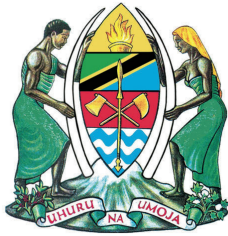


The United Republic of Tanzania

**National Action Plan on Women, Peace
and Security (UNSCR 1325)
2025-2029**



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Tanzania, August 2025

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FOREWORD

The United Republic of Tanzania's (URT) culture of peace, which is rooted in its principles of social justice, human equality, collective responsibility, freedom, and shared prosperity, have created a general environment for peace and stability within the URT despite recurring instability in the region which has been affecting Tanzanians in different ways. For instance, the URT has been home for refugees and asylum seekers, the majority of whom are women and children since the 1970s, a direct consequence of armed conflict in neighbouring countries, including the Great Lakes region. The United Republic of Tanzania is also signatory to global, continental, and regional frameworks on peace and security. These include the Sustainable Development Goals (SDG 16), UNSCR 1325 the landmark Resolution on Women Peace and Security and subsequent Resolutions, and the Maputo Protocol. The URT is committed to global peace and security and has historically been contributing peacekeepers, including women, to different United Nations and African Union Peacekeeping Operations. The URT is further committed to the global agenda of gender equality, having signed CEDAW (1979) in 1985 and ratified it in 1986. Subsequent State Reports show gradual progress in aligning laws and policies with the standards of CEDAW^[1].

The United Republic of Tanzania's core principles reflect the government's ability to implement a National Action Plan on United Nations Security Council Resolution 1325 (UNSCR 1325) on Women, Peace and Security. The Government of the United Republic of Tanzania and the Revolutionary Government of Zanzibar have a proactive record of adopting and implementing plans, policies and laws to promote gender equality, protect women and children from sexual and gender-based violence, as well as to increase the participation of women in governance and, social economic development activities.

This National Action Plan on Women Peace and Security will contribute further to enhancing the government's efforts to promote and maintain peace and stability and increase women's participation and leadership in conflict prevention, peacebuilding and peacekeeping processes, to increase the protection of women and children against all forms of violence and exploitation both within and outside the country and to enhance the provision of gender-responsive relief and recovery support in line with its Constitution, development plans, and regional and international commitments.

[1]<https://www.un.org/womenwatch/daw/cedaw/cedaw19/tanzania.pdf>

It is our commitment that the National Action Plan on Women Peace and Security will be fully implemented, and targeted results be realised. We call upon all stakeholders including MDAs, LGAs, Security Organs, Civil Society Organisations, Women's Rights Organisations, the Media, the Private Sector, and academia to support the implementation of this NAP.

**Permanent Secretary,
Ministry of Community Development,
Gender, Women and Special Groups.**



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ACKNOWLEDGEMENT

The Ministry of Community Development Gender Women and Special Groups in Tanzania Mainland, and the Ministry of Community Development, Gender, Elderly, and Children in Zanzibar acknowledge and express their gratitude to all the stakeholders involved in the development of the Tanzania National Action Plan for United Nations Security Council Resolution 1325 for their valuable contributions and support.

The Government is especially grateful to the Women, Peace and Security National Taskforce composed of line Ministries, Departments and Agencies, security institutions, the Mwalimu Nyerere Foundation (MNF), the African Women's Leadership Network (AWLN), and UN Women (TZ) for all their efforts and steadfast commitment to the process.

We are particularly thankful to MNF for its support throughout the development of this first Tanzania National Action Plan, and we are equally grateful to UN Women Tanzania Country Office for its seminal role and technical and financial contributions to this process.

We also acknowledge the financial contributions and technical support received from the High Commission of Canada, through its Fund for Local Initiatives, the Royal Danish Embassy in Dar es Salaam, the Embassy of Norway, the Embassy of Ireland, the Embassy of Finland, the Office of the UN Special Envoy to the Great Lakes Region (OESG-GL), the African Union's Office of the Envoy for Women, Peace and Security, and UN Women's Eastern and Southern Africa Regional Office (ESARO).

ACROYNYM

| | |
|---------|--|
| AU | African Union |
| AWLN | African Women Leaders Network |
| CBOs | Community Based Organisations |
| CFLI | Canadian Funds for Local Initiative |
| CEDAW | Convention on the Elimination of All Forms of Violence against Women |
| CFR | Continental Result Framework |
| CSOs | Civil Society Organisations |
| EAC | East Africa Community |
| EALA | East Africa Legislative Assembly |
| ECCAS | Economic Community of Central African States |
| ECOWAS | Economic Community of West African States |
| FBOs | Faith Based Organisations |
| FYDP | Five Years Development Plan |
| GBV | Gender Based Violence |
| GEWE | Gender Equality and Women Empowerment |
| GNU | Government of National Unity |
| GDs | Gender Desks |
| GPI | Global Peace Index |
| ICGLR | International Conference of the Great Lakes Region |
| IGAD | Intergovernmental Authority on Development |
| LGAs | Local Government Authorities |
| MNF | Mwalimu Nyerere Foundation |
| MDAs | Ministry Department and Agencies |
| MCDGWSG | Ministry of Community Development Gender Women and Special Group |
| MCGEC | Ministry of Community Development Gender Elderly and Children |
| MoHA | Ministry of Home Affairs |
| MoCLA | Ministry of Constitution and Legal Affairs |
| MoEST | Ministry of Education, Science and Technology |
| MoFAEAC | Ministry of Foreign Affairs and East Africa Cooperation |
| MODANS | Ministry of Defence and National Services |

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| MONUSCO | United Nations Organization Stabilization Mission in the Democratic Republic of the Congo. |
| NAP | National Action Plan |
| NPA-VAWC | National Plan of Action to End Violence against Women and Children |
| NBS | National Bureau of Statistics |
| OCGS | Office of Commissioner General of Statistics |
| PO-RALG | President's Office – Regional Administration and Local Government |
| PAPS | Political Affairs, Peace and Security |
| RAPs | Regional Action Plans |
| RS | Region Secretariat |
| SAMIM | Southern African Development Community Mission in Mozambique |
| SDGs | Sustainable Development Goals |
| SGBV | Sexual and Gender Based Violence |
| SPSS | Statistical Package for Social Sciences |
| TASAF | Tanzania Social Action Fund |
| TNAP | Tanzania National Action Plan |
| TPDF | Tanzania People's Defence Forces |
| TPF | Tanzania Police Force |
| TOTs | Training of Trainers |
| UDHR | Universal Declaration of Human Rights |
| UN | United Nations |
| UNSCR | United Nations Security Council Resolution |
| UNAMID | African Union-United Nations Hybrid Operation in Darfur |
| UNIFL | United Nations Interim Force in Lebanon. |
| UNISFA | United Nations Interim Security Force in Abyei |
| UNMISS | United Nations Mission in South Sudan |
| UN WOMEN | United Nations Entity for Gender Equality and the Empowerment of Women |
| URT | United Republic of Tanzania |
| VICOBA | Village Community Banks |
| WPS | Women Peace and Security |
| WLO | Women Led Organisations |
| ZADEP | Zanzibar Development Plan |

KEY CONCEPTS

Conflict is defined as “perceived incompatibilities of interests” between two or more parties. There are different forms of conflict, for example, non-violent, interpersonal, intra-personal, inter- and intra-group, and inter- and intra-state. When parties to a conflict take up arms, the conflict is considered a violent conflict². There are distinct stages to a conflict that require corresponding tools of intervention.

Conflict Prevention refers to strategies aimed at anticipating and/or averting conflict, e.g., early warning, fact-finding missions and/or preventive diplomacy.

Culture is a total way of life that encompasses everything humans do. Culture has material aspects such as technology, production of food, goods, and services. Culture also has nonmaterial aspects including the production of knowledge, artistic expression, social norms, practices, values, customs, and norms that are accepted within a given community or society.

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. Sex refers to the biological difference of women and men³.

Gender-Based Violence refers to harmful acts directed at an individual or a group of individuals based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. The term is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk for multiple forms of violence. While women and girls suffer disproportionately from GBV, men and boys can also be targeted⁴.

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, and the undeniable right to life by each member of the community⁵.

² Kegley, C and Blanton S. 2010. World Politics: Trend and Transformation. Wadsworth, Boston.

³ National Strategy for Gender Development – United Republic of Tanzania (2000).

⁴ [Frequently asked questions: Types of violence against women and girls](#) | UN Women – Headquarters

⁵ National Strategy for Gender Development – United Republic of Tanzania (2000)

Gender 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 men⁶.

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 goal of achieving gender equality and equity⁷.

Gender Roles and Responsibilities refer to the status, both acquired and achieved, that men and women occupy and the socially constructed division of activities, responsibilities, obligations and concerns they are socialised into within a given community.

Human Trafficking is the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud, or deception, with the aim of exploiting them for profit⁸.

Peace is often viewed as the absence of war or conflict. However, going beyond this definition, peace, and mostly positive peace, is about fostering the institutions, structures, attitudes, and social conditions that sustain and promote peaceful societies.

Peacebuilding aims to reduce the risk of lapsing or relapsing into conflict by strengthening national capacities at all levels for conflict management, and to lay the foundation for sustainable peace and development. It is a complex, long-term process of creating the necessary conditions for sustainable peace⁹.

Peacekeeping refers to activities aimed at maintaining peace and security, as well as to the deployment of military, police and civilian experts or personnel into a post-conflict country with the consent of all parties concerned.

Sexual Violence is any sexual act committed against the will of another person, either when this person does not give consent or when consent cannot be given because the person is a child, has a mental disability, or is severely intoxicated or unconscious because of alcohol or drugs¹⁰.

Traditional Security mostly refers to activities, policies and frameworks that aim to keep a state safe and functional from internal and external threats.

Women Peace and Security Agenda is a set of United Nations Security Council Resolutions and related frameworks, policies and guidelines established throughout the years that recognizes that women and girls are disproportionately impacted by conflict, and that they must be part of and lead in peace and security structures and processes.

6 National Strategy for Gender Development – United Republic of Tanzania (2000).

7 National Strategy for Gender Development – United Republic of Tanzania (2000).

8 [Human-Trafficking](https://www.unodc.org/human-trafficking/), (unodc.org).

9 [Terminology](https://www.un.org/en/peacekeeping/terminology/), | United Nations Peacekeeping.

10 <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts/types-of-violence>

SECTION ONE

INTRODUCTION

1.1 Background

The United Republic of Tanzania (URT) is constituted by Tanzania Mainland and Zanzibar covering an area of 945,200 square kilometers of which 60,000sq.km are inland waters. The area of Zanzibar is 2,633 sq. km. Tanzania Mainland is divided into 26 regions and Zanzibar has 5 regions. According to the NBS report 2022, the URT has a total population of 61,741,120 out of which 1,889,773 is the population in Zanzibar. Within the entire population, women are 31,687,990 (51.3%) and men are 30,053,130 (48.7%)¹¹. Since independence and due to its administrative and leadership principles of human equality, dignity, justice for all, and people's participation crafted within the Ujamaa ideology, Tanzania has remained a stable and peaceful country.

Tanganyika became independent in 1961, while Zanzibar gained its independence in 1963 and later became the Revolutionary Government of Zanzibar in 1964, following which these two parts united to form the United Republic of Tanzania in April 1964. After gaining its independence, the URT started to implement various policies and programs aimed at nation-building and strengthening the people's unity, including through the Arusha Declaration (1967), with the aim of ensuring that every human being and citizen of the URT enjoys an equal share of production and revenue generated from collective labor. Both the Constitution of the URT of 1977 and that of Zanzibar of 1984 (Revised 2010) declare the equality of persons as a right and affirm that gender equality is a fundamental human right.

Over the last 20 years, the URT's economy has experienced significant growth and has transitioned from a low-income country to a lower-middle-income country in July 2020, with an increasing focus on gender equality contributing to this structural change¹².

The United Republic of Tanzania continued to embrace its important principles and cardinals of the Ujamaa ideology in maintaining and building peace and security within the country. These principles include traditional and community-based conflict resolutions and peacebuilding mechanisms, ten-cell structures, and 'Ujirani mwema' (good neighborliness). Furthermore, the adoption of Kiswahili as a national language enhanced unity, equality, and peace within and among Tanzanians.

Since then, the URT has continued its efforts to advance gender equality and women's empowerment. As per the Gender Inequality Index 2021, the URT ranks 146th out of 191 countries, but has been progressing in terms of gender equality since the 1990s in terms

¹¹ NBS, 2022. "The Population and Housing Census of Tanzania".

¹² Tanzania Gender Assessment – World Bank

of maternal mortality ratio, adolescent birth rate, and women's share of seats in parliament for instance¹³. The country also ranks 64th out of 146 countries in the 2022 World Economic Forum Gender Gap Report with progress achieved in terms of economic participation and opportunity, as well as political empowerment, while education attainment and health and survival remain slightly behind¹⁴. In the area of peace and security, it is ranked 58th out of 163 of the most peaceful countries globally on the Global Peace Index 2021¹⁵. The United Republic of Tanzania has also been playing a key role in supporting international and regional peace initiatives. It has been, a home for refugees and asylum seekers since 1970s from the conflicts in neighbouring countries. As of December 2022, the URT hosted 247,207 refugees and asylum-seekers among which most of them were women and children¹⁶. In addition, the URT has been contributing peacekeepers, including women, to various United Nations and African Union Peacekeeping Operations such as MONUSCO, SAMIM, UNAMID, UNFIL, UNISFA and UNMISS. As of October 2024, the URT was contributing 1,552 peacekeepers¹⁸, out of which 190 were female peacekeepers¹⁷ making Tanzania the 10th top-contributor globally and 4th top-contributor for African countries. In addition, Tanzanian female personnel have been participating in mediation and conflict resolutions within and outside the URT, and they are actively engaged in the African Women Network of Women Mediators (FEMWISE), and the African Women Leaders Network (AWLN).

Regarding the women peace and security agenda, research indicate that the influence and power of women in governance and socio-economic spheres remain unsatisfactory. This is especially so for women living in rural areas together with those dependent on self-reliant livelihood activities, as well as for women's engagement and transformative leadership in formal and informal peace and security efforts. Sexual and gender-based violence remains an issue that requires continued vigilance, new strategies, and concerted efforts to be addressed. For instance, 22.8% of women are married before the age of 18 years (25.8% in Zanzibar), while only 2.2% of men (3.4% in Zanzibar) are married before 18 years. About half of women (48.3%) have ever experienced any form of violence from their intimate-partners or spouses over the course of their lifetime. Slightly more than one in ten women (12.1%) living in Tanzania Mainland have experienced FGM – while 17.8% of them have suffered from health complications due to FGM. The unmet needs for family planning among women of reproductive age is 37.7% and these unmet needs are higher in rural (39.2%) than in urban areas (35.3%); it is also higher in Zanzibar (56.3%) than in Tanzania Mainland (37.3%)¹⁹.

¹³ [Gender Inequality Index | Human Development Reports \(undp.org\)](#)

¹⁴ [WEF GGGR 2022.pdf \(weforum.org\)](#)

¹⁵ [GPI-2021-web-1.pdf \(visionofhumanity.org\)](#)

¹⁶ Country - Tanzania (United Republic of) (unhcr.org)

¹⁷ Troop and police contributors | United Nations Peacekeeping – data as of October 2022

¹⁸ Troop and Police Contributions | United Nations Peacekeeping – data as of January 2022

¹⁹ NBS, 2021. "SIGI Tanzania Survey Report", Dodoma, Tanzania, p.99.

1.2 Rationale for TNAP on WPS Development

In 2000, the international community unanimously adopted United Nations Security Council Resolution (UNSCR) 1325 as the cornerstone of the Women, Peace, and Security Agenda. This resolution recognized the disproportionate impact of conflicts on women and girls, as well as the key role they must play in conflict prevention and peacebuilding efforts. It also expanded the concept of peace and security to include human security, protection, and prevention of violence against women and girls, as well as gender responsive relief and recovery.

The African continent has domesticated this agenda through several instruments. The African Union (AU) has for instance, adopted the Continental Results Framework (CRF) in 2018 for monitoring the implementation of the WPS Agenda in Africa. At the global level, a total of 105 countries²⁰ have developed National Action Plans on Women, Peace, and Security (NAPs) which is a key tool to implement UNSCR 1325 and to strengthen, among others, the protection, participation and leadership of women and girls in sustainable peace and governance at local, national, regional, and global levels.

In 2020, Africa had 30 countries with NAPs, making it the continent with the largest number of NAPs²¹, and Regional Action Plans (RAPs) have also been developed (see section on Continental and Regional Frameworks)²². Within the EAC, six members out of seven had adopted NAPs, as well as six members out of sixteen from the SADC. While being an active member in Regional Economic Commissions, the URT was among the few members that had not developed a NAP on WPS.

In spite of this, the United Republic of Tanzania has been a major player in regional and international peacebuilding efforts, including through its membership of the ICGLR, and has historically promoted a culture of peace and tolerance in-country (see section on Background). In 2021, the URT ranked 76th out of 170 on the WPS Index and improved its score by at least 10 percent since 2017 though key areas such as the existence of discriminatory norms or intimate partner violence remains key challenges for women in the country²³. However, destabilizing factors such as climate change, pandemics, human trafficking, youth unemployment, or external conflicts with spill-over risks highlighted the need to develop a NAP on WPS to address direct implications on women and girls and strengthen their participation in preventing and responding to these issues.

A review of the NAPs from other countries of the EAC shows that countries with a NAP on UNSCR1325 are showing great effectiveness in bringing gender balance and increasing development in their countries.

20 1325 National Action Plans – An initiative of the Women's International League for Peace and Freedom (peacewomen.org) – data as of February 2023.

21 [Scaling up actions on the Women, Peace and Security Agenda in Africa | African Union \(au.int\)](https://www.africanunion.int/en/scaling-up-actions-on-the-women-peace-and-security-agenda-in-africa)

22 [Regional Action Plans and Strategies - WPS Focal Points Network](#)

23 [The 2021 Women, Peace and Security Index - GIWPS \(georgetown.edu\)](https://www.giwps.org/georgetown.edu)

In addition, NAPs on WPS contribute to creating a conducive environment to better address issues of WPS in the changing socio-economic and political landscape. Recognizing that the NAP on WPS is part of a wider range of instruments established by the government of the URT that addresses gender inequality, SGBV, as well as women's participation in peace processes and sectors (see section on National Legal and Policy Frameworks), the URT has developed its first NAP on WPS to define national priorities, complement other frameworks and implement the objectives and aspirations of UNSCR 1325 and relevant subsequent Resolutions. Throughout the process, lessons learned and good practices among other NAPs country drafters, including the Eastern and Southern Africa Region, were considered.

1.3 Policies and Legal Frameworks

Throughout the years, there has been major efforts to address the impact of conflicts on women and children. Inclusive prevention of conflicts, increased representation of women in decision-making bodies for peacebuilding and peacekeeping, as well as strengthened protection of women and children's rights have been addressed in various international and regional commitments. Adoption of UNSCR 1325 (2000) and other legislations translate global commitments to increase the participation and leadership of women in conflict prevention, peacebuilding, and peacekeeping. UNSCR 1325 became the foundation for the WPS Agenda that is supported by a series of international and regional conventions, treaties, and national policies and legislations.

1.4 International Frameworks

In addressing the disproportionate consequences of wars and conflicts on women and girls, the United Nations Security Council unanimously adopted UNSCR 1325 in October 2000. This Resolution was later followed by nine others, viz. 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), and 2493 (2019). Collectively, these Resolutions constitute the Women Peace and Security Agenda and focus on four major pillars: Participation, Prevention, Protection, and Relief and Recovery.

Other frameworks to which the United Republic of Tanzania is a signatory or committed to that support implementation of UNSC WPS Resolutions are the Beijing Declaration and Platform of Action (BPfA1995); the Universal Declaration of Human Rights of 1948 (UDHR); the Convention against Transnational and Organized Crime (2006); the Convention on Political Rights of Women (1952); the Convention on the Elimination of All Forms of Discrimination against Women of 1979 (CEDAW); and the Sustainable Development Goals (SDGs 2015).

1.5 Continental and Regional Frameworks

The African Charter on Human and People's Rights (1981) guarantees equal rights to all humanity without discrimination. Article 2 of the Charter states that 'every individual shall

be entitled to the enjoyment of the rights and freedoms recognized and guaranteed in the present Charter without discrimination of any kind such as race, ethnic group, color, sex, language, religion, political or any other opinion, national and social origin, fortune, birth, or other status²⁴. This article and other articles of the Charter require African Union Member States to ratify and domesticate legislations that promote human and people's rights including gender equity and equality. In addition, Article 4 (I) of the Constitutive Act on the African Union (2001) mentions gender equality as one of its governing principles.

The United Republic of Tanzania also implements the aspirations of the AU Agenda 2063 (2015), the Africa We Want. Aspiration number six (6) of the agenda calls for an Africa whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children. In this respect, Agenda 2063 promotes youth and women's participation and the protection of its population. In addition, Goal 17 of the African Agenda 2063 focuses on ensuring gender equality in all spheres of life and prioritizes women and girls' empowerment and ending violence and discrimination against women and girls.

The WPS agenda is further supported by a range of other continental frameworks including the AU's Protocol on the African Charter on Human and Peoples' Rights on the Rights of Women (Maputo Protocol) (2003); the Solemn Declaration on Gender Equality in Africa (2004); the Common Defence and Security Policy (2004); the AU Gender Policy (2009); the UN-AU Framework of Cooperation concerning Prevention and Response to Conflict Related Sexual Violence in Africa (2014); and the AU Strategy for Gender Equality and Women's Empowerment (2018-2028).

At the regional level, Regional Economic Communities/Regional Mechanisms to which the URT is part include the International Conference on the Great Lakes Region (ICGLR) Regional Action Plan for the Implementation of UNSCR 1325 (2018-2023); the Southern African Development Community (SADC) Regional Strategy on Women, Peace, and Security (2018-2022); and the East African Community (EAC) Regional Framework on United Nations Security Council Resolution (2015-2019)²⁵.

