



**WOMEN IN LAW AND DEVELOPMENT IN AFRICA (WILDAF)  
TANZANIA  
ANNUAL REPORT**



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Annual Report

January December 2018

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## LIST OF ACRONYMS AND ABBREVIATIONS

1. AFNET	Anti-Female Genital Mutilation Network
2. CFTSW	Community Focus on Teenage and Single Mother Welfare Children
3. CSOs	Civil Society Organizations
4. CWCA	Center for Widows and Children Assistance
5. CWCA	Center for Women and Children Assistance
6. DDA	Data Driven Advocacy
7. ECD	Early Childhood Development
8. GBV	Gender Based Violence
9. HELSB	Higher Education Students Loans Board
10. IEC	Information Education and Communication
11. LHRC	Legal and Human Rights Centre
12. LSF	Legal Service Facility
13. M&E	Monitoring and Evaluation
14. MCYN	Mwanza Children and Youth Network
15. MOCLA	Ministry of Constitution and Legal Affairs
16. MoHCDGEC	Ministry of Health, Community Development, Gender, Elderly and
17. MP	Member of Parliament
18. NGO	Non-Governmental Organization
19. OWE	Organization for Women Empowerment
20. PDF	People Development Forum
21. PF3	Police Form Number 3
22. PIR	Project's Intermediate Results
23. PWD	People With Disabilities
24. RUWOCE	Rungwe Women and Orphaned Centre
25. SASA	Start Awareness Support Action
26. SDG	Sustainable Development Goals
27. SHIVYAWATA	Women with Disability Network
28. SIDO	Small Industries Development Organizations
29. SOSPA	Sexual Offences Special Provisions Act
30. TAMWA	Tanzania Media Women Association
31. TAWLA	Tanzania Women Lawyers Association
32. TCYP	Tanzania Youth Partnership Country Wide
33. TDWC	Tanzania Domestic Workers Coalition
34. TECDEN	Tanzania Early Childhood Development Network
35. TGNP	Tanzania Gender Networking Program
36. UN	United Nations

- 37. VAW Violence Against Women
- 38. VAWC Violence Against Women and Children
- 39. WiLDAF Women in Law and Development in Africa
- 40. WLAC Women Legal Aid Centre
- 41. ZACA Zanzibar Association for Children Advancement
- 42. ZAFELA Zanzibar Women Lawyers Association

## MESSAGE FROM THE CHAIRPERSON

**Dear Friends, Partners, Members and Allies,**

Every day, we work with clients and partners from around the globe to realize our vision of creating a society where all Women are viewed and treated equally in all aspects of life be it civil, political, economic, social and cultural for co-existence. In Fiscal Year 2018 we:

- Provided legal assistance to 358 Industrial Workers
- Conducted International Women's Day in Ilala district
- Recruited 252 Women Vegetable Vendors as WiLDAF ambassadors in ending violence against women and children in Kipunguni area
- Reached a total number 3414 people with messages to end violence against women and children.
- Assisted 146 people in reporting land, matrimonial, child custody and labour cases.
- Attended to 72 people with Gender Based Violence Cases and assisted them in reporting them to the courts of law
- Prepared moot court activities to indulge in the topic of sextortion in Arusha, Dar es salaam, Dodoma, and Mwanza.
- Partnered with 19 Civil Society Organizations in Tanzania to establish Working Group 2 which pushes for Data Driven Advocacy
- Organized a nationwide 16 Days of Activism Campaign

We embrace and develop strategic partnerships for socio-economic resources development and enable us strategically and sequentially move forward to enhance Zero tolerance and acceptability of positive social norms towards ending violence against women, girls and children in Tanzania. Together we walk this path to save the marginalized women, girls and children by promoting collaboration, mobilizing partnerships and galvanizing efforts of different actors

Sincerely,

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## **ACKNOWLEDGEMENT**

We value partnerships and collaboration. Our success has relied heavily on our strategic selection of partners, supporters, collaborators and beneficiaries. We believe that by working together, we can discover, develop, and deliver the best value of services to the communities we are serving.

The Embassy of Ireland  
UN Women  
PACT Tanzania/ Freedom House  
Legal Service Facilities  
UKAID  
Foundation For Civil Society  
Women Fund Tanzania  
OXFAM  
GBV Prevention Network

With your support, we continue to *create a safer world for women and girls*. Thank you.

