

# Recent Developments towards Advancing Women's Economic Empowerment in Tanzania

2 November 2021

By Flora Myamba, Ph.D



Women and Social Protection Tanzania

# Outline

- ▶ Context
- ▶ Barriers to Gender Inclusiveness & WEE
- ▶ Entry Points (Opportunities)
- ▶ Way Forward

# Context

- Gender inequality levels remain quite high:
  - ✦ Gender Inequality Index is one of the key determinants or expressions of existing gender based inequalities that need addressing
  - ✦ Three dimensions: reproductive health, education, and the labour market.

UNDP Gender Inequality Index for 2019							
	Gender Inequality Index		Adolescent Birth Rate) (births per 1,000 women aged 15-19)	At least has secondary education (% ages 25 and older)		Labor Force Participation	
Year	Value	Rank/189 countries	2015-2020	Female	2015-2019 Male	Female	2019 Male
<b>Tanzania</b>	0.556	140	118.4	12	16.9	79.6	87.3
<b>Kenya</b>	0.518	126	75.1	29.8	37.3	72.1	77.3
<b>Uganda</b>	0.535	131	118.8	27.5	35.1	67	73.9
<b>Rwanda</b>	0.402	92	39.1	10.9	15.8	83.9	83.4

## Social, economic, and cultural constraints to GE & WEE in Tanzania (and SSA)

General Barriers to Gender Equality and Women's Econ. Empowerment:



- Gender Inequality Index is high (Tz=140/189)
- Illiteracy levels-high
- Time poverty (unpaid care burden) is high
- Informality/Labor market exclusion is high
- Rural-agricultural poverty is high Ownership/control of assets/land is low
- Access to health/insurance/ devices is low
- Disaggregated data on gender equality (GE) is low
- Stigma & discriminatory cultural norms is high

## Unpaid care work:

- ➔ Women spend much more of their time (87%) than men (47%) on unpaid domestic work (ILFS 2014).
- ➔ More men focus on market work providing services for income (33%) than women (21%) (ILFS 2014).
- ➔ Poor women have particularly limited economic opportunities. Most (53%) are employed as unpaid family helpers, compared to how many non-poor women?. 37% of poor women own their own farms (NBS 2016).

## Norms around education and employment:

- 67.1% of females with university education are active in the labour market compared to 83.2% of university-educated males (ILFS 2014).
- Female labour force participation rates are lower overall compared to men's. The gap is wider among those with higher levels of education (NBS, 2016).

## Ownership & control of assets:

- ➔ Women have limited ownership and control of long-term assets, including land, contributing to their continued exclusion.
- ➔ In 2018, only 30% of women owned land, compared to how many men? (NBS 2018).
- ➔ Men own 18 times more livestock than women, and women have particularly low ownership of more lucrative livestock assets (FAO, 2014).

## Restrictions on mobility:

- 15% of men think that women should not have a paid job outside the home (ILFS, 2014).
- 44% of Tanzanian women have experienced intimate partner violence at some point in their lives (NBS, 2016).

## Household decision-making:

- ➔ Gendered social norms continue to play a significant role in determining bargaining power within households, and control over resources and assets.
- ➔ Men still make most decisions; only 35% of women aged 15-49 have decision-making power over their own health care, visiting family and friends, and major household purchases (National Bureau of Statistics (NBS, 2017).
- ➔ Women independently make only 12% of decisions over when and what to sell (ILFS, 2014)).

## Literacy levels in general:

- Literacy levels are higher for men than women all age groups except 5-14 year olds (ILFS, 2014).
- Illiteracy rates amongst women are higher in rural areas and amongst the poor, at 35% and 42% respectively (NBS, 2016).
- On average, poor women have about one less year of education—6.3 versus 7.3 years—a difference similar to that seen between poor and non-poor men (NBS, 2016)

## Digital literacy:

- Tz : 30% of PSSN women could withdraw money themselves; 49% (2021) (IPSOS 2018)
- ~ 50% of them relied on agents; 27% on family/friends/neighbours).
- Limited capability—know how;
- High transaction fees and distance to pay points.

