



# National Plan of Action to End Violence Against Women and Children 2017 – 2022

Ministry of Labour, Empowerment, Elders, Youth,  
Women and Children

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# CONTENTS

<b>Preface</b>	3
<b>Foreword</b>	4
<b>Violence Against Women and Children – Defining Key Terms and Concepts</b>	5
<b>Overview</b>	9
<b>PART I – Rationale and Justification for the National Plan of Action to End Violence Against Women and Children</b>	13
Why a National Plan of Action to address violence against women and children?	14
Why now?	18
What can the new Plan of Action do?	22
Why one integrated plan targeting both women and children?	22
What about men?	25
<b>PART II – Guiding Principles for the National Plan of Action to End Violence Against Women and Children</b>	27
<b>PART III - The Theory of Change in Addressing Violence Against Women and Children in Zanzibar</b>	31
Understanding root causes of violence against women and children in Zanzibar	32
The theory of change	34
Vision statement	35
Mission statement	35
Outcome statements	35
Outputs	35
<b>Outcome 1: Enabling environment</b>	37
1.1 Comprehensive legislative and policy framework	39
1.2 Adequate financial, human and technical resources	39
1.3 Improved coordination	40
1.4 Effective data and information management	40
<b>Outcome 2: Prevention</b>	42
2.1 Positive norms and values strengthened	42
2.2 Income and economic strengthening	43
2.3 Safe environments	45
2.4 Strengthened family and parent support	46
2.5 Education and life skills	47

<b>Outcome 3: Response and support services</b>	49
3.1 Effective national and local response, and support services	50
<b>PART IV – Coordination, Monitoring and Evaluation, and Costing</b>	53
Coordination structures	54
National level	55
District level	57
Shehia level	58
Monitoring and evaluation	59
Data reporting and dissemination	60
Monitoring and evaluation resources	60
Knowledge management	62
Costing of the National Plan Of Action	62
<b>Annexes</b>	65
Annex 1 – Results framework	66
Annex 2 – Costed National Plan of Action	75
Annex 3 – Composition and responsibilities of the National Committee on Violence Against Women and Children	79
Annex 4 – Responsibilities of Regional Commissioners in the implementation of the National Plan of Action	81
Annex 5 – Composition and responsibilities of the Technical Coordination Committee on Violence Against Women and Children - Unguja	82
Annex 6 – Composition and responsibilities of the Technical Coordination Committee on Violence Against Women and Children - Pemba	85
Annex 7 – Composition and responsibilities of District Committees on Violence Against Women and Children	88
Annex 8 – Composition and responsibilities of Shehia Committees on Violence Against Women and Children	91
<b>Endnotes</b>	93

# PREFACE

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Ending violence against women and children is a priority for the Revolutionary Government of Zanzibar.

Progress has been made across a range of economic and social indicators in Zanzibar in recent years. However gains made in economic and social transformation can only be sustained if violence against women and children is comprehensively addressed.

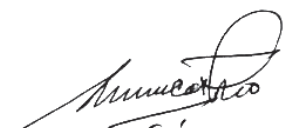
Violence remains a daily reality for significant numbers of women and children in Zanzibar. The immediate and long-term social and public health consequences and economic costs of violence against women and children represent a key challenge to National development. If left unchecked, the consequences of violence against women and children have the potential to undermine investments currently being made in education, health, and well-being, and erode the productive capacity of current and future generations of women and children.

Violence against women and children is not inevitable. It can be stopped and there is a growing public consensus that it will no longer be tolerated. Evidence exists on key strategies that work in preventing and responding to violence and replacing it with safe, stable and empowering environments in which women and children can thrive.

This National Plan of Action provides the National framework for all stakeholders committed to preventing and responding to violence against women and children in Zanzibar over the next five years. It sets out clear evidence-based pathways towards the elimination of violence against women and children and outlines the specific steps that need to be taken in order to effectively prevent violence and treat the harmful consequences of violence when it does occur.

Ending violence against women and children is not the responsibility of one institution or actor alone. It is the responsibility of all duty bearers and community members. It will require a dynamic collaboration between a range of Government and community stakeholders working together in a consolidated National effort under one shared vision.