In addition, the Great Lakes Region has also adapted declarations and protocols that aim at, among other things, tackling violations of the human rights of women, children, the elderly, the disabled and the youths as well as redressing discrimination against women, particularly at the decision-making levels in the areas of peace and security, democracy, and political, economic, and social governance. Examples of such initiatives include the Pact on Security, Stability and Development in the Great Lakes Region (2006) which aims at creating conditions for security, stability and development between the member states; the Protocol on the Prevention and Suppression of Sexual Violence Against Women and Children (2006) which aims at the protection of women and children from sexual violence;

²⁴ African Charter on Human and People's Rights

²⁵ [Regional Action Plans and Strategies - WPS Focal Points Network](#)

the Goma Declaration on Eradicating Sexual Violence and Ending Impunity in the Great Lakes Region (2008) which reaffirms the provisions of regional, and international human rights instruments that protect women and children; the Kampala Declaration on Sexual and Gender-based Violence (2011) recognizing the importance of strengthening institutional capacity and accountability to protect women, girls, men and boys from sexual and gender based violence in peace time, during conflict and post conflict situations; the Gender, Peace and Security Program (2015) which aimed at developing effective strategies to advance the WPS Agenda and mainstreaming gender in the African Peace and Security efforts; and the establishment of the Network of African Women in Conflict Prevention and Mediation (FemWise-Africa) (2017) whose aim includes supporting women's participation and influence in peace processes at all levels.

1.6 National Legal and Policy Frameworks

The Constitution of the United Republic of Tanzania (1977) and the Constitution of Zanzibar (1984 revised in 2010) both guarantee equal rights to all its citizens and provide for equity in opportunities and equal rights to all. For example, the constitutional amendments of 2000 and 2004 respectively increased mandatory women's participation in parliament, respectively and representation ratio in the Local Government Authorities. The two constitutions provide the grounding framework to implement the UNSCR 1325 National Action Plan.

The URT has translated these constitutional commitments into diverse laws, policies, and plans to ensure gender equality, gender mainstreaming in key sectors, the protection of women and children from all forms of violence, the increased participation of women in decision-making structures, as well as the continued economic empowerment of its people.

With its Tanzania Development Vision (2025) for Tanzania Mainland and Zanzibar Development Vision (2050), the URT has set targets for the realization of gender equality and the empowerment of women in all socio-economic and political spheres and aims at creating an equitable society that protects and empowers women among other marginalized and vulnerable groups. In addition, the National Five-Year Development Plan (FYDP III 2021/22-2025/26) recognizes that women's participation in various spheres is vital in ensuring sustainable development for achieving gender equality, eliminating gender-based violence and promoting women's empowerment. Similarly, the Zanzibar Development Plan (ZADEP 2021-2026) focuses on achieving gender equality and equity, social inclusion, and the empowerment of women and girls, including women and girls with disabilities, and in vulnerable situations. In the same spirit, the URT has enacted several laws and policies to achieve gender equality and women's empowerment such as the National Gender and Women Empowerment Policy (2023) for Tanzania Mainland; the implementation strategy of the National Gender and Women Empowerment Policy (2023-2033), and the Zanzibar Gender policy of 2016.

In 2022, two Ministries namely the Ministry of Community Development, Gender Women and Special Groups (MCDGWSG) in Mainland, and the Ministry of Community Development, Gender, Elderly and Children (MCDGEC) in Zanzibar were established and mandated to oversee and coordinate all national initiatives toward gender equality and women's empowerment, including gender mainstreaming in policy formulation, planning, budgeting, monitoring, and evaluation, as well as overseeing the gender and children's desks. In 2008, the Gender Mainstreaming Working Group Macro-Policy (GMWG-MP) was established as a national policy mechanism to coordinate and strengthen the mainstreaming of gender in sectors, Ministries Department and Agencies (MDAs) and Local Government Authorities (LGAs). It is chaired by the MCDGWSG, the MCDGEC and co-chaired by UN Women. With this NAP on WPS, the Government of the URT will be continuing and complementing its efforts towards the implementation of international and regional GEWE commitments.

SECTION TWO

SITUATIONAL ANALYSIS

2.1.1 Prevention

In preventing disruption of peace and settling dispute, the URT has developed key laws such as the Land Act 1999 (revised in 2019) which establishes several principles that help to safeguard women's land rights, the Zanzibar Land Act 2018 which stipulates that land should be acquired equally by men, women and vulnerable groups through grants, inheritance, gift, purchase and recognition of right through adjudication, the Local Government Finance Act (2019) which states that *LGAs shall set aside 10% from collection of their own sources of the revenue for the purpose of funding registered group of women, youth and persons with disabilities*, and the National Security Council Act (2010) which establishes and defines the role of the National Security Council, and the Regional and District Security Committees (SC). Despite existence of these key legal frameworks, challenges such as customary law or discriminatory social norms undermine implementation efforts.

Existing at district and regional level, participation in SC is based on one's government and community leadership positions and in most cases, government and community leadership positions are held by men which reduces participation of women in those committees. In addition to the SC, Ward Tribunals (WT), a semi-formal legal system, exist in every ward with the aim to secure peace and harmony by mediating the disputants in pursuit of just and amicable settlement of disputes. Unlike in normal proceedings, when the tribunals are constituted as land courts, they are mandated to apply customary principles of mediation, natural justice and other principles and practices of mediation which the member may have learnt. In addition to WT, Village Land Council (VLC) are established at village level with the aim to mediate the disputants and assist them to a mutually acceptable solution²⁶. For both structures, a minimum of three women is required at both levels²⁷. However, both structures require further sensitization on gender and WPS to avoid structural gender biases and stereotypes in decisions.

Customary justice systems mainly operate at family, clan and village level. Those systems mainly aim at the maintenance of peace and harmony and are not homogeneous across regions. Most women and other marginalized groups in rural areas depend on customary justice systems as their primary forums for accessing justice²⁸. However, most of the time

26 Dr. Juliana Masabo, Gender Analysis of Customary Justice Systems in Dodoma, Mara and Mtwara Regions, UN Women, 2021, p.34

27 See section 5 and 11 of the Land Disputes Courts Act, Cap 216 RE 2019.

28 Dr. Juliana Masabo, Gender Analysis of Customary Justice Systems in Dodoma, Mara and Mtwara Regions, UN Women, 2021, p.34

the structures or rules applicable in these systems, such as customs or traditions marginalize women. For instance, among the Maasai community located in the northern part of the United Republic of Tanzania, an alaiwanani system exist since many years. In Kigoma, as well, Abashingantahe is a conflict resolution mechanism used at the village level formed by village elders who are respected. The mechanism has been very helpful and instrumental in bringing stability to their communities. However, more efforts are needed for these mechanisms to be more gender-sensitive, as they are mostly male dominated. Community policing is also a widely used tool at local level to support peace and social cohesion, however, the involvement of women in community policing is low, mostly due to the existence of negative gender perceptions and social norms.

Regarding women's access to justice, the Constitution of the United Republic of Tanzania of 1977 clearly stipulates against the enactment of laws with gender discriminatory effects.²⁹ Equal access to justice for all is underscored and this includes the right to appeal. Based on Tanzania's plural legal system which comprises of statutory law co-existing with customary law and religious law – Islamic law in particular – formal and customary justice systems exist at various levels of society³⁰. Formerly, primary courts in Mainland and Kadhis Courts in Zanzibar have been established. However, one court, especially in Tanzania Mainland, can serve sometimes more than ten villages³¹. In addition to poverty, language barriers, cultural norms, fear, intimidation or ignorance on rights and procedures, geographical distance undermines women's access to formal justice who will more preferably turn to semi-formal systems such as WT, VLC, or informal systems³². Overall, local government authorities in the URT are a prominent entity to which people refer to settle conflict³³. This preference is particularly strong for women living in rural areas³⁴.

The Local Customary (Declaration) Order of 1963 which is applied within formal and semi-formal systems has been negatively affecting the advancement of women's rights and their access to justice as it entrenched discriminatory rules inherited from patrilineal communities³⁵. To address some of the challenges identified in terms of women's access to justice and the advancement of their rights in judiciary systems, the Government has been undertaking a national review of customary law in 2023. Moreover, in February 2023, the *Mama Samia Legal Aid Campaign* was launched for both Mainland and Zanzibar to educate the public on the rights to protect human rights, respect, and dignity, to strengthen access to legal aid, especially for women and children, as well as to specifically strengthen legal advice service for victims and survivors of sexual violence.

29 See article 64 (5) of the Constitution of the United Republic of Tanzania of 1977.

30 Dr. Juliana Masabo, Gender Analysis of Customary Justice Systems in Dodoma, Mara and Mtwara Regions, UN Women, 2021, p.13-30.

31 Dr. Juliana Masabo, Gender Analysis of Customary Justice Systems in Dodoma, Mara and Mtwara Regions, UN Women, 2021, p.33

32 Dr. Juliana Masabo, Gender Analysis of Customary Justice Systems in Dodoma, Mara and Mtwara Regions, UN Women, 2021. 74p.

33 NBS, 2021. "SIGI Tanzania Survey Report", Dodoma, Tanzania, p.157.

34 Dr. Juliana Masabo, Gender Analysis of Customary Justice Systems in Dodoma, Mara and Mtwara Regions, UN Women, 2021, p.5

35 Dr. Juliana Masabo, Gender Analysis of Customary Justice Systems in Dodoma, Mara and Mtwara Regions, UN Women, 2021, p.30.

In addition, governmental and non-governmental networks of paralegals exist in both Tanzania Mainland and Zanzibar to provide free legal services and legal aid awareness to communities. In Tanzania Mainland, there are 2205 paralegals and 377 paralegal organizations,³⁶ while the government of Zanzibar is currently in the process of registering paralegals. The work of paralegals for legal aid has been recognized by the Legal Aid Act (2017, Section IV). Those actors are particularly key for women as they provide free legal services which enable them to overcome some access to justice barriers. However, paralegals as well as legal aid providers must be further oriented and capacitated on gender as well as WPS so that legal aid provided is gender-sensitive and understands the specific issues of women and girls.

Regarding women's participation in the security sector, 93.4% of the population agrees that men and women should have the same opportunity to join the police force³⁷. However, the SITAN highlighted that community members' attitude and perception towards security, especially the police force and the military, still consider this sector as a masculine institution, undermining young women's enrollment and recruitment in the Tanzania Police Forces (TPF) and the Tanzania People's Defence Forces (TPDF). However, initiatives have been put in place to mobilize and inspire women to join the security sector. For instance, the TPF seeks to reach 25% women recruits annually. As highlighted in section 1.1, as of October 2024, the URT was contributing 1,555 peacekeepers³⁸, out of which 190 were female peacekeepers (12.1%)³⁹ making Tanzania the 10th top-contributor globally and 4th top-contributor for African countries. As per the disproportionate impact of conflicts on women and children, it is key to increase the representation and leadership of women in Peacekeeping Operations (PKOs), as well as to remove barriers to their participation, and promote gender sensitive PKOs by applying UN and International Peacekeeping Standards.

As of June 2024, women make 13.8% of ambassadors, while 8 out of 50 embassies/missions are headed by women, and 5 out of 17 departments within the Ministry of Foreign Affairs and East African Cooperation are headed by women⁴⁰. Though the number of women's representation within the judiciary varies across levels, their proportion equates to 46.6% as of May 2023, which is a positive development (see Table 1). Moreover, H.E. President Samia Suluhu Hassan recently reiterated the aim for a 50-50 threshold for men and women judges⁴¹. In the United Republic of Tanzania, 22.2% of police officers are women, and 30% of immigration officers are women⁴². In addition, there are 785 Prosecutors State Attorney in Tanzania Mainland out of which 410 are

36 Registrar of paralegals, Ministry of Constitution and Legal Affairs, June 2023.

37 NBS, 2021. "SIGI Tanzania Survey Report", Dodoma, Tanzania, p. 158.

38 [Troop and police contributors | United Nations Peacekeeping](#) – data as of October 2024

39 [Troop and Police Contributions | United Nations Peacekeeping](#) – data as of January 2022

40 Ministry of Foreign Affairs and East African Cooperation & President's Office Public Service Management and Good Governance, data as of June 2023.

41 [Samia: Why more women judges needed | The Citizen](#).

42 Ministry of Home Affairs, June 2023.

women, and 58 Public Prosecutors out of which 5 are women⁴³. In Zanzibar, there are 76 Prosecutors State Attorney out of which 34 are women (44%), and 76 Public Prosecutors out of which 34 are women⁴⁴ (44%). In Zanzibar, out of 3,579 staff from the Zanzibar Institute Education Officers 1,433 (40%)⁴⁵ are women while in Tanzania Mainland 20.6% of Prisons staff are women⁴⁶.

Table 1 – Women’s representation in the judiciary in Tanzania Mainland⁴⁷

| CATEGORIES IN JUDICIARY | MALE | FEMALES | PERCENTAGE OF WOMEN (%) |
|---|------------|------------|-------------------------|
| Court of Appeal Judges | 12 | 10 | 45 |
| High Court Judges | 72 | 24 | 33 |
| Registrars and Assistant Registrar | 30 | 20 | 40 |
| Resident Magistrates | 473 | 482 | 50.5 |
| Magistrates of the Primary Court | 180 | 133 | 42.5 |
| Presiding Judges | 15 | 6 | 29 |
| The presiding Magistrates of the RMs courts | 14 | 16 | 53 |
| Presiding District Magistrate | 55 | 51 | 48.1 |
| Total | 851 | 742 | 46.6 |

Source: President’s Office Public Service Management and Good Governance, data as of June 2024.

The most recent data on SGBV prevalence in the United Republic of Tanzania is the National Bureau of Statistics Demographic and Health Survey 2015-2016. Overall, 30% of women aged 15-49 years have experienced physical violence, and 4% of the women have experienced sexual violence⁴⁸. Violence committed by intimate partners is the most widespread. A girl child is affected more by violence compared to a boy child. 1/5 girls aged 15–19 years have experienced physical violence since the age of 15, and 1/10 girls aged 15–19 years have experienced sexual violence, and 28% of girls and 13% of boys experienced some form of sexual violence before reaching the age of 18 years⁴⁹. Sexual violence against married and unmarried women is most often perpetrated by persons with whom they had a close personal relationship, i.e., husband/partner/boyfriend (48%), friends/acquaintances (31%); only 7% of the perpetrators were stranger⁵⁰. In the area of trafficking in persons, women and girls are particularly vulnerable and exposed to sexual and gender-based violence, including for domestic or agricultural work, with difficulties accessing justice and SGBV-related services.

⁴³ National Prosecution Service, December 2023.

⁴⁴ Directorate for Public Prosecution, December 2023.

⁴⁵ Zanzibar Institute Education for Offenders, June 2023.

⁴⁶ Ministry of Home Affairs, June 2023.

⁴⁷ Office of the High Court Registrar, May 2023.

⁴⁸ National Bureau of Statistics, Tanzania Demographic and Health Survey, 2015/2016

⁴⁹ National Bureau of Statistics, 2016, TDHS Tanzania Demographic and Health Survey, 2015/2016. Accessed at <https://dhsprogram.com/pubs/pdf/FR321/FR321.pdf>

⁵⁰ World Bank (2022), Tanzania GBV Assessment, p. 23-25.

GBV is not only prevented by legal protection and its enforcement, but also by social norms and attitudes that do not tolerate SGBV. Approximately, 58% of women and 40% of men, believe that husbands are justified in beating their wives under certain circumstances. This acceptance of violence in intimate relationships is more pronounced among married women, in rural areas, among people with lower levels of education, and among women in poor households. This, along with other risk factors such as early marriage or childbirth, increases the vulnerability of women and girls to GBV. Tolerance for wife beating has remained stable since 2004-05⁵¹. Additionally, a sizable portion of 37% expressed their belief that women should not have the right to make decisions about contraception⁵².

The national rate of FGM/C in the United Republic of Tanzania is 8% but hides significant regional variations⁵³ with high prevalence in the Central zone (45.6%) and the Northern zone (21.7%). Overall, more than 2 million Tanzanian women report having been excised or having experienced FGM/C, but the practice is being progressively abandoned. While the overall decline in FGM/C is positive, further efforts are required to assess changes in practice versus changes in reporting due to its illegal status⁵⁴.

2.1.2 Participation

The Constitution of the United Republic of Tanzania (1977) and its amendment in 2014, and the Constitution of Zanzibar (1984 revised 2010) allows for equal rights for all citizens without any form of discrimination. The URT Constitution provides for 30% quota for women's representation in the parliament, and the Constitution of Zanzibar has 30% quota for women's representation in the House of Representative. The Tanzania National Security Council Act (2010) art.8 which is about the composition of regional and district security committees and the Local Government Act (art.55) regarding the composition of Village Assembly both do not have provision on the percentage of representation for women.

The Zanzibar Municipal Act 2014 provides for 40% women's representation in municipal councils while the Tanzania Mainland Local Government Election Act provides for 50% quota for women's representation in village and street councils. These legal frameworks as well as the specific measures (i.e. quotas) to promote women's participation in political processes align with international commitments of achieving 50% women's representation in decision-making positions. With the establishment of such policies, women's participation in the Tanzania Public Services and decision-making positions has been increasing over the years. In 2021, H.E President Samia Suluhu Hassan became the first female President of the URT. Despite positive achievements and increased representation at the national level, participation at regional, district and municipal levels does not meet

51 World Bank (2022), Tanzania Gender Assessment, p. 54-55.

52 SIGI Country Report for Tanzania.

53 OECD (2022), SIGI Country Report for Tanzania, Social Institutions and Gender Index, OECD Publishing, Paris, <https://doi.org/10.1787/06621e57-en>.

54 World Bank (2022). Tanzania GBV Assessment, p. 20-22.

constitutional quotas. Moreover, representation of women at national level is mostly the result of special seats, policies, or presidential appointment. In Tanzania Mainland, only 17% of the competitive seats for parliament were won by women and 13% of competitive seats in local government. In Zanzibar, women's representation is 38% in parliament, 46% at ward level, and 17% at the village level.

Table 2: Cabinet/Ministerial Level – Mainland Tanzania

| POSITIONS | NUMBER OF WOMEN | TOTAL NUMBER OF MEMBERS | PERCENTAGE OF WOMEN (%) |
|-------------------------------------|-----------------|-------------------------|-------------------------|
| Ministers | 5 | 26 | 19.2 |
| Deputy Ministers | 5 | 27 | 18.5 |
| Member of Parliament | 147 | 393 | 37.4 |
| Permanent Secretaries | 6 | 28 | 21.4 |
| Deputy Permanent Secretaries | 6 | 34 | 17.6 |
| Directors | 27 | 134 | 20.1 |
| Assistant Directors | 67 | 189 | 35.4 |
| Regional Commissioners | 7 | 26 | 26.9 |
| Regional Admin Secretaries | 12 | 26 | 46.2 |
| District Administrative Secretaries | 51 | 139 | 36.7 |
| District Commissioners | 37 | 139 | 26.6 |
| District Executive Directors | 52 | 184 | 28.3 |
| Head of Departments in Districts | 670 | 3,301 | 20.3 |

Source: President's Office Public Service Management and Good Governance, data as of June 2025.

Table 3: Women Members of Parliament – Tanzania Mainland

| POSITIONS | NUMBER OF WOMEN | TOTAL NUMBER OF MEMBERS | PERCENTAGE OF WOMEN (%) |
|----------------------------------|------------------|-------------------------|-------------------------|
| Members of Parliament | 148 ² | 393 | 37.7 |
| Direct Elected | 28 | 148 | 18.9 |
| Presidential Appointees | 5 | 148 | 3.4 |
| Zanzibar House of Representative | 2 | 148 | 1.6 |
| Special Seats | 113 | 148 | 76.4 |

Source: President's Office Public Service Management and Good Governance, data as of June 2023.

Table 4: Women Ward Councilors – Tanzania Mainland

| POSITIONS | NUMBER OF WOMEN | TOTAL NUMBER OF MEMBERS | PERCENTAGE OF WOMEN (%) |
|---------------------------|-----------------|-------------------------|-------------------------|
| Women Councilors | 1,546 | 5,298 ⁵⁶ | 29.2 |
| Direct Elected Councilors | 204 | 3,956 ⁵⁷ | 5.2 |
| Special Seats | 1,342 | 5,298 | 25.3 |

Source: President's Office Public Service Management and Good Governance, data as of June 2023

⁵⁶ Total of directly elected ward councilors (3,956) and additional special seats for women (1,342).

⁵⁷ Total of directly elected ward councilors (both men and women).

Table 5: Leadership Positions for Women – Zanzibar (March 2024)⁵⁸

| LEADERSHIP CATEGORY | FEMALE | TOTAL | PERCENTAGE OF WOMEN (%) |
|-----------------------------------|--------|-------|-------------------------|
| Ministers | 6 | 18 | 33.0 |
| Deputy Ministers | 4 | 8 | 50 |
| Principal Secretary | 10 | 25 | 40 |
| Deputy Principal Secretary | 3 | 16 | 19 |
| Directors | 44 | 183 | 24 |
| Judges | 5 | 14 | 36 |
| Magistrates | 23 | 66 | 35 |
| Kadhis | 0 | 11 | 0.00 |
| Zanzibar House of Representatives | 29 | 79 | 37 |
| Region Commissioners | 2 | 5 | 40 |
| District Commissioners | 4 | 11 | 36.0 |
| Ward Councilors | 98 | 211 | 46.0 |
| Sheha | 79 | 388 | 20.0 |

Source: Ministry of Community Development Gender Elderly and Children, Zanzibar, March 2024.

