THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF COMMUNITY DEVELOPMENT GENDER AND CHILDREN

**NATIONAL STRATEGY FOR GENDER
DEVELOPMENT**

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FOREWORD

NATIONAL GENDER STRATEGY

Tanzania recognizes that gender inequality is a major obstacle to socio-economic and political development of its peoples. Many studies have shown that gender inequality is one of the underlying causes of low productivity as it does, among other things, hamper the participation of at least half of the country's population.

In recognition of this fact the government of the United Republic of Tanzania has taken various measures to ensure equality of all its citizens and, in particular, gender equality and gender equity.

The Ministry of Community Development, Gender and Children was established in 1990 as the national machinery for spearheading gender development in the country. The Ministry, among other things, has facilitated the formulation of the Women and Gender Development Policy (2000). The aim of this policy is to ensure that the gender perspective is mainstreamed into all policies, programmes and strategies. In order to meet this objective, the national machinery initiated the establishment of gender focal points in ministries, independent government departments, regional and local authorities. These focal points in turn will be responsible for gender mainstreaming in their respective plans and programmes, while working with the national machinery, which has a coordinating role in gender development.

This, together with other legislative, administrative and affirmative actions has enabled Tanzania to record remarkable achievements in gender development. Notable areas in this regard are education, health and water; economic empowerment and participation in decision-making. Despite these achievements Tanzania as a nation is still faced with a number of challenges. These challenges cannot be overcome without ensuring that all stake holders play their role in attaining that goal of gender equity and gender equality, as sine qua non for sustainable social and economic development. It is in this regard that the National Strategy for Gender Development (NSGD) has been put in place.

The National Strategy for Gender Development (NSGD) highlights the major issues of concern to gender equality while exposing the challenges ahead. It thus provides guidance on interventions to be made and identifies roles of various actors and stakeholders. The NSGD also suggests co-ordination mechanisms that will facilitate the participation of the various actors, and how they could create the requisite linkages. It is hoped that the NSGD will not only make implementation of the Women and Gender Development more focused, but it will also make that implementation more result-oriented. I therefore, call upon all actors and stakeholders to identify their roles within the NSGD and play their part committedly.

We acknowledge with thanks the inputs of all actors and stakeholders who so diligently worked to have this Strategy in place. Special tribute is paid to the World Bank who supported the ground who works for the Strategy and the United Nations Fund for Population Activities co-ordinated the joint efforts of our Ministry and development partners. We look forward to yet further co-operation between us.

 Dr. Asha-Rose Migiro
MINISTER FOR COMMUNITY DEVELOPMENT,

GENDER AND CHILDREN

STATEMENT

NATIONAL STRATEGY FOR GENDER DEVELOPMENT

The National Strategy for Gender Development is a step forward among other things towards laying foundation in promoting gender equality and equity in the country. It is one of the efforts in implementing the Platform for Action and the Fourth World Conference on Women. The government of Tanzania has made a firm political commitment to support any initiatives that are focused at alleviating gender inequality in economic, education, training and employment at all levels.

Despite the various measures being undertaken to address gender equality and equity, the government still faces a number of challenges that continues to hamper its capacity in implementing its role of providing institutional support to all sectors to attain their missions with gender responsiveness. To be able to play this role effectively and efficiently more effort is needed. That is why the MCDGC has developed the NSGD with the objective of accelerating the attainment of gender equality in the Country.

The NSGD highlights the major issues of concern to gender equality, challenges and provides guidance on the interventions and identifies the roles of various actors and the coordination mechanisms to facilitate the participation and linkages of the various actors. The NSGD Matrix presents the logical framework and includes objectives strategies, activities, performance indicators, actors and timeframe. The activities identified in the matrix are not exhaustive. Actors are responsible for identifying specific detailed sectoral activities that will be taken up during the implementation of the NSGD also in line with the National Strategy for Growth and Reduction of Poverty.

Gender as a crosscutting issue, has many actors who are playing various roles in all aspects of development. The main actors are government institutions, private sector, civil society communities and development partners

The success of the NSGD will however depend on the ability of each of the various actors to implement it effectively while recognizing the need to have in place strong Women National Machinery which is at present the Ministry of Community Development Gender and Children. The Ministry is committed to ensuring gender equality and parity in Tanzania for coordinating and linking the activities of the various actors.

Hilda Ausi Gondwe
PERMANENT SECRETARY
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GENDER AND CHILDREN

ACRONYMS AND ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
ASDS	Agricultural Sector Development Strategy
BPA	Beijing Platform of Action
CBO	Community Based Organization
CDA	Community Development Assistant
CSO	Civil Society Organization
CDOs	Community Development Officers
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRC	Convention on the Rights of the Child
COBET	Complementary Basic Education in Tanzania
DPs	Development Partners
EAC	East African Community
EPT	Education and Training Policy
GOT	Government of Tanzania
FGM	Female Genital Mutilation
GSES	Girls' Secondary Education Support
HTP	Harmful Traditional Practices
HIV	Human Immunodeficiency Virus
IEC	Information Education and Communication
ITN	Insecticide Treated Nets
IMR	Infant Mortality Rate
LGAs	Local Government Authorities
LRC	Law Reform Commission
MOA	Ministry of Agriculture
MCDGC	Ministry of Community Development, Gender and Children
MOF	Ministry of Finance
MEM	Ministry of Energy and Minerals
MCM	Ministry of Cooperatives and Marketing
MNRT	Ministry of Natural Resources and Tourism
MIT	Ministry of Industry and Trade
MOEC	Ministry of Education and Culture
MOHA	Ministry of Home Affairs
MOH	Ministry of Health
MOAFS	Ministry of Agriculture and Food Security
MJCA	Ministry of Justice and Constitutional Affairs
MLHS	Ministry of Lands and Human Settlement
MLYDS	Ministry of Labour, Youth Development and Sports
MWLD	Ministry of Water and Livestock Development
MSTHE	Ministry of Science, Technology and Higher Education
MOW	Ministry of Works
MMR	Maternal Mortality Rate
NSGD	National Strategy for Gender Development
NBS	National Bureau of Statistics
NGO	Non Governmental Organization
PRSP	Poverty Reduction Strategy Paper
PMO	Prime Minister's Office
PO-CSD	President's Office Civil Service Department
PO-RALG	President's Office Regional Administration and Local Government
PO-PP	President's Office Planning and Privatization

SOSPA   Sexual Offences (Special Provisions) Act
SACCOS   Savings and Credit Cooperative Societies
SADC   Southern Africa Development Community
STD   Sexually Transmitted Diseases
TACAIDS   Tanzania Commission for AIDS
TDHS   Tanzania Demographic Household Survey
TIE   Tanzania Institute of Education
TFNC   Tanzania Food and Nutrition Centre
TFTW   Training Fund for Tanzania Women
TRCHS   Tanzania Reproductive and Child Health Survey
TV   Television
U5MR   Under Five Mortality Rate
VETA   Vocational Education and Training Authority
WIC   Women Information Center

CHAPTER I: BACKGROUND

1.0.   Introduction

The socio-economic development of Tanzania is dependent on the full utilization of its human resource, both women and men. The society realizes that the continued marginalization and under-utilization of women who constitute 5.11 percent (population census 2002) of the population is a major obstacle to rapid socio-economic development of the country.

The Government has taken measures to address gender concerns in the Constitution of the United Republic of Tanzania, macro and micro policies, strategies and programmes.

The Government amended the 1977 Constitution in 2000 and 2004 among other things, to increase women's participation in the National Parliament and Local Authorities. The Government also formulated the Women and Gender Development Policy (2000) to put more emphasis on the Women in Development Policy (WID) (1992) in line with the Beijing Platform for Action.

To ensure effective implementation of the Women and Gender Development Policy, a National Strategy for Gender Development (NSGD) to promote gender equality and equity has been prepared. This strategy covers key areas of gender concerns stipulated in the Women and Gender Development Policy.

1.1   Layout of the National Strategy for Gender Development (NSGD)

The National Strategy for Gender Development is presented in five chapters. Chapter One contains background information, which includes sections on introduction, gender preparation of the NSGD, gender development in Tanzania, challenges, rationale, aims, goal and objectives, links to other National policies and definition of selected gender concepts.

Chapter Two is devoted to Policy Concerns on areas to be addressed. Chapter Three is on the Implementation Framework of the National Strategy for Gender Development while Chapter Four provides details for Monitoring, Evaluation and Research and Chapter Five is the Logical Framework and Matrix.

1.2   Preparation of the NSGD

The NSGD is a product of participatory broad based consultation, which involved a wide range of stakeholders including Government Ministries and Institutions, Local Government Authorities, Development Partners, Academic Institutions, Civil Society Organizations, individuals and teams of experts whose contributions are recognized.

1.3   Gender Development in Tanzania

The Constitution of the United Republic of Tanzania endorses gender equality and equity and guarantees full participation of women and men in social, economic and political life. The Government is also implementing international commitments as enshrined in the United Nations Charter and on the Human Rights Declaration (1948), the Convention on the Elimination of All Forms of

Discrimination Against Women (CEDAW) (1979), the Convention on the Rights of the Child (CRC) (1989), Beijing Declaration and Plat form for Action (1995),AU Solemn Declaration on Gender Equality and the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women (2003) World Summit 2005 Resolution on Gender Equality and Empowerment of Women, Policy on Women and Gender Development(2000), SADC Declaration on Gender and Development (199Addendum on Prevention and Elimination of Violence Against Women and Children (1998), and the East African Community (EAC) Treaty (1998). Despite efforts to implement these Declarations and Conventions, gender imbalances still exist in various aspects.

The Government has also established mechanisms for gender policy formulation, coordination, monitoring and evaluation of implementation of gender development policy, gender mainstreaming programmes and plans. The mechanisms include establishment of a Ministry responsible for gender development, setting up Gender Desks in Ministries, Independent Departments, Regional and District Authorities.

1.4   Challenges

Patriarchal system, customs and traditions that discriminate women continue to perpetuate gender inequalities, gender capacity and institutional aspects. Similarly efforts to promote gender equality and equity encounter the following challenges: -

- Empowerment of both women and men equally on the basis of merit;
- Ensuring that macro and micro policies are gender sensitive;
- Ensuring that the Legal Framework is gender sensitive;
- Strengthening institutional mechanisms for gender development;
- Ensuring sustainable partnerships and collaboration;
- Ensuring that adequate resources are available to address gender inequalities and
- Inadequate capacities for coordination, monitoring, evaluation, advocacy and follow-up of implementation of policies, strategies, plans and programmes.

