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## Acronyms

AIDS	Acquired Immunodeficiency Syndrome
ATFGM	Association for Termination of Female Genital Mutilation
CSO	Civil Society Organization
CDO	Community Development Officer
ECDs	Early Childhood Development Centers
EVAWC	Ending Violence Against Women and Children
FBO	Faith Based Organization
FGM/C	Female Genital Mutilation/cutting
GBV	Gender Based Violence
HBS	Household Budget Survey
IP	Implementing Partner
LGAs	Local Government Authorities
MDA	Ministry, Departments, and Agencies
MRSP-VAWC	Mara Region Strategic Plan to End Violence Against Women and Children
MoCDGWSG	Ministry of Community Development, Gender, Women and Special Groups
MVC	Most Vulnerable Children
NPA-VAWC	National Plan of Action to End Violence against Women and Children
NGO	Non-Governmental Organization
PGCD	Police Gender and Children's Desk
PCCB	Prevention and Combating of Corruption Bureau
PWD	People with Disabilities
PO RALG	President's Office Regional Administration and Local Government
RAS	Regional Administrative Secretary
RS	Regional Secretariat
SACCOS	Savings and Credit Cooperative Organizations
SDGs	Sustainable Development Goals
SWO	Social Welfare Officer

SWOT	Strength, Weakness, Opportunities and Threat
TACAIDS	Tanzania Commission for AIDS
TASAF	Tanzania Social Action Fund
TDHS-MIS	Tanzania Demographic and Health Survey and Malaria Indicator Survey
UNFPA	United Nations Population Fund
VAC	Violence Against Children
VAW	Violence Against Women
VEO	Village Executive Officer
VICOBA	Village Community Bank
WEO	Ward Executive Officer
WILDAF	Women in Law and Development in Africa
WFT	Women Fund Tanzania
WHO	World Health Organization

## Statement of the Mara Regional Commissioner



As the Mara Region, we stand at a powerful crossroads, a moment to reaffirm our unwavering commitment to protect and uplift the lives of women and children across every corner of our communities. Through the leadership of the Regional Administrative Secretariat (RAS), we are not just coordinating development, we are building safer futures.

With the Mara Regional Strategic Plan to End Violence Against Women and Children (MRSP-VAWC) as our compass, we will drive implementation across all eight transformative thematic areas. From creating safe public spaces and strengthening household economies to changing harmful social norms and improving legal enforcement, this strategy touches every facet of our shared lives. It is about parenting, education, community leadership and most importantly, hope to women and children in Mara region.

Our mission includes revitalizing public spaces for children's play, improving safety in markets and transit points, and making sure that women, youth and people with disabilities have access to soft loans they need to thrive. Through our coordinated efforts, Women and Children Protection Committees will be strengthened at all levels including regional, district, ward and village, ensuring that no one is left behind.

Crucially, MRSP-VAWC interventions will be fully integrated into local and regional government budgets. We will invest in building the capacity of our officials and align every step of our implementation with the National Plan of Action to end Violence Against Women and Children II (NPA VAWC II). Our reporting will be thorough, transparent and accountable through PO RALG and MoCDGWSG, to ensure meaningful and lasting change.

But we cannot do it alone. We call upon every government institution, private sector partner, and civil society actor to join hands with us. Together, let us create a Mara community where women and children are not just protected, but celebrated, empowered and live free of violence.



**Hon. Col. Evans Alfred Mtambi**  
Regional Commissioner.  
MARA REGION

## Foreword



The Mara Regional Strategic Plan to End Violence Against Women and Children for the years 2025 to 2030 is more than a policy document, it is a powerful promise that every woman and child in Mara deserves to live free from fear, violence and injustice.

This plan reflects the voices of our communities, the wisdom of global human rights frameworks and the determination of a region that refuses to look away. Drawing strength from key national and international instruments such as the NPA VAWC II, Convention on the Elimination of All Forms of Discrimination Against Women, the Maputo Protocol, the Convention on the Rights of the Child, the United Nations RESPECT Framework and the INSPIRE Strategies, we have charted a clear and evidence-based path toward ending violence in all its forms in our region.

Fighting against Gender Based Violence has been our deeply inclusive and collaborative effort. Stakeholders across all sectors came together, including government leaders, development partners, community members and human rights advocates, each contributing insights and solutions grounded in lived realities and shared dreams.

We are grateful to the Women in Law and Development in Africa (WILDAF), the United Nations Population Fund (UNFPA), and the Government of Finland for their unwavering commitment, generous support and strategic guidance. Their efforts were instrumental in bringing this vision to life. Their partnership not only fueled the technical development of this strategy but also gave strength to the voices of women and children who have long called for change.

To our Nine Local Government Authorities, thank you for your dedication and for anchoring this strategy in real and local realities. We are also sincerely grateful to Honorable Colonel Evance Alfred Mtambi, the Regional Commissioner for Mara Region, for his steadfast leadership and advocacy in this critical work.

A heartfelt thanks goes out to our brilliant consultants, Ms. Neema Ibamba, Ms. Elizabeth Mahinya, Mr. Fidel Balagaye and Mr. Martin M. Mlalahasi, whose guidance and expertise helped us sharpen our vision and refine our actions. We also acknowledge the invaluable role of Hope for Girls and Women in Tanzania (HGWT) and Association for the Termination of Female Genital Mutilation (ATFGM) Masanga, whose passion for protecting girls from harmful traditional practices and championing women's rights has left a permanent mark on this strategy.

Finally, we thank each and every person who attended workshops, provided feedback, challenged ideas and helped shape this blueprint for a better Mara. Your voices gave this plan life.

As we move forward, we reaffirm our promise to build a Mara where every girl and woman can live without violence. Let us walk this path together and translate this bold strategy into courageous and community driven action.

A future Mara free from violence is not only possible, it is within reach. Let us build it together.

A handwritten signature in blue ink that reads "Gerald Msabila Kusaya". The signature is fluid and cursive.

**Gerald Msabila Kusaya**  
**Regional Administrative Secretary**  
**MARA REGION**

### Definition of Key Concepts:

- Caregiver:** A person who cares for a child and may be responsible for their safety and well being.
- Child:** A person below the age of eighteen years.
- Child Abuse:** Contravention of the rights of the child which causes physical, moral or emotional harm including beatings, insults, discrimination, neglect, sexual abuse and exploitative labour.
- Child Sexual Abuse:** Contacts or interactions between a child and an older or more knowledgeable child or adult (a stranger, sibling or person in position of authority, a parent or a caretaker) when the child is being used as an object of gratification for the older child's or adult's sexual needs. These contacts or interactions are carried out against the child using force, tricks, bribes, threats or pressure.
- Child Labour:** Any work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or morally dangerous and harmful to children
- Family:** Parental father, mother and children, adopted or blood related and other close relative including grandfather, grandmother uncles, aunts, cousins, nephews and nieces who live in a household.
- Gender:** Refer to social differences, as opposed to the biological differences between men and women.
- Gender-Based Violence:** Refers to any physical, psychological, sexual or economic violence perpetrated by a person against another on account of gender.
- Gender-based violence:** Means any physical, psychological, sexual or economic violence perpetrated by a person against another on account of her or his gender.
- Gender equality:** Refers to the equal rights, responsibilities and opportunities for women and men and girls and boys to access and control social goods and resources. It implies that the interests, needs and priorities of both women and men are taken into consideration.
- Gender equity:** Is the act and process of giving fair treatment to men and women according to their respective needs. To ensure fairness, measures must often be available to compensate for historical and social

disadvantages that prevent women and men from otherwise operating on a level playing field.

**Gender equity:** An affirmative action policy that supports female-owned businesses may be gender equitable because it leads to equal rights between men and women.

**Intimate Partner Violence:** Behaviour within an intimate relationship that causes physical, sexual or psychological harm to those in the relationship, including acts of physical aggression, sexual coercion, psychological abuse and controlling behaviors.

**Nyumba Ntobhu:** Is a type of marriage where a woman who has no boy children in her family decides to marry a woman who will raise a family for her with boy children who will ensure continuation of the generation. The purpose of this marriage is to ensure there are boy children in that family so that when that woman becomes old, there are boy children to take care of her.

**Nyumba Mboke:** Is a type of marriage where a woman who has never given birth to any child marries another woman to raise a family for her. In other words, is to make the generation active.

**Omurisya:** It is a mock/jock that refers to an un-circumcised man.

**Omusaghane:** It is a mock/jock that refers to a genitally un-mutilated woman.

**Online Violence:** The use of technology to cause harm to another person or group.

**Physical Violence:** Physical act of violence such as being slapped pushed, hit with fist (punched), kicked, or whipped, or threatened with a weapon such as a gun and knife.

**Parent:** A biological father or mother, the adoptive father or mother and any other person under whose care a child has been committed.

**Parenting:** The process of helping and supporting the physical, emotional, social, financial, and intellectual development of a child from infancy to adulthood. It is about raising a child regardless of the biological relationship.

**Psychological Abuse:** Verbal and non-verbal emotional abuse, which may be active or passive. This describes actions intended to inflict mental pain, anguish or distress on a person.

**Sextortion:** Is a situation which occurs when someone abuses their power to obtain sexual benefit or favour.

**Sexual Violence:** Any sexual act, attempt to obtain a sexual act, or acts to traffic for sexual purposes, directed against a person using coercion, and unwanted sexual comments, harassment or advances made by any person regardless of their relationship to the survivor/victim, in any setting, including but not limited to home and work.

**Victim:** Any Individual who experiences harm as a result of an act of violence.

**Violence against Children:** Is the intentional use of physical force or power, threatened or actual, against a child, by an individual or group that either results in or has a high likelihood of resulting in actual or potential harm to the child's health, survival, development or dignity.

**Violence against Women:** All acts perpetrated against women which cause or could cause them physical, sexual, psychological, and economic harm, including the threat to take such acts; or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peace time and during situations of armed conflicts or of war.

## CHAPTER ONE: INTRODUCTION

### 1.1 Introduction

Despite growing national and international efforts to combat Gender-Based Violence (GBV) in Tanzania, the crisis remains deeply entrenched, with alarming rates of violence against women and children. Despite the fight of GBV in Tanzania for years, more than half of Tanzanian women still endures at least one form of violence in their lifetime; a stark reminder of the persistent danger women face daily.

According to the Tanzania Demographic and Health Survey (2022), 30 percent of women and girls aged 15–49 have experienced either physical or sexual violence: 19 percent endured physical violence alone, 4 percent experienced sexual violence, and 8 percent suffered both. Among women who have ever had a husband or intimate partner, 33 percent reported experiencing physical, sexual, or emotional abuse within the past year. Shockingly, 41 percent of survivors sustained injuries due to violence inflicted by a current or most recent intimate partner (NPA-VAWC II, 2024/25–2028/29).

When it comes to children, the situation is equally harrowing. A national study on violence against children found that 28 percent of girls and 13 percent of boys had suffered sexual abuse, primarily within the supposed safety of their homes. Physical violence is almost universal: 73 percent of girls and 72 percent of boys have been punched, whipped, or kicked, often by relatives. Emotional abuse, too, is rampant; one in four children has been made to feel unwanted, threatened, or abandoned. Alarmingly, three in four children aged 2 to 14 have faced violent disciplinary measures, mostly psychological and frequently justified as "normal" under prevailing cultural norms. Corporal punishment remains legal and widely accepted in homes and schools across the country.

Child marriage, despite national progress, continues to rob girls of their potential. With 19 percent of Tanzanian women aged 15 and above married before age 18, and 16 percent of women aged 20–24 still affected by early marriage, the practice remains a significant barrier to female empowerment. It fuels higher adolescent pregnancy rates and lower educational attainment. Deep-rooted social acceptance, particularly in rural areas, perpetuates this harmful tradition (SIG Report, 2022).

Mara Region stands out tragically as one of the most afflicted by GBV in the country. It ranks highest in the percentage of women who have experienced physical, sexual, or emotional violence by an intimate partner (66 percent), the third highest in Female Genital Mutilation (FGM) at 28 percent, and reports a staggering 55 percent rate of child marriage (TDHS-MIS, 2022). According to the SIG Report (2022), Mara leads nationwide in overall violence against women, with 59 percent of women affected. These patterns are inextricably linked to entrenched cultural norms among the Kurya ethnic group, who predominantly inhabit Tarime, Serengeti, Rorya, Butiama and Bunda Districts. These beliefs, passed down through generations, continue to normalize and perpetuate violence against women and children.

In response, the Tanzanian government developed the National Plan of Action to End Violence Against Women and Children (NPA-VAWC 2017/18 – 2021/22), a multi-sectoral strategy aimed at galvanizing governmental, civil society, and private sector efforts. Building upon its predecessor's achievements and lessons, the new NPA-VAWC II (2024/25 – 2028/29) provides a robust and comprehensive framework for intervention. In alignment with this national strategy, the Mara Region Strategic Plan on Violence Against Women and Children (MRSP-VAWC) has been crafted to address the region's specific challenges. The plan outlines targeted, time-bound actions, defines expected outcomes, and assigns responsibility to key stakeholders, all in pursuit of eradicating violence against women and children in Mara region.