The Political Parties Act (2019) art. 9 articulates that anyone can participate in politics regardless of their gender, disability, religion, belief, tribe, race, ethnicity, profession, or occupation. Despite this provision, women at large are facing electability challenges, including lack of financial resources to stand as candidates for elections, and their participation and leadership remain influenced by discriminatory social and cultural norms or attitudes that prevent women from being nominated on electoral lists. In addition, political parties often do not have gender strategies in place that could support the nomination of women on their electoral lists.

⁵⁸ President's Office – Constitution, Legal Affairs, Public Service and Good Governance, Zanzibar, June 2025.

Overall, 45.5% of the population considers that men make better political leaders than women and 62.3% considers that women are too emotional to be political leaders⁵⁹. Out of the 1,257 parliamentary candidates in the 2020 elections in Mainland, 293 (23%) were women, while the number of male candidates was 964 (77%) while 9,231 candidates were nominated for councilors positions, of whom 8,563 (92.76%) were male and 668 (7.24%) were female, whereas the proportion of women voters in the 2020 elections was 50.33% in Mainland⁶⁰. In Zanzibar, out of the 350 candidates for the House of Representatives, 97 (28%) were women, out of the 250 candidates for councilors positions 60 (24%) were women, while the proportion of women voters was 51.95% in Zanzibar⁶¹. The National Election Act (2010) Art.4 is silent about the representation of men and women in the National Electoral Commission. However, to ensure the promotion of gender balance in election processes, the URT is developing a gender strategy for the National Electoral Commission (NEC) while the Zanzibar Electoral Commission has already developed one. Within the NEC, 43% of its members are women. Moreover, the existing Gender Strategy in the National Assembly (NA) has led to commitments to establish a gender desk in the NA and to mainstream gender into the NA functions. Both mechanisms aim at strengthening women's participation and leadership in electoral processes.

Despite the fact that 95% of the population agrees that women and men should have the same opportunities to be political candidates⁶², factors such as lack of confidence, women's burden of care work, education and financial constraints make women less competitive and continue to hinder their effective and substantive participation in leadership and political positions⁶³, which is stronger for persons living with disabilities, including women. Moreover, in the political sphere, women are faced with violence, gendered stereotypes, and a lack of resources – including time – which limits their ability to effectively compete, participate, and benefit from political leadership. As highlighted by a study conducted in 2015⁶⁴, 69% of women electoral candidates reported having experienced abusive language, 17% reported physical attacks, and 13% reported receiving demands for sexual favors⁶⁵. This also applies in the digital space through doxing, cyberbullying, online discrimination, or harassment. As per the global increasing use of technologies, it is key to address issues of gender divide in the digital peace, as well as to explore its potential use for peacebuilding at community level focusing on the prevention of disinformation, misinformation and hate speech, or in facilitating access, capacitating, and establishing online safe spaces for women peacebuilders or women mediators.

59 NBS, 2021. "SIGI Tanzania Survey Report", Dodoma, Tanzania, p. 156.

60 Report of the 2020 Presidential, Parliamentary and Councilor's elections, National Electoral Commission, 2021, p.21, 48 & 49.

61 Report of the 2020 Presidential, Parliamentary and Councilor's elections, National Electoral Commission, 2021.

62 NBS, 2021. "SIGI Tanzania Survey Report", Dodoma, Tanzania, p.157.

63 Lihiru, V (2019). Participatory Constitutional Reforms vs. Realization of Equal Representation of Men and Women in the Parliaments: A Study of Kenya, Rwanda and Tanzania. Faculty of Law, Department of Public Law, University of Cape Town.

64 Tanzania Women Cross-Party Platform (2015). Violence against women in elections. Tanzania General election. Pg.13

65 Violence Against Women in Elections: Evidence From 2015 Tanzania General Elections, by Tanzania Women Cross-Party Platform

2.1.3 Protection

A series of laws and policies exist for the protection of women and girls from Sexual and Gender-Based Violence (SGBV), including the National Plan of Action to End Violence Against Women and Children (NPA-VAWC) (2024/2025/2028/2029). The plan set ambitious targets to address issues such as teenage pregnancies, FGM/C and child marriage. However, specific legislation on domestic and intimate partner violence is still lacking.

The Tanzania Law of Marriage Act of 1971 is currently pending revisions as the Supreme Court directed the government to raise the age of marriage to 18 years old for girls. Further frameworks such as the Zanzibar Child Act (2011) or anti-corruption laws, regarding sex torsion, address issues of GBV. Moreover, in 2009, the Government passed a bill known as the *Law of the Child Act*, which effectively domesticated the UN Convention on the Rights of the Child and provided the legal framework through which the rights of the country's children can be protected and the *Tanzania Sexual Offences Special Provisions Act*, a 1998 amendment to the Penal Code, prohibits Female Genital Mutilation (FGM) from being performed on girls under the age of 18 years, but it does not protect women ages 18 years or older. The Law imposes imprisonment of not less than 30 years for rape and compensation to the survivor to be determined by the court. It further defines rape to include sexual intercourse with a separated wife without her consent and also when he uses his official position to have sex with a subordinate woman. The Employment and Labour Relations Act (2004) & The Employment Policy (2008) provide significant protection to women in the workforce including protection from sexual harassment, but some laws or policies such as the Zanzibar Policy (2001) which does not address well the SGBV protection agenda, or the Refugee Act (1998) which does not address how the protection of women's rights can be ensured within camps.

In 2006, the URT also ratified the United Nations Convention on Transnational Organized Crime and the Protocol to Prevent, Punish and Suppress Trafficking in Persons, especially Women and Children, enacted the Anti-Trafficking in Persons Act, No.6 of 2008 and established the National Anti-trafficking in Persons Committee and Secretariat in 2011. It further adopted two National Anti-trafficking in Persons Action Plan (2015-2017) and (2021-2024).

According to DHS (Demographic and Health Survey) 2022, about half of women in Tanzania who have experienced physical or sexual violence seek help. Moreover, 34% of ever-married women, survivors of sexual or physical violence, stated that they never sought help to end the violence and did not tell anyone. Most women who seek help turn to a family member, while only 9% approach the police. This is due to social stigma, but also to the fact that the existing legal framework does not assign responsibility to certain state institutions for dealing with intimate partner violence⁶⁶.

Additional structures have been established to respond to the needs of survivors of SGBV, including over 420 Police Gender and Children Desks⁶⁷ (PGCD) within the TPF in both Mainland and Zanzibar with specifically trained staff to handle and investigate SGBV cases like rape, sexual assault, and domestic violence, as well as providing/re-directing towards a wide range of services, including psycho-social support. Though most people in urban areas up to the district level have access to PGCD, more efforts are needed to reach the rural areas especially villages where there are no police stations. Moreover, additional resources are required in terms of staff and infrastructure to cover the needs of existing gender desks and the establishment of new ones in key areas.

Additional mechanisms for implementing and monitoring the NPA VWAC (2024/2025-2028/2029) and existing SGBV related structures have been established for both Mainland and Zanzibar and particularly women and children protection committees at all levels of society⁶⁸. The same has been done to implement the National Anti-Trafficking in Persons Plan of Action through the Anti-Trafficking Secretariat which monitors and coordinates efforts to prevent and respond to Trafficking in Persons. However, more efforts need to be conducted to ensure better alignment between these two plans and the current NAP on WPS, as well as to increase awareness and capacity on gender sensitive and responsive measures to address SGBV, especially in specific border regions or humanitarian situations.

Despite very key positive developments and the existence of strong legal frameworks and mechanisms in place to address SGBV, law enforcement is undermined by challenges related to shortage of facilities and staff which undermines investigation, lack of SGBV data collection, processing and harmonization, negative social norms which undermine reporting, length of the judiciary process, insufficient gender training for law enforcement officers, and lack of effective coordination systems between key stakeholders. The understanding of existing laws, policies and mechanisms within communities is also challenging case reporting, as well as the existence of customary law and systems which can undermine women and girls' access to justice (refer to section 2.1.1).

2.1.4 Relief and Recovery

The primary natural hazard causes of major disasters in the last two decades (1997 – 2017) are floods (40%), epidemics (34%), earthquakes (9%), drought (6%) and storms (6%). Epidemic disasters result in the largest number of fatalities (92% of total disaster deaths). Droughts, on the other hand, affect more people. In the last two decades in cases where people required immediate assistance, 91% were because of drought⁶⁹. As reported by the Internal Displacement Monitoring Centre, between 2008 and 2022, a total of 245,000 people were displaced internally in Tanzania as a direct result of flood (78%), storm (18%) and earthquake (4%)⁷⁰. The URT signed the Kampala Ministerial Declaration on migration, environment, and climate change in July 2022.

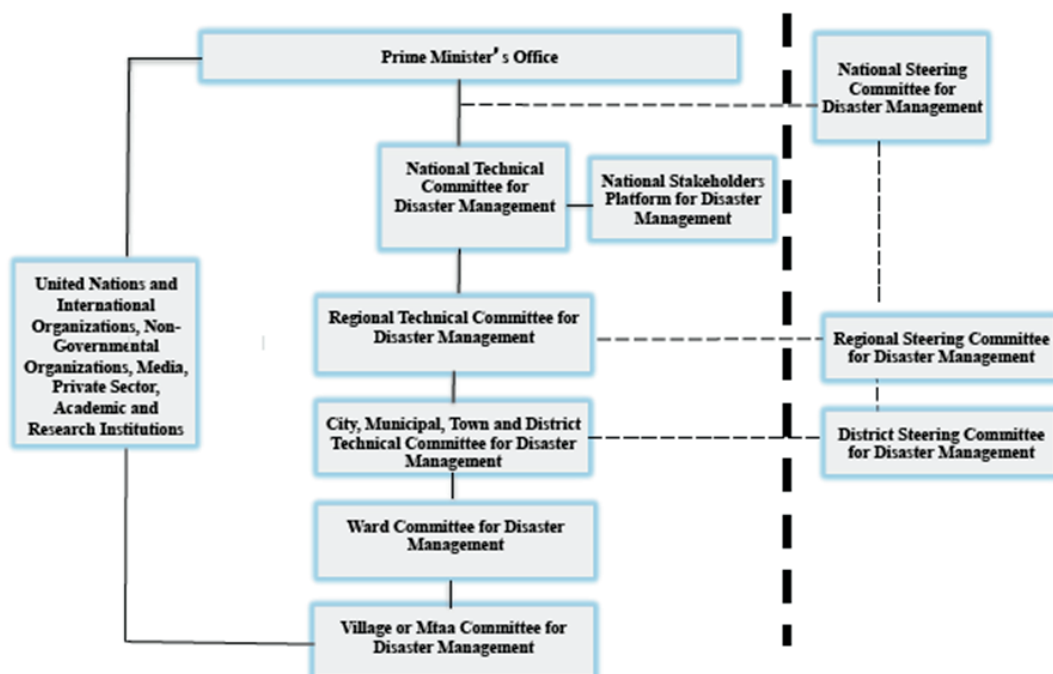
⁶⁶ National Bureau of Statistics, Tanzania Demographic and Health Survey, 2015/2016, p. 367.

⁶⁷ NPA-VAWC Report 2022; ⁶⁸ NPA-VAWC 2017-2022. | ⁶⁹ National Disaster Management Strategy (2022 – 2027), Prime Minister's Office, United Republic of Tanzania, p.5 | ⁷⁰ [Tanzania | IDMC \(internal-displacement.org\)](#).

The URT has strong policies and a strong architecture for the governance of disaster and environmental management. The National Disaster Management Policy (2004) and the Zanzibar Disaster Management Strategy (2011) are the overall policy frameworks for disaster risk management activities in Tanzania Mainland and Zanzibar. Both policies mention the disproportionate impact of disasters on women, children, disabled, elderly, and confined persons but do not address the key role of women in disaster or post-disaster management. Though the URT has a historical practice of preventing and responding to pandemics, however guidelines and strategies for preparedness, during and post-pandemics do not specifically address the needs and roles of women, and the National Environment Policy (2021) for Mainland and Environmental Policy (2013) do not mainstream gender or address the specific needs and role of women in environmental management processes. A Risk Vulnerability Capacity Assessment (RVCA) was conducted in 2004 which supported the development of national disaster management interventions. However, as per the evolving nature of natural and human-made disasters, as well as the changes in the humanitarian landscape, a new RVCA might be required to strengthen disaster management interventions.

The Disaster Management Act No. 6 of 2015 guides DRR (Disaster Risk Reduction) in the United Republic of Tanzania and established DRR governing framework from national to local levels, including requiring relevant sectors to mainstream DRR in their policy, strategy, plan, programmes and budget. Despite the detailed and action-oriented nature of the 2015 Act, further advocacy is required to support the formal representation of women in disaster management architecture at all levels. In addition to the Act, disaster risk management in Tanzania is guided by the National Disaster Management Policy and the National Operational Guidelines for Disaster Management. In 2022, a National Disaster Management Strategy (2022 – 2027) was developed and adopted. Other disaster management tools in the country include the Tanzania Disaster Preparedness and Response Plan (TDPRP) and Tanzania Disaster Communication Strategy (TDCS). Disaster risk management in Tanzania mainland is under the Prime Minister's Office (PMO) which is responsible for coordination of disaster risk management and humanitarian services, while a wide range of stakeholders are involved in implementing measures to manage disaster risks, hazards monitoring for early warning and provide humanitarian services, including MDAs, Disaster Response teams, the Private Sector, Fire and Rescue Force, Police Force, Tanzania Red Cross Society and Tanzania Scout Association, Tanzania Communications Regulatory Authority, NGOs (Non-Governmental Organizations), CBOs, FBOs, UN Agencies, Development Partners, the Media, Government Chemist Laboratory Agency, Local Communities and Individual Families, the Ministry for Finance, Planning and Financial Institutions, and the Ministry for Regional Administration and Local Government Authorities.

Table 06: Tanzania Disaster Risk Management Organigram



(Tanzania Disaster Risk Management Organigram, National Disaster Management Strategy (2022 – 2027)

The Tanzania Immigration Service Department (TSID) is an additional key actor for the management of human movement, while the National Food Security Team-FSIT deals with food security issues at national level, and the Tanzania Commission of AIDS (TACAIDS) handles issues of HIV-AIDS.

The United Republic of Tanzania has an enabling environment that ensures financial inclusion and access to credit for women. These includes amendment to the Local Government Authority Financial Act of 2018 with the addition of Section 37A that requires all Local Government Authorities to set aside 10% of their revenue collection for the purposes of providing free of interest loans to registered groups of women (4%), youth (4%) and persons with disabilities (2%). However, no provision exists for local authorities to allocate funds and ensure they have the required amenities for women and children to cater to disaster effects. Additionally, there are loans through the Ministry of Community Development Gender, Women and Special Groups. Other financial supports to women, include 'TASAF' grants (Tanzania Social Action Fund) - Village Community Bank (VICOBA), as well as Grants from the World Bank. There are also several training and programs supporting women's financial recovery and relief. The Tanzania Postal Bank (TPB) for instance, created Women's Window to provide training on entrepreneurship skills and provide soft loans to women for income generating activities. Natural or human-made disasters have disproportionate impact on women and girls and requires gender-responsive approach in both relief and recovery prevention and response efforts.

SECTION THREE

OVERVIEW OF THE TNAP DEVELOPMENT PROCESS

3.1 Preliminary Stage

In 2019, the Government of the United Republic of Tanzania, in collaboration with the Office of the UN Special Envoy for the Great Lakes, the Mwalimu Nyerere Foundation (MNF), and UN Women, initiated the development process of the National Action Plan on Women, Peace and Security. This process was divided into four major stages namely, Advocacy & Mobilization, Establishment of the WPS National Taskforce, Situational Analysis – Data Collection, and TNAP Drafting Process, Validation, and Adoption.

During the first stage of the process, the two Ministries for Gender, together with MNF and UN Women, raised awareness on the need for the country to develop a NAP that would mainstream the WPS Agenda in the country's policy and frameworks. A series of multi-stakeholders' discussions with key government and non-government stakeholders at the national and regional levels were organized to raise awareness on the WPS Agenda in the context of Tanzania at large. During this first phase and throughout the process, efforts have made to ensure that the TNAP development would be conducted in an inclusive, participatory, and community-owned manner to ensure that all important stakeholders were included during the process.

3.2 WPS National Taskforce Establishment

As a direct result from the positive developments witnessed in the first phase, the WPS National Taskforce (WPS NT) was officially launched in July 2020 at the occasion of an inter-ministerial meeting of WPS stakeholders held in Dodoma. In November 2020, the WPS NT was then officially inaugurated by the former Minister for Foreign Affairs Hon. Palamagamba Kabudi. Since then, the WPS NT has been led by the MCDWSG in Mainland and the MCDGEC in Zanzibar and its members include representatives from key line ministries, security organs, the African Women Leaders Network Women Peace and Security Pillar, the MNF as resource organization and UN Women as technical advisor⁷¹.

⁷¹ Ministry of Foreign Affairs and East Africa Cooperation; Ministry of Defence and National Services; Ministry of Constitutional and Legal Affairs (Zanzibar); Ministry of Constitutional and Legal Affairs (Mainland Tanzania.); Ministry of Home Affairs; Ministry of Community Development, Gender, Elderly and Children (Zanzibar); Office of the Second Vice President Zanzibar, Ministry of Health, Community Development, Gender, Elderly, Women and Children (Union Gov.); Ministry of Information Culture Arts and Sport (Union Gov.); Ministry of Youth Culture, Arts and Sport (Zanzibar) ; Tanzania People's Defence Forces; Tanzania Police Force; The Mwalimu Nyerere Foundation and UN Women

3.3 Situational Analysis – Data Collection

To identify priorities for the TNAP in a comprehensive and participatory manner, a situational analysis was conducted in 11 regions under the leadership of MCDGWSG and the MCDGEC. Between 7th March and 17th April 2022, four (4) teams of researchers traversed the 11 designated regions of Tanzania Mainland and Zanzibar to conduct the Situational Analysis which gathered 1861 respondents out of which 1153 were women (62%) and 708 were men (38%). These regions were Arusha, Kigoma, Lindi, Mara, Mbeya, Mtwara, Pwani (Coast), Shinyanga, Tanga, Unguja and Pemba. Within those regions the teams engaged respondents in 15 districts, 72 Wards/Sheha, 188 Villages and Neighbourhoods (Mtaa).

3.4 TNAP Drafting Process, Validation and Adoption

Findings of the Situational Analysis were presented to the management of both leading Ministries and to the WPS National Taskforce to inform priorities of the TNAP on WPS. In order to support the drafting process, an Eastern and Southern Africa Regional (ESAR) Workshop on Good Practices and Lessons Learned for Impactful New Generation of National Action Plans (NAPs) on Women Peace and Security (WPS) was organized at the occasion of the International Peace Day from 21st to 23rd September 2022 and was hosted by the Government of the United Republic of Tanzania, in close collaboration with UN Women, the Office of the UN Special Envoy for the Great Lakes Region (O/SESG-GL), the Office of the AU Special Envoy for Women, Peace and Security, the Embassy of Denmark accredited to the United Republic of Tanzania, and the African Women's Leadership Network Tanzania Chapter. During the 3-day workshop, 95 representatives from 14 ESAR countries shared their experiences and good practices for NAP development, implementation, and reporting.

Following this cross-regional exchange, the drafting process took place from 28th November to 12th December 2022 and gathered representatives from the leading Ministries of Gender in both Mainland and Zanzibar, the WPS National Taskforce Members, including MNF, AWLN WPS Pillar, and UN Women, as well as M&E and Budget Officers from the line ministries composing the WPS NT to support drafting of the M&E Framework and Costing Plan. The drafting process was followed by two rounds of multi-stakeholders in Dar es Salaam from 21st-22nd December 2022 and in Zanzibar from 28th-29th December 2022 that gathered 256 representatives, out of which 139 women and 117 men, including from women-led organizations, government representatives, media, academia, people with disability, religious leaders whose inputs informed the content of the TNAP on WPS. After the consolidation exercise in mid-2023, the TNAP on WPS was presented to the WPS NT for validation and handed over to the government of the URT for the approval process in October 2023.

SECTION FOUR

PRIORITY AREAS FOR THE TNAP

4.1 Main Goal

Peaceful and resilient communities where women equally participate in decision-making and where their rights and needs are protected and promoted.

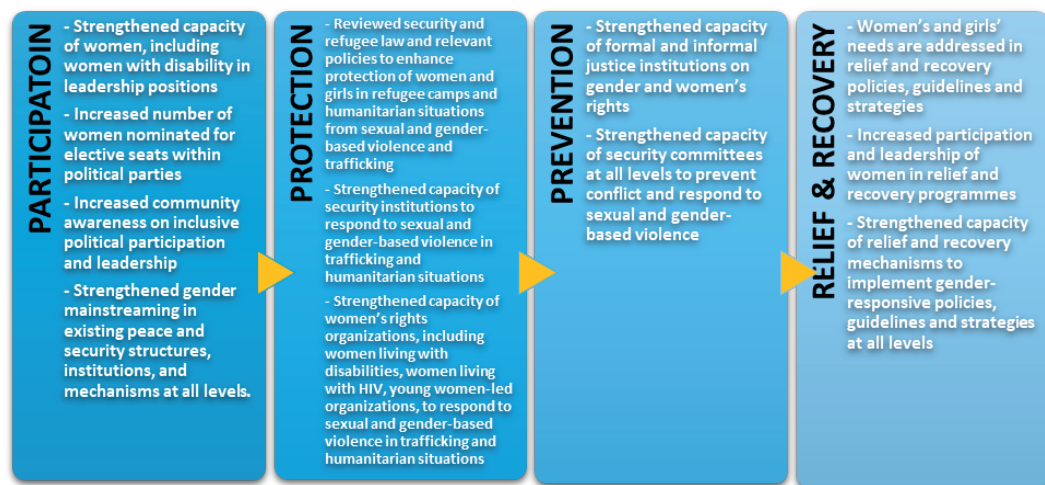
4.2 Objectives of the TNAP

- To implement existing international, continental, regional and national frameworks on Women, Peace and Security.
- To increase women's participation and leadership in national and local socio-economic, political, peacekeeping, and peacebuilding structures and processes, including in the security organs and in the judiciary.
- To protect women and girls from all forms of violence and discrimination.
- To strengthen conflict prevention and management systems for sustained peace.
- To mainstream gender in disaster risk management.
- To facilitate monitoring, evaluation, and monitoring of the Women, Peace and Security Agenda in the United Republic of Tanzania.

