



**Government
of Ireland**
International
Development
Programme



Women in Law & Development Africa

TERMS OF REFERENCE

Position Title:	Development of the Tanzania Women's Rights Status Report (2016–2026)
Location:	United Republic of Tanzania (Mainland and Zanzibar)
Reporting to:	National Coordinator – WiLDAF Tanzania
Languages required:	English
Duration:	Two (2) months

A. PROJECT TITLE

WANAWAKE SASA! Strengthening Women's & Girls' civic and Political Participation in Democratic processes.

B. BACKGROUND

Women in Law and Development in Africa (WiLDAF) Tanzania is a leading women's rights organization committed to advancing gender equality, women's rights, and social justice in Tanzania. With support from the Embassy of Ireland through the Wanawake Sasa! Programme, WiLDAF seeks to commission a comprehensive assessment of the status of women's rights in Tanzania covering the period 2016–2026.

The report will provide a decade-long analysis of progress, challenges, emerging trends, and opportunities affecting women's rights in Tanzania Mainland and Zanzibar. It will serve as a strategic evidence and accountability tool for policy advocacy, programme development, public engagement, and national, regional, and international reporting processes.

The assignment comes at a critical moment as Tanzania transitions into a new national development planning cycle, continues implementation of the National Plan of Action to End Violence Against Women and Children (NPA-VAWC II), advances commitments under the Sustainable Development Goals (SDGs), Agenda 2063, the Maputo Protocol, CEDAW, and other regional and international human rights frameworks.

C. PURPOSE OF THE CONSULTANCY

The purpose of this consultancy is to develop a comprehensive, evidence-based Tanzania Women's Rights Status Report (2016–2026) that documents progress, persistent challenges, and emerging issues affecting women and girls in Tanzania.

The report will assess the extent to which women enjoy their rights and freedoms under national laws, policies, constitutional guarantees, and international and regional human rights commitments, while generating actionable recommendations for government, civil society, development partners, and other stakeholders.

D. OBJECTIVES

The consultant will:

1. Assess the status of women's rights in Tanzania between 2016 and 2026.
2. Analyse legal, policy, institutional, social, economic, and cultural factors affecting women's rights.
3. Examine Tanzania's compliance with relevant regional and international human rights obligations
4. Identify key trends, achievements, challenges, and emerging issues.
5. Document good practices and lessons learned.
6. Generate evidence-based recommendations for policy reform, advocacy, accountability, and programming.
7. Produce user-friendly knowledge products to support dissemination and uptake of findings.

E. SCOPE OF WORK

The consultant shall undertake:

1. Desk Review and Legal Analysis

Review relevant:

- Constitutional and legal frameworks.
- National policies, strategies and action plans.
- International and regional human rights instruments.
- Existing research, evaluations, surveys and statistical reports.
- Previous State and shadow reports.

2. Situational Analysis

The situational analysis will provide a comprehensive assessment of the status of women's rights and gender equality in Tanzania, examining key opportunities, challenges, emerging trends, and systemic barriers affecting women and girls. The analysis will explore social, economic, political, legal, technological, and environmental factors that influence the

realization of women's rights, with particular attention to the experiences of women and girls facing multiple and intersecting forms of discrimination and exclusion.

3. Primary Data Collection

The consultant will undertake:

- Key Informant Interviews (KIIs).
- Focus Group Discussions (FGDs).
- Case studies and testimonies.
- Stakeholder consultations.

4. Validation and Finalisation

Facilitate stakeholder review processes and incorporate feedback into final products.

F. EXPECTED OUTPUTS / KEY DELIVERABLES

No.	Deliverable / Outputs	Target Due dates
1	Inception Report and Work Plan	Week 2
2	Desk Review and Annotated Bibliography	Week 3
3	Field Data Collection Report	Week 5
4	First Draft Report	Week 6
5	Validation Workshop and Revised Draft	Week 7
6	Final Women's Rights Status Report	Week 8
7	Executive Summary (English and Kiswahili)	Week 8
8	Five Policy Briefs	Week 8
9	Infographics and Presentation Materials	Week 8
10	End-of-Assignment Report	Week 8

G. REPORTING AND SUPERVISION

The Consultant will report directly to the National Coordinator of WiLDAF Tanzania and work closely with a Technical Reference Group established for the assignment.

WiLDAF will provide overall technical guidance and facilitate stakeholder engagement where necessary.

H. ETHICAL STANDARDS AND SAFEGUARDING

The Consultant shall comply with:

- WiLDAF Safeguarding Policy.
- Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) standards.
- Child Protection requirements.
- Personal Data Protection Act, 2022.
- Ethical standards for human rights and gender research.

All information and outputs generated under this assignment shall remain the property of WiLDAF Tanzania.

I. REQUIRED QUALIFICATIONS AND EXPERIENCE

Education

- Master's degree or higher in Law, Human Rights, Gender Studies, Development Studies, Public Policy, Sociology, Political Science, Public Health, or related fields.

Professional Experience

- At least ten (10) years of relevant professional experience.
- Demonstrated expertise in women's rights, gender equality, human rights, governance, or social justice.
- Proven experience conducting large-scale research, assessments, or national reports.
- Experience engaging with CEDAW, UPR, Maputo Protocol, African Union, EAC, or SADC accountability mechanisms.

Competencies

- Excellent analytical and writing skills.
- Strong qualitative and quantitative research skills.
- Demonstrated understanding of intersectionality and disability inclusion.
- Strong facilitation and stakeholder engagement skills.
- Fluency in English and Kiswahili.

J. EVALUATION CRITERIA

No.	Criteria	Weight
1	Technical Proposal and Methodology	40%
2	Relevant Experience and Qualifications	30%
3	Similar Assignments and Writing Samples	20%
4	Financial Proposal	10%

K. SUBMISSION REQUIREMENTS

Interested consultants or consulting firms should submit:

- Cover Letter.
- Technical Proposal.
- Financial Proposal.
- Updated CV(s).
- Two relevant writing samples.
- Three professional references.
- Signed declarations on safeguarding, conflict of interest, and data protection.

Applications should be submitted electronically to: procurement@wildaftanzania.or.tz

Copy: info@wildaftanzania.or.tz

Application Deadline: 28th June 2026

Only shortlisted candidates will be contacted.