO-LA) and regional initiatives (RIP, FPI-IfSP), will also contribute to GAP III, in particular to priorities 1. Gender-Based Violence, 3. Economic Empowerment, 4. Women in Peace and Security, 5. Leadership and Participation[[9]](#footnote-9).

* 1. *Potential for synergies, cooperation, partnerships, training and joint implementation with EU Member-States.*

EU Member-States have shown enthusiasm for the Gender action, which is part of the Annual Action Plan 2021. Lots of synergies have been identified on all six priorities of the GAP III.

It is in particular possible that joint implementation will be agreed with e.g. Sweden on Women Economic Empowerment (Social protection) and cooperation with Finland and/or UN Women on Leadership and Participation (e.g. promising partnership with the “Uongozi Institute” which trains current and future African female leaders). On priority 1 (fight against gender-based violence, including through legal aid), Finland partners with UNFPA and a wide coalition of Tanzanian women and disability right organizations (Mkuki Coalition). On Priority 4 (Women, Peace and Security), synergies could be made with Denmark’s support to the development of the first ever National Action Plan on Women, Peace and Security, UNSCR1325. Several Member-States are involved in women and girls’ right to sexual and reproductive health, in particular through a multi-donor Health Basket Fund.

Another example of synergy with Member-States is the joint organisation of visibility events around gender equality, e.g. the co-organisation of the “16 days of activism to end GBV” with Belgium, Finland, France, Germany, and the Netherlands around gender-based violence – in 2020 and to happen again in 2021, involving more MS. Other International days also represent other engagement opportunities (International Women Day, Girls Child Day).

EU training on GAP III (including leading by example) could bring opportunities for a joint approach with Member-States, including for team managers (Heads of Cooperation and Heads of Political Sections).

* 1. *Inclusion of Civil Society in design, implementation and monitoring*

As mentioned above, civil society has been included in specific discussion on thematic areas of the MIP but also on gender-sensitive consultations related to human rights and civil society. For all action prepared in the Annual Action Plan 2021, the civil society will be involved, in particular women representatives. For example, in the Action Document for Gender, a specific mention was made that “*coordination and harmonization of different components and contracts of the Action will be supported by the technical assistance recruited by the programme to facilitate dialogue across institutions, private sector and civil society*”. Such a dialogue will be carried out at the different stages of the programme from design to implementation and monitoring. This approach will be equally important in other actions, such as the Green Cities one, which will seek the views of the citizens of the selected cities – in particular women and youth -, as first beneficiaries of the action (service delivery, private sector development, general well-being).

1. **Targeted actions supporting gender equality and women’s empowerment**

The most prominent action is the programme entitled ***Breaking the Glass Ceiling***:

* 1. *Thematic areas*

All six priorities of the GAP III will be covered by this project.

* 1. *Rationale for the chosen action and support to national gender machineries/networks*

Cultural transformation is a long process and cannot be imposed with an external top-down approach. A genuine and long term involvement of men and boys, civil society organisations, religious leaders, decision makers and positive influencers is key to achieve a sustainable impact form the different initiatives. For the Government to deliver on its part of this ambitious goal and create the necessary conditions for structural change to happen (e.g. an enabling environment for women and girls to exercise their full rights), budget support is considered to be the right modality: it is expected to bring leverage to promote EU values (e.g. the objective of gender equality) and interests (e.g. increased peace and security) as well as strong visibility, considering in particular the role of gender champion played internationally by President Samia S. Hassan. The President’s role may help operationalise an enabling environment that will promote effective gender equality and women empowerment in all spheres and across all sectors. High-level dialogue around gender-sensitive indicators in sectors such as education (e.g. enrolment of girls, re-enrolment of teenage mothers), health (e.g. adolescent birth rates, access to family planning) or security (e.g. gender police desks) may have a large impact. It is only through addressing all macro, meso and micro levels that Tanzania can accelerate progress towards SDG 5 on gender. Therefore, Contribution Agreements will allow actions such as financial inclusion though social safety nets, access to credit or provision of legal aid but also women’s leadership training and awareness raising (e.g. through broadcasting of shows with inspiring and successful women and girls) to complement policies and strategies implementation.