## **PART ONE: Executive Summary**

For the year 2018, WiLDAF has conducted a series of activities to improve the lives of women and girls in Tanzania. The activities focus on ensuring Access to Justice for women and girls, advocate for the enactment of gender sensitive policies and laws, and scale up awareness of women's rights to reduce violence against women and children, Increase women participation in decision making and economic empowerment, institutional strengthening and support whereby network members and partners were closely engaged in the activities. With the support from the above partners, WiLDAF planned and implemented the following activities: -

- i. Conduct the International Women's Day
- ii. Established Working Group 2 (WG2).
- iii. Development of advocacy strategy document for WG2.
- iv. Provision of Legal Aid Service
- v. Strengthening of Emergency Response System.
- vi. Launching of the 16 Days of Activism Against Gender Based Violence.
- vii. Conduct Women at Employability skills.
- viii. Conduct Moot Court to raise awareness about sextortion.
- ix. Collaborating with GBV Prevention Network.
- x. Conduct meetings with Government Departments and Agencies.
- xi. Promoting women's access to land and other property rights under Mshirikishe Campaign through Kipunguni Paralegal Unit

*The key outputs attributed when implementing these activities were as follows:*

### **Increased commitment and collaboration between the state and non-state actors towards ending VAWC.**

The presence of the Prime Minister and the promise made by him that the government readiness to work with CSOs to reduce gender based violence is a testimony of the commitment from the government.

### **Increased awareness and understanding of the magnitude of violence against women and children in the school, universities, institutions, and general public**

Awareness and understanding of the magnitude of violence against women and children in the school, universities, institutions, and general public was strengthened through gender festival that was organized on 25<sup>th</sup> November at Jamhuri Stadium in Dodoma. A total number of 3,414 adult people (653 female and 2304 male) and 219 female and male 238 students were reached with messages on VAWC.

In addition, online campaign was implemented and potentially reached over 1.2 million Twitter users, earning a potential impression of 15.6 million and over 152,000 people on both Instagram and Facebook, and received over 53,565 engagements on the same platforms on VAWC, (*See attached links below for more details about social media engagements*).

### **Increased reporting incidences of violence against women and children by media as well as the authorities**

Due to media and social media engagement during the 16 Days Campaign we observed high report rate on GBV incidences, which implies that community members were well informed and empowered on women rights and protection against all forms of violence.

As one of the leading women's rights organisations with a wide membership, WiLDAF strives to ensure that women and children have safe and enjoy their rights, access to resources and opportunities.

### **Recommendations and Way forward**

#### **WiLDAF**

- WiLDAF needs to develop specific interventions for children and youth to empower them with legal knowledge, understanding of women's rights and human rights in general so as to bring change and make them change agents.
- Develop and distribute communication materials such as posters, leaflets and booklets with practical knowledge on GBV, marriage, inheritance. The material should focus mostly on the areas of economical and physical violence. Awareness raising will continue to be provided in other areas so as to influence change. WiLDAF will also make a follow up on small groups created in order to monitor their progress in increasing awareness on GBV.
- Conduct GBV trainings, dialogues and festivals for a larger communities' awareness and create a film on GBV which reflects the life of people in rural areas such as villages of the Sukuma.
- WiLDAF should conduct GBV trainings to primary court assessors, since they provide opinions to the courts by observing customs and traditional practices around the community, which in most cases are against the women's human rights.

#### **Women**

- Women should be encouraged to report GBV incidences to the police genders desks. WiLDAF and her members will continue raising awareness about women’s human rights and encouraging communities to report cases of women human rights violation. With regards to reporting GBV incidences to the police gender desks, we will continue holding meetings with stakeholders including the police, judiciary and local government leaders to inform them about the need to publicize gender desks and encourage community members to approach the desks.

## **Government**

The government should consider employing lawyers at the ward level to increase access to justice at the district level.

There is a need to develop the GBV by-laws and ensure enforced they are the villages.

There is a need to form a task force in order to form a group of individuals and CSOs for election monitoring,

CSOs to undertake civic and voters education on timely manner. For the instance preparation for 2020 elections should start as early as possible, by early 2019,

Women to be encouraged to join political parties and contest for elections,

There should be an annual documentation of women’s rights, including recording the history of other women who were active in politics,

WiLDAF to prepare a booklet on women who participated in different struggle towards women’s deliberations and

WiLDAF to work/involve women from the corporate world and private sectors.

## **Budget**

Our budget for the 2018 annual plan was TZS 1,448,562,597. We were able to secure a total amount of TZS 439,822,057 from the PACT/FREEDOM HOUSE, UN WOMEN, LEGAL SERVICE FACILITY, IRISH AID to implement our activities.