1.5   Rationale for the NSGD

The rationale for the NSGD is to guide further implementation of the Women and Gender Development Policy, Conventions, Laws and Programmes. Within the context of the National Strategy for Growth and Reduction of Poverty (MKUKUTA). Specifically the NSGD is designed to guide stakeholders to: -

- Speed up progress implementation of Women and Gender Development Policy;
- Speed up implementation of national, regional and international commitments on gender equality and empowerment of women;
- Integrate gender issues into macro and sectoral policies ;
- Link up with collaborating partners and civil organizations;
- Enhance coordination, accountability, monitoring, evaluation and research.

1.6   Aim, Goal and Objectives of the NSGD

The aim of the NSGD is to consolidate and speed up implementation of the Women and Gender Development Policy, which strives to redress gender gaps and inequalities between men and women. It also aims to guide implementers to incorporate gender concerns into their policies, plans, strategies and programmes with a view to implementing commitments at international, regional and national levels.

The goal of the National Strategy for Gender Development is to achieve gender equality and equity in Tanzania as stipulated in the national Constitution and the Women and Gender Development Policy.

The Objective of NSGD is to guide and involve all stakeholders to bring about gender equality in a more harmonized manner for enhanced development.

1.7   Links to other National policies

The National Strategy for Gender Development builds on the Tanzania Development Vision 2025, the Women and Gender Development policy, structural reforms, a National Strategy for Growth and Reduction of Poverty (NSGRP), the Millennium Declaration and Millennium Development Goals.

These policies and strategies are geared to promote gender equality and equity.

1.8   Definitions of Selected Gender Concepts

1.8.1   Gender and Sex
The term gender refers to the culturally and socially determined characteristics, values, norms, roles, attitudes and beliefs attributed to women and men through constructed identity in a society. Gender relationships differ from one social setting to another and can change from time to time. Sex refers to the biological difference of women and men.

1.8.2. Gender Mainstreaming
Gender mainstreaming involves the integration of gender concerns into Policies, programmes, projects, monitoring and evaluation processes with the Objective of reducing inequalities between women and men.

It refers to a process of planning for specific needs of both women and men at all levels, with the ultimate goal of achieving gender equality and equity.

1.8.3   Gender blind

This is a conscious or unconscious way of doing or saying things without recognizing or considering differences in position, needs and feelings based on gender.

1.8.4   <u>Gender Bias</u>

Gender bias occurs when there are gender disparities and differential treatments given to people on the basis of sex such as resources and opportunities for better life.

1.8.5 Gender Discrimination

Gender discrimination occurs when one sex is treated either better or worse than the other on the basis of sex.

1.8.6 Gender Oppression

Gender oppression is a result of imbalance of power between women and men. Gender oppression occurs when one sex is treated in cruel, harsh manner or made to feel uncomfortable or unhappy in socio-economic and political life.

1.8.7   Gender stereotyping

Gender stereotyping is a way of thinking that persists in people's attitudes and practices and is also often reflected in policies and laws of a country or community.

1.8.8 Gender Division of Labour

Gender division of labour refers to the classification and allocation of tasks for women and men in managing domestic and community activities. Gender division of labour inflicts gender stereotyping.

1.8.9 Gender Violence

Gender violence refers to any act, omission or conduct by means of which physical, sexual or mental suffering is inflicted directly or indirectly, through threat, coercion, or any other means on any person with the purpose of intimidating, punishing, humiliating, maintaining sex stereotyped roles, undermining the security of a person, self respect or diminishing physical or mental capacities.

1.8.10   Gender and Development

Gender and development refers to the effort of addressing issues concerning equal opportunities for both women and men. The main goal is to change or redress the inequalities between women and men for sustainable development.

1.8.11 Gender Equality

Gender equality refers to equal and fair treatment of women and men members of a community in provision and access to goods and services required to meet their social needs. It includes fair treatment before the law, the undeniable right to life by each member of the community.

1.8.12 Gender Equity

Equity is synonymous with fair opportunity in access to social services. Gender equity therefore means fair opportunity and access to social services for both women and men.

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1.8.13 Gender/sex disaggregated data

Gender/sex disaggregated data is used for identifying and highlighting the differences for women and men in all aspects of life.

CHAPTER II: POLICY CONCERNS

2.0 Introduction

The consultation process of preparing the National Strategy for Gender Development (NSGD) began in 2001, after the adoption of Women and Gender Development Policy (2000). The process sought to strengthen participation in ownership of strategy by actors at different levels of Government, Non-governmental Organizations, Civil Society Organizations and Development Partners. The main issues that emerged during the consultations process and which influence the design of the strategy are the existence of gender inequality in the country as well as HIV/AIDS pandemic. The NSGD development process was coordinated by the Ministry of Community Development Gender and Children.

2.1 Areas of Gender Concern

The major areas of gender policy concerns in the NSGD are:

1. Institutional Framework.
2. Decision-Making and Power.
3. Legal and Human Rights.
4. Education.
5. Training.
6. Economic Empowerment.
7. Employment.
8. General and Reproductive Health.
9. HIV/AIDS.
10. Food Security and Nutrition.
11. Division of Labour.
12. Information, Education and Communication.
13. Appropriate Technology.
14. Environmental Protection and Conservation.
15. Access and Ownership of Resources.
16. Gender Mainstreaming.

17   Gender/Sex Disaggregated Data.
18.   Social Security.
19   Community Participation.
20.   Customs and Traditions.

2.1.1 Policy Concern : Institutional Framework

2.1.1.1 Background information

Clear institutional framework and coordination is an essential tool in intervention of development programmes. In the broadest sense, an institutional framework includes structures, mechanisms that are laws and norms that control the operations of a system. In order to attain the goals and objectives of the system, proper coordination, monitoring and evaluation is also required.

The Ministry of Community Development Gender and Children is the National Machinery for gender development.   It is responsible for gender mainstreaming, professional backstopping, reporting on regional and international commitments relating to gender development.

In view of the fact that gender is a cross cutting issue, Gender Focal Points have been established and institutionalized in Government Ministries, Independent Departments and Local Government Authorities.

The Ministry of Community Development Gender and Children executes its roles and responsibilities through Community Development Workers located in all Regional Secretariat and the Local Government Authorities. There is also close collaboration with NGO's and CBO's who are doing well in gender activities. Despite the good linkages, there are challenges that remain in the area of Institutional Framework. These include the following: -

- Inadequate capacity for gender mainstreaming into policies, strategies, programmes and plans.

- Inadequate reporting and monitoring mechanism among different actors to facilitate proper recording and reporting.

2.1.1.2 Policy Statement

Capacity of actors be built in the existing administration and development structures to ensure sustainable collaboration and coordination for proper planning and implementation of gender based programmes.

	2.1.1.3 Objective		2.1.1.4 Strategies
1	Capacity building of Ministries, Departments and other institutions including Local Government Authorities.	a	Provide gender training/sensitization to Policy makers, Planners and Gender Focal Points and other actors on gender analysis, gender policy, and gender budgeting, coordination and networking.
		b	Promote exchange of visits and study tours among different actors
		c	Strengthen links and networking within the MCDGC.

2.1.2   Policy Concern: Decision–Making and Power.

2.1.2.1 Background Information.

In Tanzania attitudes towards women's capacities to decision-making are changing and more women are being appointed to higher positions of decision-making roles in conformity with national laws and Government commitments to international conventions to reach the target of minimum 50 percent women leaders by 2015. Women are still inadequately represented in the decision-making process at all levels, despite affirmative actions taken by the Government in the past years. At household level, attitudes still exist that men are automatic heads and breadwinners. These attitudes are based on the patriarchal structures that limit women's voices to adequately be heard and influence family decisions on resources and other social matters.

This practice limits women's chances of promotions and appointments to higher positions in the public and private sectors. Stereotype curricula have been reviewed and attitudes of parents on gender roles, which, in the past discouraged girls from career opportunities are also changing. More effort is required to promote girls' education and strengthen mechanisms to enhance women's access to higher positions of decision- making in both the public and private sectors.

2.1.2..2 Policy Statement.

Women be empowered so as to enable them participate fully and equally with men in decision- making at different levels.

	2.1.2.3 Objectives		2.1.2.4 Strategies
1	Instituting effective mechanism for women`s management capacity building and appointments.	a	Facilitate and support women in political participation and contest for election.
2	Institute mechanism for carrier development programmes for girls, women and men.	a	Design and install mechanisms for career development for girls, women and men
3	Building capacity of women Parliamentarians and councilors	a	Facilitate tailor-made courses.

2.1.3   Policy Concern: Legal and Human Rights

2.1.3.1 Background information

Tanzania operates under a dual legal system, consisting of customary and religious laws. Under the Constitution of the United Republic of Tanzania of 1977 all people are protected against discrimination as all people are said to be equal before the Law. The Constitution stipulates clearly that there should be no law that is discriminative and it is forbidden to discriminate against any person on any ground. However, some of the laws, especially customary laws continue to violate human rights and perpetuate oppression against vulnerable groups in the society. For example women are denied their right to access and control over resources especially after the death of their legitimate husbands.

The Government is committed to promote equality and equity between women and men. In this regard it has established the Human Rights and Good Governance Commission, amended the Public Leadership Code of Ethics and has passed laws to protect women, girls and children. These are: The Sexual Offences (Special Provisions) Act No. 8 of 1998, the Land Act No. 4 of 1999 and Village Land Act No. 5 of 1999. Other laws are being reviewed. These include the Marriage Act No. 5 of 1971, Succession and Inheritance Laws and laws relating to children.

Despite these efforts, violence against women and children still persists in the country. Many cases of violence against women and children occur and are not reported due to various reasons such as ignorance, fear of intimidation and shying off. Incidences of violence and sexual abuse are often found at the family level and work places. Many children are vulnerable to abuse and exploitation. Girls tend to suffer more than boys. They are subjected to sexual abuse, child labour, early marriages, teenage pregnancies, genital mutilation and are affected more by HIV/AIDS.

2.1.3.2 Policy statement

The legal system be reviewed to take into account women's rights as human rights; laws translated into Kiswahili and into popular versions and be made available to communities and other stakeholders.

	2.1.3.3 Objectives		*2.1.3.4 Strategies*
1	Reviewing and repealing discriminatory laws.	a	Amend Marriage Act No. 5 (1971) and laws related to Succession, Inheritance and Children Rights and other discriminatory laws.
		b	Undertake research on Customary Laws with a view to identifying discriminatory provisions and recommend improvements.
2	Sensitizing law enforcers and other stakeholders on human rights and conducting awareness	a	Provide legal gender sensitization training for law enforcers, legal services and other stakeholders.