Violence against women and children can be eliminated if the Zanzibar community acts now, acts wisely and acts together. This National Plan of Action presents evidence-based ways to do it.



**Hon. Maudline Cyrus Castico**  
**Minister of Labour, Empowerment,**  
**Elders, Youth, Women and Children**

# FOREWORD

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There now exists, both globally and at the National level, a unique opportunity to drive forward a comprehensive and action-oriented agenda for addressing violence against women and children.

At the international level, the Agenda 2030 and the Sustainable Development Goals (SDGs) make an explicit and bold commitment to ending violence against women and children in all its forms by 2030. In Zanzibar, the National Strategy for Growth and the Reduction of Poverty (MKUZA II) places the prevention of and response to violence against women and children at the core of the National development agenda.

In addition to being informed by international and national development agendas, this National Plan of Action is embedded with the values, beliefs and practices specific to Zanzibar. As such, it was collaboratively developed by a range of Government ministries, agencies, non-governmental organizations and development partners, and reflects the contributions of a wide range of consultations from an extensive network of stakeholders.

The Ministry of Labour, Empowerment, Elders, Youth, Women and Children wishes to express its deep gratitude to each individual and organization that contributed to the development of this National Plan. In particular, the National Plan of Action benefited from a rich process of consultation with Government, non-governmental, civil society, faith-based organizations and community representatives across both Unguja and Pemba.

The leadership of the Ministry of Labour, Empowerment, Elders, Women and Children are also commended for their role in leading the coordination for the development of this plan. In particular, appreciation is expressed to the Director of Policy, Planning and Research, the Director of Elders and Social Welfare, the Director of Women and Children, and their respective staff.

The Ministry would also like to acknowledge the financial and technical support from United Nations partners, namely UNICEF, UN Women and UNFPA, and other development partners who significantly contributed to the development of this plan. In particular, UNICEF played a leading role in coordinating and drafting this document.

While this Ministry will be responsible for coordinating the implementation of the National Plan of Action, the responsibility for the effective operationalization of the plan will lie with a wide range of key stakeholders from Government institutions to community actors. The Ministry strongly believes that only by working together in a broad coalition can effective change be realized and success achieved in ending violence against women and children in Zanzibar.



**Fatma Ghārib Bilal**  
Principal Secretary  
Ministry of Labour, Empowerment,  
Elders, Youth, Women and Children

# VIOLENCE AGAINST WOMEN AND CHILDREN

## DEFINING KEY TERMS AND CONCEPTS

**CHILD** is defined as anyone below the age of 18 years of age as defined by the Children's Act (No.6) 2011. Under this National Plan of Action, a child is considered as anyone from birth to the age of 18 years. However, this National Plan also recognizes that locally-defined concepts of a child often differ from this numerical standard and are generally linked to relationship patterns, achievement of key milestones and physical and biological characteristics.<sup>1</sup>

**CHILD PROTECTION** is a term used to describe the prevention of and response to violence, abuse, neglect and exploitation against children

**COMMUNITY** is primarily a basic social structure that groups families and households in different contexts within urban or rural settings for their common interests. Community structures in Zanzibar refer to the family and social structures that exist especially at the Shehia or sub-Shehia level such as Shehia Committees, elder groups, women's groups, children's groups, etc.

**CULTURE** is understood as distinctive patterns of values, beliefs and ways of life of a group of people. This can be a group that shares a common characteristic such as gender, ethnicity or race. It can also apply to a range of social entities such as organizations, or communities or groups with a common interest or shared geographical origin. Culture is a dynamic concept that is influenced by environmental, historical, political, geographical, linguistic, spiritual and social factors.<sup>2</sup>

**EMPOWERMENT** can be described as the expansion of assets and capabilities of people to participate in, negotiate with, influence, control and hold accountable individuals and institutions that affect their lives. In particular, women's empowerment can be considered to involve a number of components. These include their sense of self-worth; right to have and determine choices; right to have access to opportunities and resources; right to have the power to control their own lives, both

within and outside the home; and ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.<sup>3</sup>

**ECONOMIC EMPOWERMENT** is a process that involves deliberate acts by the Government in collaboration with other stakeholders to increase employment and income of its population by improving economic skills, knowledge and proficiency in creating wealth. Such deliberate moves allow citizens to fully participate in economic ventures and improve their standard of living for self-reliance. Economic empowerment includes policies, laws, plans, strategies and necessary actions taken to reach the desired goals, by incorporating efforts initiated by public and private sectors together with civil society.<sup>4</sup>

**FAMILY** is defined as a group of people closely related by blood, marriage, law (in the case of adoption), common identity as well as lineage, clan and, at times, social connections. For the purpose of this policy, family is defined according to what the concept commonly means to the people in Zanzibar; this definition considers the cultural and religious norms of what constitutes a family. Traditionally, there is little distinction between nuclear and extended families.