## PART TWO: INTRODUCTION

### 2.1 ABOUT WILDAF

Women in Law and Development in Africa (WiLDAF) is a nonprofit making organization, which was established and incorporated under the Companies Act, Cap 212 of the Laws of Tanzania in 1997. It is a Pan-African women's right network dedicated to promoting and strengthening strategies that link law and development. The essence is to increase women's participation and influence at the community, national, regional and international levels in order to enhance the protection and promotion of their rights.

The overall goal of WiLDAF is to improve the status of women human rights and promote socio-economic development in Tanzania. The mission is to enhance a sustainable network for the promotion of respect of Women's Human Rights through advocacy, dissemination and observance of national and international standards. The core program of WiLDAF includes among others: Advocacy for Legal and policy Reforms to achieve gender responsive laws, Combating Violence Against Women and Children (VAWC), Improving Rule of Law and Access to Justice, Promoting Equal Participation in Political Leadership and Decision Making Bodies and; Networking.

WiLDAF has 14 permanent staff members (3 males and 11 females). The staff members have vast experience and expertise in gender, law, development and financial management areas. The Annual General Meeting is the supreme decision making organ whereby members meet once per year to deliberate institutional policies, approve annual reports, plans, and budgets of the organization. The Board of Directors consists of 8 members (2 males and 6 females) from multidimensional professions. The Board of Directors reports to the AGM, approves quarterly, semi-annual and annual program implementation reports. Finally, the National Coordinator, who is Secretary to the Board of Directors, heads Management Committee responsible for implementation of day-to-day activities. The National Coordinator reports on program implementation progress to the Board of Directors.

### 3.0 PART THREE: TECHNICAL ACTIVITIES, KEY ACHIEVEMENTS AND RESULTS

For the year 2018, WiLDAF implemented the following activities:

#### 3.1 PROMOTE ECONOMIC EMPOWERMENT TO REDUCE VAWC: The International Women's Day

As a part of the implementation of the National Plan of Action to Ending Violence against Women and Children (NPA-VAWC), WiLDAF in collaboration with Kipunguni Sauti ya Jamii commemorated the International Women's Day (IWD) on 9<sup>th</sup> March 2018, with women vegetable vendors at Kipunguni, Kivule and Majohe communities. The vendors involved youth, victims of

female genital mutilation and Ngaribas who have decided to sell vegetables as an alternative solution to stop FGM.

The theme for the IWD was

*Theme “Kuelekea Uchumi wa Viwanda: Tuimarishe Usawa wa Jinsia na Uwezeshaji wa Wanawake Vijijini”.*

This theme provided an opportunity for WiLDAF and Kipunguni Paralegal to encourage women with vegetable vendors to join together and formalize their businesses. WiLDAF also distributed the book titled “Fursa za Wanawake Kiuchumi” to help women understand legal procedures when establishing small business.

In attendance were small scale women vegetable farmers from Pemba who came to learn from their fellow women in Kipunguni. Led by Honorable Angelina Malembela (MP), they were inspired by the work of small vendors and the Kipunguni Paralegal unit, especially how the paralegals have been able to integrate legal empowerment into economic empowerment activities.

Reflecting on this theme, *“Towards an industrialized economy, lets strengthen gender equality and economic empowerment of women in villages”*. Honourable Angelina Malembela encouraged women small vendors to survey supermarkets Ilala district to explore the possibility of supplying fresh vegetables and also form groups in order to boost their incomes.

*“I urge all of you women vegetable vendors to establish small scale industries in order to add value to your products, visit SIDO and learn about making varieties of products such as juice, dried vegetables and packaging so as to increase values of their products” Hon Angelina Malembela*

Focused on the NPA-VAWC thematic area 1 of Household Economic Strengthening, the event attracted 252 participants where by 183 were female while 69 were male.

WiLDAF believes that investing in the protection and empowerment of women and children is an integral part of the solution to end VAWC.

### **3.2 CHAMPIONS CHANGE FOR POLICIES & LAWS: Using Data for Advocacy**

Data Driven Advocacy is essential element in the implementation of the NPA-VAWC. With the support from Freedom House and Pact Tanzania, WiLDAF has been appointed to be a convener of a working group two (WG2) for Data Driven Advocacy (DDA) Project. The primary objective of the DDA is to build capacity of Civil Society Organizations (CSO’s) to generate data and use the same data to engage the Government for policy change. The Working Group Two (WG2) focuses on Women, Youth, Children and People with Disabilities.

Members of WG2 are from the following organizations.