## 1.2 Mara Regional Profile

Nestled in the northeastern corridor of Tanzania, Mara Region is one of the country's 31 administrative regions. Spanning approximately 21,760 square kilometers, the region boasts diverse topography, including rolling plains, verdant forests, and the iconic Serengeti National Park, a global treasure of wildlife conservation.

Mara's climate is characteristically tropical, marked by alternating wet and dry seasons that shape its agricultural and ecological rhythms. The region is divided into six districts: Musoma, Bunda, Butiama, Tarime, Rorya, and Serengeti, comprising nine Local Government Authorities (LGAs), 20 divisions, 178 wards, 458 villages, 242 Mtaa, and 2,502 hamlets. This complex administrative structure is both a strength and a challenge, especially when coordinating multi-sectoral responses to deeply rooted social issues like GBV.

**Table 1: Administrative Areas of Mara**

		<b>Mtaa</b>	<b>Villages</b>	<b>Homlets</b>
<b>Council</b>	<b>Ward</b>	73	-	-
Musoma DC	21	-	68	374
Butiama DC	18	-	59	370
Bunda DC	19	-	78	389
Bunda TC	14	88	-	-
Serengeti DC	30	-	78	361
Tarime DC	26	-	88	500
Tarime TC	8	81	-	-
Rorya DC	26	-	87	508
<b>Total</b>	<b>178</b>	<b>242</b>	<b>458</b>	<b>2,502</b>

### 1.2.1 Regional Demographics and Socio-Economic Context

According to the 2022 Population and Housing Census, Mara Region is home to 2,372,015 people, with women making up a slight majority at 1,232,504 (51%), compared to 1,139,511 men (49%). The region is culturally rich, inhabited by several ethnic groups including the

Kurya, Luo, Jita, Zanaki, and Ikoma. Among these, the Kurya are the most dominant; their traditional customs continue to exert a powerful influence over local social norms, many of which significantly shape gender relations and attitudes toward violence.

Mara's economy relies on agriculture, livestock keeping, fishing, mining, and tourism, with the world-renowned Serengeti National Park attracting global visitors. However, despite these economic pillars, poverty remains widespread, particularly in rural communities. This persistent poverty increases the vulnerability of women and children, making them more susceptible to violence, exploitation, and neglect.

The region's education system includes 966 pre-primary and primary schools (880 government and 86 private) and 301 secondary schools (263 government and 38 private). Further education infrastructure comprises 3 teachers' colleges, 17 vocational training centers, 1 adult education institution, 1 community development college, and 2 universities. While these institutions reflect investment in human capital, access to quality education remains uneven across districts.

### **1.3 Situation Analysis: Current Realities**

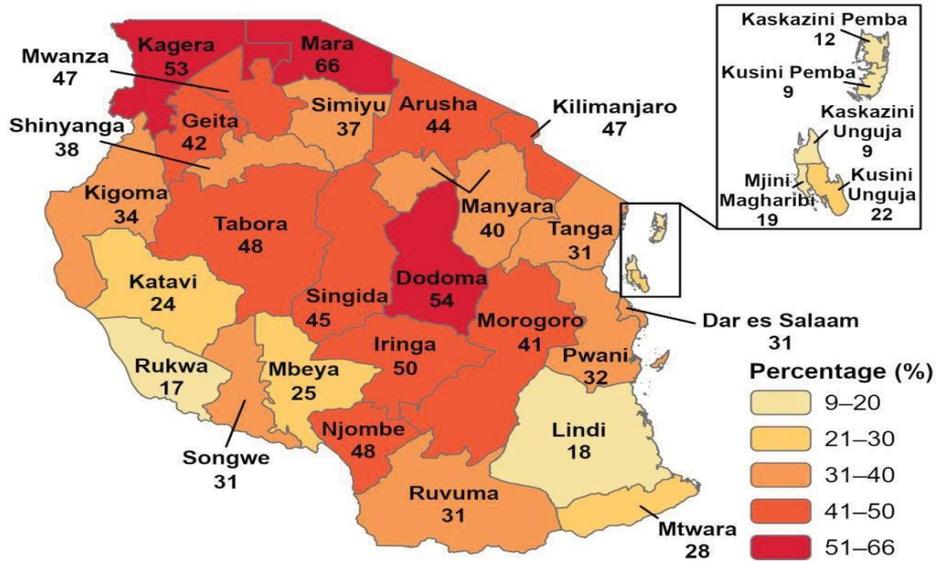
Mara Region continues to face some of the most pressing gender-based violence challenges in Tanzania. According to the Tanzania Demographic and Health Survey (TDHS 2022), 66 percent of ever married women aged 15 to 49 in Mara region have experienced intimate partner violence, making Mara one of the highest-risk regions in the country for women and girls within domestic environments.

The vulnerability begins early in life. 38 percent of women aged 20 to 24 were married before the age of 18, reflecting the persistence of child marriage, a harmful practice that severely undermines girls' health, education, and autonomy. Additionally, 28 percent of girls in the region have undergone Female Genital Mutilation (FGM), ranking Mara third nationwide for this practice.

Equally distressing is the rate of sexual violence; 20 percent of women have reported experiencing it, placing Mara alongside other high-incidence regions such as Kagera and Mwanza.

These statistics are not just numbers; they reflect real stories of suffering, silenced potential, and systemic injustice. The urgent need for sustained, context-specific interventions in Mara Region is undeniable and demands immediate action.

**Map 1: Intimate partner violence by region**

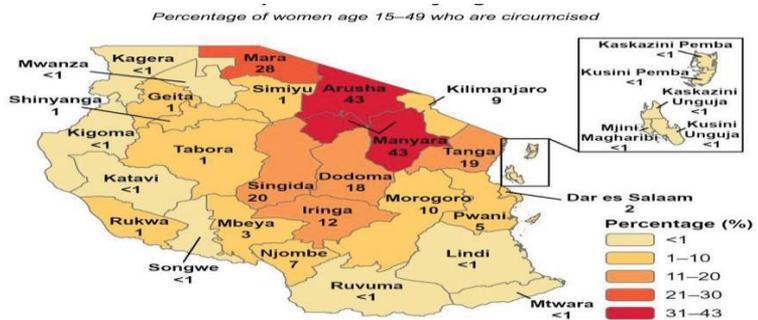


Mara Region records some of the highest rates of child marriage in Tanzania, with 55 percent of girls married before the age of 18 (Girls Not Brides, 2022). This deeply entrenched practice not only violates the rights of girls but also derails their education, health, and long-term opportunities. Moreover, Mara region ranks third in the country for adolescent pregnancy, with 44 percent of girls aged 15 to 19 having experienced pregnancy at least once (TDHS-MISS, 2024).

The SIG Country Report for Tanzania (OECD, 2022) reveals alarming scores of Gender-Based Violence in Mara region: Child Marriage at 27 percent, Violence Against Women at 59 percent and Female Genital Mutilation at 25 percent. These figures reflect a harsh reality where the lives and bodies of women and girls are too often controlled and commoditized.

Beyond these statistics lies a broader landscape of suffering. Other prevalent forms of Gender-Based Violence (GBV) in Mara include wife battering, forced pregnancy-related marriages, and systemic denial of fundamental rights. In many communities, Mara region in particular, women and girls are denied the right to choose their own husbands; marriages are arranged without their consent, often in exchange for bride price. Despite their critical roles in farming and cattle herding, women frequently have no legal or customary right to the fruits of their labor, leaving them economically dis-empowered and socially dependent.

**Map 2: Percentage of Prevalence of FGM by region.**



The persistence of oppressive social norms and cultural values has played a major role in accelerating the spread of HIV/AIDS among women. In an effort to escape the harrowing realities of forced marriages and female genital mutilation, many young girls seek refuge in fishing camps or mining areas. Upon arrival, they are often left without financial support or shelter; consequently, they resort to precarious survival strategies that expose them to heightened risks of HIV/AIDS infection.

Findings from research conducted in 2003 and 2007 reveals a deeply troubling trajectory where Mara region recorded the highest rate of new HIV infections in Tanzania. In 2003, the infection rate stood at 3.5 percent and by 2007, it had more than doubled, reaching 7.7 percent.

Compounding this situation is the rise in gender-based violence in Mara region which has drastically increased the number of most vulnerable children, particularly girls. It is estimated that over 10,049 vulnerable young girls in Serengeti District alone have been

unable to access secondary education. Among the gravest consequences of violence against children is the school dropout crisis. Regional statistics from 2017 indicate that 23 percent of pupils who enrolled in standard one failed to complete their schooling, a figure that reflects the broader systemic challenges faced by the region's youth.

**Table 1: Completion and retention rate of pupils in 2017 - 2023**

Council	Inrollment 2017			Pupils Attended to the National Examination 2023			Number of Pupils failed to Trans end STD VII			%
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total	
Musoma MC	3,307	3,289	6,596	2,776	2,891	5,667	531	398	929	14.1
Rorya DC	5,510	5,597	11,107	4,747	4,963	9,710	763	634	1,397	12.6
Tarime DC	7,508	7,721	15,229	4,478	5,516	10,054	3,030	2,205	5,175	34
Bunda DC	4,234	4,342	8,576	3,743	3,873	7,616	491	469	960	11.2
Tarime TC	2,562	2,621	5,183	1,925	2,205	4,130	637	596	1,053	20.3
Butiama DC	5,411	5,268	10,679	4,030	4,352	8,382	1,381	916	2,297	21.5
Musoma DC	4,691	4,862	9,553	3,704	3,957	7,661	1,617	905	2,522	26.4
Bunda TC	3,546	3,944	7,490	3,049	3,430	6,479	497	514	1,011	13.5
Serengeti	8,131	7,762	15,893	5,060	5,675	10,735	3,071	2,087	5,174	32.5
<b>TOTAL</b>	<b>44,900</b>	<b>45,406</b>	<b>90,306</b>	<b>33,512</b>	<b>36,862</b>	<b>70,434</b>	<b>12,018</b>	<b>8,724</b>	<b>20,518</b>	<b>23</b>

*Source: Regional Commissioner's Office, 2023*

#### **1.4 Social Norms and Values That Perpetuate Violence Against Women and Children**

Mara Region is deeply influenced by traditional gender-based norms and values that Compounding this situation is the rise in gender-based violence in Mara region which has drastically increased the number of most vulnerable children, particularly girls. It is estimated that over 10,049 vulnerable young girls in Serengeti District alone have been

and inheritance, widow cleansing, and same-sex unions between older and younger women. These unions are locally known as “**Nyumba Ntobhu**” and “**Nyumba Mboke**,” where an older woman marries a younger woman to bear children on her behalf.

FGM is practiced by several ethnic groups, including the Kurya, Isenye, Nata, Ngoreme, Ikoma, Zanaki, Ikizu, Kabwa, Simbiti, and Kiroba. The procedure is typically carried out on girls aged between 11 and 16, and occurs every two years. Among the Kurya, FGM marks the passage from girlhood to womanhood. It is viewed as a critical step toward earning respect within the community and becoming eligible for marriage. Girls who have undergone the procedure are quickly matched with partners. Those who do not are considered unfit for marriage and face intense social stigma. According to the Children’s Dignity Forum (2009), the ceremony is often accompanied by cultural dances and the distribution of gifts to those who undergo it.

This harmful practice is sustained by traditional beliefs, ignorance among policymakers and law enforcers, and peer pressure. Girls who refuse are mocked with the label “**Omusaghane**,” while uncircumcised boys are called “**Omurisya**.” FGM is wrongly believed to improve hygiene, reduce sexual desire, prevent promiscuity and ward off misfortune. These misconceptions continue to promote its acceptance, making it a key driver of child marriage in the region.

Other oppressive customs in Mara Region include “Nyumba Ntobhu, and “Nyumba Mboke”. These practices allow older women, especially those who die childless, to marry younger girls to bear children in their name. The younger wives are denied the right to choose who fathers their children, exposing them to sexual abuse and a heightened risk of HIV and other sexually transmitted infections. It is estimated that more than 2,740 such marriages occur annually in Serengeti and Tarime Districts alone. Over half of the most vulnerable children in these districts are believed to be born from such unions.

Among the Kurya, these marriages constitute between 10 and 15 percent of households. Similar to traditional marriages, they involve the payment of a bride price, which is offered by the older woman to the younger girl’s family, often in the form of cattle.

Widow cleansing is another harmful practice still prevalent in the region, particularly in Rorya District among the Ruo people. When a woman’s husband dies, she may be forced

to marry his brother to keep her children or undergo a cleansing ritual. This ritual requires the widow to have sexual relations with a relative of the deceased or a hired man to cleanse herself of his spirit. These acts violate the dignity, autonomy, and health of women and expose them to further trauma and disease.