## Mobile phone access, ownership and use:

- Adult women who own a cell phone is 73% -- 9% less than men (GSMA, 2018).
- Ownership of mobile phones is lower in rural areas (53%) than urban ones (81%) (FinScope 2017).
- Fewer than 70% of poor women live in households with a mobile phone, compared to 90% of non-poor women (NBS, 2017).

## Women's greater saving needs:

- Women in Tanzania have among the highest birth rates in the world, at around 5.2 births per woman (National Panel Survey 2014-2015).
- The adolescent fertility rate is also high, at around 118 births per 1000 women aged 15-19 in 2015 (National Panel Survey 2014-2015).
- Poor women have, on average, 4 children, compared to 2 for non-poor (National Panel Survey 2014-2015)).

## Access to and use of bank accounts:

- Only 5% of poor women have a bank account, 31% of non-poor women (NBS, 2016).
- 70% of poor women live in households with a mobile phone Vs. 90% for non-poor women (NBS, 2016).
- By 2020, (84%) of 21m had IDs

# Policy Space

- Multiple policies and interventions address WEE/GE; No specific policies for WEE, and unpaid care work.
- Women and Gender Development Policy (1992; 2000; currently under review) serves as a master policy for gender development in Tanzania.
- Policies are all critical of the long hours women spend on reproductive and productive roles compared to men
- Action/Implementation is what is challenged
- No specific childcare policy or policies to address gender inequalities related to recognizing, reducing, and redistributing unpaid care work across genders.
- Childcare services at workplaces are very rare;
  - ➔ only a few centres operated by private companies are located
  - ➔ They service middle-high class

# Some Developments/Recognition

## Policy Level

- The Employment and Labour Relations Act No. 6 of 2004 extends 84 days of maternity leave, exclusive of annual leave, to women employed in both the public and private sectors
- In 2017, the Act was amended to increase breastfeeding hours for employed mothers so they could work half-days for three additional months after completion of the initial three months of maternity leave.
- **Nevertheless**, given the high levels of employment within the **women in the informal sector** in Tanzania, the vast majority of women do not benefit from paid maternity leave.

## Advocacy

- The “Bucket off Women’s Heads” campaign initiated in 2014/15 by the Tanzania Gender Networking Programme (TGNP) aimed to address the burden of unpaid time spent on women’s search for water for domestic chores.
- Gender-Sensitive Budgeting (following up with Parliament) (TGNP-2019)
- Late President Magufuli’s election campaign: “... we want to relieve women from carrying water on their heads” (IPP Media, 2018).
- President Suluhu also affirmed that one of her priorities is to ensure access to water so as to relieve women of the burden of walking long distances

# Opportunities/ Potential Entry Points

- The 2020 Gender Policy is currently under review; awaiting Cabinet Approvals.
- The National Social Protection Policy (yet to be approved) contains a good situation analysis and includes statements on specific issues related to gender equality and women's and girls' empowerment.
- The Government's Social Assistance—PSSN II-Phase Program is implementing a gender mainstreaming strategy (after assessments and pilots).
- PSSN's Women as primary recipients of program benefits (G2P): (Cash Transfers, Public Works, Livelihoods Enhancement) since 2009 (Pilot and 2012 scaled)
  - For PSSN-Tz, (82%) of 1.1 million households (World Bank et al., 2015) (expanded to 1.3mHh)
  - Gender Strategy/Action Plan was developed and included (2019)
  - D3 Principle (Digitize, Direct, Design) programs benefits to promote WEE.
  - Gender Trainings underway

## **Risks:**

- *Explore overburden*

## Forward Looking:

1. Address women and girls' time poverty / unpaid care and work burdens (free up time for productivity)
2. Improve women's access to, and ownership and control over productive assets and resources
3. Support women's productive livelihoods (Agr & non-agriculture) (e.g. through digital credit & savings)
4. Build women's financial digital literacy (and device access, use and ownership)
5. Innovative interventions, specifically responding to the COVID-19:
  - ❖ Digital technology (e.g. renewable energy)— to reduce and redistribute unpaid care work
  - ❖ Digital payments
6. Address agricultural and rural livelihoods challenges given growing unemployment rates & respond to fast adoption to technology

Thank you