- i. Tanzania Media Women Association (TAMWA)
- ii. Tanzania Network of Ending Child Marriage
- iii. Tanzania Child Forum Network
- iv. Tanzania Domestic Workers Coalition (TDWC)
- v. Anti-Female Genital Mutilation Network (AFNET)
- vi. Mwanza Children and Youth Network (MCYN)
- vii. Tanzania Early Childhood Development Network (TACDEN)
- viii. Zanzibar Women Lawyers Association (ZAFELA)
- ix. Zanzibar Association for Children Advancement (ZACA)
- x. Tanzania Women Lawyers Association (TAWLA)
- xi. Women Legal Aid Centre (WLAC)
- xii. Women with Disability Network (SHIVYAWATA)
- xiii. Mulika Tanzania
- xiv. Tanzania Youth Partnership Country Wide (TCYP)
- xv. Tanzania Gender Networking Program (TGNP)
- xvi. HAWA
- xvii. Community Focus on Teenage and Single Mother Welfare (CFTSW)
- xviii. Vijana Assembly
- xix. People Development Forum (PDF)

For the year 2018, Members successfully developed Advocacy and communication strategy, a tool which will help to advocate for change of policies and laws which are discriminatory to women. Some of the key advocacy issues that WG2 intends to work on include but not limited to;

### ***People with Disability***

- Mainstreaming of Disability in Financial Policy and Plan.
- Sensitizing political parties to allocate special seats for PWDs to enable them engaging in political activities.

### ***Youth***

- Review of the youth policy especially on the operationalization of the youth councils
- Domestication of the ILO convention for decent jobs
- Health policy that encourages young people freely volunteer to test for STI and HIV/AIDS.

### ***Women and children: To influence the Government***

- To review Domestic Violence Act
- To review Child Development Policy be reviewed to incorporate Early Childhood Development (ECD) issues.
- To review Education Act and policy and introduce alternative positive discipline and parenting skills

Through reliable data as evidence based advocacy, the WG2 will ensure that gender responsive policies and laws are enacted and therefore women, children, youth and people with disabilities are legally empowered.

### **3.3 COMMEMORATION OF THE 16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE CAMPAIGN**

WiLDAF together with MKUKI COALITION in collaboration with Ministry of Health, Community Development Gender, Elderly and Children (MoHCDGEC) and UN Women organized the big festival Launch of the 16 Days of Activism against Gender Based Violence campaign.

High profile government officials, members of parliament (MPs) and development partners took part in the launching of 16 Days of Activism Against Gender Violence. The presence of the Prime Minister enhanced the visibility of the campaign. The Prime Minister conveyed the greetings from the President of the United Republic of Tanzania His Excellence, Dr. John Joseph Pombe Magufuli and the Vice President Her Excellence, Samia Suluhu Hassan, who both recognize the importance of the campaign. Moreover, they recognize that the 2018's campaign was the first national campaign being organized in Dodoma. They were also conveyed the message that they were looking forward for the deliberations that will come out of the national launch and promised the government readiness to work with CSOs to reduce gender-based violence in the country. Key messages raised by the Prime Minister as commitments and directives to various government portfolios were as follows;

- (i) LGAs to ensure timely and equitable provision of Development Funds to all groups and appealed public members to access these funds;
- (ii) Dodoma Region to ensure that the One Stop Centre is established,
- (iii) Gender Desk to ensure access to services to People with Disabilities (PWDs) and thus the title for these desks should also incorporate PWDs
- (iv) Regional Secretariat and District Commissioners to establish Child and Women Protection Committees for monitoring and reporting GBV incidences;
- (v) District Executive Directors to establish community projects and allocate budget for Development as directed in National Action Plan to End Violence against Women and Children (NPA-VAWC 2017/18 – 2021/22);
- (vi) Political Parties to address Violence against women in politics (VAWP) through their respective forums in order to give opportunity for women to participate in political leadership position;

- (vii) Tanzania Communication Regulatory Authority (TCRA) to ensure and take step and punitive measures for social media abusing groups and individuals most especially women appointed leaders.

In addition, the directives were made by the Prime Ministers to MDAs, (Ministry Department Agency), LGAs, (Local Government Authorities), Regional Secretariat, Private Sector and the general public of ensuring that Tanzania is free from Gender Based Violence by 50% in 2022. He also demonstrated the commitment of the government to eliminate VAWC.

Government ministries and offices, development partners, CSOs, NGOs, and FBOs, University students, Secondary students, were reached during the launch of 16 days of Activism which took place in Dodoma on 25<sup>th</sup> November 2018.