Gender biased inheritance laws continue to disadvantage women in Mara Region. Although Tanzania's Village Land Acts of 1998 and 1999 grant equal rights to men and women to own land, customary laws often override these statutory provisions. As a result, only 5 percent of women in Mara own land, despite women making up more than 40 percent of the population. Even when women contribute financially to land purchases, the property is usually registered in the man's name. When a man dies, his relatives often seize land and other assets from widows and orphans. This inequitable system has impoverished many women and girls, pushing some into unsafe and exploitative conditions just to survive.

The Mara Regional Strategic Plan to End Violence Against Women and Children (MRSP VAWC) was established to address these issues. It seeks to challenge and transform the cultural attitudes and beliefs that underpin violence against women and children, with the aim of building a more equitable and just society

## **1.5 Efforts to Address Violence Against Women and Children**

The Government of Tanzania has enacted various laws and policies that align with international, regional, and national commitments to gender equality and child protection. The Constitution of the United Republic of Tanzania, adopted in 1977, affirms that all people are equal before the law and are entitled to protection without discrimination.

Important legislative efforts include the Law of the Child Act (2009), which consolidates all child-related legal provisions into a single document; the Sexual Offenses Special Provisions Act (1998), which criminalizes FGM for girls under the age of 18; and the Anti Trafficking in Persons Act (2008), amended in 2021 to impose stricter penalties on sex and labor trafficking.

The government has also implemented national strategies such as the National Plan of Action to End Violence Against Women and Children (2017 to 2022) and the National Anti-Trafficking in Persons Plan of Action (2021 to 2024). Funding for the Anti Trafficking

Secretariat and related programs has significantly increased, strengthening the country's capacity to implement these strategies and the NPA VAWC II (2025 -2029).

A landmark achievement occurred on 8 February 2025, when Mara Region hosted the International Day of Zero Tolerance for FGM in Tarime District. This event provided a powerful platform to amplify voices rejecting FGM and to demonstrate the country's commitment to protecting women and girls. During the event, national leaders, international partners, and local communities launched the Tarime One Stop Centre, a pioneering facility that offers comprehensive, survivor-centered support to victims of FGM and other forms of gender-based violence.

Previously, survivors faced immense obstacles in seeking help due to stigma, geographical distance, and lack of coordination among service providers. The Tarime One Stop Centre addresses these challenges by providing access to medical treatment, psychosocial counseling, legal aid, and referral services; all within one facility.

The center was launched by Honorable Minister Dorothy Gwajima, the Finish Ambassador to Tanzania, Her Excellency Theresa Zitting, and the United Nations Population Fund (UNFPA) Country Representative, Mr. Mark Shreiner. This initiative marks a critical step forward in the fight to protect the dignity, safety, and rights of women and children across Mara Region and beyond.



*Official launch of the Tarime DC One Stop Centre.*

The regional government, together with various stakeholders, has undertaken significant initiatives to combat the practice of Female Genital Mutilation (FGM). These efforts focus not only on educating girls to resist the practice but also on raising awareness among parents, guardians, traditional circumcisers known as Ngariba, community elders and the broader public about the importance of abandoning harmful customs such as FGM.

One of the most impactful programs in this regard is UNFPA's ***Chaguo Langu Haki Yangu (My Rights My Choice)***, which is actively implemented in Mara Region. This initiative has cultivated a dynamic and collaborative network of local partners, including community development officers, schools, adolescent girls, men and boys, traditional and religious leaders, women and children protection committees, organizations representing persons with disabilities, and local media. Together, they are working to increase awareness of the rights of women and girls, as well as to support survivors of violence and abuse.

These collective efforts are steadily transforming social norms and behaviors. They are also helping to build a supportive environment where survivors are informed about their legal and human rights and can confidently access high-quality support services without fear of further victimization. This shift is ensuring the effective use of critical resources such as the Tarime One Stop Centre, which offers integrated services including medical care, psychosocial support, legal aid, and referrals.

Additional regional strategies include integrating former Ngariba into government-supported financial loan schemes, establishing safe houses, and providing targeted capacity building for law enforcement personnel and frontline workers. In particular, ATFGM Masanga has established safe houses in Mara to provide sanctuary for girls fleeing FGM. Similar shelters have also been opened in Serengeti and Butiama through the efforts of Hope for Girls and Women in Tanzania, providing protection and support for at-risk girls and reinforcing the region's commitment to ending FGM and GBV in general.

**Table 2: Names of Organizations with Safe Houses and Children’s Home in Mara Region**

S/N	Council	Name of Safe House/Children’s Home
1	Tarime	ATFGM Masanga
		City of Hope
		Hope for Children
2	Serengeti	Hope for Girls and Women in Tanzania
3	Butiama	Hope for Girls and Women in Tanzania
4	Musoma Municipal	Jipe Moyo Centre
5	Musoma Municipal	St. Justine Disability Center

**Source:** *Regional Commissioner’s Office, 2025*

## 1.6 SWOT Analysis

The SWOT analysis provides information about strengths and weaknesses in the provision of services towards ending violence against women and children in Mara Region. It also provides the available opportunities that can help strengthen the service provision systems and address obstacles that hinder strategies and interventions to end violence against women in Mara as presented in table below;

Thematic Area	Strength	Weakness
<b>Household economic Strengthening</b>	<ul style="list-style-type: none"> <li>● Availability of Women, Youth and PWDs groups.</li> <li>● Availability of soft loan from LGA's own source revenue</li> <li>● Presence of Tanzania Social Action Fund (TASAF) program.</li> <li>● Availability of Stakeholders</li> <li>● Availability of Standard operational Guidelines</li> <li>● Existences of financial institutions and entrepreneurship such as SACCOS and VICOBA, Banks and microfinances.</li> <li>● Availability of Local NGOs that supports household economic empowerment</li> <li>● Availability of well-trained human resources on economic strengthening.</li> </ul>	<ul style="list-style-type: none"> <li>● Low rate of loan returns from Women , Youth and PWDs groups as scheduled</li> <li>● Delay of funds provided for poor households by TASAF.</li> <li>● Inadequate training to experts</li> <li>● Inconsistency budget flow from Central Government</li> <li>● Limited entrepreneur skills among women.</li> <li>● Political influence</li> <li>● Insufficient market information</li> <li>● Stiff conditions on loans by financial institutions.</li> <li>● Existence of patriarchal system on ownership of household economic activities</li> <li>● Climatic variation</li> </ul>
	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>● Availability of financial institutions</li> <li>● Presence of business/investment centres,</li> <li>● Demand of stakeholders</li> <li>● Need/widening of development fund</li> <li>● Cross border trading</li> </ul>	<p><b>Threat</b></p> <ul style="list-style-type: none"> <li>● Harmful Cultural Practices</li> <li>● Informal production</li> <li>● Loan defaulting</li> <li>● Mikopo yenye masharti magumu (hard Loans).</li> <li>● Dry climate in some parts of the</li> </ul>

	<ul style="list-style-type: none"> <li>● Good climatic condition</li> <li>● Availability of Lake Victoria</li> <li>● Availability of minerals</li> </ul>	region
	<b>Strength</b>	<b>Weakness</b>
<b>Social norms and values</b>	<ul style="list-style-type: none"> <li>● Presence of work force knowledgeable on norms and values.</li> <li>● Presences of social protection mechanisms.</li> <li>● Availability of Influential people and traditional leaders.</li> <li>● Availability of religious institutions.</li> <li>● Presence of laws, rules and regulations prohibiting norms and values which perpetuates VAWC</li> </ul>	<ul style="list-style-type: none"> <li>● Inadequate awareness of laws</li> <li>● Poor enforcement of the available laws, rules and regulations.</li> <li>● Conflict of laws</li> <li>● Inadequate financial resources (budget)</li> <li>● Persistence of traditional harmful practices /beliefs</li> <li>● Culture of silence on reporting GBV/VAWC</li> <li>● Community ignorance on the negative impacts of harmful norms and values.</li> </ul>
	<b>Opportunity</b>	<b>Threat</b>
	<ul style="list-style-type: none"> <li>● Existence of positive moral norms and values.</li> <li>● Security organs from the grass root up to regional/National level.</li> <li>● Presence of change agents.</li> <li>● Availability of traditional leaders</li> <li>● Availability of supporting stakeholders</li> <li>● Presence of GBV campaigns such as the 16 days of activism and international women's day.</li> </ul>	<ul style="list-style-type: none"> <li>● Existence of strong Patriarch systems</li> <li>● Bride price systems</li> <li>● Men based systems</li> <li>● Superstitious beliefs</li> <li>● Availability of people with strong cultural beliefs "Ngariba"</li> </ul>
	<b>Strength</b>	<b>Weakness</b>
<b>Safe environment</b>	<ul style="list-style-type: none"> <li>● Conducive institutional framework</li> <li>● Good political will</li> <li>● Availability of Social medias</li> <li>● Existence of local/community radio stations.</li> <li>● Presence of protection, guidelines</li> </ul>	<ul style="list-style-type: none"> <li>● Culture of silence around VAWC incidences in public and private spaces.</li> <li>● Inadequate implementation of national policies, laws and guidelines</li> <li>● Normalization of violence in public</li> </ul>

	<p>policies and by laws</p> <ul style="list-style-type: none"> <li>● Presence of social protection mechanisms.</li> <li>● Availability of IEC Materials</li> </ul>	<p>spaces</p> <ul style="list-style-type: none"> <li>● Lack of accountability in controlling media platforms e.g LATRA and BASATA</li> <li>● Absence of evidence based research findings to inform key actors about appropriate interventions.</li> </ul>
	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>● Existence of legal and policy framework that provides safe environment.</li> <li>● Government political will at national, regional and council level.</li> <li>● Existence of By-laws</li> <li>● Availability of development partners supporting public space interventions</li> <li>● Utilization of social media and social protection programs</li> </ul>	<p><b>Threat</b></p> <ul style="list-style-type: none"> <li>● Culture of silences</li> <li>● Lack of support services</li> <li>● Online harmful contents</li> <li>● Lack of government owned safe house.</li> </ul>
	<p><b>Strength</b></p>	<p><b>Weakness</b></p>
<p><b>Parenting, family support and relationship</b></p>	<ul style="list-style-type: none"> <li>● Availability of national parenting education manual.</li> <li>● Availability of TOTs on parenting skills</li> <li>● Availability of guidelines on ECD</li> <li>● Regional commitment to support parenting initiatives.</li> <li>● Availability of Day care centers</li> <li>● Presence of national parenting programs</li> <li>● Presences of policies, laws, regulations and guidelines supporting parenting interventions</li> <li>● Presence of religious institutions</li> </ul>	<ul style="list-style-type: none"> <li>● Inadequate funds</li> <li>● Low level of community awareness on ECD programs</li> <li>● Few numbers of Community Day care centre</li> <li>● Poor parental control in digital spaces</li> <li>● Inaduaquate gender transformative parenting interventions</li> <li>● Poor parenting practice among parents and caregivers</li> </ul>

	<b>Opportunity</b> <ul style="list-style-type: none"> <li>● Existence of parents groups</li> <li>● Existence of stakeholders</li> <li>● Existence of economic empowerment programs</li> <li>● The demand for provision of ECD skills</li> <li>● Existence of resources such as land for establishment of community day care centers</li> </ul>	<b>Threat</b> <ul style="list-style-type: none"> <li>● Harmful culture practices, social norms and values</li> <li>● Boys preference for education access as compared to girls</li> <li>● Family break up and divorce</li> <li>● Household poverty</li> </ul>
	<b>Strength</b>	<b>Weakness</b>
<b>Implementation and enforcement of laws</b>	<ul style="list-style-type: none"> <li>● Presence of magistrates, national prosecutions services and solicitor general services across the region</li> <li>● Availability national laws, by laws and guidelines</li> <li>● Presences of skilled and knowledgeable personnel</li> </ul>	<ul style="list-style-type: none"> <li>● Presence of law enforcers with inadequate training on handling GBV cases.</li> <li>● Prolonged court procedures and police investigations.</li> <li>● Remoteness of courts</li> <li>● Lack of juvenile courts</li> <li>● High level of community dynamics and movement.</li> </ul>
	<b>Opportunity</b> <ul style="list-style-type: none"> <li>● Availability of law enforcement bodies</li> <li>● Availability of paralegal services</li> <li>● Presence of legal aid campaign</li> </ul>	<b>Threat</b> <ul style="list-style-type: none"> <li>● Corruption</li> <li>● Directives and orders</li> <li>● Social norms and beliefs that hinder victims and witness of VAWC to report</li> </ul>
	<b>Strength</b>	<b>Weakness</b>
<b>Response and support service</b>	<ul style="list-style-type: none"> <li>● Presence of social support and protection services such as police gender and children desks, one stop centre, children's home, safe houses, VAWC committees</li> <li>● Availability of training tools, laws and guidelines.</li> <li>● Existence of systems and structures that address VAWC</li> </ul>	<ul style="list-style-type: none"> <li>● Lack of confidentiality</li> <li>● Incompetence of GBV / VAC service provision among service providers and front line workers</li> <li>● Inadequate training for the service providers</li> <li>● Inadequate community awareness</li> <li>● Inadequate of safe houses and children's home</li> </ul>