2.1.3.3 Objectives		2.1.3.4 Strategies
	b	Prepare training and campaign materials on women legal rights and disseminate them appropriately
3 Having a network of paralegal services at District and local levels.	a	Promote the establishment of paralegal Services at all levels.
4 Having communities knowledgeable of the judiciary system and laws.	a	Dissemination of laws and procedures.
	b	Sensitization on the legal system.

2.1.4 Policy Concern: Education

2.1.4.1 Background Information

Tanzania has always cited education as a priority area for attention to resource investments since independence in 1961. Education plays a key role for sustainable social, cultural, political and economic development. The benefits that emanate from education are well known and recognized at all levels of the society. Education promotes quality of life, good health, access to paid employment, decision making, productivity in both market and non-market work and facilitates social and political participation. Hence both men and women should experience such benefits in a fair and equitable manner.

The existing stereotype attitudes, still favour education for boys than girls in most communities. As a result majority of girls tend to concentrate on stereotype fields of study such as home economics, secretarial courses and nursing. Other shortcomings of the education system include limited budgetary allocations gender insensitive school management practices, unfriendly learning environment for girls and people with disabilities, inadequate trained teachers on gender issues, gender biased curricula, social and cultural values which are resistant to change for girls' education. Poverty and work overload for girls and women at household level continue to be major obstacles which cause drop-out of both girls and boys in school and training institutions.

2.1.4.2 Policy statement

Equal access to education be enhanced and ensured for boys and girls, women and men.

2.1.4.3 Objective		2.1.4.4 Strategies
Having in place a mechanism to guaranteed equal opportunities, for girls and boys in education.	a	Expansion of education infrastructure and facilities in primary, secondary and high learning institutions.
	b	Sensitize and motivate community members to participate in constructing and renovating schools for more girls and women to enroll in science subjects.
	c	Introduce gender basic course for teachers.
	d	Ensure adequate and availability of gender sensitive teaching and learning materials.
	e	Increased enrollment rate and retention for girls in the institutions of higher learning..

2.1.5 Policy Concern: Training
2.1.5.1 Background Information

Training empowers women and men with skills which enhance their performance in planning, management, entrepreneurship, business, administration, in undertaking various vocational trades and other traditional and non traditional development skills. Most Vocational Training Institutions were established to cater for men and boys, as a result, majority of girls and women have been left out of the mainstream of vocational training. Girls and women should be encouraged to take up non-traditional or male dominated trades. More Vocational trades need to be established to cater for the female dominated trades. Furthermore, women who join vocational training colleges offering non-traditional skills such as plumbing, mechanics and masonry, are still very few and therefore need to be increased.

2.1.5.2 Policy Statement

Training opportunities be enhanced in order to empower women with skills and abilities that will enable them to effectively participate in socio-economic development.

	2.1.5.3 Objectives		2. 1.5.4 Strategies
1	Having in place an effective mechanism for equal access to training for men and women.	a	Sensitize and encourage girls and women to take up non-traditional or male dominated trades.
		b	Make information available on training opportunities.
		c	Put in place training programmes at work place with a gender perspective.
		d	Promote community education that responds to local needs.
2	Having more women enrolled in vocational training and higher education institutions at 50/50 ratio between men and women.		Develop more trades that are gender friendly.

2.1.6 Policy Concern : Economic empowerment

2.1.6.1 Background Information

Women have consistently constituted over 50 percent of the country`s population. About 90 percent of them live in rural areas engaged in agricultural and livestock keeping for their livelihood and economic prosperity, and hence vulnerable to poverty. Women's economic activities depends on geographical location and climatic variations .Level of Women`s education, tradition roles, age and reproductive roles, all affect productivity and development. These women still face many problems despite Government effort to reduce women's workload, increase social services and reduce poverty for increased prosperity.

Urban women are mostly engaged in small scale businesses particularly in the informal sector. Urban women are mostly engaged in small scale businesses particularly in the informal sector. Urban women also face problems in their struggle for economic and social prosperity. Lack of entrepreneurial skills, management problems, inadequate capital and security contribute to low productivity, persistent poverty and low social status.

2.1.6.2 Policy Statement

A conducive environment be put in place to ensure that women and men are economically empowered and have access to capital and markets.

2.1.6.3 Objective		2.1.6.4 Strategies
Having women economically empowered and their opportunities enhanced.	A	Sensitize women and men to establish economic groups such as SACCOS and access credits for income generating activities.
	b	Provide training on entrepreneurship to women and facilitate access to profitable markets.

2.1.7 Policy Concern: Employment

2.1.7.1 Background Information

Despite the provision in the Constitution that provide equal opportunities for both female and male citizens in employment, women still find it difficult to compete with men due to some women's low academic qualifications and stereotyped male domination.

Furthermore, there is inadequate recognition by employers of the women's value of their triple roles that is reproductive, productive and executive roles in the society. There is need to change the mindset of employers with a view to create and promote equal opportunities to all employees in order to promote gender equality.

2.1.7.2 Policy Statement:

Create conducive environment for equal opportunities in employment for both women and men.

	2.1.7.2 Objectives		2.1.7.3 Strategies
1	Enhancing entrepreneurship and managerial skills for women and men.	a	Provide and improve entrepreneurship skills and credit facilities.
		b	Establish a database on type of employment and positions by sex.
		c	Improve occupational health and safety control measures to safeguard both men's and women's health.
2	Having more women promoted to higher political and administrative positions.		Provide managerial skills for women workers and sensitize them on confidence building
3	Eliminating all forms of discrimination against women at Work place.	a	Provide conducive environment for promoting equal opportunities in accessing employment.
		b	Sensitize public to value the triple-role undertaken by women

2.1.8   Policy Concern : General and Reproductive Health

2.1.8.1 Background Information

According to the results of the Tanzania Demographic and Health Survey (TDHS) 2004/05, Maternal Mortality Rate (MMR) is still recognized as a serious health problem in Tanzania. The TDHS (2004/05) show that maternal mortality rate is 578 per 100,000 live births higher than the 529/100,000 rate shown in the TDHS 1996 figure.

The same TDHS 2004/05 indicates that Infant Mortality Rate is 68 per 1,000 live births while the under five mortality rate is 112 per 1000 live births. It has droped significantly from 147 per 1,000 live births in 1999.

Malaria is also a major public health concern in Tanzania especially among pregnant women and children under the age of five years. The use of insecticide – treated nets (ITN) is one primary health intervention. The TDHS 2004/05 indicated that only 14 percent of households covered in the survey

used the ITNs. This is an indicator of low response to the intervention probably due to low income levels of households and low education.

Furthermore, women, particularly those with disabilities, have unequal opportunities for protection, promotion and maintenance of their health. Women have limited powers and decision-making over their sexual and reproductive lives. They also have limited gender sensitive training on health, access to health information services and are more vulnerable than men to sexually transmitted diseases.

Environmental hazards also have dangerous impact on women's health than men as they are exposed to cleaning, washing substances such as toxic detergents and pesticides, caring of AIDS patients at homes and thus expose them to extreme danger of contracting HIV/AIDS.

Other contributing factors to poor health of women include low education, food taboos due to customs, traditions and beliefs, food insecurity during times of famine, inadequate and unpredictable water supply, inadequate provision of health and sanitation services and less involvement of women in HIV/AIDS campaigns.

2.1.8.2 Policy Statement

Women's access to health care facilities and quality reproductive health care services be ensured.

	2.1.8.3 Objective		2.1.8.4 Strategies
1	Having more women accessing health care facilities and quality reproductive health services.	a	Conduct immunization and health education campaigns to the general public.
		b	Increase coverage of reproductive health and health care services to reduce mortality rates.
		c	Improve the capacity of health facilities in terms of human resources, equipment and drugs.

2.1.9   Policy Concern :HIV/AIDS

2.1.9.1 Background Information

The HIV/AIDS pandemic is a serious threat to Tanzania's social and economic development. It is estimated that over 2.0 million people are living with HIV/AIDS. The active group between 15 and 59 years, constituting about 70 percent of the population, is most vulnerable to the pandemic. Women and girls who constitute about 60 to 80 percent of the household labour force are more vulnerable to the disease due to both biological and social factors. The situation for women is aggravated by the added burden placed on them by the traditional responsibilities of caring for the sick including HIV/AIDS victims and most often without protective gear hence exposing them to further risks of being infected.

HIV/AIDS preventive interventions have been instituted as a multi-sectoral concern since the year 2000. Each sector is requested to draw its strategy based on the National HIV/AIDS Policy of 2000 and the National Multi-Sectoral HIV/AIDS Strategic Framework 2003 – 2007, which aims at reducing the spread of HIV and mitigating impact of AIDS.

2.1.9.2 Policy Statement

Communities be sensitized on HIV/AIDS and its impact with the view to reduce new infections, stigma and discrimination mitigation.

	2.1.9.3 Objective		2.1.9.4 Strategies
1	Changing attitudes and behaviour of people towards HIV/AIDS pandemic.	a	Publicize and disseminate the Community Based Strategy for Protection of Women and Men Against HIV/AIDS.
		b	Implement gender sensitive programmes on prevention of HIV/AIDS.

2.1.10 Policy Concern :Food Security and Nutrition

2.1.10.1 Background Information

Food security exists where all people at all levels have physical, social and economic access to sufficient and safe food to meet their nutritional needs and cultural preference for active and health life. However, poor nutrition is common especially for children, orphans, pregnant women and lactating mothers and children in difficult situations. Malnutrition is also a manifestation of the social processes based on customs, traditions and beliefs.

Undernourishment and malnutrition due to poor food security and unbalanced diet are common in both rural and urban areas. Malnutrition related diseases include protein energy malnutrition, iron and iodine deficiency disorders, vitamin "A" deficiency, kwashiorkor and marasmus, are common among children.

Stunting is the outcome of failure to get adequate nutrition over an extended period and is also affected by recurrence or chronic illness.

2.1.10.2 Policy Statement

Measures that are geared to address problems of food insecurity and poor nutrition be promoted.

	2.1.10.3 Objectives		2.1.10.4 Strategies
1	Increasing availability, accessibility and utilization of adequate food.	a	Promote provision of nutritional education to communities.
		b	Enhance skills for food preparation and balanced diet aspects in the education curriculum at all levels.
2	Raising nutrition standard of men and women with special nutritional needs at all levels.		Promote nutritional education to people with special needs.
3	Strengthening and expanding the primary school feeding programme in all Districts.		Promote primary school feeding in all Districts.