A Total number of 3,414 people, whereby female were 653, male 2,304, student female 219, and male 238 were empowered as a result of the various activities during the commemoration of 16 Days, including gender festival, drama, tradition dancer, exhibitions, legal aid provision, blood donation, counseling services, speeches, distribution of IEC materials etc. Further, over 1.2 million Twitter users, earning a potential impression of 15.6 million and over 152,000 people on both Instagram and Facebook, and received over 53,565 engagements on the same platforms.

Due to media and social media engagement during the 16 Days Campaign we observed high report rate on GBV incidences, which implies that community members were well informed and empowered on women rights and protection against all forms of violence.

Media houses both print and electronic were very active in reporting on VAWC throughout the 16 Days Campaign periods. They included the following newspapers: Habari Leo, Daily, Mwananchi, Nipashe, Mtanzania, Tanzania Daima, and the Guardian and some blogs such as: Fullshangwe, michuzijr blogspot. Civil societies such as GBV Prevention Network TAWLA, EFG, LHRC, KIVULINI, CWCA, TANLAP WFT, WAJIKI, MSICHANA INITIATIVE, CDF, TAWIA, HAWA, NHNW, COMMUNITY FOCUS and YOUNG LAWYERS, non-government organizations and development partners include UN Women, IRISH AID, USAID, UKAID, UNESCO and LSF also used their



websites and twitters to spread the information to their respective stakeholders. They covered not only proceedings, but also sent out key messages on gender-based violence. The contents of the

proceedings include all activities mentioned happened during the launching. Some of the issues that were repeatedly reported was Sextortion which stimulate discussions, debates and provoke some high learning institutions to address and take action. Televisions that were actively reporting on the 16 Days Campaign include: TBC 1, ITV, Star Tv, Chanel 10. The social media platforms who actively posted on the 16 Days were Instagram, Facebook and twitter. The radios aired on the 16 Days include Radio one, radio Tumaini, Uhuru, Dodoma FM, EFM, ABM, RAS FM, Nyemo FM. We also received about 30 prints and cuts from the above-mentioned magazines reported the event.

### **3.4 CHAMPIONS FOR GBV FREE WORK-PLACE : Women at Employability Skills.**

Majority of Workers in the manufacturing industries and agricultural sectors are women. They are most exploited, subject to injustice working conditions with little opportunity to realize their labor rights.

In line with the International theme “*End Gender Based Violence in the World of Work*” and the Tanzanian Development Vision of becoming an industrialized economy and middle income country by 2025, WiLDAF Tanzania in collaboration with other partner organizations conducted training on employability skills and legal aid service provision in industries. Funded by Legal Service Facility, the project ran in four regions namely Dodoma, Morogoro, Dar es Salaam and Mwanza, as follows:

- Dodoma-Tanzania Meat Company and Dodoma Asili Mattress
- Morogoro- 21<sup>st</sup> Century industry and Tobacco Processors Limited
- Dar Es Salaam-One Company Limited and Alpha Krust
- Mwanza-the Mwatex, Nile Perches Limited, Dayaxu limited and Tanzania Fish Processors.

A total number of 358(193 female and 165 male) workers received Legal Aid and training on women at employability.

The team visited the industries found out that many workers are unaware of their basic rights and obligations at working places. Majority of the workers requested similar visits and even trainings on labor laws. Labor law ignorance is not only to workers, it extends to employers as well and in some cases they requested training to them as well.

### **Ineffectiveness of Workers Union**

Despite the important role played by workers’ union on ensuring safe and conducive working environment of the workers in industries, yet workers’ welfare and complaints are not well managed. TUICO’s efforts to put in place Collective Bargaining Agreement (*Mkataba wa Hali Bora*”), which meant to puts some standards to be met by employer towards workers wellbeing has hardly bear fruits since workers’ complaints on the working conditions is very high.

However, there is an information gap between the three groups; workers, workers' union, and employer. The relevance of workers' union to workers is ambiguous, since workers' union are seemed to serve and defend the interest of the employers not workers.

### **Low Wages**

Under the Wage Order, 2013, the minimum wage is 100,000 TZS and this is the base that industry employers use to pay their workers. Over 70% of all employees attended are paid between 90,000-180,000 TZS. Many industries which pay per day the total income in a month are below the minimum wage, as many are paid between 3,000 TZS to 4500 TZS less any day that for any reason missed work and less the workers' union pay and social security fund.

### **Tax Evasion**

From the complaints launched by many workers it is obvious that they are not paying a compulsory PAYE Tax as provided for by the Income Tax Act, 2004. Therefore, this aspect of day workers is not only violating labor laws but also it is tax evasion scheme, since the employees do not get tax deduction from their salaries and the same applies to the DSL from the employers to the government.