	<ul style="list-style-type: none"> <li>● Availability of children councils</li> </ul>	<ul style="list-style-type: none"> <li>● Inadequate one stop centers</li> <li>● Shortage of skilled personnel, working tools and facilities.</li> <li>● Shortage of skilled personnel on mental health and sign language</li> <li>● Inadequate knowledge to reconciliation councils members</li> <li>● Inadequate funds</li> <li>● Inadequate community awareness on availability of response and support services</li> </ul>
	<b>Opportunity</b>	<b>Threat</b>
	<ul style="list-style-type: none"> <li>● Government commitment to combat GBV</li> <li>● Existence of VAWC Committees</li> <li>● Presence of Community Health Workers</li> <li>● Presence of fit person/families</li> <li>● Availability of IEC materials</li> <li>● Presence of infrastructure for provision of response and support service to GBV survivors</li> </ul>	<ul style="list-style-type: none"> <li>● Low level of community collaboration.</li> <li>● Community resistance</li> <li>● Poor medication of GBV survivors</li> </ul>
	<b>Strength</b>	<b>Weakness</b>
<b>Safe schools and life skills</b>	<ul style="list-style-type: none"> <li>● Availability of guidance and counselling teachers.</li> <li>● Existence of school clubs on VAC.</li> <li>● Existence of child protection desks at schools.</li> <li>● Presence of school infrastructures</li> <li>● Availability of laws, policies, and guidelines</li> <li>● Free education at Pre-Primary, Primary and secondary level</li> </ul>	<ul style="list-style-type: none"> <li>● Inadequate enforcement of laws and policies</li> <li>● Lack of adequate life skills training</li> <li>● Inadequate funds</li> <li>● Inadequate teachers with knowledge on child protection and SRHR</li> <li>● School dropouts</li> <li>● Long walking distance to schools</li> </ul>
	<b>Opportunity</b>	<b>Threat</b>

	<ul style="list-style-type: none"> <li>● Existence of school 'baraza' councils</li> <li>● Existence of Parents-Teachers Association (PTA)</li> <li>● Availability of trained teachers on life skills</li> <li>● Availability of development partners</li> <li>● Government commitment to support schools and create a safe environment in schools.</li> <li>● Availability of Satellite schools (shule shikizi)</li> <li>● Availability of IEC materials</li> </ul>	<ul style="list-style-type: none"> <li>● Harmful cultural practices that prohibit execution of appropriate life skills practices</li> <li>● Digital violence</li> <li>● Boys preference to access education.</li> </ul>
	<b>Strength</b>	<b>Weakness</b>
<b>Coordination Monitoring and Evaluation</b>	<ul style="list-style-type: none"> <li>● Availability of government expertise</li> <li>● Availability of VAWC committee coordinators</li> <li>● Presence of NPA-VAWC and RSP VAWC guidelines.</li> <li>● Availability of laws, policies and guidelines</li> <li>● Available M &amp; E plan.</li> <li>● Available working and reporting tools</li> <li>● Presence of development partners</li> <li>● Availability workforce for coordination</li> </ul>	<ul style="list-style-type: none"> <li>● Inadequate systems for data collection and reporting mechanisms</li> <li>● Lack of integrated information management system on VAWC</li> <li>● Inadequate of working tools and facilities.</li> </ul>
	<b>Opportunity</b>	<b>Threat</b>
	<ul style="list-style-type: none"> <li>● Availability of development partners</li> <li>● Good government will and support</li> <li>● Availability of Religious leaders</li> <li>● Government commitment</li> </ul>	<ul style="list-style-type: none"> <li>● Inadequate funds</li> <li>● Lack of integrated information management system on VAWC</li> </ul>

### 1.8 Justification for Developing Mara Strategic Plan

Development of the Mara Regional Strategic Plan to End Violence Against Women and Children (MRSP VAWC) is both timely and essential, grounded in several compelling justifications:

## **I. Advancing national priorities**

Mara is firmly committed to fulfilling the objectives outlined in the second phase of the National Plan of Action to End Violence Against Women and Children (NPA VAWC II). The region seeks to align its strategies with national goals to prevent and respond effectively to all forms of violence.

## **II. Eradicating persistent violence**

Although progress has been made, Mara continues to grapple with deeply entrenched challenges in combating violence against women and children. The high prevalence of such violence highlights the urgent need for sustained and strategic interventions.

## **III. Confronting the social and economic burden**

Violence against women and children imposes severe social and economic consequences. These include the strain on healthcare systems, reduced economic productivity, and lasting psychological and physical trauma for survivors. Addressing violence is not only a matter of justice and human dignity but also a critical factor in promoting regional development and economic stability.

## **IV. Localizing national action through MRSP VAWC**

The plan serves as a localized framework for the implementation of NPA VAWC II. It concentrates on two key pillars:

- **Prevention:** Tackling the root causes and social drivers of violence to halt its emergence.
- **Response:** Ensuring accessible, survivor-centered services and support systems for those affected by violence.

## **V. Building on progress and reinforcing commitment**

The MRSP VAWC builds upon the successes and lessons learned from previous initiatives. It aims to accelerate momentum, strengthen coordination among stakeholders, and foster an inclusive environment where every individual; regardless of gender, age, or background can live a life free from violence and its far-reaching consequences.

## **CHAPTER TWO: VISION, MISSION, OBJECTIVES AND STRATEGIES**

### **2.1 Vision**

All Women and Children in Mara Region live free from violence and enjoy their rights in safe communities.

### **2.2 Mission**

Prevent and respond to all forms of violence against women and children through adequately resourced, evidence-based, and comprehensive interventions that are well coordinated across the region.

### **2.3 Objectives**

#### **2.3.1 Main Objective**

Eliminating all forms of violence against Women and Children in Mara region by 2030.

#### **2.3.2 Specific Objectives**

- i. To implement comprehensive community and school-based awareness campaigns across all nine Local Government Authorities, leading to a measurable increase in public understanding of laws related to violence against women and children within five years.
- ii. To increase the number of women and children who access and utilize available support services for violence-related cases within five years by 50 percent.
- iii. To improve the effectiveness of the justice system by increasing the rates of investigation, prosecution, and conviction of violence-related cases by 50 percent within five years.
- iv. To establish and operationalize male engagement programs in all nine Local Government Authorities, resulting in demonstrable positive changes in gender-related attitudes and behaviors within five years.

## **2.4 MRSP -VAWC Target Indicators:**

- i. Eliminate violence against women by 50% in 2029/30
- ii. Eliminate violence against children by 50% in 2029/30

## **2.5 MRSP -VAWC Operational Targets:**

The operational targets which are wanted to be achieved in all eight thematic areas are as follows:-

### **2.5.1 Poverty-Related Violence Against Women (VAW) Targets**

- i. Reduce the household basic needs poverty rate from 26.4 percent to 15 percent and household food poverty from 8 percent to 2 percent.
- ii. Increase the proportion of women who own land from 26 percent to 50 percent.

### **2.5.2 Norms and Values Related to Violence Against Women and Children (VAWC) Targets**

- i. Reduce the prevalence of physical violence against women from 66 percent to 33 percent.
- ii. Decrease the incidence of sexual violence against women from 20 percent to 10 percent.
- iii. Lowering the prevalence of Female Genital Mutilation (FGM) from 28 percent to 14 percent.

### **2.5.3 Safe Environments in Public Spaces**

- i. Reduce the percentage of women who report feeling unsafe in public spaces from 49 percent to 25 percent.
- ii. Establish gender desks in all schools, colleges, universities, and marketplaces to provide support and reporting mechanisms.

#### **2.5.4 Media, Communication, and Information Technology**

- i. Launch dedicated programs on violence against women and children through all local media channels.
- ii. Design and distribute informative billboards in schools and public spaces to raise awareness.
- iii. Introduce educational cinema screenings in schools and public venues to address VAWC themes.
- iv. Provide training on the appropriate and responsible use of communication devices to promote safety and digital literacy.

#### **2.5.5 Parenting, Family Support and Relationships related Operational Targets**

- i. Creating and equipping positive parenting groups in all 9 LGAs
  - ii. Monitoring and supervise Community Day Care Centers
  - iii. Increase family support in school feeding program in all schools.
  - iv. Equip parents with positive, non -violent parenting techniques and knowledge of child development.
  - v. Foster healthily family relationships through programs that promote communication and peaceful conflict resolution.
  - vi Enhance family financial security through soft loans scheme
- #### **2.5.6 Implementation and Enforcement of Laws Related VAWC Operational Targets**

- i. Increase VAWC cases convicted
- ii. Reduce the length of VAWC cases in judicial proceedings

#### **2.5.7 Response and Support Services Related VAWC Operational Targets**

- i. Introduce One Stop Centers delivery of services in each LGA
- ii. Introduce Safe houses in each LGA
- iii. Establish and coordinate Gender Desks in all schools, colleges and universities.

### 2.5.8 Safe Schools and Life Skills-Related Operational Targets

- i. Reduce pupil's/student's dropout cases by half from 23 percent and 15 percent in primary and secondary schools.
- ii. Enhance life skills and self-reliance education in schools.
- iii. Roll out Child Protection Desks in all primary and secondary schools.

### 2.5.9 Coordination, Monitoring and Evaluation Operational Targets

- i. Roll out the formulation of the Woman and Children Protection Committee from 88% to 100%.
- ii. Increase budget allocation for VAWC interventions at Regional and LGAs levels.

## 2.6 MRSP VAWC Guiding Strategy

The Mara Regional Strategic Plan to End Violence Against Women and Children (MRSP VAWC) adopts a systematic and holistic approach to protecting women and children. Rooted in evidence and driven by best practices, the plan emphasizes both prevention and response strategies that are tailored to the region's unique context.

The MRSP VAWC builds on the accomplishments and lessons learned from the National Plan of Action to End Violence Against Women and Children (NPA VAWC) 2017/18–2021/22. It integrates the globally recognized **INSPIRE** framework, which outlines seven proven strategies for reducing violence:

- Implementation and enforcement of laws
- Shifting harmful norms and values
- Creating safe environments
- Parenting, family support, and relationship-building
- Economic strengthening and income support
- Access to quality response and support services

- Education and life skills development

In addition to the INSPIRE model, the MRSP VAWC expands its focus through **eight strategic thematic areas**, ensuring coordination, monitoring, and evaluation mechanisms are in place to support successful implementation across all focus areas.

### **2.6.1 Targeted Strategies to End Violence Against Women and Children in Mara**

The development of the MRSP VAWC reflects a deep commitment to designing targeted, context-specific strategies that directly address gender-based violence in the Mara region. These strategies are the culmination of extensive consultations, informed by past interventions that showed measurable, though modest, reductions in violence.

Endorsed by stakeholders and approved by regional leadership and governance structures, these strategies are expected to cut the prevalence of violence against women and children by half over the next five years. Each of the eight thematic areas has defined strategies designed to address root causes, strengthen prevention systems, and expand access to support services. These specific strategies in all eight thematic areas are as follows;

MRSP-VAWC Thematic Area		Strategies
Household Economic Strengthening		Empowering youth, women and people with disabilities in the pursuit of socio-economic opportunities
		Forming economic groups of FGM practitioners, GBV survivors and linking them with soft loans schemes provided by financial institutions, microfinance and LGAs
		Promoting practical life skills training in schools and colleges
Norms and Values		Organizing sports competitions geared toward changing unwanted norms and values.
		Conducting cinema shows to demonstrate unwanted norms and values in schools, colleges and public places.
		Changing mindset of traditional and religious leaders on the existing unwanted norms and values.
Safe Environment		Enhancing institutional accountability to prevent VAWC in public spaces
		Establishing safe houses in each District
		Promoting creation of hostels for girls in secondary schools.
Parenting Family Support and Relationship		Imparting knowledge and skills on positive parenting and ECD to parents and care givers
		Inducing Male engagement in positive parenting and ECD
		Building capacity of VAWC actors on positive parenting interventions.
Law Enforcement System Strengthening		Capacity building to law enforcers workforce to respond timely and efficiently to VAWC
		Awareness creation to community leaders, traditional and religious leaders on VAWC existing laws
		Publishing judgments of VAWC cases to the community for feedback
Enhance support service and quick response to VAWC		Resources, tools and infrastructure to respond and support VAWC services
		Capacity building on response to VAWC cases
Safe Schools and Life skills		Improving provision of school meals in all schools
		Introduction of life skills/entrepreneurial projects in all schools
		Strengthen systems of reporting VAWC in schools
Coordination, monitoring and evaluation in ending VAWC at all level		Enhance coordination of VAWC
		Strengthen the M&E system for VAWC

## 2.7 Guiding Principles for Effective Implementation of the MRSP -VAWC

The successful implementation of the MRSP VAWC will be guided by nine foundational principles designed to enhance both efficiency and effectiveness. These principles serve as essential directives for all implementing partners, helping to set priorities and shape actionable plans that draw on proven strategies to deliver meaningful, lasting impact.