2.1.11 Policy Concern: Division of Labour

2.1.11.1 Background Information

Both men and women are involved in reproductive, productive, community and leadership roles. However, women in rural and urban areas bear a heavier workload than men that inhibit them in participating in development activities. In addition to reproductive and productive roles women in rural areas spend between 16 to 18 hours per day working compared to men who work between 8 to 10 hours per day. Customs, traditions and culture are the main cause of unequal division of labour between women and men.

2.1.11.2 Policy Statement

Communities be empowered to articulate equitable division of labour at family and other levels.

	2.1.11.3 Objective		2.1.11.4 Strategies
	Families practicing equitable division of labour and resources.	a	Campaign against customs and traditions that limit equal division of labour and resources between women and men at all levels.
		b	Sensitize and encourage men to participate fully in household chores.

2.1.12 Policy Concern : Information, Education and Communication

2.1.12.1 Background Information

The mass media is a powerful and important instrument that can be used to bring awareness and public education on various national issues such as gender development, policies, laws and regulations, HIV/AIDS, legal and human rights. Media includes the electronic media (Radio, TV, E-mail), the

print media (newspapers, magazines, brochures, pamphlets and posters) and the folk/community media,(traditional dances, songs, artists, poetry, poems and forum theatre) can be used to convey information and education to communities. In Tanzania the print and electronic media are not readily available in the rural areas. This means that the folk media to a greater extent is the main means that can be used in rural areas.

2.1.12.2 Policy Statement

Information Education and Communication mechanisms be strengthened and established in the urban and rural areas respectively to facilitate knowledge and experience sharing in matters related to gender equality.

2.1.12.3 Objective		2.1.12.4 Strategies
Having more gender sensitive media programmes.	a	Strengthen media with gender perspective information and programs in the urban and rural areas.
	b	Strengthen gender capacities of media actors through media curriculum for media training institutions
	c	Training and promoting both women and men including those with disabilities on management of media.

2.1.13 Policy Concern: Appropriate Technology

2.1.13.1 Background Information

In Tanzania particularly in rural areas women are overburdened by heavy workload emanating from their double roles (reproductive and productive). Furthermore, the heavy workload and sex based division of labour at household level is influenced by customs and traditions and is further aggravated by lack of appropriate technology for women's work.

Factors that hinder effective use of appropriate technology include among others: -
- Limited information on the availability of such technology especially in the rural areas.
- High distribution cost.
- Inadequate skilled human resource in maintenance and repair.
- The high costs of technologies.

2.1.13.2 Policy Statement

Communities be empowered to access and use appropriate technologies in their respective areas.

2.1.13.3 Objective			2.1.13.4 Strategies
1	Increasing use of appropriate technologies by communities	a	Inform the society on availability of different technologies in the country.
		b	Establish suitable procedures for accessibility, distribution and training in maintenance, operation and repair of such technologies.
		c	Design and promote user friendly technologies.
		d	Promote and encourage use of low cost and renewable energy such as biogas, natural gas, coal and electricity, instead of using firewood and charcoal.

2.14.1 Policy Concern :Environmental Protection and Conservation

2.1.14.1 Background Information

Environment and human development are highly interdependent. Persistent environmental mismanagement has adverse effects of gradually impairing human development. With increasing levels of pollution and degradation due to indiscriminate abstraction, poor land use practices, encroachment of land for agriculture, urbanization and industrial development, the lives of both women and men are negatively impacted.

2.1.14.2 Policy Statement

Communities and other stakeholders at all levels be sensitized on the importance of establishing gender balance in environmental management committees, to protect and preserve their surroundings and environment.

	2.1.14.3 Objective		2.1.14.4 Strategies
1	Increasing environmental protection and conservation measures to ensure human and economic development.	a	Sensitize communities and other stakeholders on gender balance in environmental management.
		b	Provide tools and facilities for the protection and conservation of environment.

2.1.14 Policy Concern: Access and Ownership of Resources.

2.1.15.1 Background Information.

Due to social, traditional and cultural practices, most women do not own resources. Moreover, they do not make decisions on family resources and property. The fact that women do not own resources, limits their accessibility to loans for development. However, the Constitution of the United Republic of

Tanzania recognizes the right of every person, women and men to own property and the right for protection of his or her property.

The Land Act of 1999 and Village Land Act of 1999 provide for complete gender equality in ownership, access and control over land. But, the Land laws are not known to the majority of the people both men and women. As a result they continue using the customary laws.

2.1.15.2 Policy Statement.

Put in place systems for equal access, control, use and disposal of resources by women and men.

	2.1.15.3 Objective		**2.1.15.4 Strategies**
1	Having Men and women empowered through allocation of resources equally and equitably.		Develop sensitization programmes to communities and service providers.
			Have in place appropriate mechanisms for equal provision of loans for women and men.

2.1.15 Policy Concern :Gender Mainstreaming

2.1.16.1 Background Information.

Social relations that exist between men and women in the society are patriarchal. These have influenced the division of gender roles, which are influenced by socialization, cultural and traditional practices. They have impact on income, resource allocation and opportunities to participate in politics, leadership, education and training. As a result there are gender gaps almost in all spheres of life. Gender mainstreaming has been recognized as an approach, which is designed to bridge the gender gaps pertaining to rights, peace, and socio-economic, cultural and political development.

2.1.16.2 Policy Statement:
Mainstream Gender in all policies, programmes, plans, strategies, budgets and activities to bridge the existing gender gaps at all levels.

	2.1.16.3 Objectives		**2.1.16.4 Strategies**
1	Having established and strengthened mechanisms for gender mainstreaming at all levels.	a	Capacity building of the National Gender Machinery, Gender Desks, Civil Societies, Private sector and CBOs, institutions at regional and district levels.
		b	Establish and strengthen gender institutional setups for promoting gender equality at Ministerial, Regional, District, Ward and Village/street levels.

2	Mainstreaming gender in all sectoral policies, programmes and strategies.	a	Review and formulate gender sensitive policies and programmes.

2.1.16 Policy Concern : Gender/Sex Disaggregated data

2.1.17.1 Background Information

Most statistics at all levels are not sex disaggregated to show contribution of men and women. As a result resource allocation is not directed towards differential gender needs.

2.1.17.2 Policy Statement

Ensure availability of gender disaggregated data and provision of guidelines that will enforce compliance to inclusion of gender/sex disaggregated data by actors at all levels.

2.1.17.3 Objective		2.1.17.4 Strategies	
1	Having gender/sex disaggregated data at all Levels.	a	Facilitate data collection, **analysis,** utilization and establish a gender sex/ disaggregated database.
		b	Ensure gender/sex based resource allocation at all levels.

2.1.17 Policy Concern : Social Security

2.11.18.1 Background Information

Tanzania does not have a well-developed social security system, which can cater for all people, in rural and urban communities.   Women are more likely to be affected unless concrete measures are taken to ensure that the existing and planned social security services target the majority of the people especially those in rural areas. As such, there is urgent need to establish social security services at all levels.

2.1.18.2 Policy statement

Social security services be established at all levels.

2.1.18.3 Objective		2.1.18.4 Strategies	
1	Having established gender sensitive social security and protection schemes at all levels.	a	Sensitize and build capacity of Councils to enable them establish social security services.
		b	Establishment of gender responsive social security and protection schemes at all levels.

2.1.18 Policy Concern :Community Participation

2.1.19.1 Background Information

Community participation requires men and women to take part in all matters affecting their lives. It creates a sense of ownership by beneficiaries and hence ensures sustainability. Before decentralization in 1972 Tanzania achieved significant social and economic development because people through facilitation of community development workers, participated in implementation of development activities.

However, during decentralization such achievements started to decline because the government largely took over the responsibility of formulating, planning and implementation of development projects. As a result most of the programs undertaken during the decentralization era could not be sustained. The re-introduction of Local Government Authorities in early 1980s was done with the view to strengthen community participation for sustainable development.

2.1.19.2 Policy Statement

Men and women be empowered to realize their capacity in gender analysis and identification and finding solutions to problems, using available resources, to generate and increase income and raising their standard of living and hence attain sustainable development.

2.1.19.3 Objective		2.1.19.4 Strategies	
1	Promoting community Participation.	a	Motivate and empower women's and men's participation in budgeting, planning and management of resources to ensure that both of them benefit.
		b	Promote participatory methodologies to communities.

2.1.20.   Policy Concern : Customs and Traditions

2.1.20.1 Background Information

According to existing customs and traditions, some communities still perpetuate traditional practices, which affect women's and girls' social life. Due to existing patriarchal systems women are unable to make decisions regarding their health, distribution of resources and income gained at family level and decisions on reproductive health.

Harmful traditional practices such as Female Genital Mutilation (FGM), taboos that prohibit women from eating certain types of food, widow inheritance and cleansing procedures for widows, greatly affect the health of women.

2.1.20.2 Policy Statement

Create and sustain a society that is free from harmful practices, customs and traditions.

2.1.20.3 Objective		2.1.20.4 Strategies	
1.	Having a society sensitized and free of harmful practices and traditions	a	Sensitize women and men to abandon harmful practices such as female genital mutilation, early marriages and widows' Inheritance.
		b	**Sensitizing** women and men on family planning for a desirable family size they can support.

CHAPTER III: IMPLEMENTATION FRAMEWORK

3.0 The Framework

This chapter explains the implementation arrangements for National Strategy for Gender Development (NSGD), which includes institutions' roles, responsibilities and harmonization of implementation processes.

The primary objective of the implementation plan is to identify and guide on specific actions which Ministries, Institutions, Independent Departments, Private Sector, Local Government Authorities, Civil Society Organizations, Community Based Organizations and communities will undertake in the short, medium and long term plans.

The Government will create an enabling environment for active participation of all stakeholders.

3.1 Roles and Responsibilities

3.1.1 The Ministry of Community Development, Gender and Children

The Ministry of Community Development, Gender and Children is the national machinery for gender development in the country. It will be responsible for the following: -

- Coordinating the implementation of the strategy and work closely with other actors.
- Providing professional backstopping to other implementers of gender development.
- Reporting implementation progress.
- Collect and disseminate information programmes.
- Maintain National Gender Database.

