In Tanzania, many efforts are being made to protect people’s basic human rights. Yet inequalities exist, especially for women and girls.

**The Situation Today**
- Sexual violence against women and children is prevalent
- Women are usually not involved in decision making regarding household income
- Pregnant girls and young mothers are often denied an education

**The Goal for Tomorrow**
- Increased empowerment for women and girls to advance gender equality in their communities
- Strengthened leadership for women and men to mobilize their communities
- Enhanced collaboration among women’s and human rights groups
- Improved efforts of women’s organizations to engage with decision-makers

**How to Get There**
The Project adopts a participatory approach to advance gender equality that includes:
- Knowledge and capacity-building
- Collaboration
- Engagement with decision-makers

**Regional Focus**
- Arusha
  - Arusha City
  - Meru
- Kilimanjaro
  - Moshi Municipal
  - Siha
Understanding Gender Equality in Kilimanjaro and Arusha

Preparing the study
June – September 2019

Planning
• Partner meetings
• Selection of participants
• Development of tools to collect data

Orientation
• Review of the tools with local data collection team
• Training session for local data collection team

Meeting with the communities
September – October 2019

Where?
• Kilimanjaro Region
  - Moshi Municipal
  - Siha District
• Arusha Region
  - Arusha City
  - Meru District

How?
12 interviews with women's organizations, community leaders, decision-makers
8 focus group discussions

Who participated?
105 adults & youth
- 56 women
- 49 men

Who collected the data?
10 members of local women's and human rights organizations

Summarizing the findings
October 2019 – March 2020

Analyzing the information
• Reviewing all participant responses
• Identifying most common gender equality issues

Sharing the results
• Presenting the results in communities
• Validating results with community members
Gender Equality Issues

“My parents never gave me time to study because I was a girl and had to help with domestic work. But my brother was given time to study.”

Meru participant

Women and men experience inequality in the following areas:

Access to opportunities and resources
- Opportunities for education
- Property and inheritance rights
- Income-generating opportunities

Division of labor
- Caring for children
- Doing domestic duties
- Involvement in agricultural activities and rearing of livestock

Personal safety
Exposure to violence (e.g., sexual, physical, emotion/psychological)

Decision making
Involvement in decision-making structures

Barriers to equality

1. Social norms and cultural practices
   Patriarchal attitudes and behaviours
   Negative stereotypes based on gender

2. Laws and policies that
   Are meant to protect women and girls but fail to be implemented
   Discriminate against women and girls
Gender-based violence is both a cause and consequence of gender inequality. 

**Gender-based violence (GBV)** is violence directed against a person on the basis of their gender. It can be experienced by women, girls, men, and boys and can take many forms.

### Types of GBV identified in communities

<table>
<thead>
<tr>
<th>Sexual violence</th>
<th>Economic violence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape, sexual abuse of children, sexual corruption</td>
<td>Denial of education, opportunities, inheritance, land</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Psychological violence</th>
<th>Physical violence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Insults, threats</td>
<td>Beatings, attacks with a weapon</td>
</tr>
</tbody>
</table>

**Harmful practices**

- Child marriage, forced marriage, female genital mutilation

### Differences between communities

- Women and men in rural areas mentioned economic violence more frequently
- Women in urban areas mentioned sexual violence against women and children more frequently

### Groups most at risk of experiencing GBV

- Women with low or no income
- Widows
- Women living with disability or HIV
- Maasai community
- Street children (girls and boys)
- Elder women
“Once a girl gets pregnant, her future is sealed as a housewife. But the boy responsible for her pregnancy will continue to receive opportunities to succeed in life.”

Arusha participant

Causes and Consequences of Gender-Based Violence

**Root cause**

Harmful practices and social norms that lead to gender-based discrimination

**Contributing factors**

- Social stigma
- Culture of silence and fear of reprisal
- Alcohol and drug abuse
- Lack of knowledge of human rights and gender equality
- Limited protection mechanisms
- Poverty

**Consequences**

- Sexually transmitted infections (HIV)
- Physical disabilities
- Unwanted pregnancies

- Mental health issues
- Family disintegration
- Isolation
- Loss of self-confidence

- Lower life expectancy
- Generational cycle of violence
Gender-Based Violence and Participation in Decision Making

“All issues of family welfare are left on the shoulders of women. Hence women lack time to participate in leadership processes”

Siha participant

Gender-based violence is a barrier to women’s participation in decision making.

Women’s participation in decision making is necessary to eliminate gender-based violence and achieve gender equality.

Women’s participation is low in different structures:

- Family
- Village Council
- Religious Institutions
- Ward Development Council
- Traditional Elders Council

Barriers to women’s participation in decision making

1. Social norms discriminate against women and undervalue women’s contributions
2. Women are overburdened with domestic duties
3. Institutional barriers (e.g., sexual corruption, electoral system)
How to Promote Change

Community members suggested

1. Increasing community members’ understanding of human rights, gender equality, and gender-based violence
2. Encouraging collaboration between community members and decision-makers to prevent gender-based violence and promote gender equality
3. Empowering women and girls to be confident
4. Supporting communities in taking action to prevent and respond to gender-based violence
5. Engaging men and boys, and religious leaders as key allies to promote gender equality

The Project will promote change through:

Knowledge and capacity-building
- Training on human rights and gender equality
- Community initiatives and forums

Collaboration
- Awareness-raising campaigns
- Support to networks and coalitions

Engagement with decision-makers
- Training on engagement with decision-makers
- Training for decision-makers
- A policy dialogue