### 1. **Universal Coverage and Equity (Leave No One Behind)**

Essential social services must be accessible to everyone, free from discrimination based on sex, gender, disability, age, socioeconomic status, sexual orientation, race, or ethnicity. Deliberate and sustained efforts must be made to expand access, especially for marginalized and excluded populations, with particular attention to those living in rural areas.

### 2. **Rights-Based Approach:**

All policies, laws, programs, and services aimed at preventing and responding to violence against women and children must reflect an unwavering commitment to human rights. These rights are rooted in international and regional treaties, as well as Tanzania's Constitution and national laws.

### 3. **Victim and Survivor Centered Approach:**

MRSP is at the heart of the well-being of women and girls. Their rights, needs and preferences will shape the delivery of all response and support services. This requires careful consideration of their unique risks, vulnerabilities and circumstances. Services must prioritize safety, respect, and dignity, always following a do no harm principle.

### 4. **Gender Transformative Approach:**

This approach seeks to eliminate gender discrimination by confronting and reshaping the harmful socio-cultural norms that fuel violence and inequality. It empowers women and girls while also addressing and transforming notions of masculinity that promote dominance, control, and aggression.

5. **Community Engagement:**

The voices and active participation of community members, including survivors of violence are vital. Their involvement in advocacy, policymaking, planning service delivery, monitoring, research and evaluation will ensure that the MRSP is both relevant and effective.

6. **Women and Children Participation:**

Informed, active and meaningful engagement of women and children will guide every step of implementation. Their participation is not only foundational but central to building inclusive and impactful solutions.

7. **Evidence Based Practices:**

All programs, policies and services will be informed by reliable evidence and best practices. They will be adapted to fit the specific cultural and social contexts in which they are implemented, ensuring relevance and effectiveness.

8. **Multi-Sectoral Collaboration**

Preventing and responding to violence requires a coordinated effort across multiple sectors. Strong partnerships will be fostered among health, education, security, judiciary, prison, community development, social welfare, civil society organizations, private sector, development partners, and other key actors.

9. **Resource Mobilization from Diverse Sources:**

To realize the goals of the MRSP, the region will mobilize both human and financial resources from a wide array of contributors. These include the Regional Secretariat, local government authorities, religious institutions, civil society, the private sector, development partners and other relevant stakeholders.

## INSPIRE Framework

No	ISSUE IDENTIFIED FROM SWORT ANALYSIS OF MRSP - WAVC	INSPIRE STRATEGIES	THEMATIC AREAS	KEY INTERVATIONS
1	<ul style="list-style-type: none"> <li>▪ Low rate of loan returns from Women, Youth and PWDs groups as scheduled</li> <li>▪ Delay of funds provided for poor households by TASAF.</li> <li>▪ Inadequate training to experts</li> <li>▪ Inconsistency budget flow from Central Government</li> <li>▪ Limited entrepreneur skills among women.</li> <li>▪ Political influence</li> <li>▪ Insufficient market information</li> <li>▪ Stiff conditions on loans by financial institutions.</li> <li>▪ Existence of patriarchal system on ownership of household economic activities</li> <li>▪ Climatic variation Patriarchy system that owns social and economic power and wealth (such as land, livestock and leadership).</li> </ul>	<p>Strengthening the households by empowering men, women, girls and boys in the pursuit of social economic opportunities</p>	<p>Household economic strengthening</p>	<ul style="list-style-type: none"> <li>• Link between VAWC survivors with economic opportunities</li> <li>• Provide vocational training and micro-grants to women entrepreneurs to establish or expand income-generating activities.</li> <li>• Facilitate access to financial services, including savings and loan programs, tailored to the needs of rural households. Promote sustainable agricultural practices and market linkages to increase crop yields and income for farming families.</li> <li>• Establish community-based</li> </ul>

				<p>savings and credit groups to build financial resilience and support small business development.</p> <ul style="list-style-type: none"> <li>• Develop and implement programs that empower women through financial literacy and business management training.</li> </ul>
2	<ul style="list-style-type: none"> <li>▪ Inadequate awareness of laws</li> <li>▪ Poor enforcement the available laws</li> <li>▪ Conflict of laws</li> <li>▪ Inadequate financial resources (budget)</li> <li>▪ Traditional harmful practices /beliefs</li> <li>▪ Culture of silence on reporting GBV/VAWC</li> <li>▪ Community ignorance on the practice of harmful norms and values.</li> </ul>	Strengthening norms and values that empower women and support nonviolent, nurturing and gender equitable relationships	Norms and values	<ul style="list-style-type: none"> <li>• Presence of harmful traditional practices</li> <li>• Address gender inequality in the community</li> </ul>
3	<ul style="list-style-type: none"> <li>▪ Culture of being silence around VAWC incidences in public and private spaces.</li> <li>▪ Inadequate implementation of national policies, laws</li> </ul>	Creating and sustaining safe and accessible spaces for women and children throughout communities	Safe environments in public and Digital Space	<ul style="list-style-type: none"> <li>• Enhancing safety for women and children in public areas</li> <li>• Addressing digital violence facilitated by technology</li> </ul>

	<ul style="list-style-type: none"> <li>and guidelines</li> <li>▪ Normalization of violence in public spaces</li> <li>▪ Lack of accountability in controlling media platforms e.g LATRA, BASATA</li> <li>▪ Absence of evidence-based research findings that can inform key actors about appropriate interventions.</li> </ul>			<ul style="list-style-type: none"> <li>• Provision of IEC materials</li> </ul>
4	<ul style="list-style-type: none"> <li>▪ Inadequate funds</li> <li>▪ Low level of community awareness on ECD programs</li> <li>▪ Few numbers of Community Day care centre</li> <li>▪ Poor parental control in digital spaces</li> <li>▪ Inadequate gender transformative parenting interventions</li> <li>▪ Poor parenting practice among parents and caregivers</li> </ul>	Promoting positive and equitable relationships between men and women, and between children and those who care for them	Parenting, family support and relationship building	<ul style="list-style-type: none"> <li>● Awareness raising on positive parenting skills</li> <li>● Low Male participation on parenting</li> <li>● Inadequate of community day care centres</li> <li>● Inadequate number of parenting groups established</li> </ul>
5	<ul style="list-style-type: none"> <li>▪ Inadequate training on law enforcers</li> <li>▪ Poor knowledge on law issues</li> <li>▪ Prolonged procedure for attainment of rights of the VAWC survivors</li> <li>▪ Remoteness of courts</li> <li>▪ Lack of juvenile courts</li> </ul>	A Tanzanian society that endorses and supports the changes in laws that are proposed and implemented to protect and respond to violence against women and children	Implementation and enforcement of laws	<ul style="list-style-type: none"> <li>● Strengthening witness protection by creating safe environment for their safety for such as safe houses, Police gender and children desk,</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Community negligence on existence laws.</li> <li>▪ High level of community dynamics and movement.</li> </ul>			juvenile courts and integrated electronic information management system.
6	<ul style="list-style-type: none"> <li>▪ Lack of confidentiality</li> <li>▪ Incompetence of GBV / VAC service provision among service providers and front-line workers</li> <li>▪ Inadequate training for the service providers</li> <li>▪ Inadequate community awareness</li> <li>▪ Inadequate of safe houses and children's home</li> <li>▪ Inadequate one stop centers</li> <li>▪ Shortage of skilled personnel, working tools and facilities.</li> <li>▪ Shortage of skilled personnel on mental health health and sign language</li> <li>▪ Inadequate knowledge to Reconciliation councils' members</li> <li>▪ Inadequate funds</li> <li>▪ Inadequate community awareness on availability of response and support services</li> </ul>	A comprehensive and integrated protection system delivering coordinated, quality and timely support to women and children affected by violence.	Response and support services	<ul style="list-style-type: none"> <li>• Strengthening institutional arrangement by providing favourable infrastructure, transport facilities and working tools.</li> <li>• Inadequate number of One stop centres</li> <li>• Increasing number of trained fit person and fit families</li> <li>• Lack of Approved school and safe house</li> </ul>
7	<ul style="list-style-type: none"> <li>▪ Inadequate enforcement of laws and policies</li> </ul>	Eliminate all forms of violence in formal and	Safe education/lea	<ul style="list-style-type: none"> <li>• Roll out life skills education to primary</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Lack of adequate life skills training</li> <li>▪ Inadequate funds</li> <li>▪ Inadequate teachers with knowledge on child protection and SRHR</li> <li>▪ School droupouts</li> <li>▪ Long walking distance to schools,</li> </ul>	<p>non-formal educational settings to allow all children and young people (including children with disabilities) to realize their full potential</p>	<p>ring environments and life skills</p>	<p>and secondary schools, higher learning institutions and vocational centers.</p> <ul style="list-style-type: none"> <li>• To reduce teen pregnancy and dropout rate due to teen pregnancy and early marriage</li> <li>• Advocate on food programs and hygiene in all schools</li> <li>• Provision of IEC materials in primary and secondary schools, higher learning institutions and vocational centers.</li> </ul>
8	<ul style="list-style-type: none"> <li>▪ Inadequate systems for data collection and reporting mechanisms</li> <li>▪ Lack of integrated information management system on VAWC</li> <li>▪ Inadequate of working tools and facilities.</li> </ul>	<p>-A national, comprehensive, integrated, effective and efficient coordination mechanism exists and informs decision-making on VAWC prevention and response interventions; decision-making on VAWC prevention and response interventions -Informed by expert analysis of high-quality data</p>	<p>Coordination, monitoring, evaluation and learning</p>	<ul style="list-style-type: none"> <li>• Strengthening coordination, monitoring and evaluation system in the region</li> </ul>

## CHAPTER THREE: INSTITUTIONAL AND CO-ORDINATION STRUCTURE

### 3.1 Introduction

To effectively implement the MRSP-VAWC and protect women and children from violence, stakeholders need to collaborate closely, coordinate interventions, programs and services and ensure alignment with government systems and procedures. The plan's success hinges on solid inter-agency collaboration, clarity of roles and responsibilities, budgetary support and the generation of timely and accurate data.

### 3.2 Coordination Structure of MRSP - VAWC

The coordination at local levels is critical to effectively implementing MRSP-VAWC. The coordination will involve The President's Office-Regional Administration and Local Government (PO-RALG), The Regional Women and Children Protection Committee, The Council Women and Children Protection Committee, Ward Women and Children Protection Committee, Village/Mtaa Women and Children Protection Committee and Regional and District Secretariat.

### 3.3. Duties and responsibilities of Stakeholders

#### 3.3.1 Regional Administration and Local Government (PO-RALG)

The PO-RALG will coordinate all issues related to NPA-VAWC at the Regional, Council, Ward, and Village/Mtaa levels. PO-RALG will perform the following roles:

- i. Ensure that MRSP-VAWC interventions are incorporated in Regional and Local Government Plans and Budgets;
- ii. Ensure that the MRSP-VAWC agenda is incorporated and discussed in RCC, DCC, WDC, and VDC;
- iii. Strengthen the reporting and communication mechanism at the local level;
- iv. Submit consolidated reports of LGAs on MRSP-VAWC implementation to the Ministry responsible for gender issues;

- v. Ensure integration of the MRSP -VAWC interventions into LGAs and implementing partners' plans and budget;
- vi. Liaise with development partners and other stakeholders on resource mobilization and utilization;
- vii. Convene stakeholders' council forum at least once a year to provide feedback on MRSP-VAWC implementation;
- viii. Attend MRSP-VAWC annual consultative meetings;
- ix. Coordinate stakeholders in implementing interventions/activities to prevent and respond to gender-based violence within the local government areas (LGAs);
- x. Provide technical backstopping to Regions and LGAs on implementing MRSP-VAWC and
- xi. Conduct joint supportive supervision, monitoring, evaluation and learning visits at the LGA level.

### 3.3.2 The Regional Women and Children Protection Committee

The Regional Women and Children Protection Committee will coordinate VAWC interventions from Village/Mtaa to regional level. The Regional Women and Children Protection Committees will be Co-chaired by the Regional Administrative Secretary (RAS) and a Representative from a Non-State Actor. The regional NPA-VAWC/MRSP-VAWC Coordinator (RCDO/RSWO) and a selected representative from None State Actor will be the secretary. The chairperson (RAS) will table the VAWC agenda at the Regional Consultative Committee (RCC) and the Chairperson of RCC may invite any members to the meetings depending on his/her priority matters committee.