3.1.2 Sector Ministries

Sector Ministries will be responsible for sector policy guidance, supervision, coordination, implementation and monitoring activities, which are contributing towards achievement of gender equality and equity.   They will also be responsible for identifying detailed priority activities that will be taken up during the implementation of the strategy.

3.1.3 Central Ministries

Central Ministries will be responsible for providing general guidelines on Gender Advancement, for example gender budgeting guidelines to sector Ministries. They will also be responsible for fund allocation to enhance gender mainstreaming.

3.1.4 Local Authorities

The Ministry responsible for Local Government will coordinate implementation of programmes at Regional and District levels. It will also be responsible for capacity building measures at the Local Government level. Furthermore, the Ministry will lead in collection and dissemination of gender disaggregated data from grassroots level to the national level and vice versa.

At the District level, Local Government Authorities (district/town/municipal/city councils/village) will plan and implement programmes within their areas of jurisdiction in collaboration with other actors including communities and households through participatory process. The Local Authorities will allocate adequate resources to support the implementation of the NSGD as well as to monitor and report progress on gender equality, equity and development. They will also be responsible for sensitizing various target groups on gender issues and facilitate generation; utilization and dissemination of gender disaggregated data and information.

3.1.5 The Private Sector

The Private Sector has an important role to play in achieving gender equality and equity. The Private Sector will include NGOs, CBOs and CSOs and Trade Unions.   Their roles and responsibilities will include building local capacity and empowering communities, participating in monitoring and evaluation, mobilizing community resources and enhancing community participation. The Private Sector will work closely with Government Ministries and Local Authorities to ensure that gender is included in the implementation of sectoral and district plans.

3.1.6 Community

Communities will participate in planning, implementation and monitoring community activities supported by Government and other actors. Communities will also monitor the quality of services delivered to them. Mechanisms will be developed to enable communities to make leaders of local Authorities and Central Government accountable to the people they serve. They are also expected to implement the NSGD by providing gender disaggregated information concerning their families and societies surrounding them. They will also be expected to achieve attitudinal change towards gender equality.

3.1.7 Development Partners

Development partners will work closely with the MCDGC and other key actors in the implementation of the NSGD. They will make use of existing systems and processes to provide financial, technical and other support services. They will also facilitate capacity building initiatives to stakeholders including NGOs and CBOs.

CHAPTER IV: MONITORING, EVALUATION AND RESEARCH

4.0 Monitoring and Evaluation

Monitoring and Evaluation means keeping track of the implementation of strategies developed for each area of focus for the National Strategy for Gender Development. This is a continuous process involving timely collection of information about the day-to-day activities in the course of strategy implementation. This assessment is necessary to highlight shortcomings so that corrective action can be taken instead of waiting for final evaluation. The findings of monitoring and evaluation exercises should be made available to all stakeholders to enable cross-sectoral analysis. It also serves the purpose of determining if all stakeholders participating in the implementation of the strategy are receiving the outcomes they desire and if the strategy is producing the results that were anticipated during the formulation stage.

Monitoring and Evaluation of the National Strategy for Gender Development will be guided by the following: -

4.1 Implementation Plan

Adherence to the Logical Framework

4.2 National and Sectoral development Goals and Policies

Adherence to national and sectoral development policies and goals as stipulated either in the Country's Constitution or relevant sector policies, strategies and legislations.

4.3 Intersectoral Linkage and Synergies

Attention to linkages between the area of gender concern in the strategy and specific strategies within each area of concern to ensure there is consistency.

4.4 Indicators

The Logical framework contains objectives, strategies, activities, performance indicators, and actors that will be used for monitoring and evaluation purposes and time frame.

4.5 International Commitments

Adherence to international commitments as stipulated in the BPFA, CEDAW, SADC and ECA will be observed.

4.6   Gender Monitoring Indicators
It is recognized that various types of monitoring indicators such as the African Gender and Development Index, (Gender Status Index, African Women's Progress Scoreboard) CEDAW and SADC gender monitor are in place.   The indicators shown in the logical framework of this strategy are the ones selected to be used in monitoring and evaluating the implementation of this strategy.

4.7   Institutional Arrangements for Monitoring and Evaluation.
The Ministry of Community Development Gender and Children is charged with coordination of gender initiatives in the country hence has the overall responsibility for monitoring and evaluating implementation of this strategy at the national level.   In discharging its responsibility, as overall coordinator of this strategy, it will work in close collaboration with the Government structure. The Gender Focal Points, instituted in the Government structure will be responsible for monitoring and evaluating the implementation of the strategy in their respective institutions of jurisdiction.   At the same time, they will provide information on gender development progress to The Ministry of Community Development Gender and Children.   The Ministry of Community Development Gender and Children will also work with the Bureau of Statistics, Research Institutions, Academic Institutions, Private Sector, Non – Governmental Organizations, CBOs and Faith Organizations in order to get data and information that will be incorporated in the monitoring and reporting system of the strategy.

4.8   Research
Research is imperative for identifying issues that will require interventions to improve the strategies, methodology, performance criteria, implementation framework and evaluation.

CHAPTER V

5.0 Logical Framework of the NSGD AND MATRIX

The logical framework is a description of key elements in the National Strategy for Gender Development. It entails Objectives, Strategies, Activities, Performance Indicators, Actors and Timeframe.

The Objectives describe the desired medium and long-term development goals for which the intervention is supposed to contribute. It states the direct effects of the NSGD on the beneficiaries.

Strategies state the means to achieve the objectives and contribute to the base of schedule of activities, which are the actual tasks sequentially determined to transform means into results.

Performance indicators are elements, which measure output of activities implemented.

Actors are responsible persons or institutions that will be involved in the whole process. There are lead actors while others are stakeholders. In the case of implementing the NSGD, the MCDGC is the lead institution.

Time frame provides the duration of the implementation of activities planned to meet the set objectives. (Logical Framework is in the Annex).

ANNEX

5.0   LOGICAL FRAMEWORK MATRIX

5.1   Institutional Framework

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Capacity building of Ministries, Departments and other Institutions including Local Government Authorities.	a	Provide gender training/sensitization to Gender Focal Points and other actors on gender analysis, gender policy, budgeting, mainstreaming, coordination and networking.	i	Conduct regular training to Gender Focal Points and other stakeholders on gender mainstreaming.	Training reports and number of trainees.	MCDGC.	2010
				ii	Call for a gender forum to strategies on coordinating and networking modalities.	Report of the meeting. Modalities in place.	MCDGC, NGOs, LGAs.	
				iii	Prepare gender guidelines and disseminate to various actors.	Gender guideline in place. Number of copies disseminated.	MCDGC, NGOs, LGAs.	
		b	Promote exchange of visits and study tours among different actors.	i	Identify countries/areas with good practice in gender.	Identified list of countries.	MCDGC, NGOs, LGAs.	
				ii	Prepare modalities for exchange visits.	Modalities identified.	MCDGC, NGOs, LGAs.	
				iii	Carry out exchange visits.	Travel reports.	MCDGC, NGOs, LGAs.	
		c	Strengthen links and networking within the MCDGC.	i	Prepare networking modalities.	Modalities in place.	MCDGC.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
				ii	Carryout needs assessment.	Needs assessment report.	MCDGC.	

5.2 Decision Making and Power

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Instituting effective mechanisms for women's management capacity building and appointments formally raised from 30 percent to 50 percent.	a	Facilitate and support women in political participation and contests for election.	i	Provide civic education to women, men and community leaders.	Number of women and men trained. Number of community leaders trained. Training reports.	Ministries, NGOs, Development Partners, LGAs, Registrar of Political Parties	2015
				ii	Provide training on negotiation and lobbying skills and management to prospective women political leaders.	Number of prospective women trained. Training reports.	Ministries, NGOs, Development Partners, LGAs,	
				iii	Sensitize communities on eliminating negative attitudes towards women into leadership positions.	Number of sensitization programmes. Sensitization reports.	Ministries, NGOs, Development Partners, LGAs,.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				Iv	Encourage and sensitize women to participate in contesting for leadership positions.	Number of advocacy programmes accomplished. Number of women contested.	Ministries, NGOs, Development Partners, LGAs National Electoral Commission.	
				v	Sensitize and mobilize women and men to vote for nominated women candidates	Number of sensitization programmes accomplished, Number of women contesters	Ministries, NGOs, Development Partners, LGAs National Electoral Commission.	
				v	Sensitize and mobilize women and men to vote for nominated women candidates.	Number of sensitization programmes accomplished. Sensitization reports.	NGOs, Development Partners, LGAs,.	
				vi	Train women leaders in leadership skills.	Number of women trained. Training reports.	MCDGC, PO-RALG, Parliament.	2015

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				vi	Review the Constitutions of all political parties so as to allocate special seats for women to achieve the target of at least 50 percent of the total seats in Parliament.	Cabinet paper prepared. Bill prepared. Number of sensitization programmes.	MJCA, MCDGC, PO-RALG. MJCA,MCDGC,MOEC,PO.-RALG	
2	Instituting mechanisms for career development programmes for girls, women and men.	a	Design and install mechanisms for career development for girls, women and men.	i	Provide career education for girls and women.	Number of girls and women available with career education. Reports.	MCDGC, MOEC PO-RALG.	2010
				ii	Develop a training manual for career guidance.	Training manual in place.	MCDGC, MOEC PO-RALG.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				Iii	Promote and strengthen mechanisms for career guidance in schools, and higher education.	Strengthened mechanisms in place. Documents containing mechanisms in place.	MCDGC, MOEC PO-RALG.	
				IV	Develop and establish counseling and guidance centres	Number of counseling and guidance centre established.	MCDGC,MOEC.	
				iv	Develop and establish counseling and guidance centers.	Number of counseling and guidedance centres established.	MCDGC, MOEC.	
3	Building capacity of women Parliamentarians and Councilors.	a	Facilitate tailor-made courses.	i	Conduct training needs assessment to women Parliamentarians and Councilors.	Needs assessment report.	MCDGC, NGOs, LGAs and Development Partners, Parliament.	2006
				ii	Provide training as per needs assessment report.	Training materials. Training reports.	MCDGC, NGOs, LGAs and Development Partners, Parliament, PO-RALG.	