### **Overtime and Long Working Hours**

It was noted that over 50% of all industries that the team visited they do not comply with work hours as provided by the law. Workers work between 10 hours to 14 hours in a day and in most cases these additional hours are not paid or are unfairly paid.

In some plants workers are not allowed to leave the plant until 8pm as the boss leave the plant while they have completed their day job since 5 or 6 pm. Given the transport logistics, this takes the workers other one hour to two on public bus to their homes.

### **Late or No Annual Leave Payment**

In most cases workers complained that, they are not paid their annual leave by employers and those who are paid it is unnecessarily delay. In addition, the leave given is shorter and not as provided by the law. Lack of annual leave reduces working efficiency, since workers need some time to relax and it is obvious violation of the labour laws.

### **Absence of Work Contracts**

It was noted that, over 35% of workers that were reached had no any formal working contracts with the employers. Despite the fact that many workers have worked even more than 10 years in the same industry holding same position they have no contracts and termed as day workers. The denial of working contract means to maximize profit by creating cheap labor, as well as get easy to fire the workers with zero cost (without giving them their terminal benefits).

### **Sexual Harassment**

It was highly reported in Dodoma and the workers had been oppressed and forced to have sex with employers at work places. Those who resist face serious consequences including being expelled from work or denied a chance to renew their contracts.

### **Gender Discrimination**

In some plants it was obviously seen that female employees face discrimination base on their gender. They reported not to get same benefits as men, for instance when it comes to overtime or even in promotion. This was noted in Dodoma, Morogoro and Mwanza.

### **Poor Working Conditions**

Work place safety is highly violated in all industries visited. Over 70% of all complaints were related to poor working conditions, which include; inadequate gloves, jackets, and boots, and lack of other safety measures like fire extinguishers. Employees were able to show the effects they get due to lack of working tool, for instance some loss their body parts, skin defects and fungus to mention few.

### **Corruption by Labor Officers and Workers' Unions**

It was reported that workers' union and labor officers receive corruption from the industry management to ease workers' complaints. For instance, some of workers' union representatives in the industries are paid well to cover up some important issues from their fellow workers.

### **Labor Law matters**

This is a leading area of law that many issues are reported on, with 63.8% of all reported matters. Non-compliance of labor laws by many employers was reported to negatively affect labour standards, working tools and safety at work place. During the legal aid service, almost all workers have regularly pronounced issues of overtime, long working hours, leave, employment contracts, and benefits.

In some industries despite being working for more than 10 years, worker are treated as casual workers and paid on daily base. They neither have formal written contract of employment nor health insurance/ health care facility at the plant / first aid kit. They are working between 12-14 hours with no overtime payment, which is against the standard working hours set by the law. In some incidents, they work for 8 hours but forced to stay at work place for extra 3-4 hours waiting for the plant to close. This has resulted to rape, robbery, and other attack to workers especially women.

Regarding the total 242 of reported labor law matters, 161 cases equivalent to 66.53% were closed and 81 cases equivalent to 33.47% referred to YLF, TUICO, AFNET, OSHA, CMA, WCF and Kinondoni Paralegal.

### **Land matters**

Land matters account of 8.9 % of all matters reported. The major issues reported were on conveyance, double allocation, fair compensation, and general awareness on land litigation. It was noted that some workers have serious land matters and are unable to engage lawyers. Given difficult working schedule and legal procedures, some had even given up on their land matters. However, 30 cases equivalent to 88.24% were closed and 4 equivalent to 11.76% referred to YLF, Kivulini and WLHT for further legal actions.

### **Matrimonial matters**

Matrimonial issues were 7.9% of all matters reported, many issues involved matrimonial property distribution and divorce. The number of cases that were reported shows that workers are unaware of the matrimonial assets concept. In this case, 21 cases equivalent to 70% were closed by direct legal opinion and some 9 equivalent 3to 0% cases are referred to Marriage Reconciliation Board for further legal action.

### **Child Support and Custody matters**

Child Support and Custody made 5.8% of all cases reported. Many workers who wanted the legal advice on this matter enquired on legal procedures to obtain child support. The role of Social welfare officers in these issues were well explained and even court procedures involved.

The aspect of the best interest of the child was explained for child custody and the workers were clearly told on the rights of the child and parents obligation. However, 8 equivalent to 36.36% cases were closed and 14 equivalent to 63.64% were referred to Social Welfare Officers, WILDAF, Kinondoni Paralegal, Morogoro Paralegal and TAWLA.