**Composition:** The Regional Women and Children Protection Committee will include:

- i) Regional Community Development Officer;
- ii) Regional Social Welfare Officer;
- iii) Regional Police Gender desks Coordinator;
- iv) Assistant Administrative Secretary (Health Social Welfare and Nutrition);
- v) Assistant Administrative Secretary (Planning and coordination);
- vi) Assistant Administrative Secretary (Local Government);

- vii) Assistant Administrative Secretary (Economy);
- viii) Assistant Administrative Secretary Education and Vocational Training;
- ix) Assistant Administrative Secretary Investment, Industries and Business);
- x) Regional Legal Officer;
- xi) Regional Immigration Officer, the Regional Prison Officer;
- xii) Regional Labour Officer;
- xiii) Resident Magistrate-In-Charge;
- xiv) Representatives from Organizations of Persons with Disabilities;
- xv) Representatives (two) from the Junior Council;
- xvi) Representatives (two) from Youth Organizations, FBOs;
- xvii) Representatives from Women Groups;
- xviii) Representative from Faith Based Organization; and
- xix) Representative from the Private Sector

**Roles and Responsibilities of the Regional Women and Children Protection Committee:**

- i) Monitor and evaluate implementation of NPA-VAWC/MRSP-VAWC ensuring that activities are on track in all Councils within the region; MRSP-VAWC
- ii) Ensuring that all Council plans and budgets incorporate NPA-VAWC II/MRSP-VAWC interventions;
- iii) Provide technical backstopping and support to Local Government Authorities (LGAs) within the region to facilitate the effective implementation of NPA-VAWC/MRSP-VAWC
- iv) Consolidate regional progress reports related to NPA-VAWC II/MRSP-VAWC and submit them to the Ministry Responsible for Regional Administration and Local Government for further consolidation at the national level; and
- v) Convene regional stakeholders' biannual meetings to gather feedback, share information and collaborate on addressing violence against women and children.

### 3.3.3 The Council Women and Children Protection Committee

The Council Women and Children Protection Committee will coordinate all NPA-VAWC interventions at the council.

**Leadership:** The Council Women and Children Protection Committees will be Co-chaired by the Council Director and a Representative from the Non-State Actors. The Council NPA VAWC Coordinator (DCDO/DSWO) and a selected representative from the Non-State Actor will be the secretary.

The chairperson (Council Director) will table the NPA VAWC II agenda at the Council Consultative committee (DCC), and depending on his/her priority matters committee, the DCC chairperson may invite any members to the meetings.

**Composition:** The Council Women and Children Protection Committee will include:

- i) Council Community Development Officer;
- ii) Council Social Welfare Officer;
- iii) Council Planning Officer;
- iv) Statistics and Monitoring Officer;
- v) Council Education Officer (Primary and Secondary);
- vi) Finance and Trade Officer;
- vii) Council Medical Officer;
- viii) Council Nutritional Officer;
- ix) Council Police Gender and Children Desk Coordinator;
- x) Council Resident Magistrate;
- xi) Council Prison Officer;
- xii) Council Legal Officer;
- xiii) Representatives from Organisations of Persons with Disabilities;
- xiv) Representatives (two) from the Junior Council;
- xv) Representatives (two) from Youth Organisations;
- xvi) Representatives from Women Groups;
- xvii) Representative from Faith Based Organization; and
- xviii) Representative from Private Sector.

### **Roles and Responsibilities of the Council Women and Children Protection Committee:**

- i) Monitor and evaluate the implementation of NPA-VAWC II in all Wards and Villages/Mtaa;
- ii) Ensure budget allocations to coordinate and implement NPA -VAWC II interventions;
- iii) Provide timely reports on NPA – VAWC progress to the Regional Secretariat (RS);
- iv) Support the development of a well-trained NPA-VAWC II workforce across the council;
- v) Support and monitor the development and implementation of NPA -VAWC II annual plans at council levels;
- vi) Keep records of VAWC-related initiatives, incidences, and actions taken;
- vii) Raise the NPA -VAWC II profile with LGA leadership and other key stakeholders through targeted advocacy and regular reporting;
- viii) Facilitate effective collaboration between all partners responsible for NPA - VAWC II implementation;
- ix) Facilitate joint supervision of the implementation of NPA-VAWC; and
- x) Convene Council Women and Children Protection Committee meetings to discuss progress, challenges and lessons learned from implementing partners reports and provide guidance on improving implementation of the NPA-VAWC II.

#### **3.3.4 Ward Women and Children Protection Committee**

The Ward Women and Children Protection Committee will coordinate all NPA-VAWC interventions at the ward.

**Leadership:** The Ward Women and Children Protection Committees will be co-chaired by the Ward Executive Officer (WEO) and a Representative from the Non-State Actors. The ward NPA VAWC Coordinator (CDO/SWO) and a selected representative from the Non-State Actor will be the secretary.

The chairperson (WEO) will table the VAWC Agenda at the Ward Development Committee (WDC), and the WDC chairperson may invite any members to the meetings depending on his/her priority matters committee.

**Composition:** The Ward Women and Children Protection Committee will include:

- i) Ward Executive Officer;
- ii) Community Development Officer;
- iii) Social Welfare Officer;
- iv) Ward Education Coordinator;
- v) Clinical Officer;
- vi) Police Gender and Children Desk representative;
- vii) Magistrates;
- viii) Counselling and Guidance Teachers;
- ix) Representatives (two) from the Junior Council;
- x) Representatives of CSOs, FBOs;
- xi) Religious leaders and influentials;
- xii) Two women's representatives from economic groups; and
- xiii) Representative from private sector.

#### **Responsibilities of the Ward Women and Children Protection Committee:**

- i) Monitor and evaluate NPA -VAWC II implementation in all Villages/Mtaa levels;
- ii) Identify, compile, and update a list of CSOs, FBOs and other key stakeholders at the ward level who support NPA-VAWC II interventions;
- iii) Develop and implement NPA -VAWC II interventions in Villages/Mtaa;
- iv) Ensure NPA -VAWC II interventions are integrated into Village/Mtaa development plans.
- v) Raise VAWC's profile among Ward and Village/Mtaa leadership and other critical stakeholders through advocacy and regular reporting;
- vi) Facilitate effective collaboration between all partners responsible for NPA -VAWC II in the ward;

- vii) Mobilize resources to support NPA -VAWC II activities;
- viii) Keep records of VAWC-related initiatives, incidences, and actions taken;
- ix) Timely report on NPA -VAWC II progress to the Council Executive Director;
- x) Provide joint supervision on NPA -VAWC II at the ward level; and

Convene a meeting to discuss the progress, challenges, and lessons learned in implementing the NPA-VAWC II and submit the NPA-VAWCII report to the council

**Meetings:** Ward Women and Children Protection Committee will meet quarterly

### 3.3.5 Village/Mtaa Women and Children Protection Committee

The Village/Mtaa Women and Children Protection Committee will coordinate all NPA-VAWC interventions at the Village/Mtaa level.

**Leadership:** The Village/Mtaa Women and Children Protection Committees will be co-chaired by the Village/Mtaa Executive Officer (VEO/MEO) and a Representative from the Non-State Actors or any influential person (teacher, religious leader, or traditional leader). VEO/MEO will also be the coordinator and the selected representative from the Non-State Actor will be the secretary.

The Chairperson will table the NPA VAWC II Agenda at the Village/Mtaa Council and may invite any other members depending on his/her priority matters of the Village/Mtaa Council.

**Composition:** The Village/Mtaa Women and Children Protection Committee at this level includes:

- i) The Village/Mtaa executive officer;
- ii) Health workers;
- iii) Counseling and guidance teachers;
- iv) Community police (Polisi Jamii);
- v) Religious leaders and influential people (men and women);
- vi) Extension staff;
- vii) Two children's representatives from the Junior Council;
- viii) Two women groups' representatives;
- ix) Representatives of CSOs, CBOs;
- x) Religious leaders and influentials from private sector.

## **Roles and Responsibilities of the Village/Mtaa Women and Children Protection Committee:**

- i) Identify the Village's NPA -VAWC high-risk areas and develop strategies/plans to reduce VAWC;
- ii) Facilitate effective collaboration between all partners responsible for preventing and responding to VAWC in the Village/Mtaa including schools;
- iii) Identify the Most Vulnerable Children within the Village/Mtaa, register and coordinate support;
- iv) Keep records of VAWC-related initiatives, incidents, and actions taken within the Village/Mtaa;
- v) Report and make referral to VAWC cases in the Village/Mtaa;
- vi) Provide initial support to survivors of VAWC;
- vii) Support NPA -VAWC II activities in the area of jurisdiction;
- viii) Mobilize resources to support NPA VAWC II activities;
- ix) Timely report NPA -VAWC II progress to the ward level;
- x) Sensitize community members on the effects and impacts of VAWC.
- xi) Include the VAWC agenda in the Village/Mtaa Assembly and educate community members on women's and children's rights.
- xii) Raise VAWC II's profile with Village/Mtaa and hamlet leadership and other key stakeholders through advocacy and regular reporting; and
- xiii) Conduct joint supervision on NPA -VAWC II implementation in all the hamlets.
- xiv) Convene Committee meeting to discuss the progress, challenges and lessons learned from implementing the NPA-VAWC.

**Meetings:** The Village/Mtaa Women and Children Committee will meet quarterly.

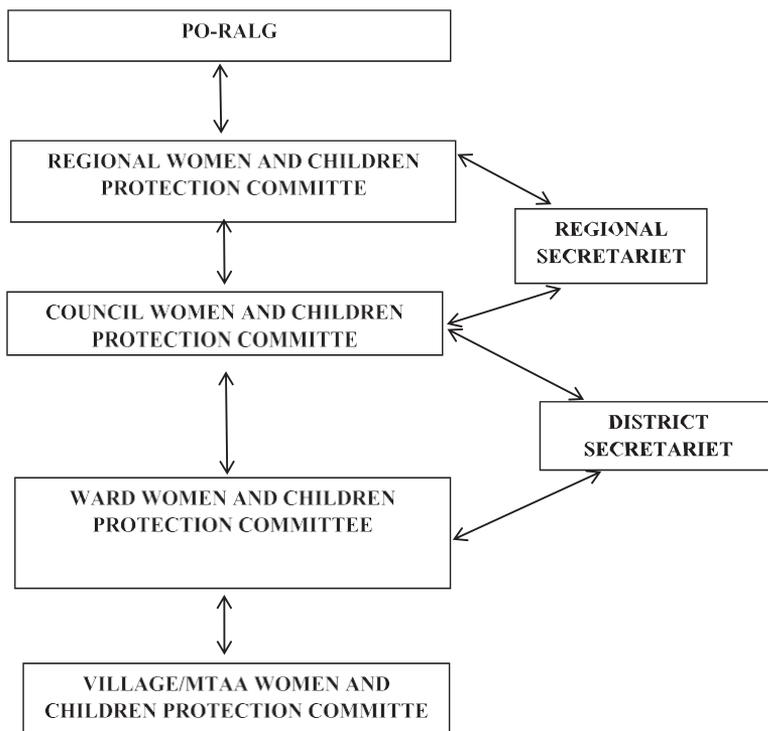
### 3.4 Regional Secretariat

At the regional level, the Regional Administrative Secretary will appoint **6 members to form the Regional Secretariat** for operationalizing the implementation of MRSP-VAWC in the region. These members will be appointed (2 each) from the Regional Commissioners Office, LGAs and Non-Government Organizations. Members of the secretariat will report directly to the Regional Administrative Secretary (RAS).

### 3.5 District Secretariat

At the district level, the District Administrative Secretary will **appoint 6 members to form the district Secretariat** to operationalize the implementation of MRSP-VAWC in the district. These members will be appointed from the District Commissioners Office, LGAs and Non-Government Organizations. Members of the secretariat will report directly to the **District Commissioner**.

### 3.6 Implementation Structure



## CHAPTER FOUR: STRATEGIC IMPLEMENTATION PLAN

### 4.1. Introduction

This section outlines the eight strategic objectives, along with the corresponding strategies and activities designed to address violence against women and children in the Mara Region. These objectives are derived from the current realities on the ground, while aligning closely with the thematic areas identified in the National Plan of Action to End Violence Against Women and Children for the period 2025 to 2030. Each objective is accompanied by a proposed time frame for implementation, an estimated budget, and anticipated sources of funding. It is important to note that actual costs will be determined during the implementation phase to allow for adjustments based on changes in market prices and economic conditions. As such, the final expenditure may vary slightly above or below the estimated figures depending on the prevailing economic climate at the time of execution.