* 1. Support to organisations working on gender equality

A call for proposals open to civil society organisations (for approximately 4 grants of 500,000 EUR each to be signed) will aim at two results:

* Women in leadership roles are promoted, thus inspiring other women and girls to take part in decision making, including in favour of justice, peace and security;
* Equal social norms, attitudes and behaviours promoting gender equality are fostered at community and individual levels (this will also include the cultural sector).
	1. Main indicators

After discussions held in September 2021 with line ministries (Gender, Education and Justice), the performance indicators identified for variable t tranches disbursement in budget support operation are:

* Female secondary education completion rate.
* Percentage of schools (primary and secondary/ public and private) with trained counselling and guidance teachers on child rights and Violence Against Women and Children issues.
* Number of Gender desks established in selected public spaces: public markets, middle and higher learning institutions.
* Number of One-Shop Centres for women and youth in health facilities.
* Number of gender focal person among Prosecutors.
	1. Estimated amount

The specific action on Gender amounts 70 Mio EUR, split in three objectives:

1. Enhance freedom from all forms of gender-based violence in the public and private spheres, in schools, work place and online for women, men, girls and boys: 35.5 Mio EUR
2. Promote women economic empowerment, including to grasp green and digital opportunities: 26 Mio EUR
3. Enhance equality in participation, leadership and decision making, including in actions related to justice, peace and security: 8.5 Mio EUR
	1. Collaboration amount Member-States and other Development partners

Contribution Agreements may be signed with:

* a partner (possibly UN Women) on GBV issues in Zanzibar, as well as on women leadership together with Uongozi Institute,
* Sweden for social protection and possibly on access to finance,
* Finland on legal aid.
1. **Engage in dialogue for gender equality and women empowerment**
	1. Political and policy dialogue

Political outreach at Ambassador level, jointly with EU Member-States, to the leadership of the country, will be an efficient and visible way to promote EU values of gender equality and women empowerment.

Policy dialogue will take also place in the framework of the budget support programme for Mainland Tanzania. A similar mechanism will be put in place with the Zanzibar authorities, making use of the Contribution Agreement targeting specifically the islands. This will be complemented by opportunities for dialogue, e.g. during the Steering Committees of the whole programme. At technical level, the EU Delegation and Member-States will continue to engage actively in the Donor Partner Group on gender, and support the dialogue with the Government of Tanzania.

* 1. Regular dialogue in the framework of the CSO Roadmap

Regular dialogue on gender equality and women and girls’ empowerment will take place in the framework of the CSO Roadmap on a biannual basis. CSOs will also contribute to the specific objectives of the Gender programme through a dedicated call for proposals. In the elaboration of the CSO Roadmap, international, national CSO were involved, including umbrella organizations/networks; but also some representatives of local NGOs from different regions of the country, in particular remote regions and Zanzibar.

1. **Outreach and other communication / public diplomacy activities**

International days (e.g. *International Women Day* on 8 March, *Day of the Girl Child* on 11 October) and events (e.g. *16 Days of Activism Against Gender-Based Violence* in November-December) will continue offering opportunities for communication, jointly with EU Member-States, as well as United Nations agencies in some instances. Such public diplomacy outreach will also allow the EU to lead by example on gender (e.g. joint representation of female and male ambassadors), as a GAP III principle. Other *ad-hoc* gender-related events will be organised, such as the *Generation Equality Forum*, interviews with journalists or cultural/sports events. A specific visibility event, inviting President Samia S. Hassan to be the Guest of Honour, will be organised to officially launch the “Breaking the Glass Ceiling” programme, then followed by a series of communication activities, e.g. broadcasts showcasing successful women in all walks of life in Tanzania. Culture is a powerful tool for behavioural change, the EU Delegation supports cultural initiatives in different sectors - and will continue - promoting changes in behaviours (eg in arts such as film industry; dance and photography, etc.), including with European Union National Institutes for Culture – EUNIC cluster.