5.3 Legal and Human Rights

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Reviewing and repealing discriminatory laws.	A	Review Marriage Act No. 5 (1971) and laws related to Succession, Inheritance and Children Rights and other discriminatory laws.	i	To identify laws to be reviewed and repealed.	Number of laws reviewed and repealed.	MJCA, MCDGC, MLYS.	2007
				ii	To submit Cabinet Paper on the identified laws.	Cabinet Paper prepared and submitted (document available).	MCDGC, MJCA.	
				iii	To prepare the necessary amendments.	Report on the amendments.	MJCA.	
				iv	To prepare White Paper.	White Paper in place.	MJCA, MCDGC.	
				v	To submit the White Paper to Cabinet for approval.	Submitted White Paper.	MCDGC, MJCA.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				vi	To disseminate the White Paper widely.	Number of copies of White Paper available. Number of meetings. Number of people met.	MCDGC, MJJCA.	
				vii	Collect views and opinions on the White Paper.	Reports on views available.	MCDGC, PORALG.	
				viii	To submit to Cabinet the final version of the White Paper.	Final version of document printed and available.	MCDGC, MJCA.	
				Ix	To enact the reviewed and repealed law.	Number of reviewed and repealed Laws.	PARLIAMENT, MJCA.	
				xi	To prepare a bill for incorporation of the views and opinions into the laws.	A bill in place.	LRC, MJCA MCDC, PORALG.	
		b	Undertake research on customary laws with a view of identifying discriminatory provisions and recommend improvements.	i	To identify discriminatory provisions in the customary laws.	Discriminatory provisions in customary laws identified and black listed.	MCDGC, LRC, MJCA, PORALG.	
				ii	To conduct participatory study on discriminatory provisions.	Study findings report.	MCDGC, MJCA, LRC, PORALG.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				iii	To Submit Cabinet Paper for approval.	Cabinet Paper prepared and in place.	MCDGC, MJCA.	
				lv	To prepare a bill on the approved Paper.	A draft bill in place.	MCDGC.	
2	Sensitizing law enforcers and other stakeholders on human rights and conducting awareness campaigns.	a	Provide legal Gender sensitization training for law enforcers, legal services and other stakeholders.	i	To conduct needs assessment to identify gender gaps among law enforcers.	Reports on needs assessment. Identified gender gaps.	MCDGC, PORALG MJCA.	2010
				ii	To prepare training/sensitization materials for training.	Training manual in place.	MCDGC, PORALG.	
				iii	To disseminate the materials through seminars, workshops and media.	Number of copies disseminated. Number of workers/seminars benefited.	MCDGC, PORALG.	
		b	Prepare training and campaign materials on women legal rights and disseminate appropriately.	i	To conduct needs assessment in relation to women's legal rights.	Report of needs assessment.	MCDGC, PORALG, NGOs, MJCA.	
				ii	To prepare materials for training campaign.	Training manuals. Campaigns reports.	MCDGC, PORALG, NGOs, MJCA.	
				iii	To conduct training programmes accordingly.	Number of programmes conducted.	MCDGC,POLICE, MAGISTRATE.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
3	Having a network of paralegal services at district and local levels.		Promote the establishment of paralegal services at all levels.	i	To conduct study in view of establishing paralegal systems at all levels.	Report on the study in place.	MCDGC, MJCA, PORALG, NGOs.	2010
				ii	To conduct a dissemination workshop for the report findings.	Workshop report in place.	MCDGC, MJCA, NGOs.	
				iii	To prepare Cabinet Paper.	Cabinet Paper in place.	MCDGC , MJCA, NGOs.	
				iv	To prepare a bill on the establishment of paralegal systems.	Paralegal systems bill in place.	MCDGC, JUDICIARY, POALG, NGOs.	
4	Having communities knowledgeable of the judiciary system and laws.	a	Dissemination of laws and procedures.	i	To conduct dissemination workshops.	Workshop reports. Number of people trained.	MCDGC, Judiciary, MHA, NGOs.	2010
		b	Sensitization of the legal system.	ii	To conduct gender sensitization seminars to legal personnel.	Workshop reports. Number of people trained.	MCDGC, Judiciary, MHA, NGOs.	

5.4 Education

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Having in place a mechanism to guaranteed equal opportunities for girls and boys in education.	a	Expansion of education infrastructure and facilities in communities.	i	To establish Education Trust Funds.	Education Trust funds established.	MOEC, MCDGC, LGAs, NGO, CSOs.	2010
				ii	To provide credit to poor families.	Number of beneficiaries.	MCDGC, NGOs, LGAs.	
				iii	To provide training on entrepreneurship skills to poor families.	Training materials. Number of trainees. Training reports.	MCDMIT, MCDGC, LGAs, NGOs.	
		b	Sensitize and motivate community members to participate in constructing and renovating schools for more girls and women to enroll in science subjects.		To conduct sensitization campaigns to the general public.	Campaigns reports. Number of schools built and renovated. Number of girls in science subjects.	MCDGC, MOEC, NGOs.	
		c	Introduce gender basic course for teachers.		To conduct refresher courses to teachers.	Training materials. Number of teachers trained. Course reports.	MOEC, MCDGC, LGAs, NGO, CSOs.	
		d	Ensure adequate and availability of gender sensitive teaching and learning materials.	I	To review and develop gender sensitive teaching and learning materials.	Gender sensitive materials available.	MOEC, MCDGC, NGOs.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
				ii	To engender school curricula at all levels.	Engendered school curricula available.	MOEC, MCDGC.	
		e	Increased enrollment rate for girls in the institutions of higher learning.		Sensitize women and girls to join higher learning institutes.	Number of women in higher learning institutions.	MOEC, MSTHE, NGOs.	

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5.5   Training

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Having in place a strong mechanism for equal access to training for men and women.	a	Encourage girls and women to take up non-traditional or male dominated trades.	i	Sensitize teachers to take maths and science subjects in Teacher's Training Colleges.	Number of teachers sensitized. Number of teachers teaching science subjects.	MOEC, VETA, FDC, Universities, Technical Colleges and Parents.	2015
				Ii	Encourage girls at all levels to take maths and science subjects.	Number of girls encouraged.	Members of the Association of Women Scientists, Mathematics and Engineers.	
				iii	Develop remedial programmes for girls in science subjects at all levels.	Remedial programmes in place.	MOEC, High Learning Institutions.	
					Provide advocacy and sensitization to girls.	Advocacy programmes in place.	MOEC, High Learning Institutions, PORALG, NGOs.	
		b	Make information available on training opportunities.	I	Establish and equip Women Information Centres.	Women information centers in place.	Local Governments, All Ministries, MCDGC, Development Partners, NGOs.	
				ii	Encourage women to access MCDGC Website.	Number of women encouraged.	MCDGC.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				iii	Undertake outreach programmes on delivery of information of training opportunities.	Outreach programmes in place.	PU-CSD, MCDGC, MLYDFS, NGOs.	
		c	Put in place training programmes at work place with a gender perspective	I	Conduct training needs assessment.	Needs assessment reports in place.	LGAs, All Ministries, MCDGC, Development Partners and NGOs.	
				ii	Allocate adequate resources for training.	Training materials. Allocated resources in place.	LGA, All Ministries, MCDGC, NGOs, Development Partners and NGOs.	
				iii	Prepare Human Resources Development Programme.	HRD programmes in place.	LGA, All Ministries, MCDGC, Development Partners and NGOs.	
				iv	Develop and update community programmes.	Community programmes developed.	LGA, All Ministries, MCDGC, Development Partners and NGOs.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				v	Accord affirmative action to women and girls in training programmes	Types of affirmative actions in place.	LGA, All Ministries, MCDGC, Development Partners and NGOs.	
		d	Promote community education that responds to local needs.	I	Establish and Strengthen Welfare Centres.	Welfare centres in place.	Institute of Adult Education, Local Government at all levels, MCDGC, MLYDS.	
				ii	Review guidelines for operationalization of Community Centres.	Reviewed guidelines in place.	Institute of Adult Education, Local Government at all levels, MCDGC.	
				iii	Establish and equip Community Libraries.	Community libraries established. Inventory available.	Institute of Adult Education, Local Government at all levels, MCDGC.	
				iv	Develop and update community programmes.	Community programmes developed.	Institute of Adult Education, Local Government at all levels, MCDGC.	
				v	Sensitize women to attend community meetings.	Number of women encouraged. Reports.	Institute of Adult Education, Local Government at all levels, MCDGC.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				vi	Promote support to peer educators at community level.	Peer educators' reports.	Institute of Adult Education, Local Government at all levels, MCDGC.	
				vii	Promote and encourage community theatres.	Number of community theatres in place.	Institute of Adult Education, Local Government at all levels, MCDGC.	
2	Having more women enrolled in vocational training and higher education institutions at 50/50 ratio between men and women.		Develop more trades that are gender friendly.	I	Promote affirmative actions for girls in education and allocation of scholarships.	Number of girls benefited. Reports on affirmative action.	MOHEST, MCDGC, LLG, Parents.	2010
				ii	Allocate adequate funds for training of girls.	Funds allocated.	MOEC, MOHEST,	
				iii	Establish strong partnership with Development Partners in securing scholarships and financial support.	Mechanism established and in place.	MCDGC, Development Partners.	

5.6   Economic Empowerment

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Women economically empowered and their opportunities enhanced.	a	Sensitize women and men to establish economic groups such as SACCOS and access credits for income generating activities.	i	To train Community Development Officers on the establishment of women SACCOS.	Number of Community Development Officers trained. Number of SACCOS established.	MCDGC, MCM, LGAs, MIT, Cooperative College.	2015
				ii	To encourage women and men to establish and join SACCOS.	Number of SACCOS established and registered.	MCDGC, MCM, LGAs.	
		b	Provide training on entrepreneurship to women and facilitate access to profitable markets.	I	To conduct training in entrepreneurship skills to women in groups.	Training manuals developed. Number of women trained.	MCDGC, MIT, MFAIC, LGAs, NGOs.	
				ii	To facilitate women entrepreneurs to participate in the National, Regional and International trade fairs.	Number of women participating in trade fairs.	MCDGC, MIT, LGAs, MFAIC, NGOs.	