### 4.2. Thematic Area 1: Household Economic Strengthening

Strategic Objective: Improve household economic empowerment by 2030

MRSP- VAWC thematic area Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Household economic Strengthening	Empowering men, women, girls, boys and people with disabilities in the pursuit of socio-economic	To conduct <b>45</b> annual meetings with LGAs on increased access to women, youths and PWD soft loans.	RS/LGAs/ IPs						90,000,000	Development Partners/G overnment
		To conduct <b>10</b> regional stakeholders meetings to link up beneficiaries	RS/LGAs/ IPs						100,000,000	Development Partners/G overnment

opportunities	(women, youths and PWDs) with economic opportunities							
	To facilitate training on entrepreneurship to <b>1,000</b> women, youths and PWDs economic groups	RS, LGAs, IPs					210,000,000	Development Partners/ Government
	To provide startUp kits to <b>1,500</b> Youths who graduate from vocational training	RS, LGAs, IPs					450,000,000	Development Partners/ Government
	To facilitate formation of <b>1,500</b> women/youth economic groups and link them with macro and micro-finance institutions.	RS, LGAs, IPs					300,000,000	Development Partners/Government

### 4.3. Thematic Area 2: Norms and Values

**Strategic Objectives:** Organizing and conducting sports competitions, cinema shows in schools and changing mindset of community leaders by 2030

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Norms and Values	Organizing and conducting sports	To facilitate 2500 community dialogues	RS/LGAs/IPs						110,000,000	Development Partners/Government

<p>competition s, cinema shows in schools and changing mindset of community leaders by 2030</p>	<p>on addressing harmful traditional practices and norms that influence violence against women and children in Mara</p>							
	<p>To conduct 5 Regional community awareness campaign on positive behaviour change in the community (women and children)</p>	<p>RS/LGAs/IPs</p>					100,000,000	<p>Development Partners/Government</p>
	<p>To organize 178 games and sports competitions in schools and collages</p>	<p>RS/LGAs/IPs</p>					130,000,000	<p>Development Partners/Government</p>
	<p>To conduct 178 cinema shows in</p>	<p>RS/LGAs/IPs</p>					50,000,000	<p>Development partner/Government</p>

		schools, collages and public places for the sake of demonstrating unwanted norms and values									
		Strengthening 275 peer educators on harmful traditional practices leading to violence against violence against women and children.	RS/LGAs/IPs							65,000,000	Development Partner/Government

#### 4.4. Thematic Area 3: Safe environment in public spaces, Media, Communication and Information Technology

**Strategic Objective:** Improve safety in public spaces to mitigate risks of VAWC by 2030

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost (TZS)	Sources of Fund
				1	2	3	4	5		
Safe Environment	Enhancing institutional accountability	To Develop 2 communication strategies and dissemination	Health promotion coordinator, Community Development						42,000,000	Government/Implementing partners/Development Partners

<p>bility to prevent VAWC in public spaces</p>	<p>5000 IEC materials for addressing safe environment.</p>	<p>nt Officer and Information Officer</p>						
	<p>To Conduct 2750 awareness raising sessions and dialogues about sextortion and digital violence in public places and learning institutions in Nine LGAs</p>	<p>PCCB, Community Development Officer, Social Welfare Officers, Legal Officer</p>					120,000,000	Government/Development partners
	<p>To sensitize parents and communities to establish 152 hostels for girls in secondary schools</p>	<p>RS, LGAs and IPs,</p>					180,000,000	Government/Development partners
	<p>To Establish 30 Gender Desks at market places, higher Learning Institution and Vocation</p>	<p>RS, LGAs, IPs and RPC Office</p>					70,000,000	Government/Development partners

		Training Institution								
		To establish and equip 6 Social Welfare Services Desks at bus stands	Social Welfare Officers						50,000,000	Government/Development partners
		To establish 9 safe houses in 9 LGAs	RS, LGAs and IPs						900,000,000	Government/Development partners
	Awareness creation among community members and law enforcers in 9 LGAs.	To conduct 2550 community dialogue sessions within the community on VAWC, digital violence and safety in public spaces.	RS, LGAs and IPs						150,000,000	Government/Development partners

#### 4.5. Thematic Area 4: Parenting, family support and relationships building across life course

**Strategic Objective:** Improve parenting and care givers practice for VAWC mitigation in communities by 2030

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Parenting Family	Imparting knowledg	Establish and	Community development						140,000,000	Government/Development

Support and Relations hip	e and skills on positive parenting and ECD to parents and care givers	train 120 parental groups on positive parenting and ECD skill s in 9 LGAs	officer and Social welfare Officer						partners
		Conduct 2750 communit y dialogue sessions and campaign s on male engagem ent in positive parenting and ECD in 9 LGAs.	Community development officer and Social welfare Officer					120,000,000	Government/ Development partners
		To coordinat e and supervise 45 communit y owned day care centers	Social welfare officer					150,000,000	Government/Dev elopment partners/Compan ies under corporate social responsibility
		To conduct 5 Regional	Social welfare officer					70,000,000	Government/ Development partners

		and 90 Councils bi-annual meetings with DCC owners							
	Male engagement in positive parenting and ECD	To recruit and train 274 male engagement champions on positive parenting and ECD in 9 LGAs.	Community development officer and Social welfare Officer					110,000,000	Government/Development partners
		To conduct training on positive parenting and ECD to 120 government officials, CSOs, religious leaders and community leaders in 9	Community development officer and Social welfare Officer					120,000,000	Government/Development partners



System Strengthening	involved in the implementation of law enforcement to respond to VAWC	on handling VAWC cases, reintegration and rehabilitative support services.							
	To conduct 90 quarterly case flow management meetings at Regional Magistrates Court and in three Districts Courts	Resident Magistrates State Attorneys and Prosecutors					50,000,000	Development Partners/Government	
	To conduct 10 bi-annual criminal Justice meetings at Regional level	Regional Prosecution Officer					50,000,000	Development Partners/Government	

		Capacity building to VAWC actors on Positive Parenting interventions.	RS, LGAs and IPs					30,000,000	Development Partners/Government
	Awareness creation on VAWC existing laws	To conduct 2750 quarterly community sensitization meetings on laws related to VAWC and right to bail to the offenders in 9 LGAs.	Community Development Officer, Social welfare Officer, Police Gender Desk Officer and Legal Officer					80,000,000	Development Partners/Government
		To Develop 5000 communication strategy and IEC materials on mitigation of VAWC	Health promotion coordinator, Community Development Officer and Information Officer					100,000,000	Development Partners/Government

#### 4.7. Thematic Area: 6 Response and Support Services

**Strategic Objective:** Improve response and support service for VAWC survivors by 2030

Service Area	Strategy	Activities	Responsibility	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Enhance support service and quick response to VAWC	Resource s, tools and infrastructure to respond and support VAWC services	To construct and equip 9 GBV One Stop Centers to provide quality services to GBV/VAC survivors	RS, LGAs and IPs						900,000,000	Development Partners/Government
		To construct and equip 9 safe houses in 9 Councils	RS, LGAs and IPs						900,000,000	Development Partners/Government
		To equip 9 Social Welfare offices to ensure quality provision of social welfare services.	RS, LGAs and IPs						27,000,000	Development Partners/Government
		To recruit and capacitate 90 fit persons, to provide emergency	Social Welfare Officer						45,000,000	Development Partners/Government

		alternative care for VAWC survivors or women and children at risk of violence					
Capacity building on response to VAWC cases	To train 270 front-line workers (SWOs, Police, Health Workers, Teachers, Magistrates, Anti-Human Trafficking Officers) on their specialized technical packages (CP, GBV, Court proceedings, Mental Health and psychosocial support) in 9 LGAs	Social Welfare Officer Police Gender Desk Regional Prosecution Officer Mental Health Coordinator				45,000,000	Development Partners/Government
	To provide support interventions that address	Social Welfare Officer Community				50,000,000	Development Partners/Government

		effective and timely response services to women and children (including children living and working in the street, women and children with albinism and disabilities, elderly people who are prone violence)	Development Officer Police Gender Desk					
		To conduct 10 self-care programs to key front liners workers.	Social Welfare Officer Community Development Mental Health Coordinators				30,000,000	Development Partners/Government

#### 4.8. Thematic Area 7: Safe Schools and Life Skills

**Strategic Objective:** Strengthen inclusive safety and accessibility of learning environment for girls and boys by 2030

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Safe Schools and Life skills	School safety assessment plan	To sensitize parents and communities to provide school meals in pre-primary and secondary schools.	RS, LGAs and IPs						30,000,000	Government
		To conduct life skills and entrepreneurship trainings in schools and colleges.	RS, LGAs and IPs						100,000,000	Government
		To facilitate user friendly/inclusive infrastructure in Pre-Primary and secondary schools with facilities such as toilets, changing rooms for girls and 'rump' for people living with disabilities in 9 LGAs.	RS, LGAs and IPs						300,000,000	Government and Development partners
		To strengthen child protection	RS, LGAs and IPs					50,000,000	Development Partners/Gover	

		systems including reporting VAC cases in schools								ment
		To provide sanitary pads in all schools in 9 LGAs.	RS, LGAs and Ips						100,000,000	Development Partners/Government
		To conduct dialogue sessions with teachers and non-teachers staff on corporal punishments and positive forms of discipline in 9 LGAs.	RS, LGAs and IPs						10,000,000	Development Partners/Government

#### 4.9. Thematic Area 8: Coordination, Communication and n Monitoring and Evaluation

**Strategic Objective:** Strengthen coordination, communication and monitoring and evaluation for effective monitoring of VAWC by 2030

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Source of Fund
				1	2	3	4	5		
Coordination, monitoring and evaluation in ending VAWC at all level	Enhance coordination of VAWC	To conduct bi-annual Regional VAWC stakeholder meetings	RS						110,000,000	Development Partners /Government
		To conduct Regional, LGAs Ward and Village/Mitaa	RS and LGAs						130,000,000	Development Partners /Govern



		Conduct midterm review on VAWC and disseminate results in 9 LGAs.	RS and LGAs				80,000,000	Develop ment Partners /Govern ment
		To conduct end line survey on VAWC and disseminate results in 9 LGAs.	RS and LGAs				90,000,000	Develop ment Partners /Govern ment
		To conduct implementation research in 9 LGAs.	RS and LGAs				90,000,000	Develop ment Partners /Govern ment
		To support documentati on and disseminatio n of M&E products and material including lessons and best practices in the implementation of VAWC interventions	RS and LGAs				45,000,000	Develop ment Partners /Govern ment

## CHAPTER FIVE: MONITORING AND EVALUATION OF THE PLAN

### 5.1. Introduction

This section outlines the activity targets and indicators developed for each of the eight strategic objectives. It also specifies the methods of verification and the sources of information that will be used to measure progress. Monitoring and evaluation will be integrated into the routine processes of the strategic plan. A baseline assessment will be conducted prior to the launch of the plan to establish reference points. A midterm review will take place midway through the implementation period to evaluate progress and document emerging results. Finally, an end-line survey will be carried out at the conclusion of the plan's cycle to assess the overall impact and achievements.

### 5.2. Thematic Area 1: Household Economy Strengthening

**Strategic Objective: Improve household economic empowerment by 2030**

Activities	Targets	Indicators	Means of Verification	Sources of Information
Conduct 45 annual meetings with LGAs on increased access to women, youths and PWD soft loans.	45 meetings with LGAs at regional and council level on increased access to Women, Youth and PWD soft loans conducted by 2030.	# of meetings conducted	Minutes of meetings	Regional and Council reports
Conduct 10 Regional stakeholders meeting to link up beneficiaries (women, youths and PWDs) with economic opportunities	10 Regional stakeholders meeting conducted by 2030	# of meetings conducted	Minutes of meetings,	Regional annual reports
Facilitate training on entrepreneurship to 1,000 women,	1,000 women, youths and PWDs economic groups trained by 2030.	# of women, youths and PWDs economic groups trained	Training report. Attendance	Regional and Councils quarterly/annual reports

youths and PWDs economic groups				
Provide start-up kits to 1,500 Youths who graduate from vocational training	1,500 of youth graduate from vocation training by 2030	# of youths graduated from vocation training	Implementation reports Availability of start-up kits awarded	Regional and Councils quarterly/annual reports Project reports
Facilitate formation of 1,500 women/youth economic groups and link them with macro and micro_ finance institutions.	1,500 women/youth economic groups formed and linked to macro and micro finance Institutions by 2030	# women/youth economic groups formed and linked to macro and micro finance Institutions.	Reports	Regional, and Councils report

### 5.3 Thematic Area 2: Norms and Values

**Strategic Objective: Enhance community awareness on respect on gender equality and protection of women and children against VAWC by 2030**

Activities	Targets	Indicators	Means of Verification	Sources of Information
Facilitate 2500 community dialogues on addressing harmful traditional practices and norms that influence violence against women and children in Mara region.	2500 community dialogues conducted by 2030	# of community dialogues conducted	Reports Attendance sheet	• Councils reports
Conduct 5 Regional community awareness campaign on positive behaviour change in the community (women and children)	5 community awareness campaign conducted by 2030	# of community awareness campaign conducted	Campaign reports	Regional reports

To organize 178 games and sports competitions in schools and colleges	178 games and sports competitions in schools and colleges by 2030	# of games and sports organized.	Activity report	Regional and Councils reports
To conduct 178 cinema shows in schools, collages	178 cinema shows in schools, collages conducted by 20230	# of cinema shows conducted	Activity report	Regional and Councils reports
Strengthen 275 peer educators on harmful traditional practices leading to violence against women and children.	275 peer educators strengthened on harmful traditional practices leading to violence against women and children by 2030	# of peer educators strengthened	Activity report	Council reports

#### 5.4. Thematic Area 3: Safe Environment

**Strategic Objective: Improve safety in public spaces to mitigate risks of VAWC by 2030**

Activities	Targets	Indicators	Means of Verification	Sources of Information
Develop 2 communication strategy and 5000 IEC materials for addressing safe environment.	2 communication strategy and 5000 IEC materials developed by 2030	# of communication strategy and IEC materials developed.	Activity report Availability of strategy and IEC materials	Regional reports
Conduct 2750 awareness raising sessions and dialogues about sextortion and digital violence in public places and learning institutions in 9 LGAs	2750 community dialogues conducted by 2030	# of community dialogues conducted	Reports Attendance sheet	Councils reports
To sensitize parents and communities to establish	152 Hostels for girls in secondary schools are	# of Hostels established	Activity Report	Regional and Councils reports