The TNAP implementation will be done at national level and will also focus on eight (8) selected regions, including Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba. Those regions were selected as a result from the findings of the Situational Analysis and as per their relevance for the different pillars of the WPS Agenda. The TNAP will aim at building the capacity of key stakeholders, including state and non-state actors at national level and in those eight selected regions so that they can support communities in the field.

Throughout the TNAP implementation, interventions will target diverse representation of stakeholders, paying a specific attention to the participation of both women and men, young women and young boys, including those living with disabilities or HIV to ensure inclusive and leave-no-one-behind.

4.3 TNAP Priority Areas



4.4 Women Peace and Security Implementation Matrix

| 1.0. PREVENTION PILLAR | |
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| OUTCOME 1.1 | Enhanced access to justice for women including in customary practices, laws, and mechanisms |
| <i>Outputs</i> | <i>Activities per Output</i> |
| 1.1.1 Strengthened capacity of formal and informal justice institutions on gender and women's rights | <p>1.1.1.1 Conduct trainings for 3112 magistrates (for both Tanzania Mainland and Zanzibar), 191 judges (for both Tanzania Mainland and Zanzibar), 20 kadhis in Zanzibar, and 10 mediators from Zanzibar, 134 public prosecutors (58 for Tanzania Mainland and 76 for Zanzibar), 2289 Advocates (2000 for Tanzania Mainland and 289 for Zanzibar) and 900 paralegals from Tanzania Mainland on gender and women's rights in access to justice in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Urban Unguja and South Pemba.</p> <p>1.1.1.2 Conduct 10 trainings (5 in Tanzania Mainland and 5 in Zanzibar) for 300 traditional leaders (in Tanzania Mainland) and 500 religious leaders (300 in Tanzania Mainland and 200 in Zanzibar including representatives from religious caucus) on gender and women's rights in access to justice under customary laws and mechanisms in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga Urban Unguja and South Pemba.</p> <p>1.1.1.3 Conduct 10 awareness and advocacy sessions to 1000 Women Rights Organizations (800 in Tanzania Mainland and 200 in Zanzibar), including PWDs, Women living with HIV/AIDS, young women-led organizations on promoting gender and women's rights in formal and informal access to justice (5 in Tanzania Mainland and 5 in Zanzibar).</p> <p>1.1.1.4 Conduct a gender analysis of the national curriculum and training manual for paralegals to mainstream gender and women's rights and sensitize paralegals on conflict management.</p> <p>1.1.1.5 Organize a two-day orientation meeting to present findings of the gender analysis to 30 representatives from MoCLA in Tanzania Mainland and 20 PO-CLAPSGG in Zanzibar.</p> <p>1.1.1.6 Support the review of the national curriculum and training manual for paralegals to mainstream gender and women's rights and sensitize paralegals on conflict management.</p> |

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| 1.1.2 Strengthened capacity of security committees at all levels to prevent conflict and respond to sexual and gender-based violence | <p>1.1.2.1 Conduct a training need assessment for gender responsive conflict prevention and sexual and gender-based violence response within security committees from village/mtaa to national level.</p> <p>1.1.2.2 Develop guidelines for security committees at all levels to implement gender-responsive conflict prevention and gender-based violence response.</p> <p>1.1.2.3 Conduct Trainings of Trainers to 362 security committees' representatives (31 at regional level at 150 representatives at district level) from both Tanzania Mainland and Zanzibar to implement gender-responsive conflict prevention and gender-based violence response, and to support women's participation in community policing.</p> <p>1.1.2.4 Document and disseminate successful initiatives for peacebuilding and conflict prevention at local levels.</p> <p>1.1.2.5 Provide technical and financial support to peace clubs in 50 primary and 50 secondary schools to support peacebuilding in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>1.1.2.6 Strengthen institutional and technical capacity of 100 schools in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba on mainstreaming gender-responsive conflict prevention and gender-based violence response, including through sportive activities.</p> |
| 2.0 PARTICIPATION PILLAR | |
| OUTCOME 2.1 | Enhanced inclusive representation of women in leadership positions at international, national, regional and local governance levels |
| <i>Outputs</i> | <i>Activities per Output</i> |
| 2.1.1 Strengthened capacity of women, including women with disability in leadership positions | <p>2.1.1.1 Map appointed women in leadership positions and their related capacity needs at national level and in 18 local government authorities in Tanzania Mainland and 4 local government authorities in Zanzibar.</p> <p>2.1.1.2 Train 147 women parliamentarians in Tanzania Mainland, 29 women House of Representatives in Zanzibar and 170 women at local level (160 from Tanzania Mainland and 10 from Zanzibar) on relevant technical skills and transformative leadership, including women with disability in leadership positions.</p> <p>2.1.1.3 Strengthen institutional and technical capacity of key women in leadership networks including the African Women Leaders Network Tanzanian Chapter for WPS implementation, the Tanzanian Women's Parliamentary Group in Tanzania Mainland and UWAWAZA in Zanzibar.</p> <p>2.1.1.4 Conduct trainings to 200 media representatives from both Tanzania Mainland (150) and Zanzibar (50) to support operationalization of gender-responsive strategies (policies, plans, SOPs, etc.) for the media.</p> |

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| <p>2.1.2 Increased number of women nominated for elective seats within political parties</p> | <p>2.1.2.1 Conduct a gender analysis of existing electoral laws, policies, and regulations.</p> <p>2.1.2.2 Conduct a gender analysis of constitutions, policies and regulations of political parties.</p> <p>2.1.2.3 Organize training for 25 representatives from the National Electoral Commission in Tanzania Mainland and the Zanzibar Electoral Commission and other electoral bodies on gender and women's rights in electoral processes.</p> <p>2.1.2.4 Orient 74 representatives from political parties on gender and inclusive participation in political and election processes at national and regional levels, including development of internal plans to support women's nomination and election.</p> <p>2.1.2.5 Conduct two national campaigns to address sexual and gender-based violence during elections, including in the digital space, in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>2.1.2.6 Strengthen institutional and technical capacity of women local networks such as Women with disability Network, Network of Women Living with HIV, Sisterswithoutborders, and Jukwaa la kuwezesha wanawake kiuchumi (women economical platform).</p> |
| <p>2.1.3 Increased community awareness on inclusive political participation and leadership</p> | <p>2.1.3.1 Conduct annual national campaigns showcasing success stories of women in politics and to address discriminatory practices in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>2.1.3.2 Conduct awareness sessions addressing discriminatory norms and practices during traditional festivities and ceremonies in 600 villages in Tanzania Mainland and 100 Sheha in Zanzibar.</p> <p>2.1.3.3 Conduct awareness sessions addressing discriminatory norms and practices to 100 community leaders, including traditional and religious leaders, women groups leaders and youth on gender and inclusive political participation in 600 villages in Tanzania Mainland and 100 Sheha in Zanzibar.</p> <p>2.1.3.4 Support exchange visits in countries with high representation of women in politics, such as Rwanda, Senegal, and South Africa, for 30 representatives at the local level, including political, traditional and religious leaders, youth and women's groups.</p> <p>2.1.3.5 Train 100 representatives from 10 FBOs and 3 Inter-Faith Network, including through their women's wings in both Tanzania Mainland and Zanzibar on gender and inclusive political participation.</p> |
| | <p>2.1.4.1 Assess existing practices on gender mainstreaming within relevant defence and security organs and provide recommendations in line with the WPS Agenda.</p> |

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| <p>2.1.4 Strengthened gender mainstreaming in existing peace and security structures, institutions, and mechanisms at all levels.</p> | <p>2.1.4.2 Develop a gender strategy for relevant defence and security organs, including the Ministry of Defence and National Service, the Ministry of Home Affairs, the Tanzania People's Defence Force and the Tanzania Police Force to mainstream gender and women's rights.</p> <p>2.1.4.3 Conduct a needs assessment of the existing institutional curriculum to identify gaps on gender and women's rights, including on inclusion of women living with disabilities.</p> <p>2.1.4.4 Review existing curriculum of defence and security organs to incorporate WPS in respective curricula.</p> <p>2.1.4.5 Integrate gender and women's rights within the training curricula of defence and security organs, including the army, the police, immigration and prison.</p> <p>2.1.4.6 Strengthen institutional and technical capacity of women's network within defence and security organs, including TPF-NET and establishing new ones.</p> <p>2.1.4.7 Document and disseminate success stories of Tanzanian women peacekeepers and Tanzanian women participating in other peacebuilding initiatives.</p> |
| <p>3.0 PROTECTION PILLAR</p> | |
| <p>Outcome 3.1</p> | <p>Enhanced protection of women and girls from violence, including sexual and gender-based violence</p> |
| <p><i>Outputs</i></p> | <p><i>Activities per Output</i></p> |
| <p>3.1.1 Reviewed security and refugee law and relevant policies to enhance protection of women and girls in refugee camps and humanitarian situations from sexual and gender-based violence and trafficking</p> | <p>3.1.1.1 Review existing security and refugee law and policies to strengthen the protection of women and children against sexual and gender-based violence in humanitarian situations and in trafficking in persons.</p> <p>3.1.1.2 Develop WPS Protection guidelines, including child and refugee-friendly advocacy materials and support their dissemination, including with existing guidelines, to communities, service providers, community leaders, faith leaders, and women, and children protection committees.</p> <p>3.1.1.3 Conduct multi-stakeholders' consultations with 500 representatives from key defence and security organs, including educational institutions, to provide inputs to address the identified gaps in laws and policies, including representatives from refugees and IDP communities, victims of trafficking in persons or SGBV, WROs, CSOs, etc.</p> <p>3.1.1.4 Support respective institutions to review the refugee law and relevant policies, including on anti-trafficking in persons.</p> <p>3.1.1.5 Organize consultative, including validation, meetings of the reviewed refugee law and relevant policies, including anti-trafficking in persons (2 in Tanzania Mainland and 1 in Zanzibar) involving 300 representatives from key security sectors and institutions,</p> |

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| | <p>parliamentarians, including representatives from refugees and IDP communities, victims of trafficking or SGBV, WROs, CSOs, etc.</p> <p>3.1.1.6 Present the proposed amendments of the reviewed refugee law key sectors and parliamentary committees as relevant.</p> <p>3.1.1.7 Advocate for the enactment of relevant rules and regulations to support implementation of existing laws and mainstreaming of existing SOPs to protect women and girls in relevant sectors.</p> |
| <p>3.1.2 Strengthened capacity of security institutions to respond to sexual and gender-based violence in trafficking and humanitarian situations</p> | <p>3.1.2.1 Conduct a need assessment for gender responsive humanitarian and anti-trafficking in person response within relevant defence and security organs.</p> <p>3.1.2.2 Develop guidelines for defence and security organs (police, immigration, prison and military) on responding to sexual and gender-based violence in humanitarian situations and trafficking, including online, and support the development of ToRs for gender focal persons.</p> <p>3.1.2.3 Conduct Trainings of Trainers to 500 representatives from defence and security organs (police, military, prison and immigration) and special educational institutions to deliver trainings on implementing guidelines on responding to sexual and gender-based violence in humanitarian situations and trafficking, including online in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> <p>3.1.2.4 Procure necessary equipment (i.e computers) to immigration facilities in 10 border points to effectively respond to sexual and gender-based violence in humanitarian situations and trafficking in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> |
| <p>3.1.3 Strengthened capacity of women's rights organizations, including women living with disabilities, women living with HIV, young women-led organizations, to respond to sexual and gender-based violence in trafficking and humanitarian situations</p> | <p>3.1.3.1 Conduct an institutional and technical capacity assessment of women's rights organizations in responding to sexual and gender-based violence in humanitarian situations and trafficking in Persons, including online, in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>3.1.3.2 Develop a training package to address technical capacity gaps of women's rights organizations in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>3.1.3.3 Train 250 Women's Rights Organizations in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba to strengthen their technical capacity, including in digital literacy, to respond to sexual and gender-based violence in humanitarian situations and trafficking in persons, including on online violence.</p> <p>3.1.3.4 Support identified institutional needs (HR, digital tools, operations, etc.) from the capacity assessment for women's rights organization in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba</p> |

| 4.0 RELIEF AND RECOVERY | |
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| OUTCOME 4.1 | Strengthened relief and recovery mechanisms to address the needs of women and children resulting from natural and human-made disasters |
| <i>Outputs</i> | <i>Activities per Output</i> |
| 4.1.1 Women's and girls' needs are addressed in relief and recovery policies, guidelines and strategies | <p>4.1.1.1 Conduct an inclusive and gender responsive Risk Vulnerability Capacity Assessment (RVCA) of the humanitarian and disaster relief and recovery ecosystem.</p> <p>4.1.1.2 Incorporate findings of the inclusive and gender responsive EVCA into relief and recovery policies, guidelines and strategies in line with the objectives of the WPS Agenda.</p> <p>4.1.1.3 Conduct gender analysis of relief and recovery budgeting in line with the objectives of the WPS Agenda.</p> <p>4.1.1.4 Orient 60 representatives from the PMO in Tanzania Mainland, the SVPO in Zanzibar, the MCDGWSG in Tanzania Mainland, the MCDGEC in Zanzibar and the MoF in both Tanzania Mainland and Zanzibar, the Parliamentary Standing Committee and the House of Representatives responsible for disaster management.</p> |
| 4.1.2 Increased participation and leadership of women in relief and recovery programmes | <p>4.1.2.1 Conduct a gender and LNOB assessment, including sex, age, disability, levels of leadership, etc., of the relief and recovery structures from national to village levels in both Tanzania Mainland and Zanzibar</p> <p>4.1.2.2 Develop two policy briefs - one policy brief in Tanzania Mainland and one policy brief in Zanzibar based on the recommendations from the assessment to decision-makers of the relief and recovery.</p> <p>4.1.2.3 Disseminate the findings and recommendations from the assessment to 50 representatives from the National Steering Committee for Disaster Management in Tanzania Mainland and the Technical Disaster Management in Zanzibar.</p> <p>4.1.2.4 Advocate for the inclusion of a 30% threshold of women representation in Disaster Management Committee at all levels.</p> |
| 4.1.3 Strengthened capacity of relief and recovery mechanisms to implement gender-responsive policies, guidelines and strategies at all levels | <p>4.1.3.1 Develop a Training Module to mainstream gender into disaster management and environment management.</p> <p>4.1.3.2 Conduct a one-week Training of Trainers to 69 representatives from national and regional relief and recovery structures (5 from National level in Tanzania Mainland, and 3 from National Level in Zanzibar, 52 from regional level for Tanzania Mainland, and 10 from regional level in Zanzibar) mainstream gender into disaster management.</p> <p>4.1.3.3 Conduct a training to 750 representatives (150 per year) from the committees at district, ward village/sheha (LGA) on gender responsive approach for relief and recovery and peacebuilding in</p> |

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| | <p>Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>4.1.3.4 Conduct a training to 1000 community representatives from Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba on gender responsive approach for relief and recovery and peacebuilding in regions and localities.</p> <p>4.1.3.5 Mainstream gender in the relief and recovery curricula of first responding institutions, including fire brigades, the military, special departments within Zanzibar and the police, institute of social work.</p> <p>4.1.3.6 Develop gender responsive guidelines for the Disaster Management Committees at all levels.</p> <p>4.1.3.7 Conduct a training to Women Councilors and Women Member of Parliament and Women House of Representatives on gender responsive disaster relief and recovery.</p> <p>4.1.3.8 Establish 5 inclusive and gender responsive Rehabilitation Centers to support post-disaster trauma in line with National Disaster Profile</p> |
| 5.0 TNAP – ACCOUNTABILITY, COORDINATION AND MONITORING ARCHITECTURE | |
| Outcome 5.1 | The TNAP is effectively implemented, monitored, and reported upon |
| Outputs | Activities per Output |
| 5.1.1 Popular and accessible version of TNAP is effectively disseminated | <p>5.1.1.1 Develop a communication strategy for TNAP dissemination in English and Kiswahili</p> <p>5.1.1.2 Conduct 10 trainings to 600 media personnel (500 in Tanzania Mainland and 100 in Zanzibar) on WPS and TNAP implementation from Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> <p>5.1.1.3 Develop a TNAP popular version in Kiswahili and print 500 copies.</p> <p>5.1.1.4 Develop a series of TNAP flyer in braille and print 300 copies and develop a brief audio book summarizing TNAP.</p> <p>5.1.1.5 Conduct 660 community radio programmes (monthly) in 8 regions including Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> |
| 5.1.2 TNAP is localized in MDAs and LGAs plans and budget | <p>5.1.2.1 Orient 498 high-level and technical personnel from 83 LGAs in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba on the TNAP planning and budgeting.</p> <p>5.1.2.2 Conduct orientation sessions to 100 high-level and technical personnel from 12 key Ministries including MoDANS, MoHA, MoCLA (both Mainland and Zanzibar), PO-RALG (both Mainland and Zanzibar), MCDGWSG, MCDGEC, PMO, VPO, MoF (both Mainland) on the TNAP integration into annual planning and budgeting.</p> |

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| | <p>5.1.2.3 Assess MDAs and LGAs plans and budgets and identify included activities for TNAP implementation</p> |
| <p>5.1.3 Coordination of data collection, analysis and use for TNAP implementation strengthened</p> | <p>5.1.3.1 Conduct a national-wide sample survey and research to collect disaggregated data on Women Peace and Security in alignment with performance indicators and AU Continental Results Framework on WPS.</p> <p>5.1.3.2 Conduct qualitative research/studies/policy briefs on key gender issues in peace and security in Tanzania.</p> <p>5.1.3.3 Support to develop tools for collection/reprocessing of existing data from MDAs, LGAs, NBS and OCGS.</p> <p>5.1.3.4 Develop a series of infographics/factsheets on the status of Women Peace and Security in Tanzania.</p> <p>5.1.3.5 Conduct users-producers dialogues for demand-driven production and uptake of evidence on Women Peace and Security.</p> |
| <p>5.1.4 Strengthened capacity of MDAs, regions, and district to coordinate implementation of TNAP</p> | <p>5.1.4.1 Conduct a technical and institutional capacity assessment of TNAP coordinating institutions, including MCDGWSG, MCDGEC, OCGS, NBS.</p> <p>5.1.4.2 Organize 2 training for 40 representatives from the coordinating ministries, MCDGWSG and MCDGEC, to effectively coordinate and monitor TNAP implementation.</p> <p>5.1.4.3 Explore opportunities to strengthen institutional capacity for the TNAP implementation through secondment.</p> <p>5.1.4.4 Organize four annual coordination meetings among the three coordination structures for the TNAP on WPS, the NPA VAWC II, and the National Anti-Trafficking in Persons Plan of Action for 80 representatives from key line ministries.</p> <p>5.1.4.5 Procure relevant working tools to the coordinating institutions including MCDGWSG, MCDGEC, OCGS, NBS.</p> |
| <p>5.1.5 Strengthened monitoring, evaluation and reporting of the TNAP</p> | <p>5.1.5.1 Develop a monitoring and reporting template for the TNAP implementation.</p> <p>5.1.5.2 Conduct two RBM and reporting training to 100 representatives from implementing partners, including MDAs, LGAs, and CSOs/WROs.</p> <p>5.1.5.3 Conduct bi-annual meetings of the Women Peace and Security National Taskforce in Dodoma to support monitoring of the TNAP for (50 representatives).</p> <p>5.1.5.4 Produce bi-annual monitoring and progress reports during the implementation phase of the TNAP, including annual AU CFR WPS and UNSG WPS reports.</p> <p>5.1.5.5 Conduct a mid-term and final TNAP evaluation to inform TNAP implementation and support FYDP & ZADEP development (2026) and TNAP II.</p> <p>5.1.5.6 Establish and Support a Network on 1325 composed of key CSOs/WROs working on advancing WPS.</p> |

SECTION FIVE

TNAP ACCOUNTABILITY, COORDINATION AND MONITORING ARCHITECTURE

5.1 National Steering Committee

The National Steering Committee (NSC) for the TNAP on WPS will be the highest national level coordination mechanism mandated to provide policy guidance and strategic direction for the TNAP implementation. It will be chaired by the Prime Minister Office and co-chaired by the Ministers responsible for gender in Tanzania Mainland and Zanzibar. Members of this committee will include Ministers responsible for Regional Administration and Local Government, Minister of Home Affairs, Minister of Defense, Minister of Foreign Affairs and East Africa Cooperation, as well as Ministers from other line ministries as per needs.

The NSC will meet annually to review and assess progress on the TNAP implementation. As the need arise, co-Chairs can call for ad-hoc meetings. The Principal/Permanent Secretaries of the Ministries responsible for gender will form the secretariat of the Committee and will be the custodian of all reports and information relating to the conduct of the Committee.

5.1.1 Specific Role of the National Steering Committee

1. Provide policy guidance to ensure that interventions are aligned with national policies and strategies, and that they effectively address the Women Peace and Security agenda.
2. Review Progress and workplans.
3. Endorse progress reports received from the leading ministries.

5.2 The National Technical Committee

The National Technical Committee (NTC) for the TNAP on WPS will be comprised of PSs (Permanent Secretaries/Principal Secretaries) from the key TNAP implementing Ministries from both Tanzania Mainland and Zanzibar and will also include the head of the Tanzania Police Force, the Tanzania People's Defence Forces, as well as Regional and District Commissioners as needs arise. The Committee will be co-chaired by the Principal/Permanent Secretaries of the Ministries responsible for gender. The Committee will meet bi-annually to review progress and relevant workplan. As the need arise, the co-Chairs can call for ad-hoc meeting. The WPS Focal Points from the Ministries responsible for gender will act as secretariat for the Committee.