**FAMILY SUPPORT** is the services or interventions (parenting skills, economic strengthening, etc.) designed to strengthen a family's ability to overcome adversity (i.e., build resilience); support one another through improved functioning; reduce contextual stresses (economic disruption, death, etc.) and prevent separation of children, with preemptive actions for families at risk.

**GENDER** is defined as the social attributes and opportunities associated with being male and female, the relationships between women and men and girls and boys as well as the relations between women and those between men. These attributes, opportunities and

relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable.<sup>5</sup>

**GENDER-BASED VIOLENCE** is a term that is often used interchangeably with violence against women. However, gender-based violence also can be experienced by men. The focus of this National Plan is on violence against women and children. The priority focus on women and children is based on the evidence that they are most significantly and disproportionately affected by violence.

**GENDER EQUALITY** is the concept that all human beings, regardless of sex, are equal in dignity and rights and free to develop their personal abilities, pursue their professional careers and make choices without discrimination and limitations set by stereotypes, rigid gender roles and prejudices.<sup>6</sup>

**GENDER EQUITY** is the process of allocating resources, programs, and decision-making fairly to both males and females without any discrimination on the basis of sex, and addressing any imbalances in the benefits available to males and females.<sup>7</sup>

**INTIMATE PARTNER VIOLENCE** is a term used to describe any behaviour by a man or a woman, or a boy or a girl, within an intimate relationship, that causes physical, sexual or psychological harm to the other person in the relationship. Intimate partner violence may sometimes be referred to as 'domestic violence' or 'family violence', although these terms also encompass violence by and against other family members.<sup>8</sup>

**SEX** is considered as the biological characteristics that typically define humans as male or female.<sup>9</sup>

**SOCIAL NORMS** can be understood as contributing factors and social determinants of certain practices in a community that may be positive and strengthen its identity and cohesion, or may be negative and potentially lead to harm. They are also social rules of behaviour which members of a community are expected to observe.<sup>10</sup>

**SOCIAL PROTECTION** is a set of actions by Government and non-government actors that aim

to improve the quality of life in Zanzibar by reducing poverty, vulnerability and deprivation, providing protection against shocks, improving access to essential services, enhancing social inclusion, and promoting equal rights and opportunities for all.<sup>11</sup>

**SYSTEMS APPROACH** involves bringing together a range of structures, functions and capacities from across different sectors to respond to and prevent violence against women and children. This may include relevant sub-systems (e.g. the health system, the justice system, the education system), agencies, social, civic, Government and non-government organizations and institutions, communities and families. The system is organized around a common goal and attention is paid to coordinating the actions of different actors, organizations and sub-systems so that each is mutually reinforcing. A systems approach is concerned with both 'formal' components (i.e., those governed by laws, policies and regulations and delivered by state institutions) and the 'informal' (i.e., those that are based on community and traditional processes and resources).<sup>12</sup>

**VIOLENCE** is the intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, which either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation. Violence thus includes more than acts leading to physical harm. Its consequences are far wider than deaths and injuries and can include communicable and non-communicable disease, psychological harm, risky behaviours, educational and occupational underachievement.<sup>13</sup>

**VIOLENCE AGAINST WOMEN** means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.<sup>14</sup>

**VIOLENCE AGAINST CHILDREN** is defined as all forms of physical violence or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation including sexual abuse.<sup>15</sup>



**WELFARE** of a person is safeguarded when certain human and financial resources as well as psychological and material conditions to provide a reasonably comfortable, healthy and secure living are assured. Within the Zanzibar context, this means guaranteeing the availability of the basic necessities of life as well as minimizing the levels of violence, exploitation, abuse and neglect.<sup>16</sup>

**WOMAN** refers to a female adult human being aged 18 years and over. This National Plan of Action is, however, cognizant of the reality that social definitions of womanhood are also linked to patterns of social relations.



