

Recent Developments towards Advancing Women's Economic Empowerment in Tanzania

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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
Tanzania	0.556	140	118.4	12	16.9	79.6	87.3
Kenya	0.518	126	75.1	29.8	37.3	72.1	77.3
Uganda	0.535	131	118.8	27.5	35.1	67	73.9
Rwanda	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