5.2.2 Specific Role of the National Technical Committee

1. Mobilize financial, technical, and human resource to support implementation, coordination, monitoring, reporting and evaluation of the TNAP on WPS.
2. Support alignment and coordination with other monitoring and coordination structures for the other existing relevant policies and National Action Plans that links with the TNAP, including but not limited to the National Gender and Women Development Policy (2023), the NPA-VAWC and the NAP for Human Trafficking.
3. Support and track the localization of the TNAP on WPS within relevant sectoral plans, strategies, budgets, including for MDAs and LGAs, and support adequate allocation of resources to ensure effective implementation of planned activities under each strategic output area.
4. Validate reports received from the National Taskforce.
5. Brief relevant macro-level national coordination mechanisms on the TNAP implementation, including but not limited to the Gender Mainstreaming Working Group Macro-Policy and/or the Development Partners Group on Gender.

5.3 Secretariat

The two Ministries responsible for gender in both Tanzania Mainland and Zanzibar are the leading ministries for the coordination of the implementation of the TNAP on WPS and the WPS Focal Points within these two ministries will be responsible to ensure timely reporting to the National Steering Committee and to coordinate the work of the WPS National Taskforce.

5.3.1 Specific Role of the Secretariat

1. Coordinate, supervise and communicate with all the implementing partners for the TNAP.
2. Engage with the Gender Development Partners Working Group and support its engagement with the NSC.
3. Engage in resources mobilization to support the implementation of TNAP.
4. Establish and support scale up of programs within government departments in support of Women Peace and Security.
5. Facilitate and organize the meetings and working of the WPS NTF, including financial support.
6. Support and facilitate the collection of relevant data and reports for monitoring and timely evaluation of the TNAP implementation, including from the WPS NTF and implementing partners.
7. Process and prepare progress reports for the National Steering Committee through review of thematic reports from the WPS NTF and Implementing Partners.
8. Support the coordination of the WPS UNSG Annual Report and prepare relevant briefs to update the Gender Mainstreaming Working Group Macro-Policy.

5.4 WPS National Taskforce

The WPS National Taskforce will be constituted of directors and technical staff from relevant Government ministries, departments, and agencies, UN Women, Women Rights Organisations, CSOs, Private Sector Representatives, Media, academia, and religious and traditional leaders, as relevant. The WPS National Taskforce will be co-chaired by the Director of Gender from the lead ministries of Gender in Tanzania Mainland and Zanzibar, and it will be responsible for fostering ownership of the TNAP within relevant MDAs and LGAs, raise awareness and put in place initiatives to support TNAP implementation, as well as coordinate and oversee the implementation, monitoring and reporting of the TNAP. The WPS Focal Points within the two Ministries responsible for gender will act as Secretariat of the WPS National Taskforce. The WPS National Taskforce will meet bi-annually to monitor and report on progress of achievements in the implementation of the TNAP and will report on a bi-annual basis to the National Technical Committee on WPS with support from the Secretariat. The WPS National Taskforce will be composed of four working groups aligning with the four pillars: Prevention, Participation, Protection, Relief & Recovery.

5.4.1 Specific role of the WPS National Taskforce

1. Creating awareness and promoting the implementation of WPS TNAP within relevant MDAs.
2. Ensure yearly collection of relevant data, analyze and make recommendations on the advancement of each specific WPS pillar.
3. Draft progress reports for the TNAP on WPS implementation and highlight challenges and opportunities regarding its implementation.
4. Provide input and facilitate stakeholders' consultations in reporting on WPS TNAP.
5. Provide relevant information to the Secretariat to regularly brief and update the Gender Mainstreaming Working Group Macro-Policy on the TNAP implementation.
6. Act as WPS Focal Point within their respective institution and support the TNAP on WPS localization into relevant sectoral plans while raising awareness of other colleagues and team members on the TNAP on WPS and the WPS Agenda more broadly.
7. Ensure the coordination with sub-national peace and security mechanisms as per relevant and in line with the various working groups.
8. Design and initiate resource mobilization strategies.

5.5 TNAP Implementation at Regional, District, Ward/Sheha, Village/Mtaa Levels

The TNAP monitoring and reporting will be done through existing structures, including Security Committees, Technical Committees for Disaster Management and NPA-VAWC Protection Committee at Regional, District, Ward/Sheha and Village/Mtaa Levels. Focal points within these committees will be assigned at various levels in supporting the TNAP

monitoring and reporting through the PO-RALG central government mechanism in both Tanzania Mainland and Zanzibar until it reaches up the various sub-groups of the WPS National Taskforce. The various committees will be key in institutionalizing the TNAP objectives and interventions, reaching out to communities, providing relevant data and information to support reporting, as well as to participate in awareness raising meetings on the TNAP.

5.6 Implementing Partners

TNAP implementation will be taking place within MDAs, LGAS, as well as at grassroots levels, involving a series of key stakeholders such as CSOs, WROs, PWDs, FBOs, or CBOs, etc. which could be involved in implementing some of TNAP Activities as well as supporting monitoring, reporting and evaluation when relevant. Implementing partners will have a key responsibility to liaise with the different Security Committees, Technical Committee for Disaster Management and NPA-VAWC Protection Committee, and the different central government channels to provide relevant data and information to support reporting, as well as to participate in awareness raising meeting on the TNAP.

The TNAP on WPS should be viewed as a living document that can be reviewed and revised by relevant and responsible national institutions as they see fit.

SUMMARY OF COMMITTEE & SECRETARIAT STRUCTURE, ROLES AND FREQUENCY OF MEETING

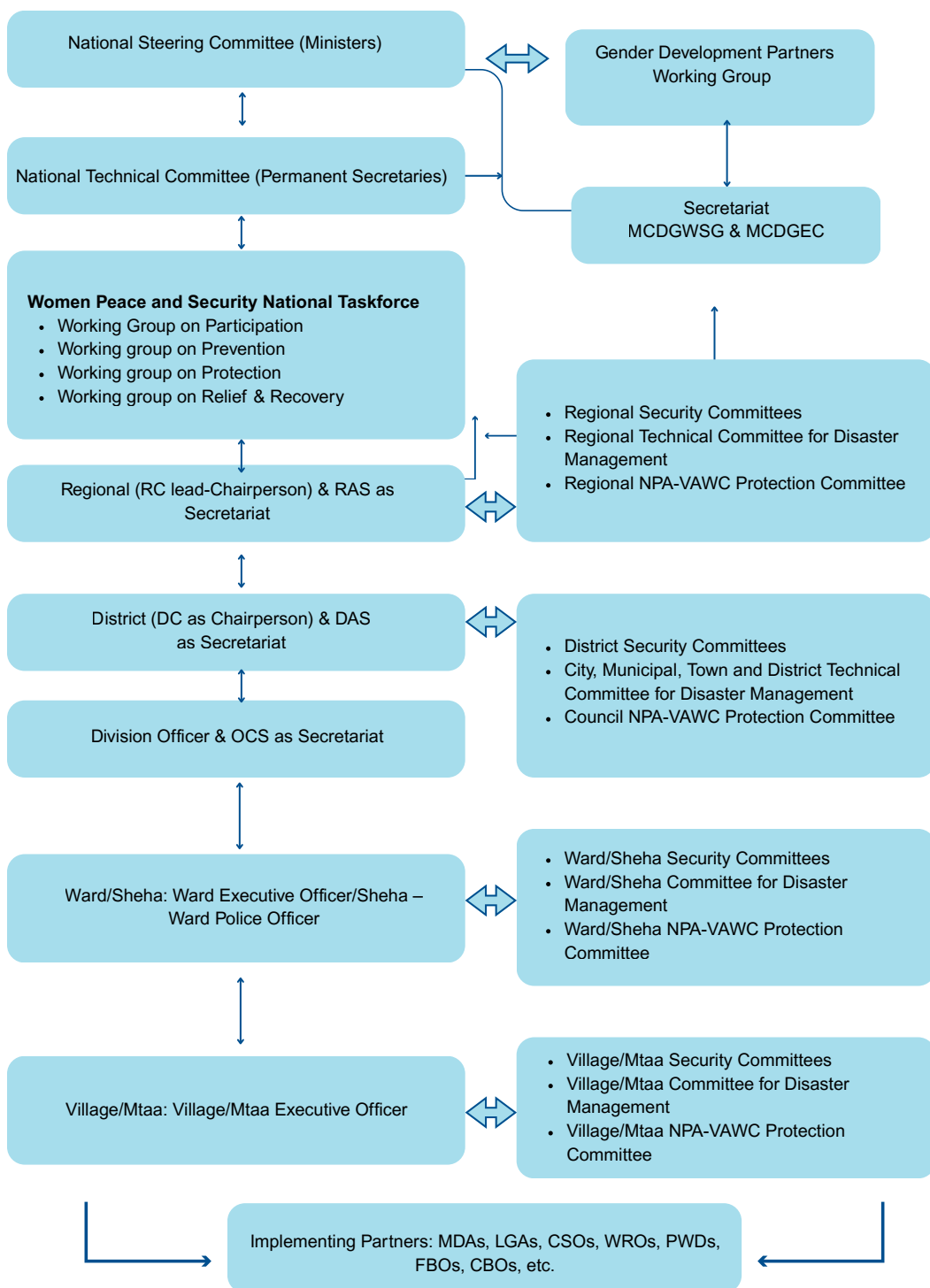
| S/N | NAME OF THE COMMITTEE | MEMBERS | ROLES | FREQUENCY OF MEETING |
|-----|------------------------------|---|--|----------------------|
| 1. | National Steering Committee | Ministerial level | <ul style="list-style-type: none"> • Provide policy guidance to ensure that interventions are aligned with national policies and strategies, and that they effectively address the Women Peace and Security agenda. • Review Progress and workplans. • Endorse progress reports received from the leading ministries. | Annually |
| 2. | National Technical Committee | Permanent Secretary/Principal Secretary level | <ul style="list-style-type: none"> • Mobilize financial, technical, and human resource to support implementation, coordination, monitoring, reporting and evaluation of the TNAP on WPS. • Support alignment and coordination with other monitoring and coordination structures for the other existing relevant policies and National Action Plans that links with the TNAP, including but not limited to the National Gender and Women Development Policy (2023), the NPA-VAWC and the NAP for Human Trafficking. | Bi-annually |

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|---|------------------------|--|--|-------------|
| | | | <ul style="list-style-type: none"> • Support and track the localization of the TNAP on WPS within relevant sectoral plans, strategies, budgets, including for MDAs and LGAs, and support adequate allocation of resources to ensure effective implementation of planned activities under each strategic output area. • Validate reports received from the National Taskforce. • Brief relevant macro-level national coordination mechanisms on the TNAP implementation, including but not limited to the Gender Mainstreaming Working Group Macro-Policy and/or the Development Partners Group on Gender. | |
| 3 | WPS National Taskforce | Directors and Technical Staff from TNAP Implementing Ministries and contributing institutions, such as CSOs, WROs, Academia, and UN Women. | <ul style="list-style-type: none"> • Ensure yearly collection of relevant data, analyze and make recommendations on the advancement of each specific WPS pillar. • Draft progress reports for the TNAP on WPS implementation and highlight challenges and opportunities regarding its implementation. • Provide relevant information to the Secretariat to regularly brief and update the Gender Mainstreaming. | Bi-annually |

| | | | | |
|---|-------------|--|--|-------------------------|
| | | | <ul style="list-style-type: none"> • Working Group Macro-Policy on the TNAP implementation. • Act as WPS Focal Point within their respective institution and support the TNAP on WPS localization into relevant sectoral plans while raising awareness of other colleagues and team members on the TNAP on WPS and the WPS Agenda more broadly. • Ensure the coordination with sub-national peace and security mechanisms as per relevant and in line with the various working groups. | |
| 4 | Secretariat | WPS Focal from the Ministries responsible for Gender in Tanzania Mainland and Zanzibar | <ul style="list-style-type: none"> • Coordinate, supervise and communicate with all the implementing partners for the TNAP. • Engage with the Gender Development Partners Working Group and support its engagement with the NSC. • Engage in resources mobilization to support the implementation of TNAP. • Establish and support scale up of programs within government departments in support of Women Peace and Security. • Facilitate and organize the meetings and working of the WPS NTF, including financial support. | Continuous (day-to-day) |

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|--|--|--|--|--|
| | | | <ul style="list-style-type: none"> • Support and facilitate the collection of relevant data and reports for monitoring and timely evaluation of the TNAP implementation, including from the WPS NTF and Implementing partners. • Process and prepare progress reports for the National Steering Committee through review of thematic reports from the WPS NTF and Implementing Partners. • Support the coordination of the WPS UNSG Annual Report and prepare relevant briefs to update the Gender • Mainstreaming Working Group Macro-Policy. | |
|--|--|--|--|--|

5.7 Organogram for WPS National Action Plan Coordination



SECTION SIX

MONITORING AND EVALUATION FRAMEWORK

| PREVENTION PILLAR | | | | | | | | |
|---|--|---|--|---|------------------------------|--|---|---|
| Results | Indicators | Baseline | Target | Means of Verification | Frequency of Data Collection | Responsible Party for Data Collection | Contributing Institutions | Assumptions |
| Outcome 1.1 Enhanced access to justice for women including in customary practices, laws and mechanisms | Percentage of peace and security prevention mechanisms integrating gender | TBD | TBD after baseline study | <ul style="list-style-type: none"> Data from Security Committees at all levels Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc. | Annual | MCDGWGS MCDGEC | <ul style="list-style-type: none"> PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) MLHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies Security committees | <ul style="list-style-type: none"> Sufficient financial and human resources Political will Stakeholders' commitment and awareness Community willingness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of incidents of sexual and gender-based violence against women and girls that are: A) Reported in the last year B) Acted upon C) Concluded | Zanzibar: A) 1,361 GBV victims reported to Police (13.6% women, 82.6% children and 0.2% men) B) 534 C) 181 Tanzania Mainland: A) TBD B) 4,294 C) 2,222 | Zanzibar A) TBD B) TBD C) TBD Tanzania Mainland: A) TBD B) TBD C) TBD | <ul style="list-style-type: none"> Reports from police stations Reports from Police Gender and Children Desks Data from the Director of Public Prosecution Data from NBS/OCGS Data from DCMS (Mainland) and PRIMERO (Zanzibar) | Annual | MoHA-TPF Director of Public Prosecution | <ul style="list-style-type: none"> NBS & OCGS CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Political will Stakeholders' commitment and awareness Community willingness Effective collaboration among stakeholders Supportive social and cultural norms |

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|---|-------------------------------------|----|---|--|--------|--------------------|---|---|
| Outputs 1.1.1 Strengthened capacity of formal and informal justice institutions on gender and women's rights | Number of magistrates trained | 00 | 3000 Magistrates in Mainland 112 Magistrates in Zanzibar | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc. | Annual | MCDGWGS/ MCDGEC | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) MLHHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of judges trained | 00 | 180 judges in Mainland 11 judges in Zanzibar | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc. | Annual | MCDGWGS/ MCDGEC | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) MLHHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of Public Prosecutor Trained | 00 | 58 Prosecutor in Mainland 76 Prosecutors in Zanzibar | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc | Annual | MCDGWGS/ MCDGEC | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) MLHHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |

| | | | | | | | | |
|--|--|----|---------------------------|--|--------|--------------------|--|---|
| | Number of kadhis and mediators trained | 00 | 20 Kadhis 10 mediators | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc | Annual | MCDGWGS/ MCDGEC | PO-RALG b& MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG(Zanzibar) MLHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of paralegals trained | 00 | - 900 in Mainland | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc | Annual | MCDGWGS/ MCDGEC | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) MLHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Inter-agency coordination Community Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |

| | | | | | | | | |
|--|---------------------------------------|----|--------------------------------------|--|--------|--------------------|--|--|
| | Number of Advocate trained | 00 | 2,000 in Mainland 289 in Zanzibar | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc | Annual | MCDGWGS/ MCDGEC | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) MLHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies TLS, ZLS | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Inter-agency coordination Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of traditional leaders trained | 00 | 300 in Mainland | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc | Annual | MCDGWGS/ MCDGEC | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) MLHSD (Mainland)/MLHS (Zanzibar) CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Inter-agency coordination Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |

| | | | | | | | | |
|--|---|----|--|--|--------|---|-----------------------------|---|
| | Number of religious leaders trained | 00 | - 300 in Mainland - 200 in Zanzibar | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice, including WROs, FBOs, CBOs, etc | Annual | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) | CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of awareness and advocacy to WROs sessions conducted | 00 | 10 | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice | Annual | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) | CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of paralegal training manual reviewed | 00 | 1 | <ul style="list-style-type: none"> Quarterly progress reports Reports from government and CSOs working on access to justice | Annual | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) | CSOs/WROs/FBOs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |

| Activities | | | | | | | | |
|---|---------------------------------------|-----------|---------------------------------------|--|--------|---|---|---|
| <p>1.1.1.1 Conduct trainings for 3112 magistrates (for both Tanzania Mainland and Zanzibar), 191 judges (for both Tanzania Mainland and Zanzibar), 20 kadhis in Zanzibar, and 10 mediators from Zanzibar, 134 public prosecutors (58 for Tanzania Mainland and 76 for Zanzibar), 2289 Advocates (2000 for Tanzania Mainland and 289 for Zanzibar) and 900 paralegals from Tanzania Mainland on gender and women's rights in access to justice in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Urban Unguja, South Pemba.</p> <p>1.1.1.2 Conduct 10 trainings (5 in Tanzania Mainland and 5 in Zanzibar) for 300 traditional leaders (in Tanzania Mainland) and 500 religious' leaders (300 in Tanzania Mainland and 200 in Zanzibar including representatives from religious caucus) on gender and women's rights in access to justice under customary laws and mechanisms in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> <p>1.1.1.3 Conduct 10 awareness and advocacy sessions to 1000 Women Rights Organizations (800 in Tanzania Mainland and 200 in Zanzibar), including PWDs, Women living with HIV/AIDS, young women-led organizations on promoting gender and women's rights in formal and informal access to justice (5 in Tanzania Mainland and 5 in Zanzibar).</p> <p>1.1.1.4 Conduct a gender analysis of the national curriculum and training manual for paralegals to mainstream gender and women's rights and sensitize paralegals on conflict management.</p> <p>1.1.1.5 Organize a two-day orientation meeting to present findings of the gender analysis to 30 representatives from MoCLA in Tanzania Mainland and 20 PO-CLAPSGG in Zanzibar.</p> <p>1.1.1.6 Support the review of the national curriculum and training manual for paralegals to mainstream gender and women's rights and sensitize paralegals on conflict management.</p> | | | | | | | | |
| Output 1.1.2 Strengthened capacity of security committees at all levels to prevent conflict and respond to sexual and gender-based violence | Number of security committees trained | 00 | 165 in Mainland 16 in Zanzibar | <ul style="list-style-type: none"> Data from Security Committees at regional and district level Reports from government and CSO working on access to justice | Annual | PO-RALG & MoCLA (Mainland) PO-RALGSD & PO-CLAPSGG (Zanzibar) | MCDGWSG MCDGEC CSOs/WROs/FBOs, UN Agencies Security committees | <ul style="list-style-type: none"> Sufficient financial and human resources Adequate data reporting equipment Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |

| | Activities | | | | | | | |
|--|---|--|--|--|------------------------------|---|---|--|
| | <p>1.1.2.1 Conduct a training need assessment for gender responsive conflict prevention and sexual and gender-based violence response within security committees from village/mtaa to national level.</p> <p>1.1.2.2 Develop guidelines for security committees at all levels to implement gender-responsive conflict prevention and gender-based violence response.</p> <p>1.1.2.3 Conduct 4 Trainings of Trainers to 362 Security committees' representatives (31 at regional level at 150 representatives at district level) from both Tanzania Mainland and Zanzibar to implement gender-responsive conflict prevention and gender-based violence response, and to support women's participation in community policing.</p> <p>1.1.2.4 Document and disseminate successful initiatives for peacebuilding and conflict prevention at local levels.</p> <p>1.1.2.5 Provided technical and financial support to peace clubs in 50 primary and 50 secondary schools to support peacebuilding in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>1.1.2.6 Strengthen institutional and technical capacity of 100 schools in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba on mainstreaming gender-responsive conflict prevention and gender-based violence response, including through sportive activities.</p> | | | | | | | |
| PARTICIPATION PILLAR | | | | | | | | |
| Result Statement | Indicators | Baseline | Target | Means of Verification | Frequency of Data Collection | Responsible Party for Data Collection | Contributing institutions | Assumptions |
| Outcome 2.1 Enhanced inclusive representation of women in leadership positions at international, national, regional and local governance levels | Percentage of women in decision-making positions in political and civil service A) Ministers B) Permanent Secretaries C) Directors D) Regional Commissioners E) District Commissioners | Mainland A) Ministers – 37.5% B) Permanent Secretaries – 24% C) Directors – 20.1% D) Regional Commissioners – 30.8% E) District Commissioners – 33.1% | Mainland A) Ministers – 40% B) Permanent Secretaries – 30% C) Directors – 30% D) Regional Commissioners – 30.8% E) District Commissioners – 33.1% | - Annual reports from POPSMGG - Zanzibar Statistical Abstract | Annual | POPSMGG (in Mainland) & OCGS (Zanzibar) | <ul style="list-style-type: none">• PO-CLAPSGG (in Zanzibar)• PO-RALG• PMO• Media• MoCLA• MICT• Political Parties• CSOs• CBOs• FBOs• Women's Networks | <ul style="list-style-type: none">• Political Parties readiness• Sufficient financial and human resources• Political will• Stakeholders' commitment and awareness |