# OVERVIEW

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Ending violence against women and children is a national priority for Zanzibar.

This plan of action sets out a national framework for everyone committed to preventing and responding to violence against women and children – from Government to communities, from civil society to the private sector. It represents an overall vision and a specific set of agreed outcomes and key outputs. This plan seeks to help all stakeholders in Zanzibar intensify their focus on the prevention and response programmes and services required to comprehensively address violence against women and children.

Violence against women and children is not inevitable. This plan recognizes that violence against women and children is a complex and challenging issue but that ultimately it can be comprehensively addressed through effective prevention and response programmes and services.

The Revolutionary Government of Zanzibar recognizes that addressing violence against women and children is critical to continued national growth and to poverty reduction. In this document, the Revolutionary Government of Zanzibar has reaffirmed its resolve and determined vision to eradicate all forms of violence against women and children and ensure that all women and children throughout Zanzibar enjoy their rights in an environment free from all forms of violence

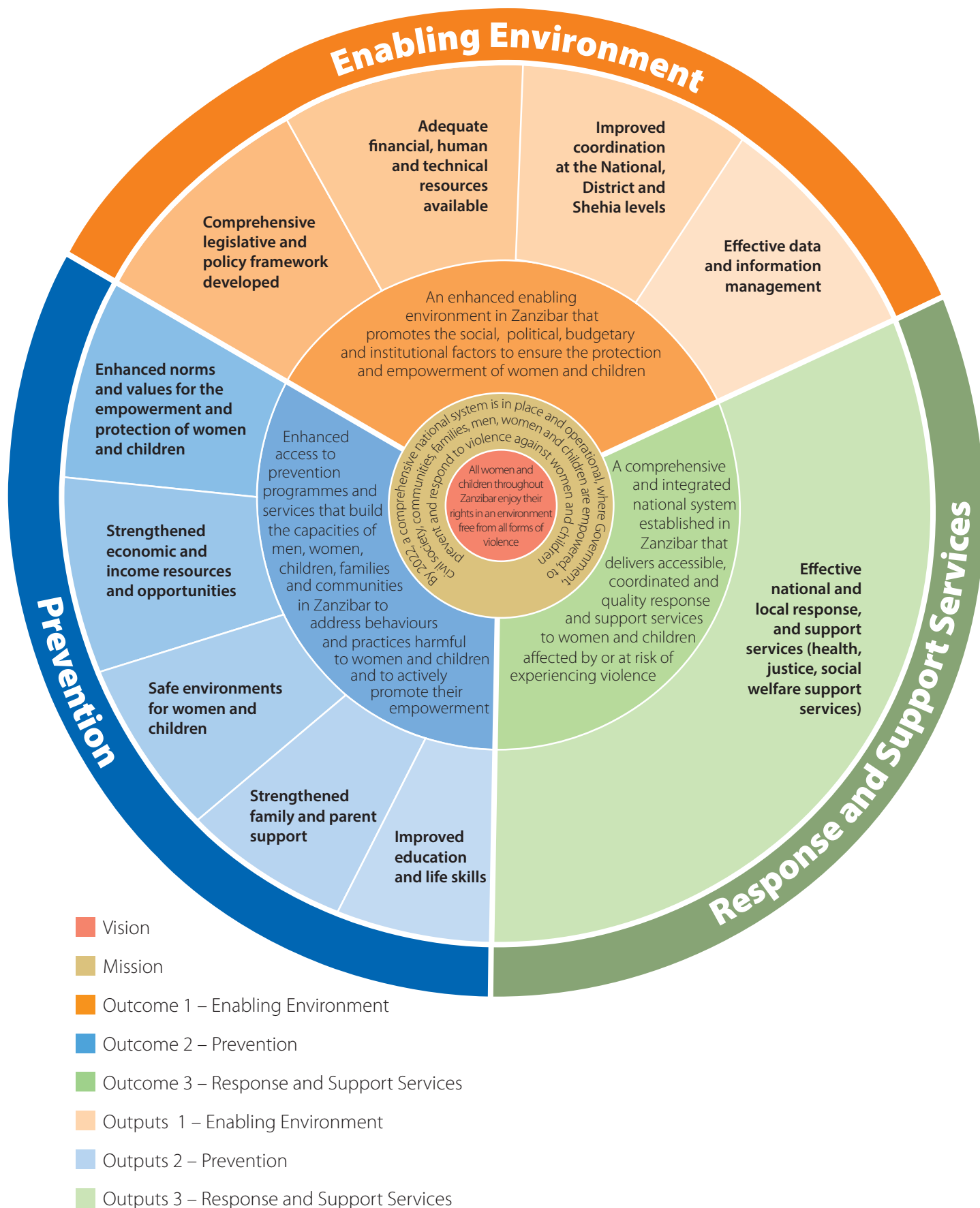
This National Plan seeks to establish, for the first time, a unified and comprehensive framework that outlines the clear intersections between violence against women and children while also recognizing the specific individual needs of each constituency. By creating one dedicated plan – tackling violence against both women and children – the Revolutionary Government of Zanzibar hopes to improve coordination and avoid inefficiencies associated with parallel programme structures and services.