### **Sexual Harassment matters**

Sexual harassment has 3.6% of all matters reported in all regions. However, sexual harassment ranked second with 16.8 % of all cases reported in Dodoma. For instance, in one visited industry in Dodoma over 75% of all issues expressed by the workers in the plant were related to sexual harassment. The very sad part of the incident is 100% of the clients who reported the matter are young girls between 18-30 years. This includes sextortion, rape and involuntary groping. The human resources personnel and the plant boss take advantage of the economic needs of these young girls to have sex with them otherwise they are denied chance of renewing their contract at end of a year.

These incidents have been reported to occur in rooms designated at the plant and all employees are aware of it. For the male employees are at risk of losing their job only when they show interest at the girl the boss is interested in. However,13 Cases are referred to Police Gender Desk while only 1 case was closed as it was not directly happened to the worker herself.

### Gender Discrimination matters

This made 1.39% of all cases reported. The incidents involved over payment to men than women who are both working in the same position and men being favored more when it comes to promotion than women.

The workers were advised to seek support from TUICO and Labor office for negotiation of the contract on their behalf and expression of their issues to the industry management. It is illegal to discriminate one at work place as per the labour law. Therefore, all the cases were referred to TUICO and Labour Office for more actions.

### Chart for Summary of Matters Reported

No.	LEGAL MATTER	CLOSE D	REFERR ED	REFERRED TO	SUBTOT AL	PERCENT AGE
1	Child Support and Custody	8	14	SWO/TAWLA/AFNET/KP/WiLDAF/MP	22	5.8%
2	Probate /Inheritance	13	10	TAWLA/AFNET	4	1.12%
3	Land	30	4	WLHT /YLF/Kivulin i	34	8.9%
4	Sexual Harassment /Sextortion	2	12	PGD	14	3.6%
5	HESLB	1	0	-	1	0.27%
6	Matrimonial Property/ Divorce	21	9	MRB/AFNET/KP	30	7.9%
7	Labour	161	81	TUICO/AFNET/CMA/KP/OSHA/WCF/YLF	242	63.8%
8	Gender Discrimination	0	5	TUICO /LO	5	1.39%
9	Armed Robbery	0	1	POLICE	1	0.27%

10	Civil	4	0	-	4	1.12%
11	Tax	2	0	-	2	0.55%
12	Criminal	1	0	-	1	0.27%
	<b>TOTAL</b>	<b>243</b>	<b>136</b>		<b>379</b>	<b>100%</b>

### 3.5 RAISING VOICES ON SEXTORTION IN TANZANIA :Moot Court Activities.

“There’s growing evidence that sextortion is growing in various institutions.  
*#HerSafety MyResponsibility reminds us that all individuals have a role to play to protect women and girls from violence”*

#### **Paul Sherlock Ambassador of Ireland to Tanzania.**

As a part of the 16 Days of activism campaign WiLDAF in collaboration with TAWJA organized Moot Court sessions to law school students and communities’ around universities in order to reveal the existence of sextortion, and understanding how it occurs, in both open and hidden ways. This is fundamental in creating a safer and equal world for women and girls. The Moot Court took place in 4 regions of Tanzania; Arusha, Dar Es Salaam, Dodoma and Mwanza. It was attended by number of members including judges, Advocates, Ambassador, and different members from the society.

The case used during Moot Court was a case between Seif Mohamed El-Abadan V R: Criminal Appeal No. 320 of 2009 on sextortion.

The purpose of Moot court was to educate the public and law students on how GBV cases on sextortion are encouraged to be brought before the court of law and how they can be prosecuted.

Speaking during the moot court retired Judge of the Court of Appeal and former of President of the International Association of Women Judges Association (TAWJA), Hon Munuo said the crime of sexual bribery in exchange of work is a violation of human dignity and respect.

WiLDAF Board of Directors encouraged Law students to take course related to sextortion. She also applauds all students who were able to participate in the moot court to learn and understand it.

***"Revealing the existence of sextortion, and understanding how it occurs, in both open and hidden ways, is fundamental to creating a safer and equal world for women and girls."*** Advocate Tenga.



The Moot Court sessions clearly demonstrated the need for a joint action to sextortion. Participants deliberated to continue raising awareness and discussing about sextortion. Domestic violence Act was also seen as a solution to address sextortion and reduce VAWC.

### **3.6 INCREASE CSO's COLLECTIVE VOICE TO END VAWC: Re Think and Re-Energize (RnR) Training .**

GBV Prevention Network-Uganda in collaboration with WiLDAF Tanzania organize 3 days training to strengthening individual and networking organizations capacity in advocating issues of VAWC in Tanzania, through different strategies to increase collective voices among member organizations. The meeting was conducted in Dar es salaam Tanzania at Sea Shells Hotel and attended by 25 female participants.