5.7   Employment

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Enhancing entrepreneurship and managerial skills for women and men.	a	Provide and improve entrepreneurship skills and credit facilities.	I	Establish business information centers.	Business centers established. Registration certificates available.	LG, MCDGC, MOIT, BET, NGOs, Tanzania Chamber of Commerce, FAWETA, CBOs.	2015
				ii	Promote high quality artisan skills.	Quality products.	LG, MCDGC, MOIT, BET, NGOs, Tanzania Chamber of Commerce, FAWETA, CBOs.	
				iii	Empower women to access markets.	Number of women empowered. List of Markets accessed.	LG, MCDGC, MOIT, BET, NGOs, Tanzania Chamber of Commerce, FAWETA, CBOs.	
				lv	Train women in managerial skills.	Number of women trained.	MCDGC.	
					Promote exchange programmes within and outside the country.	Number and type of exchange programs. Exchange programs reports.	MCDGC.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				vi	Encourage and sensitize women to get loans from credit facilities.	Number of women accessing loans. Number of women's businesses registered.	MCDGC, NGOs, PORALG.	
				vii	Facilitate the establishment of the Women's Bank.	Women's Bank established.	MCDGC.	
				viii	Encourage and sensitize women to buy shares in different companies.	Number of women shareholders.	MCDGC.	
		b	Establish database on type of employment opportunities by sex.	I	Encourage Ministries, Local Government, Private Sector and NGOs, to establish websites and provide columns on job opportunities.	Number of Ministries and Private Sectors with established websites.	Planning and Privatization, Bureau of Statistics, Private Sector, MCDGC, Ministries, Local Government, NGOs.	
				ii	Encourage and facilitate women to have computer use skills.	Number of women trained in computer usage.	Planning and Privatization, Bureau of Statistics, Private Sector, MCDGC, Ministries, Local Government, NGOs.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
		c	Improve occupational health and safety control measures to safeguard both men's and women's health.	I	Sensitize employers to provide safety measures at workplace.	Safety measures in place. Inventory of safety equipments.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	
				ii	Provide training on formal and informal occupational health therapy.	Training manuals developed and in place.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	
				iii	Provide training to women and men on Labour Laws at all levels.	Training manuals. Training reports. Number of trainees by sex.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	
				iv	Provide training to government employees on Government Standing Orders on issues pertaining to health of employees and their rights.	Number of Ministries with trained employees. Number of employees trained. Training reports.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	
				v	Provide essential facilities according to gender needs to employees.	Employees facilitated. Inventory of facilities provided.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
2	Having more women promoted to higher political and administrative positions.		Provide managerial skills for women workers and sensitize on confidence building.	I	Provide special training programmes in management and administrative skills to women workers.	Number of training programmes developed. Training reports. Number of women employees trained.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	2010
				ii	Facilitate and support women in pursuing higher education.	Number of women supported.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	
				iii	Establish special fund to sponsor women in higher learning institutions and tailor made programmes.	Number of women sponsored. A fund established.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	
				iv	Provide sensitization on confidence building to women workers.	Number of sensitization programmes. Sensitization reports.	PO-PSM, MCDGC, All Ministries, Local Government, Private Sector.	
3	Eliminating all forms of discrimination against women at workplace.	a	Provide conducive environment for promoting equal opportunities in accessing employment.	i	Motivate and guide employers to appoint women into leadership positions.	Number of women in leadership positions. List of new appointments to women.	LGAs, MCDGC, Private Sector, All Ministries, All Employers.	2010

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				ii	Provide training to women workers.	Number of women workers trained. Training reports.	LGAs, MCDGC, Private Sector, All Ministries, All Employers.	
				iii	Motivate and guide private sector to employ women in top management positions.	Women in top management in the Private Sector.	LGAs, MCDGC, Private Sector, All Ministries, All Employers.	
				iv	Sensitize employers to combat corruptive practices in securing employment.	Employers sensitized. Sensitization reports.	LGAs, MCDGC, Private Sector, All Ministries, All Employers, PCB.	
		b	Value the triple-roles undertaken by women.	I	Provide communities, employers and employees with gender sensitization seminars.	Number of gender sensitization programmes.	LGAs, MCDGC, Private Sector, All Ministries, All Employers.	
				ii	Sensitize employers and employees in public and private institutions to adopt non bureaucratic and time saving procedures for small and medium enterprises.	Number of employers and employees sensitized. Sensitization reports.	LGAs, MCDGC, Private Sector, All Ministries, All Employers.	

5.8   General and Reproductive Health

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Having more women accessing health care facilities and quality reproductive health services.	a	Conduct immunization and health education campaigns to the general public.		To carry out immunization and health education campaigns.	Campaign reports.	MCDGC, MOH, LGAs, NGOs	2007
		b	Increase coverage of reproductive health and health care services to reduce mortality rates.	i	To increase the coverage of health care and reproductive health care services.	Number of health care service increased.\n\nList of trained health personnel.	MOH, LGAs, MTC, Development Partners, MCDGC.	
				ii	To rehabilitate rural infrastructure to enable accessibility to health care and reproductive services.	Number of infrastructure facilities established.\n\nRehabilitation reports.	MOH, LGAs, MTC, Development Partners.	
		c	Improve the capacity of health facilities in terms of human resources, equipment and drugs.	i	To procure equipment and drugs for health facilities.	Number of equipment procured.	MOH, LGAs, Central Medical Stores.	
				ii	To carry out training of health workers.	Number of Health Workers trained.	MOH, LGAs, Central Medical Stores.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
				iii	To conduct refresher courses to health workers.	Number and type of refresher programmes conducted. Number of Health workers trained.	MOH, LGAs, Central Medical Stores.	

5.9   HIV and AIDS

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
1.	Changing attitudes and behavior of people towards HIV/AIDS pandemic.	a	Publicize and disseminate the Community Based Strategy for Protection of Women and Children Against HIV/AIDS.	i	To translate the Community Based Strategy for Protection of Women and Children against HIV/AIDS (CBSPWC) into Kiswahili.	The CBSPWC translated and in place. Kiswahili version available.	MCDGC, Stakeholders.	2010
				ii	To Print and disseminate the Kiswahili strategy	Number of CBSPWC copies distributed.	MCDGC.	
				iii	To carry out awareness campaigns through media, public address, workshops and seminars.	Number of awareness campaigns and programs. Campaign reports.	MCDGC, LGAs, NGOs, CSOS, FBOs	
		b	Implement gender sensitive programmes on prevention of HIV/AIDS.	i	To conduct situational analysis on HIV/AIDS with gender perspective in selected areas.	Report on HIV/AIDS situational analysis.	MCDGC, NGOs, PO-RALG, TACAIDS.	
				ii	To disseminate the findings to stakeholders.	Number of copies of findings disseminated.	MCDGC, NGOs, PO-RALG, TACAIDS, NGOs and CBOs.	
				iii	To prepare IEC materials on gender and HIV/AIDS.	IEC materials in place.	MCDGC, NGOs, CBOs, FBOs.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
				iv	To disseminate the IEC materials widely.	Number and type of IEC materials disseminated. List of Stakeholders.	MCDGC, NGOs, CBOs, FBOs.	

5.10   Food Security and Nutrition

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Increasing availability, accessibility and utilization of adequate food.	a	Promote provision of nutritional education to communities.	i	Conduct sensitization and awareness campaigns on modern methods of agriculture and storage facilities.	Number of sensitization campaigns. Campaign reports.	TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	2010
				ii	Introduce small irrigation schemes to increase food production.	Number of small irrigation schemes in place.	TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	
				iii	Provide credit facilities to procure farm inputs.	List of farmers provided with credits.	TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	
		b	Enhance skills for food preparation and balanced diet aspects in the education curriculum at all levels.	i	Train local communities on better methods of preparation, processing, preservation and storage of food stuff.	Number of local communities trained. Training reports.	TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	
				ii	Identify and disseminate cost effective technologies.	Identified technologies.	TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				iii	Provide credit facilities to procure cost effective technologies.	Number of people provided with credit. Credit facilitation reports.	TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	
				iv	Prepare IEC materials on cost effective technologies.	IEC materials prepared. Inventory of IEC materials.	"TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	
2	Raising nutrition standard of men and women with special nutritional needs at all levels.		Promote nutritional education to people with special needs.	i	Conduct research on nutrition for people with special needs.	Research report in place.	TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	2010
				ii	Disseminate findings to stakeholders.	Number of stakeholders with information. Dissemination reports.	"TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	
				iii	Empower women and men with special nutrition needs.	Number of women and men empowered.	"TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				iv	Conduct education and campaigns on nutrition for people with special nutrition needs.	Campaign reports. Lists of participants.	"TFNC, MAFS, MCDGC, NGOs, CBOs, MOF, DPs, LGAs, MCM.	
				v	Develop and disseminate IEC materials on nutrition for people with special needs.	IEC materials developed. List of beneficiaries with special needs.	MCDG, MOAGR., TFNC.	
3	Strengthening and expanding the primary school feeding programme in all districts.		Promote primary school feeding in all districts.	i	Prepare and disseminate guidelines on school feeding programmes.	Guidelines developed. Number of schools with feeding programmes.	MCDGC, MAFS, TFNC, MOEC, LGAs, DPs.	2010
				ii	Monitor and evaluate performance.	Performance reports.	MCDGC, MAFS, TFNC, MOEC, LGAs, DPs.	

5.11   Division of Labour

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Families practicing equitable division of labour.	a	Campaign against customs and traditions that limit equal division of labour between women and men at all levels.	i	To conduct participatory study to identify customs and traditions that perpetuate unequal division of labour between women and men.	Study reports.	MCDGC, PORALG, NGOs.	2010
				ii	To conduct workshops/seminars to widely share study findings.	Workshop reports.	MCDGC, POR ALG, NGOs.	
				iii	To prepare programmes for elimination of the customs and traditions.	Number of programmes prepared and conducted.	MCDGC, P ORALG, POPP, NGOs, CBOs.	
		b	Sensitize and encourage men to participate fully in household chores.		To conduct sensitization workshops for men on vital role in homes.	Workshop reports. List of workshop participants.	MCDGC NGOs.	

5.12 Information Education and Communication (IEC)

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Having more gender sensitive media programmes.	a	Strengthen media with gender perspective in urban areas.	i	To conduct needs assessment for strengthening gender sensitive media.	Needs assessment report.	MCDGC, PORALG, POPP, MEDIA.	2010
				ii	To conduct seminar/workshops to widely share findings of the study.	Seminars reports.	MCDGC, PORALG, POPP MEDIA .	
				iii	To prepare guidelines for effectively mainstreaming gender in the media.	Guidelines document in place.	MCDGC.	
				iv	To disseminate the guidelines to stakeholders.	Number of copies of guidelines disseminated. List of stakeholders with information.	MCDGC, MEDIA, PMO.	
				v	To conduct participatory monitoring and evaluation of media.	Monitoring and evaluation reports.	MCGC, MEDIA, PORALG, PMO.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
		b	Establish and strengthen gender sensitive media programmes in the rural areas.		To conduct study on the establishment of print and electronic media and strengthen folk media with the view to mainstream gender.	Study report.	MCDGC, MEDIA, PMO, PORALG.	
		c	Training and promoting both women and men including those with disabilities on management of media.	i	Conduct training for media personnel (women and men on management of media programmes).	Training reports. Number of trained personnel.	MCDGC, PMO, Media Council.	2010
				ii	Conduct training to media personnel with disabilities on management of media.	Training reports. Number of trained personnel.	MCDGC, PMO, Media Council.	
				iii	Promote to higher positions women media personnel.	Letters of offer available. List of promoted media personnel available.	MCDGC, PMO, Media Council.	