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|--|--|--|--|---|--------|--|---|--|
| | <p>F) Ward/Sheha executive officers, (WEO) G) Village Executive Officers (VEO)</p> <p>*Disaggregated by age, disability and other relevant factors</p> | <p>G) Village Executive Officers – 34%</p> <p>Zanzibar[1] A) Ministers – 33% B) Permanent Secretaries – 42% C) Directors – 30% D) Regional Commissioners – 20%</p> <p>E) District Commissioners – 27% F) Sheha Executive Officers – 20.36% G) Village Executive Officers - TBD</p> | <p>F) Ward Executive Officers – 35% G) Village Executive Officers – 35%</p> <p>Zanzibar A) Ministers – 35% B) Permanent Secretaries – 45% C) Directors – 35% D) Regional Commissioners – 30% E) District Commissioners – 30% F) Sheha Executive Officers – 25% G) Village Executive Officers - TBD</p> | <ul style="list-style-type: none"> Ripoti za kila mwaka kutoka POPSMGG Muhtasari wa Takwimu wa Zanzibar Taarifa kutoka Tume ya Taifa ya Uchaguzi Taarifa kutoka Tume ya Uchaguzi ya Zanzibar. | Mwaka | <p>POPSMGG (Bara) na OCGS (Zanzibar)</p> <p>NEC na ZEC</p> | <ul style="list-style-type: none"> PO-CLAPSGG (nchini Zanzibar) na PO TAMISEMI kwa Tanzania Bara na Zanzibar MCDGWSG & MCDGEC Vyombo vya habari Vyama vya Siasa AZAKI/CBO/WR Os/FBOs, Mashirika ya Umoja wa Mataifa | <ul style="list-style-type: none"> Effective collaboration among stakeholders Women willingness Men engagement Supportive social and cultural norms |
| | <p>Percentage of women in decision-making positions in oversight structure for peacebuilding - Security Committees at all levels</p> <p>*Disaggregated by age, disability and other relevant factors</p> | TBD | 50% | Annual report from PO-RALG | Annual | <p>PO-CLAPSGG (in Zanzibar)</p> <p>PO-RALG (in Mainland)</p> | <ul style="list-style-type: none"> MCDGWSG & MCDGEC Media | <ul style="list-style-type: none"> Political Parties readiness Sufficient financial and human resources Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Women willingness Men engagement Supportive social and cultural norms |

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|---|--|--|---|--|---|--|--|
| <p>Percentage of women in elective and nominative position in political structures and offices B) Council Chairperson C) Members of electoral management bodies</p> <p>*Disaggregated by age, disability and other relevant factors</p> | <p>Mainland B) Council Chairperson - TBD C) Members of electoral management bodies (NEC) – 43%</p> <p>Zanzibar B) Council Chairperson - TBD C) Members of electoral management bodies (ZEC) – 20%</p> | <p>Mainland B) Council Chairperson – TBD C) Members of electoral management bodies – 45%</p> <p>Zanzibar B) Council Chairperson - TBD C) Members of electoral management bodies – 30%</p> | <p>- Annual reports from POPSMGG</p> <p>- Zanzibar Statistical Abstract</p> <p>- Reports from National Electoral Commission</p> <p>- Reports from Zanzibar Electoral Commission</p> | <p>Annual</p> | <p>POPSMGG (in Mainland) & OCGS (Zanzibar)</p> <p>NEC & ZEC</p> | <p>PO-CLAPSGG (in Zanzibar) & PO-RALG in both Tanzania Mainland and Zanzibar</p> <p>MCDGWSG & MCDGEC</p> <p>Media</p> <p>Political Parties</p> <p>CSOs/CBOs/WROs/FBOs, UN Agencies</p> | <ul style="list-style-type: none"> • Political Parties readiness • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Women willingness • Men engagement • Supportive social and cultural norms |
| <p>Percentage of women participating in political processes as: A) Voters B) Candidates</p> <p>*Disaggregated by age, disability and other relevant factors</p> | <p>A) 50.33% in Mainland and 51.95% in Zanzibar B) 24% of women constituency parliamentary candidates and 7.16% of women constituency councilors positions candidates in Mainland 24% of women constituency parliamentary candidates in Zanzibar and 28% of women constituency councilors in positions</p> | <p>A) Maintain a threshold of at least 50%</p> <p>B) 35% of women constituency parliamentary candidates and 25% of women constituency councilors positions candidates in Mainland 35% of women constituency parliamentary candidates and 35% of women constituency councilors positions candidates in Zanzibar</p> | <p>- Election reports from National Electoral Commission and Zanzibar Electoral Commission</p> | <p>LGA elections in 2024</p> <p>National elections in 2025</p> | <p>NEC & ZEC</p> | <p>Political Parties</p> <p>CSOs, including WROs, FBOs, CBOs, etc,</p> <p>Media</p> <p>MCDGWSG</p> <p>MCDGEC</p> <p>POPSMGG (in Mainland)</p> <p>PO-CLAPSGG (in Zanzibar)</p> | <ul style="list-style-type: none"> • Political Parties readiness • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Women willingness • Men engagement • Supportive social and cultural norms |

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|--|--|--|--|---|--------|------------------|--|--|
| | <p>Percentage of women in security institutions</p> <p>A) Police B) Justice D) Immigration E) Prisons F) Fire</p> <p>*Disaggregated by age, disability and other relevant factors</p> | <p>Union A) Police – 22.2% D) Immigration – 30%</p> <p>Mainland B) Justice – 46.6% E) Prisons – 20.6% F) Fire – 26.5%</p> <p>Zanzibar B) Justice – 26.8% E) Prisons - TBD F) Fire – TBD G) KMKM/Special forces - TBD</p> | <p>Union A) Police – 30% D) Immigration – 35%</p> <p>Mainland B) Justice – 48% E) Prisons – 30% F) Fire – 30%</p> <p>Zanzibar B) Justice – 30% E) Prisons - TBD F) Fire – TBD G) KMKM/Special forces - TBD</p> | Annual reports from key security institutions | Annual | MCDGWSG & MCDGEC | <p>MoDANS MoHA</p> <p>MoCLA</p> <p>President Office, Law and Constitution, Public Sand Good Governance</p> | <ul style="list-style-type: none"> Political Parties readiness Sufficient financial and human resources Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Women willingness Men engagement Supportive social and cultural norms |
| | <p>Percentage of women in leadership positions in the Foreign Service related to peace and security</p> <p>A) Diplomats B) Peacekeeping officers</p> <p>*Disaggregated by age, disability and other relevant factors</p> | <p>A) Diplomats – 17% B) Peacekeeping officers – 24.20%</p> | <p>A) Diplomats – 20% B) Peacekeeping officers – 40%</p> | Annual reports from key line ministries | Annual | MCDGWSG & MCDGEC | <p>MoDANS MoHA MoFAEAC</p> | <ul style="list-style-type: none"> Political Parties readiness Sufficient financial and human resources Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Women willingness Men engagement Supportive social and cultural norms |

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|--|---|----|-----|---|----------|------------------|---|--|
| | Number of women with increased capacities in leadership positions *Disaggregated by age, disability and other relevant factors | 00 | 339 | - Training reports from relevant institutions | Annually | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • POPSMGG • PO-CLAPSGG (in Zanzibar) & PO-RALG • CSOs/CBOs/WROs/FBOs, • Political Parties • UN Agencies | <ul style="list-style-type: none"> • Sufficient financial and human resources • Women take up opportunities for leadership willingness • Men engagement • Supportive social and cultural norms |
| | Activities | | | | | | | |
| | <p>2.1.1.1 Map appointed women in leadership positions and their related capacity needs at national level and in 18 local government authorities in Tanzania Mainland and 4 local government authorities in Zanzibar.</p> <p>2.1.1.2 Train 147 women parliamentarians in Tanzania Mainland, 29 women House of Representatives in Zanzibar and 170 women at local level (160 from Tanzania Mainland and 10 from Zanzibar) on relevant technical skills and transformative leadership, including women with disability in leadership positions.</p> <p>2.1.1.3 Strengthen institutional and technical capacity of key women in leadership networks including the African Women Leaders Network Tanzanian Chapter for WPS implementation, the Tanzanian Women's Parliamentary Group in Mainland and UWAWAZA in Zanzibar.</p> <p>2.1.1.4 Conduct trainings to 200 media representatives from both Mainland (150) and Zanzibar (50) to support operationalization of gender-responsive strategies (policies, plans, SOPs, etc.) for the media.</p> | | | | | | | |

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| Outputs 2.1.2 Increased number of women nominated for elective seats within political parties | Percentage of women, including young women and those living with disabilities nominated within political parties | TBD | 35% | - Election reports from National Electoral Commission and Zanzibar Electoral Commission | LGA elections will in 2024 National elections in 2025 | NEC & ZEC | Political Parties CSOs/CBOs/WR Os/FBOs, UN Agencies POPSMGG PO-CLAPSGG (in Zanzibar) MCDGWSG MCDGEC | <ul style="list-style-type: none"> • Political Parties readiness • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Sufficient financial and human resources • Women willingness • Men engagement • Supportive social and cultural norms |
| | Percentage of political parties with gender strategies/policies | 00 | 35% | - Reports from political parties - Gender strategies adopted by political parties | Annually | MCDGWSG, MCDGEC | NEC & ZEC POPSMGG PO-CLAPSGG (in Zanzibar) & PO-RALG Second vice president office in Zanzibar UN Women Political Parties CSOs/CBOs/WR Os/FBOs | <ul style="list-style-type: none"> • - Political Parties readiness • • - Sufficient financial and human resources • - Political will • - Stakeholders' commitment and awareness • - Effective collaboration among stakeholders • • - Supportive social norms • |

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|--|---|----|----|--------------------------------------|----------|------------------|--|---|
| | Number of Electoral Commission representatives oriented on gender issues in both Mainland and Zanzibar | 00 | 20 | - reports from relevant institutions | Annually | MCDGWSG & MCDGEC | NEC & ZEC Political Parties CSOs/CBOs/WROs/FBOs, UN Agencies SVPO | <ul style="list-style-type: none"> • Political Parties readiness • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| | Activities | | | | | | | |
| | <p>2.1.2.1 Conduct a gender analysis of existing electoral laws, policies, and regulations.</p> <p>2.1.2.2 Conduct a gender analysis of constitutions, policies and regulations of political parties.</p> <p>2.1.2.3 Orient 74 representatives from political parties on gender and inclusive participation in political and election processes at national and regional levels, including development of internal plans to support women's nomination and election.</p> <p>2.1.2.4 Organize training for 25 representatives from the National Electoral Commission in Tanzania Mainland and the Zanzibar Electoral Commission and other electoral bodies on gender equality and women's rights in electoral processes.</p> <p>2.1.2.5 Conduct two national campaigns to address sexual and gender-based violence during elections, including in the digital space, in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba</p> <p>2.1.2.6 Strengthen institutional and technical capacity of women local networks such as Women with disability Network, Network of Women Living with HIV, Sisterswithoutborders, and Jukwaa la kuwezesha wanawake kiuchumi.</p> | | | | | | | |

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| Outputs 2.1.3 Increased community awareness on inclusive political participation and leadership | Number of community awareness campaigns conducted | 00 | 5 Annual national campaigns | - Reports from relevant institutions | Annual | MCDGWSG MCDGEC | <ul style="list-style-type: none"> • PO-RALG/ PO-CLAPSGG • CSOs/WROs /FBOs, UN Agencies | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Men engagement • Supportive social and cultural norms |
| | Number of community members reached through awareness campaigns on the WPS agenda. | 00 | 1000 | - Reports from relevant institutions | Annual | MCDGWSG MCDGEC | <ul style="list-style-type: none"> • PO-RALG/ PO-CLAPSGG • CSOs/WROs /FBOs, UN Agencies | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Men engagement • Supportive social and cultural norms |
| Activities | | | | | | | | |
| | <p>2.1.3.1 Conduct annual national campaigns showcasing success stories of women in politics and to address discriminatory practices in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>2.1.3.2 Conduct awareness sessions addressing discriminatory norms and practices during traditional festivities and ceremonies in 600 villages in Tanzania Mainland and 100 Sheha in Zanzibar.</p> <p>2.1.3.3 Conduct awareness sessions addressing discriminatory norms and practices to 100 community leaders, including traditional and religious leaders, women groups leaders and youth on gender and inclusive political participation in 600 villages in Tanzania Mainland and 100 Sheha in Zanzibar.</p> <p>2.1.3.4 Support exchange visits in countries with high representation of women in politics, such as Rwanda, Senegal, and South Africa, for 30 representatives at the local level, including political, traditional and religious leaders, youth and women's groups.</p> <p>2.1.3.5 Train 100 representatives from 10 FBOs and 3 Inter-Faith Network, including through their women's wings in both Tanzania Mainland and Zanzibar on gender and inclusive political participation.</p> | | | | | | | |

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| Outputs 2.1.4 Strengthened gender mainstreaming in existing peace and security structures, institutions, and mechanisms at all levels. | Number of gender strategy developed | 00 | 4 | - reports from relevant institutions, including Ministry of Defence and National Service, the Ministry of Home Affairs, the Tanzania People's Defence Force and the Tanzania Police Force | Annually | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • MoDANS, MoHA, • TPDF, TPF, UN Agencies, FBOs, CSOs, WROs, CBOs. • | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Men engagement • Supportive social and cultural norms |
| | Number of curricula integrating WPS | 00 | 2 | Reports from relevant institutions, | Annually | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • MoDANS, MoHA, • TPDF, TPF, UN Agencies • | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Men engagement • Supportive social and cultural norms |
| Activities | | | | | | | | |
| <p>2.1.4.1 Assess existing practices on gender mainstreaming within relevant defence and security organs and provide recommendations in line with the WPS Agenda.</p> <p>2.1.4.2 Develop a gender mainstreaming strategy for relevant defence and security organs, including the Ministry of Defence and National Service, the Ministry of Home Affairs, the Tanzania People's Defence Force and the Tanzania Police Force to mainstream gender and women's rights.</p> <p>2.1.4.3 Conduct a need assessment for the existing institutional curriculum to identify gaps on gender and women's rights, including on inclusion go women living with disabilities.</p> <p>2.1.4.4 Review existing training curriculum of defence and security organs to incorporate WPS in the respective curricula.</p> <p>2.1.4.5 Integrate gender and women's rights within the training curricula of defence and security organs, including the army, the police, immigration, prison.</p> <p>2.1.4.6 Strengthen institutional and technical capacity of women's network within defence and security organs, including TPF-NET and establishing new ones.</p> <p>2.1.4.7 Document and disseminate success stories of Tanzanian women peacekeepers and Tanzanian women participating in other peacebuilding initiatives.</p> | | | | | | | | |

| PROTECTION PILLAR | | | | | | | | |
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| Result | Indicators | Baseline | Target | Means of Verification | Frequency of Data Collection | Responsible Party for Data Collection | Contributing Institutions | Assumptions |
| Outcome 3.1 Enhanced protection of women and girls from violence, including sexual and gender-based violence | Number of defence and security organs with increased capacity to implement and report on protection of women and girls from violence, including sexual and gender-based violence | 1 Tanzania Police Force | 14 | Reports from relevant institutions | Annual | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • MODANS • MOHA • MoCIA • OCGS • NBS • TPDF • TPF • Fire brigades in Tanzania Mainland • Fire brigades in Zanzibar • PCCB • ZAECA • UN Agencies • FBOs, CSOs, WROs, CBOs • National Prosecution Service • Judiciary • PCCB | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| | Number of initiatives taken to protect the rights of women in humanitarian situations and in trafficking | 00 | 5 | Reports from relevant institutions | Annual | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • MODANS • MOHA • OCGS • NBS • TPDF • TPF • UN Agencies • FBOs, CSOs, WROs, CBOs • Anti-Trafficking Secretariat (ATS) | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |

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|--|---|----|----|------------------------------------|--------|------------------|--|--|
| Outputs 3.1.1 Reviewed security and refugee laws and policies to enhance protection of women and girls in refugee camps and humanitarian situations from sexual and gender-based violence and trafficking | Number of security laws and policies reviewed | 0 | 2 | Reports from relevant institutions | Annual | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • MODANS • MOHA • MoCIA • PCCB • OCGS • NBS • TPDF • TPF • UN Agencies • FBOs, CSOs, WROs, CBOs | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| | Activities | | | | | | | |
| | <p>3.1.1.1 Review existing security and refugee law and policies to strengthen the protection of women and children against sexual and gender-based violence in humanitarian situations and in trafficking in persons.</p> <p>3.1.1.2 Develop WPS Protection guidelines, including child and refugee-friendly advocacy materials and support their dissemination, including with existing guidelines, to communities, service providers, community leaders, faith leaders, and women, and children protection committees.</p> <p>3.1.1.3 Conduct multi-stakeholders' consultations with 500 representatives from key security sectors and institutions to provide inputs to address the identified gaps in laws and policies, including representatives from refugees and IDP communities, victims of trafficking or SGBV, WROs, CSOs, etc.</p> <p>3.1.1.4 Support respective institutions to review the refugee law and relevant policies, including anti-trafficking in persons.</p> <p>3.1.1.5 Organize consultative, including validation, meetings of the reviewed refugee law and relevant policies, including anti-trafficking in persons (2 in Tanzania Mainland and 1 in Zanzibar) involving 300 representatives from key security sectors and institutions, parliamentarians, including representatives from refugees and IDP communities, victims of trafficking or SGBV, WROs, CSOs, etc.</p> <p>3.1.1.6 Present the proposed amendments of the reviewed refugee law key sectors and parliamentary committees as relevant.</p> <p>3.1.1.7 Advocate for the enactment of relevant rules and regulations to support implementation of existing laws and mainstreaming of existing SOPs to protect women and girls in relevant sectors.</p> | | | | | | | |
| Output 3.1.2 Strengthened capacity of security institutions to respond to sexual and gender-based violence in trafficking and humanitarian situations | Number of sectors implementing guidelines to respond to sexual and gender-based violence in humanitarian situations and trafficking | 00 | 12 | Reports from relevant institutions | Annual | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • MODANS • MOHA • OCGS • NBS • TPDF • TPF • UN Agencies, FBOs, CSOs, WROs, CBOs • Anti-Trafficking • Secretariat (ATS) | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |

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| | Number of security organs personnel trained on implementing the guidelines | 00 | 500 | Training reports from relevant institutions | Annually | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • MODANS • MOHA • TPDF • TPF • UN Agencies, FBOs, CSOs, WROs, CBOs • Anti-Trafficking • Secretariat (ATS) | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| Activities | | | | | | | | |
| | <p>3.1.2.1 Conduct a need assessment for gender responsive humanitarian and anti-trafficking response within relevant security institutions.</p> <p>3.1.2.2 Develop guidelines for defence and security organs (police, immigration, prison, and military) on responding to sexual and gender-based violence in humanitarian situations and trafficking, including online, and support the development of ToRs for gender focal persons.</p> <p>3.1.2.3 Conduct Trainings of Trainers to 500 representatives from defence and security organs (police, military, prison, and immigration), including gender focal persons to deliver trainings on implementing guidelines on responding to sexual and gender-based violence in humanitarian situations and trafficking, including online in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba</p> <p>3.1.2.4 Procure necessary equipment (i.e computers) to immigration facilities in 10 border points to effectively respond to sexual and gender-based violence in humanitarian situations and trafficking in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> | | | | | | | |
| Output 3.1.3 Strengthened capacity of women's rights organizations, including women living with disabilities, women living with HIV, young women-led organizations, to | Number of women's rights organizations trained on preventing and responding to sexual and gender-based violence in trafficking and humanitarian situations | 00 | 250 | Training reports from relevant institutions | Annually | MCDGWSG & MCDGEC | <p>WROs UN Women</p> <p>President Office - Public Service Management and Good Governance</p> | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness |

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| respond to sexual and gender-based violence in trafficking and humanitarian situations | | | | | | | | <ul style="list-style-type: none"> • Effective collaboration among stakeholders • Supportive social and cultural norms |
| | Number of training material developed | 00 | 1 | Training reports from relevant institutions | Annually | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • WROs • UN Women | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| Activities | | | | | | | | |
| | <p>3.1.3.1 Conduct an institutional and technical capacity assessment of women's rights organizations in responding to sexual and gender-based violence in humanitarian situations and trafficking in Persons, including online, in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>3.1.3.2 Develop a training package to address technical capacity gaps of women's rights organizations in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> <p>3.1.3.3 Train 250 Women's Rights Organizations in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba to strengthen their technical capacity, including in digital literacy, to respond to sexual and gender-based violence in humanitarian situations and in trafficking in persons, including on online violence.</p> <p>3.1.3.4 Support identified institutional needs (HR, digital tools, operations, etc.) from the capacity assessment for women's rights organization in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja and South Pemba.</p> | | | | | | | |

| RELIEF AND RECOVERY PILLAR | | | | | | | | |
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| Result Statement | Indicators | Baseline | Target | Means of Verification | Frequency of Data Collection | Responsible Party for Data Collection | Contributing Institutions | Assumptions |
| Outcome 4.1 Strengthened relief and recovery programmes and mechanisms to address the needs of women and children resulting from natural and human-made disasters | Proportion of women and girls benefiting from relief and recovery programs | TBD ¹² | At least 50% of beneficiaries in the event of natural and human-made disasters | Reports from relevant institutions | Annual | PMO (Bara) SVPO (Zanzibar) NBS, OCGS | <ul style="list-style-type: none"> CSOs, WROs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Proportion of recovery budget set aside for gender equality and women empowerment. | TBD | At least 10% | Reports from relevant institutions | Annual | PMO (Mainland) SVPO (Zanzibar) NBS, OCGS | <ul style="list-style-type: none"> CSOs, WROs, UN Agencies | <ul style="list-style-type: none"> Sufficient financial and human resources Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |

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| Output 4.1.1 Women's and girls' needs are addressed in relief and recovery policies, guidelines and strategies | Number of relief and recovery policies mainstreaming gender in line with the WPS Agenda | 00 | 3 | Reports from relevant institutions | Annually | MCDGWSG&MCDGEC | <ul style="list-style-type: none"> PMO (Mainland) SVPO (Zanzibar) UN Agencies, CSOs, WROs | <ul style="list-style-type: none"> Sufficient financial and human resources Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Number of relief and recovery guidelines and strategies mainstreaming gender in line with the WPS Agenda | 00 | 2 | Reports from relevant institutions | Annually | MCDGWSG&MCDGEC | <ul style="list-style-type: none"> PMO (Mainland) SVPO (Zanzibar) UN Agencies, CSOs, WROs | <ul style="list-style-type: none"> Sufficient financial and human resources Political will Stakeholders' commitment and awareness Effective collaboration among stakeholders Supportive social and cultural norms |
| | Activities | | | | | | | |
| | 4.1.1.1 Conduct an inclusive and gender responsive Risk Vulnerability Capacity Assessment (RVCA) of the humanitarian and disaster relief and recovery ecosystem. 4.1.1.2 Incorporate findings of the inclusive and gender responsive EVCA into relief and recovery policies, guidelines and strategies in line with the objectives of the WPS Agenda. 4.1.1.3 Conduct gender analysis of relief and recovery budgeting in line with the objectives of the WPS Agenda. 4.1.1.4 Orient 60 representatives from the PMO in Mainland, the SVPO in Zanzibar, the MCDGWSG in Mainland, the MCDGEC in Zanzibar and the MoF in both Mainland and Zanzibar, the Parliamentary Standing Committee, and the House of Representatives responsible for disaster management. | | | | | | | |

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| Outputs 4.1.2 Increased participation and leadership of women in relief and recovery programmes | Proportion of women in decision-making positions in relief and humanitarian programmes | TBD | At least 30% | Reports from relevant institutions | Annually | MCDGWSG& MCDGEC | PMO (Mainland) SVPO (Zanzibar) PO-RALG UN Agencies, CSOs, WROs | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| | Activities | | | | | | | |
| | <p>4.1.2.1 Conduct a gender and LNOB assessment, including sex, age, disability, levels of leadership, etc., of the relief and recovery structures from national to village levels in both Tanzania Mainland and Zanzibar</p> <p>4.1.2.2 Develop two policy briefs - one policy brief in Tanzania Mainland and one policy brief in Zanzibar based on the recommendations from the assessment to decision-makers of the relief and recovery architecture.</p> <p>4.1.2.3 Disseminate the findings and recommendations from the assessment to 50 representatives from the National Steering Committee for Disaster Management in Tanzania Mainland and the Technical Disaster Management in Zanzibar.</p> <p>4.1.2.4 Advocate for the inclusion of a 30% threshold of women representation in Disaster Management Committee at all levels.</p> | | | | | | | |
| Output 4.1.3 Strengthened capacity of relief and recovery mechanisms to implement gender-responsive policies, guidelines and strategies at all levels | Number of representatives from the National Committee for Disaster Management Trained in both Mainland and Zanzibar | 00 | 8 | Reports from relevant institutions | Annually | MCDGWSG& MCDGEC | PMO (Mainland) VPO (Zanzibar) PO-RALG UN Agencies, CSOs, WROs | <ul style="list-style-type: none"> • - Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • - Effective collaboration among stakeholders • - Supportive social and cultural norms |

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|--|---|----|------|------------------------------------|----------|-----------------|--|--|
| | Number of representatives from regional technical committee for disaster management trained in both Mainland and Zanzibar | 00 | 62 | Reports from relevant institutions | Annually | MCDGWSG& MCDGEC | PMO (Mainland) VPO (Zanzibar) PO-RALG UN Agencies, CSOs, WROs | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| | Number of district, ward/shehia, village technical committees for disaster management trained in both Mainland and Zanzibar | 00 | 750 | Reports from relevant institutions | Annually | MCDGWSG& MCDGEC | PMO (Mainland) VPO (Zanzibar) PO-RALG UN Agencies, CSOs, WROs | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| Pato 5.1.2 TNAP imejanibishwa katika mipango na bajeti ya MDAs na LGAs | Number community leaders, including religious and traditional leaders, politicians, and WROs trained | 00 | 1000 | Reports from relevant institutions | Annually | MCDGWSG& MCDGEC | PMO (Mainland) VPO (Zanzibar) PO-RALG UN Agencies, CSOs, WROs | <ul style="list-style-type: none"> • Sufficient financial and human resources • Political will • Stakeholders' commitment and awareness • Effective collaboration among stakeholders • Supportive social and cultural norms |
| | Activities | | | | | | | |
| | <p>4.1.3.1 Develop a Training Module to mainstream gender into disaster management and environment management.</p> <p>4.1.3.2 Conduct a one-week Training of Trainers to 69 representatives from national and regional relief and recovery structures (5 from National level in Tanzania Mainland, and 3 from National Level in Zanzibar, 52 from regional level for Tanzania Mainland, and 10 from regional level in Zanzibar) mainstream gender into disaster management.</p> <p>4.1.3.3 Conduct a training to 750 representatives (150 per year) from the committees at district, ward/sheha, village (LGA) on gender responsive approach for relief and recovery and peacebuilding in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> | | | | | | | |

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| | <p>4.1.3.4 Conduct a training to 1000 community representatives from Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba on gender responsive approaches for relief and recovery and peacebuilding in regions and localities.</p> <p>4.1.3.5 Mainstream gender in the relief and recovery curricula of first responding institutions, including fire brigades, the military, special departments within ZNZ and the police, institute of social work.</p> <p>4.1.3.6 Develop gender responsive guidelines for the Disaster Management Committees at all levels.</p> <p>4.1.3.7 Conduct a training to Women Councilors and Women Member of Parliament and Women House of Representatives on gender responsive disaster relief and recovery.</p> <p>4.1.3.8 Establish 5 inclusive and gender responsive Rehabilitation Centers to support post-disaster trauma in line with National Disaster Profile</p> |
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| RELIEF AND RECOVERY PILLAR | | | | | | | | |
|---|---|----------|---|------------------------------|------------------------------|---------------------------------------|---|---|
| Result Statement | Indicators | Baseline | Target | Means of Verification | Frequency of Data Collection | Responsible Party for Data Collection | Contributing Institutions | Assumptions |
| <p>Outcome 5.1 The TNAP is effectively disseminated, localized, implemented, monitored, and reported</p> | Number of TNAP coordination structure at national level established | 0 | <ul style="list-style-type: none"> • 4 at national level • National Steering Committee • WPS National Taskforce • Secretariat • TNAP Gender • Development Partners Group • 12 ministries | Reports from the Secretariat | Biannual | MCDGWSG & MCDGEC | <ul style="list-style-type: none"> • WPS National Taskforce • Implementing Partners | <ul style="list-style-type: none"> • Political Will • Effective collaboration • Adequate financial and human resources |

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| | Number of peace and security structures and mechanisms that incorporate WPS/TNAP | 0 | 8 Regions: TBD | Reports from the different coordinating structures | Biannual | MCDGWSG & MCDGEC | WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> Political Will Effective collaboration Adequate financial and human resources |
| Output 5.1.1 Popular and accessible version of TNAP is effectively disseminated | TNAP Kiswahili Popular and accessible version developed | No | Yes | Reports from the Secretariat | Once | MCDGWSG MCDGEC | WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> Political Will Effective collaboration Adequate financial and human resources |
| | TNAP communication strategy developed | YES | No | Reports from the Secretariat | Annual | MCDGWSG MCDGEC | | <ul style="list-style-type: none"> Political Will Effective collaboration Adequate financial and human resources |
| Activities | | | | | | | | |
| | <p>5.1.1.1 Develop a communication strategy for TNAP dissemination in English and Kiswahili</p> <p>5.1.1.2 Conduct 10 trainings to 600 media personnel over 5 years (500 in Tanzania Mainland and 100 in Zanzibar) on WPS and TNAP implementation from Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> <p>5.1.1.3 Develop a TNAP popular version in Kiswahili and print 500 copies.</p> <p>5.1.1.4 Develop a series of TNAP flyer in braille and print 300 copies and develop a brief audio book summarizing TNAP priorities.</p> <p>5.1.1.5 Conduct 660 community radio programmes (monthly) in 8 regions including Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba.</p> | | | | | | | |

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| Output 5.1.2 TNAP is localized in MDAs and LGAs plans and budget | Number of MDAs and LGAs that have integrated TNAP activities in their annual plans and budgets | 00 | 47 | Reports form the Secretariat | Annual | MCDGWSG MCDGEC | WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> • Political Will • Effective collaboration • Adequate financial and human resources |
| | Number of MDAs and LGAs with personnel trained on WPS and TNAP localization | 00 | 95 | Reports form the Secretariat | Annual | MCDGWSG MCDGEC | WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> • Political Will • Effective collaboration • Adequate financial and human resources |
| | Activities | | | | | | | |
| | <p>5.1.2.1 Orient 498 high-level and technical personnel from 83 LGAs in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Urban Unguja, and South Pemba on the TNAP planning and budgeting</p> <p>5.1.2.2 Conduct orientation sessions to 100 high-level and technical personnel from 12 key Ministries including MoDANS, MoHA, MoCLA (both Mainland and Zanzibar), PO-RALG (both Mainland and Zanzibar), MCDGWSG, MCDGEC, PMO, VPO, MoF (both Mainland) on the TNAP integration into annual planning and budgeting.</p> <p>5.1.2.3 Assess MDAs and LGAs plans and budgets and identify included activities for TNAP implementation.</p> | | | | | | | |
| Output 5.1.3 Coordination of data collection, analysis and use for TNAP implementation strengthened | Tools for collection/ reprocessing of TNAP data in place | No | Yes | Reports form the Secretariat | Annual | MCDGWSG MCDGEC | <ul style="list-style-type: none"> • OCGS • NBS • WPS National Taskforce • Implementing Partners | <ul style="list-style-type: none"> • Political Will • Effective collaboration • Adequate financial and human resources |

| | | | | | | | | |
|--|--|----|---|---------------------------------|--------|-------------------|--|---|
| | Number of studies/ research/data/factsheets/ infographics produced on WPS | 00 | 10 | Reports form the Secretariat | Annual | MCDGWSG MCDGEC | OCGS NBS WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> Political Will Effective collaboration Adequate financial and human resources |
| Activities | | | | | | | | |
| | <p>5.1.3.1 Conduct a national-wide sample survey and research to collect disaggregated data on Women Peace and Security in alignment with performance indicators and AU Continental Results Framework on WPS.</p> <p>5.1.3.2 Conduct qualitative research/studies/policy briefs on key gender issues in peace and security in Tanzania.</p> <p>5.1.3.3 Support to develop tools for collection/reprocessing of existing data from MDAs, LGAs, NBS and OCGS.</p> <p>5.1.3.4 Develop a series of infographics/factsheets on the status of Women Peace and Security in Tanzania.</p> <p>5.1.3.5 Conduct users-producers dialogues for demand-driven production and uptake of evidence on Women Peace and Security.</p> | | | | | | | |
| Output 5.1.4 Strengthened capacity of MDAs, regions and district to coordinate implementation of TNAP | Number of trainings conducted | 00 | <ul style="list-style-type: none"> National Steering Committee National Technical Committee WPS National Taskforce Secretariat TNAP Gender Development Partners Group;) 12 ministries 8 Regions: TBD | Reports form the Secretariat | Annual | MCDGWSG MCDGEC | OCGS NBS WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> Political Will Effective collaboration Adequate financial and human resources |
| | TORs of gender focal persons incorporate TNAP responsibilities. | No | Yes | Report from the Secretariat | Once | MCDGESG MCDGEC | GMWG_MP in Mainland and Zanzibar | <ul style="list-style-type: none"> Political Will Effective collaboration Adequate financial and human resources |

| | | | | | | | | |
|---|---|----|---|------------------------------|--------|----------------|--|---|
| | Activities | | | | | | | |
| | <p>5.1.4.1 Conduct a technical and institutional capacity assessment of TNAP coordinating institutions, including MCDGWSG, MCDGEC, OCGS, NBS</p> <p>5.1.4.2 Organize trainings for 40 representatives from the coordinating ministries, MCDGWSG and MCDGEC, to effectively coordinate and monitor TNAP implementation.</p> <p>5.1.4.3 Explore opportunities to strengthen institutional capacity for the TNAP implementation through secondment.</p> <p>5.1.4.4 Organize four annual coordination meetings among the three coordination structures for the TNAP on WPS, the NPA VAWC II, and the National Anti-Trafficking in Persons Plan of Action for 80 representatives from key line ministries.</p> <p>5.1.4.5 Procure relevant working tools to the coordinating institutions including MCDGWSG, MCDGEC, OCGS, NBS.</p> | | | | | | | |
| Output 5.1.5 Strengthened monitoring, evaluation and reporting of the TNAP | Number of bi-annual meetings | 00 | 2 | Reports form the Secretariat | Annual | MCDGWSG MCDGEC | OCGS NBS WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> • Political Will • Effective collaboration • Adequate financial and human resources |
| | Number of bi-annual monitoring and progress reports | 00 | 2 | Reports form the Secretariat | Annual | MCDGWSG MCDGEC | OCGS NBS WPS National Taskforce Implementing Partners | <ul style="list-style-type: none"> • Political Will • Effective collaboration • Adequate financial and human resources |
| | Activities | | | | | | | |
| | <p>5.1.5.1 Develop a monitoring and reporting template for the TNAP implementation.</p> <p>5.1.5.2 Conduct two RBM and reporting training to 100 representatives from implementing partners, including MDAs, LGAs, and CSOs/WROs.</p> <p>5.1.5.3 Conduct bi-annual meetings of the Women Peace and Security National Taskforce in Dodoma to support monitoring of the TNAP(50 representatives).</p> <p>5.1.5.4 Produce bi-annual monitoring and progress reports during the implementation phase of the TNAP, including annual AU CFR WPS and UNSG WPS reports.</p> <p>5.1.5.5 Conduct a mid-term and final TNAP evaluation to inform TNAP implementation and support FYDP & ZADEP development (2026) and TNAP II.</p> <p>5.1.5.6 Establish and Support a Network on 1325 composed of key CSOs/WROs working on advancing WPS.</p> | | | | | | | |

ANNEX I

DRAFT TNAP COSTING PLAN

| PILLAR ONE: PREVENTION | | | | | | | |
|---|---|---------------|---------------|---------------|---------------|---------------|---------------|
| Outcome 1.1 | Enhanced access to justice for women including in customary practices, laws and mechanisms | | | | | | |
| Outputs | Activities | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Total (TZS) |
| Outputs 1.1.1 Strengthened capacity of formal and informal justice institutions on gender and women's rights | Activity 1.1.1.1 Conduct trainings for 3112 magistrates (for both Mainland and Zanzibar), 191 judges (for both Mainland and Zanzibar), 20 kadhis in Zanzibar, and 10 mediators from Zanzibar, 134 public prosecutors (58 for Mainland and 76 for Zanzibar), 2289 Advocates (2000 for Mainland and 289 for Zanzibar) and 900 paralegals from Mainland on gender and women's rights in access to justice in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba for 3 days | 1,334,594,055 | 1,334,594,055 | 1,334,594,055 | 1,334,594,055 | 1,334,594,055 | 6,672,970,275 |
| | Activity 1.1.1.2 Conduct 10 trainings (5 in Mainland and 5 in Zanzibar) for 300 traditional leaders (in Mainland) and 500 religious' leaders (300 in Mainland and 200 in Zanzibar including representatives from religious caucus) on gender and women's rights in access to justice under customary laws and mechanisms in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba for 3 days | 109,369,055 | 324,569,055 | 324,569,055 | | | 758,507,165 |

| | | | | | | | |
|---------------------|--|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | Activity 1.1.1.3 Conduct 10 awareness and advocacy sessions to 1000 Women Rights Organizations (800 in Mainland and 200 in Zanzibar), including PWDs, Women living with HIV/AIDS, young women-led organizations on promoting gender and women's rights in formal and informal access to justice (5 in Mainland and 5 in Zanzibar) for 2 days" | - | 169,479,370 | 169,479,370 | 169,479,370 | 169,479,370 | 677,917,480 |
| | Activity 1.1.1.4 Conduct a gender analysis of the national curriculum and training manual for paralegals to mainstream gender and women's rights and sensitize paralegals on conflict management | - | 12,000,000 | | | - | 12,000,000 |
| | Activity 1.1.1.5 Organize a two-day orientation meeting to present findings of the gender analysis to 30 representatives from MoCLA in Mainland and 20 PO-CLAPSGG in Zanzibar | - | 53,900,000 | | | | 53,900,000 |
| | Activity 1.1.1.6 Support the review of the national curriculum and training manual for paralegals to mainstream gender and women's rights and sensitize paralegals on conflict management | - | 33,800,000 | 33,800,000 | | | 67,600,000 |
| Total Output | | 1,443,963,110 | 1,928,342,480 | 1,862,442,480 | 1,504,073,425 | 1,504,073,425 | 8,242,894,920 |

| | | | | | | | |
|----------------------------|--|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | Activity 1.1.2.1 Conduct a training need assessment for gender responsive conflict prevention and sexual and gender-based violence response within security committees from ward to national level | | | | | | |
| | Activity 1.1.2.2 Develop guidelines for security committees at all levels to implement gender-responsive conflict prevention and gender-based violence response | | 169,479,370 | 169,479,370 | 169,479,370 | 169,479,370 | 677,917,480 |
| | Activity 1.1.2.3 Conduct 4 Trainings of Trainers to 362 Security committees' representatives (31 at regional level at 150 representatives at district level) from both Mainland and Zanzibar to implement gender-responsive conflict prevention and gender-based violence response, and to support women's participation in community policing for 2 days | | 12,000,000 | | | | 12,000,000 |
| | Activity 1.1.2.4 Document and disseminate successful initiatives for peacebuilding and conflict prevention at local levels. | - | 53,900,000 | | | | 53,900,000 |
| Total Output | | 68,000,000 | 263,649,370 | 148,249,370 | 41,000,000 | 41,000,000 | 561,898,740 |
| Total of Pillar One | | 1,511,963,110 | 2,191,991,850 | 2,010,691,850 | 1,545,073,425 | 1,545,073,425 | 8,804,793,660 |

PILLAR TWO: PARTICIPATION

Outcome 2.1 :Enhanced inclusive representation of women in leadership positions at international, national, regional and local governance levels

| Outputs | Activities | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Total (TZS) |
|---|---|------------|-------------|-------------|------------|-----------|---------------|
| Output 2.1.1 Capacity of women, including women with disability in leadership positions strengthened | Activity 2.1.1.1 Map appointed women in leadership positions and their related capacity needs at national level and in 18 local government authorities in Mainland and 4 local government authorities in Zanzibar. | 30,000,000 | | | | | FALSE |
| | Activity 2.1.1.2 Train 169 women at national level and 170 women at local level (160 from Mainland and 10 from Zanzibar) on relevant technical skills and transformative leadership, including women with disability in leadership positions for 3 days | | 173,819,055 | 173,819,055 | - | - | • 347,638,110 |
| | Activity 2.1.1.3 Strengthen institutional and technical capacity of key women in leadership networks including the African Women Leaders Network Tanzanian Chapter for WPS implementation, the Tanzanian Women's Parliamentary Group in Tanzania Mainland and UWAWAZA in Zanzibar. | 5,000,000 | 5,000,000 | 5,000,000 | 8,000,000 | 8,000,000 | • 31,000,000 |
| | Activity 2.1.1.4 Conduct trainings to 200 media representatives from both Tanzania Mainland (150) and Zanzibar (50) to support operationalization of gender-responsive strategies (policies, plans, SOPs, etc.) for the media. | | | 34,489,685 | 34,489,685 | | • 68,979,370 |

| Total Output | | 35,000,000 | 178,819,055 | 213,308,740 | 42,489,685 | 8,000,000 | 477,617,480 |
|---|---|-------------|-------------|-------------|-------------|-------------|---------------|
| Output 2.1.2 Increased number of women nominated for elective seats within political parties | Activity 2.1.2.1 Conduct a gender analysis of existing electoral laws, policies, and regulations | 79,800,000 | | | | | 79,800,000 |
| | Activity 2.1.2.2 Conduct a gender analysis of constitutions, policies and regulations of political parties | 79,800,000 | | | | | 79,800,000 |
| | Activity 2.1.2.3 Organize one training for 25 representatives from the National Electoral Commission in Mainland and the Zanzibar Electoral Commission and other electoral bodies on gender and women's rights in electoral processes for 3 days | | 28,094,055 | | | | 28,094,055 |
| | Activity 2.1.2.4 Orient 74 representatives from political parties on gender and inclusive participation in political and election processes at national and regional levels for 3 days | | 76,740,000 | | | | • 76,740,000 |
| | Activity 2.1.2.5 Conduct two national campaigns in kiswahili to address sexual and gender-based violence during elections, including in the digital space, in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba | | 28,000,000 | 28,000,000 | 28,000,000 | 28,000,000 | • 112,000,000 |
| | Activity 2.1.2.6 Provide technical and financial support to women local networks, including - Women living with disability Network - Network of Women Living with HIV | 141,600,000 | 141,600,000 | 141,600,000 | 141,600,000 | 141,600,000 | • 708,000,000 |

| | | | | | | | |
|---|--|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------|
| | - Sisterswithoutborders - Women Economic Empowerment Platform | | | | | | |
| Total Output | | 301,200,000 | 274,434,055 | 169,600,000 | 169,600,000 | 169,600,000 | 1,084,434,055 |
| Output 2.1.3 Increased community awareness on inclusive political participation and leadership | Activity 2.1.3.1 Conduct 5 annual national campaigns in Kiswahili and local languages showcasing success stories of women in politics and to address discriminatory practices in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba" | 23,000,000 | 23,000,000 | 23,000,000 | 23,000,000 | 23,000,000 | 115,000,000 |
| | Activity 2.1.3.2 Conduct 10 awareness sessions addressing discriminatory social norms to 100 community leaders, including traditional and religious leaders, women groups leaders and youth on gender and inclusive political participation in 600 villages in Mainland and 100 Shehia in Zanzibar | | 135,979,370 | 135,979,370 | 202,979,370 | - | 474,938,110 |
| | Activity 2.1.3.3 Support exchange visits in countries with high representation of women in politics, such as Rwanda, Senegal, and South Africa, for 30 representatives at the local level, including political, traditional and religious leaders, youth and women's groups for 4 days | | 206,640,000 | 103,320,000 | | | 309,960,000 |
| | Activity 2.1.3.4 Train 100 representatives from 10 FBOs and 3 Inter-Faith Network, including through their women's wings in both Mainland and Zanzibar on gender and inclusive political participation for 2 days | | 68,979,370 | - | | | 68,979,370 |
| Total Output | | 23,000,000 | 434,598,740 | 262,299,370 | 225,979,370 | 23,000,000 | 968,877,480 |

| | | | | | | | |
|---|--|---------------|-------------|-------------|-------------|------------|-------------|
| 2.1.4 Strengthened gender mainstreaming in existing peace and security structures, institutions, and mechanisms at all levels. | Activity 2.1.4.1 Assess existing practices on gender mainstreaming within relevant defence and security organs and provide recommendations in line with the WPS Agenda. | | 112,400,000 | 112,400,000 | 112,400,000 | | 337,200,000 |
| | Activity 2.1.4.2 Develop a gender strategy for relevant defence and security organs, including the Ministry of Defence and National Service, the Ministry of Home Affairs, the Tanzania People's Defence Force and the Tanzania Police Force to mainstream gender and women's rights. | 52,400,000 | | | | | 52,400,000 |
| | Activity 2.1.4.3 Conduct a needs assessment of the existing institutional curriculum to identify gaps on gender and women's rights, including on inclusion of women living with disabilities. | 52,400,000.00 | 52,400,000 | - | - | - | 104,800,000 |
| | Activity 2.1.4.4 Review existing curriculum of defence and security organs to incorporate WPS in respective curricula. | - | 52,400,000 | 52,400,000 | 52,400,000 | - | 157,200,000 |
| | Activity 2.1.4.5 Integrate gender and women's rights within the training curricula of defence and security organs, including the army, the police, immigration and prison. | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 120,000,000 |
| | Activity 2.1.4.6 Provide technical and financial support to the TPF-NET to enhance profile and impacts of women in the police | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 120,000,000 |
| | Activity 2.1.4.7 Document and disseminate success stories of Tanzanian women peacekeepers and Tanzanian women participating in other peacebuilding initiatives | 28,000,000 | 28,000,000 | 28,000,000 | 28,000,000 | 28,000,000 | 140,000,000 |

| | | | | | | |
|-----------------------|--------------------|----------------------|--------------------|--------------------|--------------------|----------------------|
| Total Output | 180,800,000 | 293,200,000 | 240,800,000 | 240,800,000 | 76,000,000 | 1,031,600,000 |
| Total Pillar 2 | 540,000,000 | 1,181,051,850 | 886,008,110 | 678,869,055 | 276,600,000 | 3,562,529,015 |