This National Plan of Action places a specific emphasis on the prevention of violence against women and children. While an effective response system for those affected by violence can also be considered a critical foundation for prevention, this plan will increasingly focus on primary prevention and early intervention efforts that prevent violence before it occurs and seek to address the root causes as well as the risk and protective factors associated with violence against women and children. This National Plan of Action will focus on evidence-based strategic prevention interventions with the aim of achieving significant and measurable reductions in violence.

The National Action Plan to End Violence Against Women and Children is the result of research, consultation, programming and analytical discourse on the most effective ways to prevent and respond to the complex dimensions of violence. This plan was collaboratively developed by a range of Government ministries, agencies, non-governmental organizations and development partners.

The overall vision of this National Plan of Action is the eradication of violence against women and children in Zanzibar. To realize this vision, the National Plan of Action sets three expected outcomes. In order to achieve these three outcomes, ten key outputs have been identified. While each output can be considered multi-dimensional, under this plan, each output is specifically positioned to support each of the three outcome statements.

Figure 1: Overview of the National Plan of Action



This National Plan of Action is guided by international and national development goals, particularly the Sustainable Development Goals 2030 and the MKUZA II Successor Strategy 2016–2021. Moreover, it is informed by the values, beliefs and practices specific to Zanzibar and focuses on ensuring an approach to addressing violence against women and children that will be fit for purpose to the specific context in Zanzibar.

**The National Plan of Action is divided into four parts:**

- **Part I** provides an overview of the justification and rationale for the development of the National Plan of Action;
- **Part II** outlines the guiding principles that underpin the development of the National Plan of Action;
- **Part III** communicates the theory of change of the National Plan of Action and sets out the vision, outcome and output results statements; and
- **Part IV** outlines the coordination arrangements, and monitoring and evaluation framework that will guide the implementation of the National Plan of Action.



# PART – 1

## RATIONALE AND JUSTIFICATION FOR THE NATIONAL PLAN OF ACTION TO END VIOLENCE AGAINST WOMEN AND CHILDREN





# PART – 1

## RATIONALE AND JUSTIFICATION FOR THE NATIONAL PLAN OF ACTION TO END VIOLENCE AGAINST WOMEN AND CHILDREN

The objectives of part one of the National Plan of Action are to provide an analysis of the situation of violence against women and children in Zanzibar and outline relevant international and national commitments that have been made to address violence against women and children; to provide an overview of existing responses by the Revolutionary Government of Zanzibar and civil society to violence against women and children and the remaining key challenges; and to identify the intersections between violence against women and children that underpin the rationale for the development of one integrated National Plan of Action.

### Why a National Plan of Action to address violence against women and children?

The Revolutionary Government of Zanzibar recognizes that the empowerment of women and protection of children is critical to economic and social transformation and the achievement of National development goals.

However, violence remains a daily reality for significant numbers of women and children in Zanzibar. Data from National Household Surveys report high levels and an increasing trend of physical, sexual and emotional violence experienced by women and children.