152 hostels for girls in secondary schools	established by 2030			
To Establish 30 Gender Desks at market places, higher Learning Institution and Vocation Training Institution	30 Gender Desks at market places, higher Learning Institution and Vocation Training Institution established by 2030	# of Gender Desks established.	Activity Report	Regional and Councils reports
To establish and equip 6 Social Welfare Services Desks at bus stands	6 Social Welfare Services Desks at bus stands are established by 2030	# of Social Welfare Services Desks established.	Activity Report	Regional and Councils reports
To establish 9 safe houses in 9 LGAs	9 safe houses are established in 9 LGA by 2030	# of safe houses established	Activity Report	Regional and Councils reports
To conduct 2550 community dialogue sessions within the community on VAWC, digital violence and safety in public spaces.	2550 community dialogue sessions are conducted by 2030	# of community dialogue sessions conducted.	Activity Report	Regional and Councils reports

## 5.5 Thematic Area 4: Parenting Family Support and Relationship

**Strategic Objective:** Improve parenting and care givers practice for VAWC mitigation in communities by 2030

Activities	Targets	Indicators	Means of Verification	Sources of Information
Establish and train 120 parental groups on positive parenting and ECD skills in 9 LGAs	120 parental groups on positive parenting and ECD skills established and trained	# of parental groups on positive parenting and ECD skills established and trained	Attendance sheets Presence of parental groups Activity reports	Regional and Councils report

Conduct 2750 community dialogue sessions and campaigns on positive parenting and ECD in 9 LGAs.	2750 community dialogues conducted by 2030	# of community dialogues conducted	Reports Attendance sheet	Councils reports
To establish and supervise 45 community owned day care centers	45 community owned day care centers supervised by 2030	# of community owned day care supervised.	Activity Report	Regional and Councils reports
To conduct 5 Regional and 90 Councils bi-annual meetings with DCC owners	90 Councils bi-annual meetings with DCC owners conducted by 2030	# of bi-annual meetings conducted	Activity Report	Regional and Councils reports
To recruit and train 274 male engagement champions on positive parenting and ECD in 9 LGAs.	274 male engagement champions recruited by 2030	# of male engagement champions recruited.	Activity Report	Regional and Councils reports
To conduct training on positive parenting and ECD to 120 government officials, CSOs, religious leaders and community leaders in 9 LGAs.	120 government officials, CSOs, religious leaders and community leaders trained by 2030.	# of government officials and community leaders trained.	Activity Report	Regional and Councils reports
To conduct 2 Learning visits to best-performing Regions in ECD and VAWC	2 Learning visits to best-performing Regions conducted by 2030	# of learning visits conducted	Activity Report	Regional and Councils reports
To facilitate 5 Annual award ceremony for champions of positive parenting and ECD from the 9 LGAs.	5 Annual award ceremony for champions of positive parenting and ECD facilitated by 2030	# of award ceremony facilitated	Activity Report	Regional and Councils reports

## 5.6 Thematic Area 5: Implementation and Enforcement of Laws

**Strategic Objective:** Strengthen law enforcement institutions or systems to attract utilization of available services and execute reported cases timely by 2030

Activities	Targets	Indicators	Means of Verification	Sources of Information
Train 200 law enforcers on handling VAWC cases, reintegration and rehabilitative support services.	200 Law enforcers trained by 2030	% of Law enforcers trained	Training reports	Regional Report
Conduct 90 quarterly case flow management meetings at Regional Magistrates Court and in 9 Districts Courts	90 quarterly case flow management meetings conducted by 2030	# of quarterly case flow management meetings conducted	Meeting reports Attendance sheets	Regional and District Courts reports
Conduct 10 bi-annual criminal Justice meetings at Regional level	10 bi-annual criminal Justice meetings conducted by 2030	# of bi-annual criminal Justice meetings conducted	Meeting reports Attendance sheets	Regional reports
Conduct 2750 quarterly community sensitization meetings on laws related to VAWC and right to bail to the offenders in 9 LGAs.	2750 community sensitization meetings conducted by 2030	# of community sensitization meetings conducted	Meeting reports Attendance sheets	Councils reports
Develop 5000 communication strategy and IEC materials on mitigation of VAWC	2 communication strategy and 5000 IEC materials on mitigation of VAWC developed by 2030	# of communication strategy and IEC materials on mitigation of VAWC developed	Activity report Availability of communication strategy and IEC materials	Regional reports

## 5.7 Thematic Area 6: Response and Support Services

**Strategic Objective:** Improve response and support services for VAWC by 2030

Activities	Targets	Indicators	Means of Verification	Sources of Information
To construct and equip 9 GBV One Stop Centers to provide quality services to GBV/VAC survivors	9 GBV One Stop Centers constructed and equipped by 2030	# of GBV One Stop Centers constructed and equipped	Building Contract Existence of GBV One stop centre buildings Provision of services at GBV One stop centre Engineer certificates	Regional procurement Report
To construct and equip 9 safe houses in 9 LGAs	9 safe houses constructed and equipped by 2030	# of safe houses constructed and equipped	Building Contract Existence of GBV One stop centre buildings Provision of services at GBV One stop centre Engineer certificates	Regional procurement Report
To equip 10 Social Welfare offices to ensure quality provision of social welfare services.	10 Social Welfare offices facilitated and equipped by 2030	# of Social Welfare offices facilitated and equipped	Building Contract Existence of Social Welfare Offices Provision of services at Social Welfare Offices Engineer certificates	Regional Report
To Recruit and capacitate 90 fit persons, to provide emergency alternative care for VAWC survivors or women and children at risk of violence	90 fit persons recruited and capacitated by 2030	# of Fit persons recruited and capacitated	Training reports Attendance sheets	Regional and Councils Reports

To train 270 front line workers (SWOs, Police, Health Workers, Teachers, Magistrates, Anti Human Trafficking Officers) on their specialized technical packages (CP, GBV, Court proceedings , Mental Health and psychosocial support) in 9 LGAs	270 front line workers trained by 2030	# of front line workers trained	Training reports Attendance sheets	Regional Reports
To provide support interventions that address effective and timely response services to women and children (including children living and working in the street, women and children with albinism, elderly people who are prone violence as suspects of witchcraft and child labor.)	Support interventions that address effective and timely response services to women and children provided by 2030	% of Support interventions that address effective and timely response services to women and children provided	Activity reports	Regional and Council reports
To conduct 10 self-care programs to key front liners workers.	10 self-care programs to key front liners workers implemented by 2030	Self-care programs to key front liners workers implemented	Activity reports	Regional Reports

## 5.8 Thematic Area 7: Safe Learning Environments and Life Skills

**Strategic Objective:** Strengthen inclusive safety and accessibility of learning environment for girls and boys by 2030

Activities	Targets	Indicators	Means of Verification	Sources of Information
To sensitize parents and communities to provide school meals in 688 pre-primary and secondary schools.	Parents and communities in 688 schools are sensitized by 2030.	# of parents and community members schools reached and sensitized.	Activity reports	Regional and Council reports
To conduct life skills and entrepreneurship trainings in 688 schools and colleges.	life skills and entrepreneurship training in 688 schools and colleges is conducted by 2030	# of pupils/students trained in 688 schools.	Activity reports	Regional and Council reports
To establish and facilitate user friendly/inclusive infrastructure in 688 Pre-Primary and secondary schools with facilities such as toilets, changing rooms for girls and 'rump' for people living with disabilities in 9 LGAs.	User friendly/inclusive infrastructure are established in 688 schools by 2030	# of friendly/inclusive infrastructure are established	Activity reports	Regional and Council reports
To strengthen child protection systems including reporting VAC cases in 688 schools	Child protection systems in 688 schools are strengthened by 2030	# of child protection systems strengthened	Activity reports	Regional and Council reports
To provide sanitary pads in 688 schools in 9 LGAs.	Sanitary pads are provided in 688 schools by 2030	# of sanitary pads provided	Activity reports	Regional and Council reports
To conduct dialogue sessions with teachers and non-teachers staff on corporal punishments and positive forms of discipline in 688 schools.	Dialogue sessions with teachers and non-teachers staff are conducted in 688 schools by 2030.	# of dialogue sessions conducted	Activity reports	Regional and Council reports

## 5.9 Thematic Area 8: Coordination Monitoring and Evaluation.

**Strategic Objective:** Strengthen coordination and monitoring and evaluation for effective monitoring of VAWC by 2030.

Activities	Targets	Indicators	Means of Verification	Sources of Information
To conduct regional bi-annual VAWC stakeholders meetings by 2030	Regional stakeholder's meetings conducted by 2030	Number of meetings conducted	-Training report	Regional Quarterly Report
To conduct Regional, LGAs, Ward and Village/Mitaa MRSP-VAWC meeting by 2030	MRSP-VAWC meetings conducted at all levels by 2030	Number of meetings conducted	-Training report	Regional Quarterly Report
To train the VAWC protection committees on NPA-VAWC II and MRSP-VAWC at levels in 9 LGAs by 2030	Protection committees are trained by 2030	Number of members of VAWC committees trained	-Training report	Regional Quarterly Report
To conduct supportive supervision at a community level and health facilities on VAWC service providers	Supportive supervision are conducted by 2030	Number of supportive supervision conducted	-Training report	Regional Quarterly Report
To develop standard M&E tools, in order to facilitate monitoring and reporting on NPA VAWC	M&E tools for M&E reporting are developed by 2030	Availability of M&E tools	-M&E tool Report format	Annual report
To conduct baseline survey on VAWC and disseminate results.	Baseline survey are conducted by 2030	Availability of data	-Research report - Baseline survey report and documents	Research documents Baseline survey report and documents
To conduct midterm review on VAWC and disseminate results.	Midterm survey are conducted by 2030	Availability of data	-Research report -Mid –term review report	Research documents Mid –term review report
To conduct end line survey	End line survey	Availability of	-Research report	Research

review on VAWC and disseminate results.	are conducted by 2030	data	-End line survey report	documents End line survey report
To conduct documentation research in 9 LGAs	Documentation research are conducted by 2030	Availability of system	-Electronic information management system	Annual report
To support documentation and dissemination of M&E products and materials.	Dissemination of M&E product and materials is supported by 2030	% of M&E products	-Training report	Regional Quarterly Report

## Appendix. 1: Regional Stakeholders for VAWC

Stakeholder	Area of Support	Area of Operation
Hope For Girls and Women in Tanzania (HGWT)	Child protection	Butiama and Serengeti Districts
Maji Safi Group	Women Empowerment	9 LGAs
Association for the Termination of Female Genital Mutilation - Masanga	Child protection	Tarime and Butiama Districts
Musoma Municipal Paralegal Organisation (MMPO)	Legal Aid	Musoma Municipal
Butiama Paralegal Organization (BPO)	Legal Aid	Butiama DC
Grain To Grow Foundation (GGF)	Women Empowerment	9 LGAs
Women In Capacity Building Organization (JIPE MOYO CENTRE)	Child protection & Women Empowerment	9 LGAS
Bunda Paralegal Organization	Legal Aid	Bunda District
Mtandao Wa Vikundi Vya Wakulima Na Wafugaji Nyancha (MVIWANYA)	Community Economic Empowerment	Rorya and Tarime Districts
Watoto Wapinge UKIMWI	Child Protection	Musoma and Butiama Districts
Faraja Orphans Rescue Ministry (FORM)	Child Protection	Musoma District
Save The Youth Now (SAYON)	Youth Empowerment	9 LGAs
Save Children of Tarime (SACHITA)	Child Protection	Tarime District
Lake Victoria Disability Centre	Children with Disability	9 LGAs
St. Justine Foundation	Children with Disability	9 LGAs

**Appendix. 2: List of Regional Stakeholders participated in validation meetings of MRSP-VAWC**

S/N	Name	Title	Organization
1	Neema Ibamba	RCDO	RS Mara
2	Fidel Balagaye	RYDO	RS Mara
3	Elizabeth Mahinya	RSWO	RS Mara
4	Sophia Japhary Kiwanga	RSWO	RS Mara
5	Abdulatif Rajab	RCDO	RS Mara
6	Anthony George Nyange	DCDO	Tarime DC
7	Siwema Sylvester	DSWO	Tarime DC
8	Mungere Majura	CDO	Serengeti DC
9	Abel Matinde Gichaine	SWO	Butiama DC
10	Prisca Mkeha	Resident Magistrate	Primary Court Musoma
11	Hariety Tagatah	Police Gender Desk Officer	RPC Mara
12	Iddy Mtani	Chairperson SHIVYAWATA - Mara	SHIVYAWATA
13	Varelian Mgani	Program Manager	ATFGM Masanga
14	Martin M. Mlalahasi	Program Officer	Jipe Moyo Centre
15	Nolasko Mgimba	Program Manager	St. Justine Foundation