5.13   Appropriate Technology

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Increasing use of appropriate technologies by communities.	A	Inform the society on availability of different technologies in the country.	i	To conduct a participatory survey on the available technologies.	Survey report.	MCDGC, R & D Institutions, PORALG, MHEST.	2010
				ii	To prepare information on the available technologies.	Prepared information on available technologies.	MCDGC.	
				iii	To disseminate the information on available technologies.	Number of dissemination programmes.	MCDGC, PORALG, MTI	
				iv	To support Research and Development in Appropriate Technology.	Reports on Research.	MDGC, MHEST, MOF.	
				v	To conduct sensitization programmes to promote manufacturing of existing technologies.	Reports on Sensitization programmes.	MCDGC, MTI (SIDO).	
				vi	To establish and strengthen mechanisms for improved accessibility.	Established mechanisms.	MCDGC, POPP, MOF, MCM, PORALG.	
				vii	Design and promote user friendly technologies	List of user friendly technologies.	MCDGC, POPP, MOF, MCM, PORALG.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
				viii	Promote and encourage use of low cost and renewable energy sources such as biogas, coal, electricity, instead of using firewood and charcoal.	Number of low cost energy sources in place. Number of people using the sources.	MCDGC, POPP, MOF, MCM, PORALG.	
		b	Establish suitable procedures for accessibility, distribution and training in maintenance, operation and repair of such technologies.	i	To develop procedures for accessing and maintaining the technologies.	Document available with procedures in place.	MCDGC, PORALG.	
				ii	Disseminate procedures widely.	Dissemination reports.	MCDGC, PORALG.	
		c	Design and promote user friendly technologies.	i	To motivate designers of technologies in special campaigns.	List of designer motivated campaigns. Campaign reports.	MCDGC, PORLAG, Universities.	
				ii	Design and conduct "Design of the year Award" campaign.	Campaign reports. Number of Awards designed and issued. List of design participants.	MCDGC, MSTHE, University.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
		d	Promote and encourage use of low cost and renewable energy such as biogas, natural gas, coal and electricity, instead of firewood and charcoal.		Conduct campaign on use of alternative sources of energy to reduce the use of firewood and charcoal.	Campaign reports.	MCDGC, MSTCHE, University.	

5.14 Environmental Protection and Conservation

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Increasing environmental protection and conservation measures to ensure human and economic development.	a	Sensitize communities and other stakeholders on gender balance in environmental management.	i	To conduct needs assessment for gender sensitive environment management.	Needs assessment report.	MCDGC, MTNR, PORALG, VPO, MWLD.	2010
				ii	To conduct workshops/seminars to widely share the study findings.	Workshop reports.	VPO, MCDGC, MWLD, MTNR, PORALG, NGOs, DONOR COMMUNITY.	
				iii	To prepare guidelines for gender sensitive environment management.	Document with guidelines available.	VPO, MCDGC, PORALG.	
				iv	To disseminate the guidelines to different stakeholders.	Dissemination reports.	MCDGS, PORALG.	
		b	Provide tools and facilities for the protection and conservation of the environment.	i	To provide tools and facilities for sound protection and prevention of the environment.	Availability of tools and facilities. Inventory of tools and facilities.	MOF, MCDGC, PORALG, VPO.	
				ii	To conduct participatory monitoring and evaluation at all levels.	Monitoring and evaluation reports.	MOF, MCDGC, PORALG, VPO.	

5.15 Access and Ownership of Resources

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Men and women empowered on allocation of resources equally and equitably.	a	Develop sensitization programmes to communities and service providers.	i	To sensitize women and men and service providers on gender equality and equity.	Sensitization reports. Number of people sensitized.	MCDGC, NGOs, LGAs.	2010
				ii	To sensitize communities on appropriate use of resources.	Number of communities sensitized. Sensitization reports.	MCDGC, NGOs, LGAs.	
		b	Have in place appropriate mechanisms for equal provision of loans for women and men.		To sensitize financial institutions on providing soft loans to women.	Number of Financial Institutions providing soft loans. Sensitization reports. Number of women accessing loans.	MCDGC, MOF, All Ministries, BOT, NGOs.	

5.16 Gender Mainstreaming

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Having established and strengthened mechanisms for gender mainstreaming at all levels.	A	Capacity building of the National Gender Machinery, Gender Desks, Civil Societies and CBOS, Institutions at Regional and District levels.	i	Develop and disseminate gender mainstreaming guidelines.	Guidelines available in document.	MCDGC, Civil Societies, All Ministries, LGAs, Development Partners.	2015
				ii	Conduct training to the National, Regional and District gender desk officers on gender mainstreaming.	Training reports. Number of gender desk officers trained.	MCDGC, MOF, NGOs.	
				iii	Conduct training of Civil Society Organizations and CBOs with gender mainstreaming analytical skills.	Training reports. Number of people trained.	MCDGC, MOF, NGOs.	
				iv	Conduct training on gender planning and budgeting.	Training reports. Number of trainees.	MCDGC, NGOs.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				v	Provide working gear to the gender desk officers.	Number of equipment purchased. Inventory of equipment available.	MCDGC, MOF, BOT, NGOs.	
				vi	Disseminate the National Strategy for gender Development.	Number of copies disseminated. List of Stakeholders provided with NSGD.	MCDGC, MOF, BOT, NGOs.	
				vii	Develop training programmes on gender planning, analysis, budgeting and sensitization to decision-makers at all levels and communities.	Training reports. Number of decision makers trained.	MCDGC, MOF, BOT, NGOs.	
		b	Establish and strengthen gender committees at Ministerial, Regional, District, Ward and Village/street levels.	i	Strengthen and establish gender committees at Ministerial, Regional, District and Ward levels.	Number of committees formed and strengthened.	MCDGC, MOF, BOT, NGOs.	

	Objectives		Strategies		Activities	Performance Indicators	Actors	Time Frame
				ii	Sensitize the Committees on gender issues/gender mainstreaming.	Sensitization reports.	MCDGC, MOF, BOT, NGOs.	
2	Mainstreaming gender in all sectoral policies, programmes and strategies.	a	Review and formulate gender sensitive policies and programmes.	i	Sensitize policy makers on gender.	Sensitization reports. Number of policy makers sensitized.	MCDGC, All Ministries, LGAs, Agencies, NGOs, Development Partners	2015
				ii	Facilitate review of policies and programmes with a gender perspective.	Number of policies/programmes reviewed.	MCDGC, All Ministries, LGAs, Agencies, NGOs, Development Partners.	

5.17 Gender/Sex Disaggregated Data

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Having gender/sex disaggregated data at all levels.	a	Facilitate data collection and establish a gender/sex disaggregated database.	i	Conduct sensitization workshops and seminars on gender disaggregated data at all levels.	Sensitization workshop reports.	MCDGC, MOF, PO-RALG, MOEC, LAGs, PDs.	2007
				ii	Establish gender-disaggregated database at all levels.	Data base established at all levels.	MCDGC, MOF, PO-RALG, MOEC, LGAs, PDs.	
				iii	Encourage Ministries, Local Government, Private Sector and NGOs to collect, analyze, establish and use gender/sex disaggregated data in planning at all levels.	Research reports. Number of public and private sectors with gender disaggregated database.	MCDGC, All Ministries, LGAs, PDs, NGOs.	
		b	Ensure gender-based resources allocation at all levels.	i	To conduct training on needs assessment.	Training needs assessment report.	MCDGC, MOF, LGAs, PO-PP, PDs, NGOs, CBOs.	
				ii	Develop training manuals.	Training manual developed.	MCDGC, MOF, LGAs, PO-PP, PDs, NGOs, CBOs.	

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
		iii			Conduct gender training to planners.	Training reports.	MCDGC, MOF, LGAs, PO-PP, PDs, NGOs, CBOs.	
		iv			Conduct TOT training on gender.	Training reports.	MCDGC, MOF, LGAs, PO-PP, PDs, NGOs, CBOs.	

5.18 *Social Security*

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
	Having social security services at grassroots level.	a	Sensitize and build capacity of Councils to enable them establish social security services.		Promote grassroots level participation in designing and effectively instituting social security protection measures.	Number of Social Security facilities. Sensitization reports.	MCDGC, LGAs, NGOs, MLYDS.	2015
		b	Establishment of social security schemes at all levels.		Training Councilors and Local Government Workers on establishing social security schemes.	Training reports.	MCDGC, LGAs, NGOs, MLYDS.	

5.19   Community Participation

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Promoting community participation.	a	Motivate women's and men's participation in budgeting, planning and management of resources to ensure that both of them benefit.	i	Develop training materials.	Training materials developed.	MCDGC, LAGs, NGOS, CBOs.	2010
				ii	Conduct training needs assessment.	Needs assessment reports.	MCDGC, LAGs, NGOS, CBOs.	
				iii	Conduct TOT trainings.	Training reports.	MCDGC, LAGs, NGOS, CBOs.	
		b	Promote participatory methodologies to communities.		Conduct training on participatory methodologies.	Training reports.	MCDGC, LAGs, NGOS, CBOs.	

5.20   Traditions and Customs

	Objective		Strategies		Activities	Performance Indicators	Actors	Time Frame
1	Having a society sensitized and free of harmful practices and traditions.	a	Sensitizing women and men to abandon harmful traditional practices such as FGM, early marriages and widow's inheritance.	i	To conduct sensitization campaigns against harmful traditional practices.	Sensitization reports.	MCDGC, FGM Networks, NGOs, Community and Religious Leaders.	2008
				ii	To facilitate women who perform FGM to engage in alternative economic activities.	Number of women who have stopped performing FGM.	MCDGC, LGAs, NGOs, Politicians, Community and Religious Leaders.	
		b	Sensitizing women and men on family planning for desirable family size they can support equitably.	i	To conduct sensitization campaigns to both women and men.	Sensitizing reports.	MCDGC, LGAs, NGOs, Politicians, Community and Religious Leaders.	