According to the 2015–16 Tanzania Demographic Health Survey and Malaria Indicator Survey (TDHS-MIS 2015-16), 14 per cent of women survey respondents in Zanzibar aged 15–49 experienced physical violence since the age of 15.<sup>17</sup> This represents a significant increase from 2010 when 10 per cent of women reported physical violence.<sup>18</sup> Ever-married women who have experienced physical violence since age 15 most commonly report husbands/partners as perpetrators of violence. Never-married women who have ever experienced physical

violence since age 15 most commonly report the perpetrator to be a teacher or a relative. Experience of physical violence declines sharply with increasing wealth and education.<sup>19</sup>

The TDHS-MIS 2015–16 also reported that almost 1 in 10 women (9 per cent) surveyed in Zanzibar aged 15–49 had experienced sexual violence (representing an increase from 6.5 per cent in the previous National Survey in 2010).<sup>20</sup> Sexual violence is most frequently committed by persons with whom women have a close personal relationship.

Less than half of women who ever experienced sexual or physical violence sought help to stop violence and 29 per cent of women never sought help and never told anyone about their experience.<sup>21</sup>

Furthermore, violence against women is reported to be normalized within communities' social norms and practices. According to the TDHS-MIS 2015–16, 36 per cent of women and 35.5 per cent of men surveyed in Zanzibar agreed that wife-beating by a husband is justified in specific situations like burning the food, arguing with him, going out without telling him or neglecting children. Acceptance of the use of violence

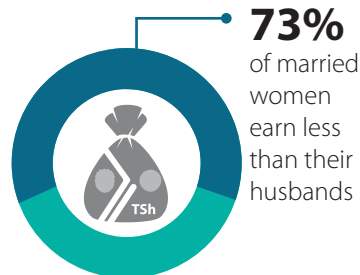
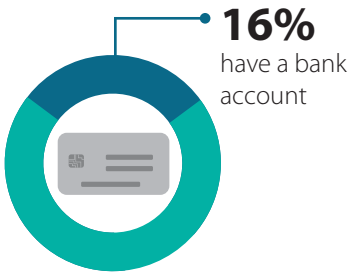
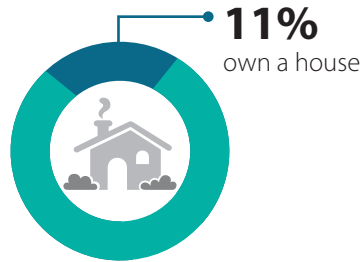
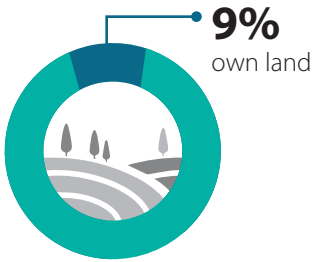


**9%** women aged 15–49 face sexual violence



**14%** women aged 15–49 face physical violence

**Some economic indicators for women**



**2%** of girls have given birth before the age of 15

**25%** of girls married before the age of 15 are illiterate



Over **2/3** of women ever married report some degree of marital control



**29%** of women never sought help and never told anyone about their experience



Less than **1/2** of women who ever experienced sexual or physical violence sought help to stop violence

**Marriage of girls by age**

**18%** before the age of 18



**3.5%** before the age of 15

**29%** of girls married before the age of 18 are illiterate

**17%** of girls have given birth before the age of 18

towards females can lay a foundation for future unequal sexual relationships, and research has documented an association between acceptance of unequal gender norms and experiences of violence.<sup>22</sup>

There are also reported to be significantly high rates of divorce in Zanzibar. A 2013 study reported that 32 per cent of respondents were divorced (36 per cent males and 64 per cent females) and that for women, in the context of prevailing unequal gender norms, divorce can result in a heightened risk of social and economic exclusion.<sup>23</sup> In particular, inequitable division of economic resources is reported as representing a significant challenge for women following marital breakdown. Men and women have unequal access to resources when they enter into a marriage contract, and gender inequality is sustained at the household level through inequitable division of labour, allocation of resources and decision-making.<sup>24</sup> There are 73 per cent of women who report to be earning less compared to their husband's cash earnings, while less than half report that they are jointly involved in decisions about how their husband's income is used.<sup>25</sup> The vast majority of women surveyed in Zanzibar do not own property or land, 89 per cent of women do not own a house, and 91 per cent do not own any land. Only 16 per cent of women in Zanzibar use a bank account (half the number of men who use a bank account). Significant numbers of women report being excluded from household decision-making including decisions related to their own health.<sup>26</sup>