PILLAR THREE: PROTECTION

Outcome 3.1: Enhanced protection of women and girls from violence, including sexual and gender-based violence

| Outputs | Activities | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Jumla |
|---|---|-------------|---------------|---------------|---------|---------|-------------|
| Output 3.1.1 Reviewed security and refugee laws and policies to enhance protection of women and girls in refugee camps and humanitarian situations from sexual and gender-based violence and trafficking | Activity 3.1.1.1 Conduct a gender analysis of existing security and refugee laws and policies as part of a simple baseline survey on WPS | 52,800,000 | | | | | 52,800,000 |
| | Activity 3.1.1.2 Develop communication strategy and Child and Refugee-friendly advocacy materials | 63,800,000 | - | | - | - | 63,800,000 |
| | Activity 3.1.1.3 Conduct 5 stakeholders' consultations with 500 representatives from key security sectors and institutions to provide inputs to address the identified gaps in laws and policies, including representatives from refugees and IDP communities, victims of trafficking or SGBV, WROs, CSOs, etc. for 2 days | 336,300,000 | - | - | - | - | 336,300,000 |
| | Activity 3.1.1.4 Support the law review commission to draft the revised laws and policies | - | 14,700,000.00 | 14,700,000.00 | | - | 29,400,000 |

| | | | | | | | |
|--|--|--------------------|-------------------|-------------------|--------------------|--------------------|----------------------|
| | Activity 3.1.1.5 Organize technical 3 validation meetings of the revised laws and policies (2 in Mainland and 1 in Zanzibar) involving 300 representatives from key security sectors and institutions, including representatives from refugees and IDP communities, victims of trafficking or SGBV, WROs, CSOs, etc. for 2 days | | | | 605,900,000.00 | - | 605,900,000 |
| | Activity 3.1.1.6 Present the revised laws and policies to relevant 250 representatives from key sectors and parliamentary committees for 3 days | | | | 252,950,000.00 | 252,950,000.00 | 505,900,000 |
| Total Output | | 452,900,000 | 14,700,000 | 14,700,000 | 858,850,000 | 252,950,000 | 1,594,100,000 |
| Output 3.1.2 Strengthened capacity of security institutions to respond to sexual and gender-based violence in trafficking and humanitarian situations | Activity 3.1.2.1 Conduct a need assessment for gender responsive humanitarian and anti-trafficking response within relevant security institutions. | 29,150,000 | | | | | 29,150,000 |
| | Activity 3.1.2.2 Develop guidelines for security organs (police, immigration, prison and military) on responding to sexual and gender-based violence in humanitarian situations and trafficking, including online | | 29,000,000 | | | | 29,000,000 |

| | | | | | | | |
|--|--|-------------|---------------|---------------|---------------|---------------|---------------|
| | Activity 3.1.2.3 Conduct 16 Trainings of Trainers to 500 representatives from security organs (police, military, prison and immigration) to deliver trainings on implementing guidelines on responding to sexual and gender-based violence in humanitarian situations and trafficking, including online in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Unguja, and Pemba for 5 days | | 127,325,000 | 127,325,000 | 127,325,000 | 127,325,000 | 509,300,000 |
| | Activity 3.1.2.4 Procure necessary equipment (i.e computers) to immigration facilities in 10 border points to effectively respond to sexual and gender-based violence in humanitarian situations and trafficking in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Unguja, and Pemba. | 944,000,000 | 944,000,000 | 944,000,000 | 944,000,000 | 944,000,000 | 4,720,000,000 |
| Total Output | | 973,150,000 | 1,100,325,000 | 1,071,325,000 | 1,071,325,000 | 1,071,325,000 | 5,287,450,000 |
| Output 3.1.3 Strengthened capacity of women's rights organizations, including women living with disabilities, women living with HIV, young women-led organizations, to respond to sexual and gender-based violence in trafficking and humanitarian situations | Activity 3.1.3.1 Conduct an institutional and technical capacity assessment of women's rights organizations in responding to sexual and gender-based violence in humanitarian situations and trafficking in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba | 29,150,000 | | | | | 29,150,000 |
| | Activity 3.1.3.2 Develop a training package to address technical capacity gaps of women's rights organizations in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba | 41,000,000 | | | | | 41,000,000 |

| | | | | | | | |
|-----------------------|---|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | Activity 3.1.3.3 Train 500 Women's Rights Organizations in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, and Unguja, Pemba to strengthen their technical capacity, including in digital literacy, to respond to sexual and gender-based violence in humanitarian situations and trafficking, including online for 3 days | | 127,025,000.00 | 127,025,000.00 | 127,025,000.00 | 127,025,000.00 | 508,100,000 |
| | Activity 3.1.3.4 Support identified institutional needs (HR, digital tools, operations, etc.) from the capacity assessment for women's rights organization in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Unguja, and Pemba | | 354,000,000.00 | | 354,000,000.00 | 354,000,000.00 | 1,062,000,000 |
| Total Output | | 70,150,000 | 481,025,000 | 127,025,000 | 481,025,000 | 481,025,000 | 1,640,250,000 |
| Total Pillar 3 | | 1,496,200,000 | 1,596,050,000 | 1,213,050,000 | 2,411,200,000 | 1,805,300,000 | 8,521,800,000 |

PILLAR FOUR: RELIEF & RECOVERY

Outcome 4.1 Strengthened relief and recovery mechanisms to address the needs of women and children resulting from natural and human-made disasters

| Outputs | Activities | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Jumla |
|---|---|------------|-------------|---------|---------|---------|-------------|
| Output 4.1.1 Women's and girls' needs are addressed in relief and recovery policies, guidelines and strategies | Activity 4.1.1.1 Conduct a gender analysis of the existing relief and recovery policies, guidelines and strategies in line with the WPS Agenda. | 29,150,000 | - | - | - | - | 29,150,000 |
| | Activity 4.1.1.2 Incorporate findings of the gender analyses into existing or reviewed relief and recovery policies, guidelines and strategies in line with the WPS Agenda. | - | 46,300,000 | - | - | - | 46,300,000 |
| | Activity 4.1.1.3 Conduct gender analysis of relief and recovery budgeting in line with the WPS Agenda. | 29,150,000 | - | - | - | - | 29,150,000 |
| | Activity 4.1.1.4 Orient 60 representatives from the PMO in Mainland, the SVPO in Zanzibar, the MCDGWSG in Mainland, the MCDGEC in Zanzibar and the MoF in both Mainland and Zanzibar, the Parliamentary Standing Committee and the House of Representatives responsible for disaster management for 3 days | - | 61,200,000 | - | - | - | 61,200,000 |
| Total Output | | 58,300,000 | 107,500,000 | - | - | - | 165,800,000 |

| | | | | | | |
|--|---|-------------------|-------------------|-------------|---|-------------------|
| Output 4.1.2 Increased participation and leadership of women in relief and recovery programmes | Activity 4.1.2.1 Conduct a gender disaggregated statistical study, including sex, age, disability, levels of leadership, etc., of the relief and recovery structures from national to village levels in both Mainland and Zanzibar | 29,150,000 | - | - | - | 29,150,000 |
| | Activity 4.1.2.2 Develop one policy brief in Mainland and one policy brief in Zanzibar based on the recommendations from the study to decision-makers of the relief and recovery architecture. | - | 19,200,000 | - | | 19,200,000 |
| | Activity 4.1.2.3 Present the findings and recommendations of the study to 50 representatives from the National Steering Committee for Disaster Management in Mainland and the Technical Disaster Management in Zanzibar | - | 17,650,000 | - | - | 17,650,000 |
| Total Output | | 29,150,000 | 36,850,000 | - | - | 66,000,000 |
| Output 4.1.3 Relief and recovery mechanisms have strengthened capacities to implement gender-responsive policies, guidelines and strategies at all levels | Activity 4.1.3.1 Develop a Training Module to mainstream gender into disaster management and environment management | - | - | 29,024,000 | | 29,024,000 |
| | Activity 4.1.3.2 Conduct a one-week Training of Trainers to 69 representatives from national and regional relief and recovery structures (5 from National level in Mainland, and 3 from National Level in Zanzibar, 52 from regional | - | - | 118,925,000 | - | 118,925,000 |

| | | | | | | | |
|-----------------------------|---|-------------------|--------------------|--------------------|--------------------|--------------------|----------------------|
| | level for Mainland, and 10 from regional level in Zanzibar) mainstream gender into disaster management | | | | | | |
| | Activity 4.1.3.3 Conduct a training to 750 representatives from the committees at district, ward/shehia, village (LGA) on gender responsive approach for relief and recovery and peacebuilding in Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Unguja, and Pemba for 3 days | - | - | 254,220,000 | 254,220,000 | 254,220,000 | 762,660,000 |
| | Activity 4.1.3.4 Conduct a training to 1,000 community representatives from Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Unguja, and Pemba on gender responsive approach for relief and recovery and peacebuilding in regions and localities for 3 days | - | - | 254,220,000 | 505,470,000 | 234,720,000 | 994,410,000 |
| | Activity 4.1.3.5 Mainstream gender in the relief and recovery curricula of first responding institutions, including fire brigades, the military, special departments within ZNZ and the police, institute of social work. | - | - | 46,300,000 | | | 46,300,000 |
| Total Output | | - | - | 702,689,000 | 759,690,000 | 488,940,000 | 1,951,319,000 |
| Total of Pillar Four | | 87,450,000 | 144,350,000 | 702,689,000 | 759,690,000 | 488,940,000 | 2,183,119,000 |

PILLAR FIVE: IMPLEMENTATION, COORDINATION AND REPORTING

| PILLAR FIVE: IMPLEMENTATION, COORDINATION AND REPORTING | | | | | | | |
|--|---|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------|
| OUTCOME 5.1 | The TNAP is effectively implemented, monitored, and reported upon | | | | | | |
| Outputs | Activities | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Total (TZS) |
| Output 5.1.1 The TNAP is effectively disseminated | Activity 5.1.1.1 Develop a communication strategy and media engagement strategy | 37,400,000 | - | - | | | 37,400,000 |
| | Activity 5.1.1.2 Conduct 10 trainings to 600 media personnel (500 in Mainland and 100 in Zanzibar) on WPS and TNAP implementation from Kigoma, Mtwara, Lindi, Arusha, Mara, Tanga, Unguja, Pemba, Dar es Salaam for 2 days | 303,670,000 | 303,670,000 | | | | 607,340,000 |
| | Activity 5.1.1.3 Develop a TNAP popular version in Kiswahili and print 500 copies | 41,000,000 | - | - | | - | 41,000,000 |
| | Activity 5.1.1.4 Develop a series of TNAP flyer in braille and print 300 copies | 36,200,000 | - | - | | | 36,200,000 |
| | Activity 5.1.1.5 Conduct 660 community radio programmes (monthly) in 11 regions including Kagera, Kigoma, Mara, Arusha, Tanga, Lindi, Mtwara, Unguja, Pemba, Ruvuma and Dar es Salaam | 396,000,000 | 396,000,000 | 396,000,000 | 396,000,000 | 396,000,000 | 1,980,000,000 |
| Total Output | | 814,270,000 | 699,670,000 | 396,000,000 | 396,000,000 | 396,000,000 | 2,701,940,000 |

| | | | | | | | |
|--|--|--------------------|--------------------|-------------------|-------------------|-------------------|--------------------|
| Output 5.1.2 The TNAP is effectively localized | Activities 5.1.2.1 Train 498 high-level and technical personnel from 83 LGAs in Kagera, Kigoma, Mara, Arusha, Tanga, Lindi, Mtwara, Unguja, Pemba, Ruvuma and Dar es Salaam on the TNAP for 2 days | 168,810,000 | 168,810,000 | - | - | - | 337,620,000 |
| | Activity 5.1.2.2 Conduct 4 orientation sessions to 100 high-level and technical personnel from 12 key Ministries including MoDANS, MoHA, MoCLA (both Mainland and Zanzibar), PO-RALG (both Mainland and Zanzibar), MCDGWSG, MCDGEC, PMO, VPO, MoF (both Mainland) on the TNAP for one day | 68,980,000 | - | - | | | 68,980,000 |
| | Activities 5.1.2.3 Track the number of TNAP implementers, including MDAs and LGAs, that have developed local action plans (disaggregated by category) | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 120,000,000 |
| | Activity 5.1.2.4 Track the percentage of resources in MDAs and LGAs allocated for TNAP activities | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 24,000,000 | 120,000,000 |
| Total Output | | 285,790,000 | 216,810,000 | 48,000,000 | 48,000,000 | 48,000,000 | 646,600,000 |

| | | | | | | | |
|---|---|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------|
| Output 5.1.3 Strengthened data collection and data coordination for TNAP implementation | Activity 5.1.3.1 Conduct a national-wide sample survey and research to collect disaggregated data on Women Peace and Security in alignment with performance indicators and AU Continental Results Framework on WPS | 589,685,000 | 589,685,000 | | | | 1,179,370,000 |
| | Activities 5.1.3.2 Conduct qualitative research/studies/policy briefs on key gender issues in peace and security in Tanzania | 37,739,840 | 37,739,840 | 37,739,840 | 37,739,840 | 37,739,840 | 188,699,200 |
| | Activities 5.1.3.3 Support to reprocess existing data from MDAs, LGAs, NBS and OCGS | 37,739,840 | 37,739,840 | 37,739,840 | 37,739,840 | 37,739,840 | 188,699,200 |
| | Activity 5.1.3.4 Develop a series of infographics/factsheets on the status of Women Peace and Security in Tanzania | 14,152,440 | 14,152,440 | 14,152,440 | 14,152,440 | 14,152,440 | 70,762,200 |
| | Activity 5.1.3.5 Conduct users- producers dialogues for demand- driven production and uptake of evidence on Women Peace and Security | 47,174,800 | 47,174,800 | 47,174,800 | 47,174,800 | 47,174,800 | 235,874,000 |
| Total Output | | 726,491,920 | 726,491,920 | 136,806,920 | 136,806,920 | 136,806,920 | 1,863,404,600 |

| | | | | | | | |
|---|---|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Output 5.1.4 Strengthened technical and institutional capacity of TNAP coordinating institutions | Activity 5.1.4.1 Conduct a technical and institutional capacity assessment of TNAP coordinating institutions, including MCDGWSG, MCDGEC, OCGS, NBS | 45,900,000 | | | | | 45,900,000 |
| | Activity 5.1.4.2 Organize 2 training for 40 representatives from the coordinating ministries, MCDGWSG and MCDGEC, to effectively coordinate and monitor TNAP implementation for 3 days | 43,170,000 | 43,170,000 | | | | 86,340,000 |
| | Activity 5.1.4.3 Explore opportunities to strengthen institutional capacity for the TNAP implementation through secondment | | | | | | - |
| | Activity 5.1.4.4 Organize four annual coordination meeting among the three coordination structures for the TNAP on WPS, the NPA VAWC II, and the National Anti- Trafficking in Persons Plan of Action for 80 representatives from key line ministries for 3 days | 83,370,000 | 83,370,000 | 83,370,000 | | | 250,110,000 |
| | Activity 5.1.4.5 Procure relevant working tools to the coordinating institutions including MCDGWSG, MCDGEC, OCGS, NBS | 117,937,000 | 117,937,000 | 117,937,000 | 117,937,000 | 117,937,000 | 589,685,000 |
| Total Output | | 290,377,000 | 244,477,000 | 201,307,000 | 117,937,000 | 117,937,000 | 972,035,000 |

| | | | | | | | |
|---|---|---------------|----------------------|---------------|---------------|---------------|----------------|
| Output 5.1.5 Strengthened monitoring, evaluation and reporting of the TNAP | Activity 5.1.6.1 Develop a monitoring and reporting template for the TNAP implementation | 17,425,000 | | | | | 17,425,000 |
| | Activity 5.1.6.2 Conduct two RBM and reporting training to 100 representatives from implementing partners, including MDAs, LGAs, and CSOs/WROs for 3 days | 103,470,000 | 103,470,000 | | | | 206,940,000 |
| | Activity 5.1.6.3 Conduct bi-annual meetings of the Women Peace and Security National Taskforce in Dodoma to support monitoring of the TNAP for 3 days | 106,440,000 | 106,440,000 | 106,440,000 | 106,440,000 | 106,440,000 | 532,200,000 |
| | Activity 5.1.6.4 Produce bi-annual monitoring and progress reports during the implementation phase of the TNAP, including annual AU CFR WPS and UNSG WPS reports | 7,076,220,000 | 7,182,660,000 | 7,182,660,000 | 7,182,660,000 | 7,182,660,000 | 35,806,860,000 |
| | Activity 5.1.6.5 Conduct a mid-term and final TNAP evaluation to inform TNAP implementation and support FYDP & ZADEP development (2026) and TNAP II | - | - | 45,900,000 | - | 45,900,000 | 91,800,000 |
| | Activity 5.1.6.6 Establish and Support a Network on 1325 composed of key CSOs/WROs working on advancing WPS | 58,968,500 | 58,968,500 | 58,968,500 | 58,968,500 | 58,968,500 | 294,842,500 |

| | | | | | | |
|---------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Total Output | 7,362,523,500 | 7,451,538,500 | 7,393,968,500 | 7,348,068,500 | 7,393,968,500 | 36,950,067,500 |
| Total of Pillar Five | 9,479,452,420 | 9,338,987,420 | 8,176,082,420 | 8,046,812,420 | 8,092,712,420 | 43,134,047,100 |
| Total TNAP Implementation | 13,115,065,530 | 14,452,431,120 | 12,988,521,380 | 13,441,644,900 | 12,208,625,845 | 66,206,288,775 |

| PILLAR | ESTIMATED BUDGET | | | | | | |
|---|------------------|----------------|----------------|----------------|----------------|----------------|------------|
| | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | TOTAL | PERCENTAGE |
| 1: PREVENTION | 1,511,963,110 | 2,191,991,850 | 2,010,691,850 | 1,545,073,425 | 1,545,073,425 | 8,804,793,660 | 13 |
| 2: PARTICIPATION | 540,000,000 | 1,181,051,850 | 886,008,110 | 678,869,055 | 276,600,000 | 3,562,529,015 | 5 |
| 3: PROTECTION | 1,496,200,000 | 1,596,050,000 | 1,213,050,000 | 2,411,200,000 | 1,805,300,000 | 8,521,800,000 | 13 |
| 4:RELIEF AND RECOVERY | 87,450,000 | 144,350,000 | 702,689,000 | 759,690,000 | 488,940,000 | 2,183,119,000 | 33 |
| 5: IMPLEMENTATION, COORDINATION AND REPORTING | 9,479,452,420 | 9,338,987,420 | 8,176,082,420 | 8,046,812,420 | 8,092,712,420 | 43,134,047,100 | 65 |
| TOTAL | 13,115,065,530 | 14,452,431,120 | 12,988,521,380 | 13,441,644,900 | 12,208,625,845 | 66,206,288,775 | 100 |