GBV Prevention Network is a vibrant network of activists and organizations working to prevent violence against women (VAW), united in the mission to uphold equality in homes and communities. The training increased strategies and momentum for CSOs dealing with VAW prevention in Tanzania and foster joint actions.

WiLDAF is a Women Rights Networking Organization aim to increase strategies that link law and development to ensure gender equality. WiLDAF have been a member of GBV Prevention Network since 2010.

## **4.0 KEY ACHIEVEMENTS;**

### **Increased commitment and collaboration between the state and non-state actors towards ending VAWC**

High profile government officials, members of parliament (MPs) and development partners took part in the launching of 16 Days of Activism Against Gender Violence. The presence of the Prime Minister enhanced the visibility of the campaign.

### **Key messages raised by the Prime Minister as commitments and directives to various government portfolios;**

- (viii) LGAs to ensure timely and equitable provision of Development Funds to all groups and appealed public members to access these funds;
- (ix) Dodoma Region to ensure that the One Stop Centre is established,
- (x) Gender Desk to ensure access to services to People with Disabilities (PWDs) and thus the title for these desks should also incorporate PWDs

- (xi) Regional Secretariat and District Commissioners to establish Child and Women Protection Committees for monitoring and reporting GBV incidences;
- (xii) District Executive Directors to establish community projects and allocate budget for Development as directed in National Action Plan to End Violence against Women and Children (NPA-VAWC 2017/18 – 2021/22);
- (xiii) Political Parties to address Violence against women in politics (VAWP) through their respective forums in order to give opportunity for women to participate in political leadership position;
- (xiv) Tanzania Communication Regulatory Authority (TCRA) to ensure and take step and punitive measures for social media abusing groups and individuals most especially women appointed leaders.
- (xv) MDAs, (Ministry Department Agency), LGAs, (Local Government Authorities), Regional Secretariat, Private Sector and the general public to ensure that Tanzania reduces Gender Based Violence by 50% in 2022.

#### **Increased awareness of VAWC in Learning Institutions and the general Public**

Awareness and understanding of the magnitude of violence against women and children in the school, universities, institutions, and general public was strengthened through gender festival that was organized on 25<sup>th</sup> November at Jamhuri Stadium in Dodoma.

#### **Increased reporting incidences of violence against women and children**

Media houses both print and electronic were very active in reporting on VAWC throughout the 16 Days Campaign periods. They included the following newspapers: Habari Leo, Daily, Mwananchi, Nipashe, Mtanzania, Tanzania Daima, and the Guardian and some blogs such as: Fullshangwe, michuzijr blogspot.

Civil societies such as GBV Prevention Network TAWLA, EFG, LHRC, KIVULINI, CWCA, TANLAP WFT, WAJIKI, MSICHANA INITIATIVE, CDF, TAWIA, HAWA, NHNW, COMMUNITY FOCUS and YOUNG LAWYERS, non-government organizations and development partners include UN Women, IRISH AID, USAID, UKAID, UNESCO and LSF also used their websites and twitters to spread the information to their respective stakeholders.

TV and Radio stations also actively reported the 16 Days Campaign including: TBC 1, ITV, Star Tv, Chanel 10, Radio one, radio Tumaini, Uhuru, Dodoma FM, EFM, ABM, RAS FM and Nyemo FM.

#### **Development of action plan to follow up on the directives addressed by the Prime Minister in order to effectively implement the NPA on VAWC.**

The Coalition to Fight Against Gender Based Violence commonly known in Swahili as *MTANDAO WA KUPAMBANA NA UKATILI WA KIJINSIA (MKUKI)* which WILDAF is a coordinator, developed Action Plan to follow up on the various directives that were made by the Prime Minister to implement the NPA on VAWC.

**The long-term action plan includes;**

- Establishment and review of police gender and children desks to include People with Disabilities (PWDs)
- Establishment of Children and Women Protection Committees, in all regions of Tanzania.

**The short term-action plan included;**

- CSOs to conduct legal and policy review in order to analyze and determine the gaps which stir up gender based violence, and table the proposal to the Minister responsible

## **5.0 CONCLUSION**

As one of the leading women rights organizations with a wide membership, WILDAF has worked towards achieving the outcomes of her strategy through implementing the planned activities and networking with other organizations. The recommendations are mainly based on feedback noted during implementation of WILDAF activities. We anticipate and planned to go far and much more further to serve the marginalized women, girls and children who are voiceless leaving in a difficult situation with limited or no essential services or facing discrimination and bring back hope and prosperity for we believe that “Justice for Women is a pillar to development”.

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