Early marriage also represents a significant challenge for girls in Zanzibar and has been identified by the President of Zanzibar as a key challenge for ensuring a skilled and productive future workforce. In Zanzibar, 3.5 per cent of girls are married before the age of 15 and 18 per cent are married before the age of 18.<sup>27</sup> Child marriage often places girls at risk of a number of adverse health and social consequences. These include the risk of pregnancy and childbirth before full maturation; inadequate schooling; restricted social networks and mobility; and limited control over resources. There is a significant equity dimension to child marriage in Zanzibar. Girls

living in the poorest households and without access to education are most likely to be married early. There are 25 per cent of girls married before the age of 15 are illiterate (unable to read a sentence) and 29 per cent of girls married before the age of 18 are illiterate. Girls in the poorest households are significantly more likely to be married at a young age compared to those in the wealthiest households.<sup>28</sup>

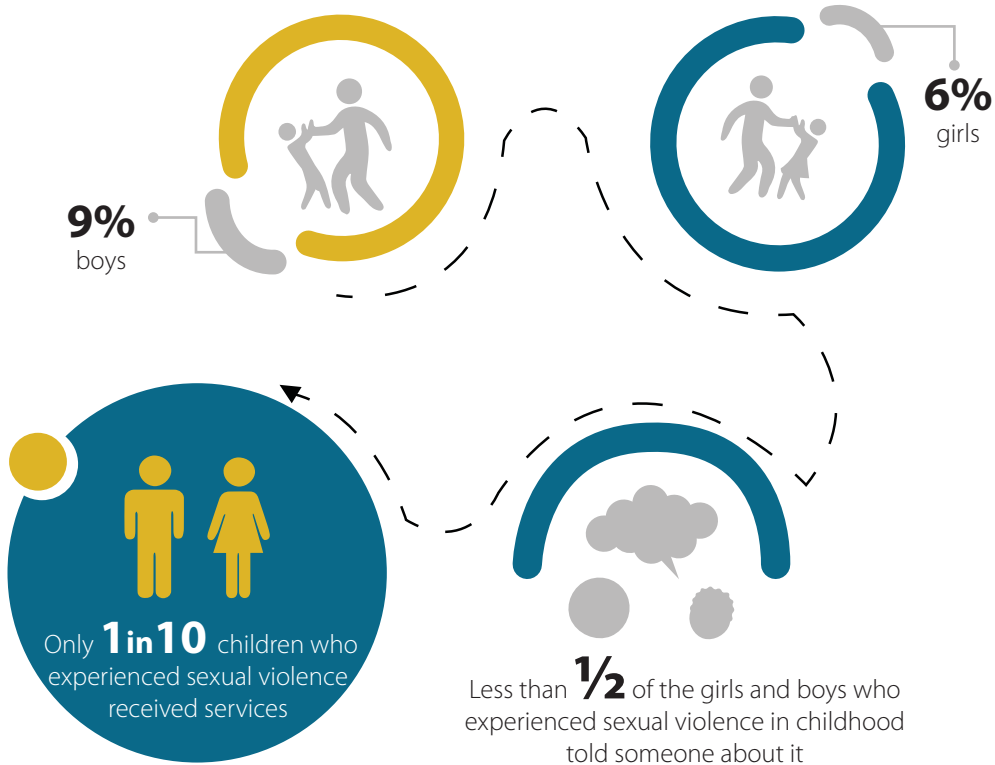
In Zanzibar, 2 per cent of girls surveyed have given birth before the age of 15 and 17 per cent of girls have given birth before the age of 18. Early pregnancy is also associated with household wealth and education, with girls from the wealthiest households less likely to report early pregnancy compared to girls in the poorest households.<sup>29</sup> Over one third of women in Zanzibar report an unmet need for family planning services with the reported unmet need considerably higher than for mainland Tanzania.<sup>30</sup>

In 2009, the Revolutionary Government of Zanzibar conducted the Zanzibar Violence against Children Study (VAC Study). The VAC Study was the first ever household survey on violence against children in Zanzibar and revealed the scale of sexual, physical and emotional violence against girls and boys under the age of 18 years.