1. **Technical Facility and/or financial resources allocated to support GAP III implementation**

Implementation of all six priorities of GAP III will be heavily supported by the “*Breaking the Glass Ceiling” programme* so the intention is not to make use of the Technical Facility.

Member-States have also committed to funding gender equality, in areas related to the GAP III. For example, France leads a dialogue at the “Generation Equality Forum”, which Tanzania subscribed to; France and Belgium are active on women economic empowerment, as a cross cutting issue; Finland supports fight against GBV and women leadership at national and at local government levels; Denmark and Ireland are active in the health sector; Netherlands supports fight against GBV and women economic empowerment; Sweden contributes to the Tanzania Social Action Fund, focusing notably on women social protection and economic empowerment; Germany is planning a gender-sensitive intervention on rule of law in Tanzania.

*Date: …………………………………………………………………………………….*

*Signature by Head of Delegation: ……………………………………………………*

1. Interpretative Statement: *Poland understands the formulation “gender equality” as referring to the equality between women and men, in line with art. 2 of the Treaty on European Union and art. 23 of the Charter of Fundamental Rights of the EU*. [↑](#footnote-ref-1)
2. Concretely, the lack of gender disaggregated WASH facilities in public institutions, and in particular in schools and health centres, also dramatically affects women’s access to and/or use of these services, and permanence at school. [↑](#footnote-ref-2)
3. In addition to some vestigial legal features, such as for example the marriage act which still allows for children to marry, customary laws are the most problematic as far as equity and equality is concerned; particularly in relation to the ownership of property, inheritance, and the custody of children. National laws do not fully comply with international protocols related to early marriage to both girls and boys, spousal beating and polygamy. [↑](#footnote-ref-3)
4. Almost one in three Tanzanian girls marries as a child and almost one in four have their first child before the age of 18. Limited access to contraceptives and family planning jeopardise women and girls’ decision power about the maternity. Only 38% of women use any form for contraceptive and the current fertility rate is 4.8 children per woman; the maternal mortality rate is 524 pr. 100,000 live births ([World Bank](https://data.worldbank.org/indicator/SP.DYN.CONU.ZS?locations=TZ) and UNFPA). This situation negatively impacts on women and girls’ lives and their communities. [↑](#footnote-ref-4)
5. Lower education or lack of participation in the labour force results in lower agency and limited bargaining power in the household. Matriculation also has a multi-generational impact as educated mothers are more than twice as likely to send their children to school. The number of years a person spends in school has been shown to have a positive correlation with a decrease in victimisation of physical and sexual violence. [↑](#footnote-ref-5)
6. With the bulk of the population still living in poverty, the Tanzania Social Action Fund aims to support vulnerable groups, in particular women and girl in rural areas; Tanzania’s national development plan (FYDP III 2021/22- 2025/26) makes clear reference to economic development and in particular innovation. Innovations are expected to allow more women entrepreneurs to advance from informal to formal business operators. It also recognizes that the green transformation and digital revolution can create several opportunities also for Tanzanian women. [↑](#footnote-ref-6)
7. e.g. division of daily unpaid care responsibilities in households. [↑](#footnote-ref-7)
8. Ministry of Health, Social Welfare, Elderly, Gender and Children in Zanzibar and Ministry of Health, Community Development, Gender, Elderly and Children development in mainland Tanzania and the associated secretariat and gender focal points in each Ministry. [↑](#footnote-ref-8)
9. E.g. raising voices of women and youth, supporting benefits from extractive industries for women, promoting participation in democratic processes, peacebuilding and community dialogue. [↑](#footnote-ref-9)