The VAC Study reported that over 6 per cent of girls (over 1 in 20 females) and 9 per cent of boys (almost 1 in 10 males) who were surveyed reported experiencing at least one incident of sexual violence before the age of 18. The most common form of childhood sexual violence was unwanted attempted sex, unwanted sexual touching and unwanted forced sex. The most common locations where sexual violence occurred for both boys and girls were reported to be someone's house or at school or while travelling to and from school.<sup>31</sup>

The study also revealed that there is significant stigma associated with reporting sexual violence against children. Less than half of the girls and boys who experienced sexual violence in childhood told someone about it. Nearly 55 per cent of females and 60 per cent of males did not tell anyone about their experience of sexual violence. Family and community reasons were reported as the primary reasons by girls and boys for not

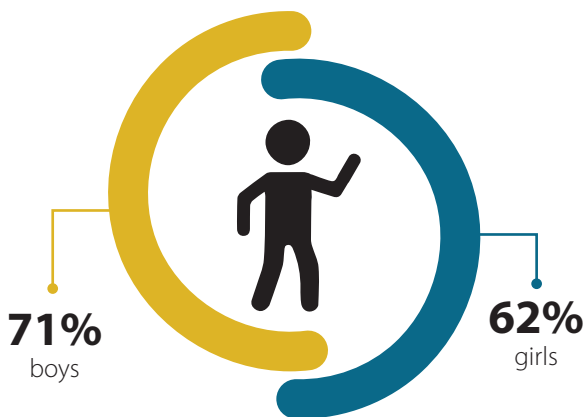
**Children below 18 years who have experienced at least one incident of sexual violence**



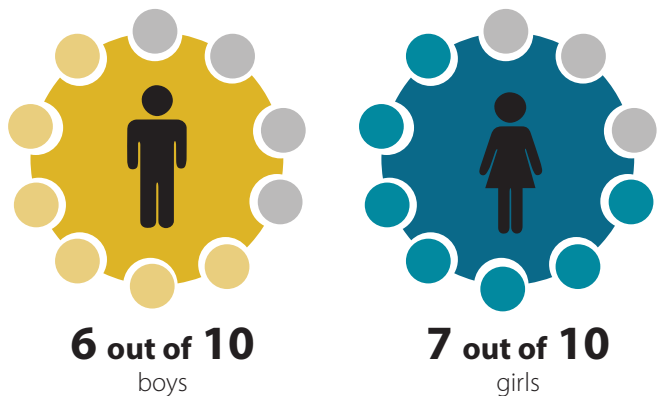
**Common locations for sexual abuse**



Children who have reported experiencing physical abuse before turning 18



Children aged 13 to 24 years who have experienced physical violence before turning 18 report experiencing violence by teachers



telling anyone about their experience of sexual violence. These reasons include fear of abandonment and fear of embarrassing their family.<sup>32</sup>

In addition to low reporting, the number of children experiencing sexual violence who seek services is also low and where services are sought they are not always available. Only 18.5 per cent and 11.4 per cent who reported experiencing sexual violence sought services. For both boys and girls who sought services, only 6 out of 11 received any services. This means that approximately only 1 in 10 children who experienced childhood sexual violence received services for their experiences. The VAC Study also outlined that experiences of sexual violence in childhood had significantly negative health outcomes for children who had experienced sexual violence compared to those who had not experienced sexual violence in childhood.<sup>33</sup>

Physical violence is experienced by the majority of children in Zanzibar. It was reported that 71 per cent of boys and 62 per cent of girls experienced physical abuse (being slapped, punched, hit with a fist, kicked, whipped, or threatened with a weapon such as a gun or knife) before turning 18 years. The most frequent reported perpetrators of physical violence against children were relatives, authority figures (such as teachers) and intimate partners. Over 7 in 10 females and 6 in 10 males aged 13 to 24 years who experienced physical violence prior to the age of 18 reported their perpetrators were teachers. Approximately 1 in 10 males who experienced physical violence reported physical abuse by a religious leader.<sup>34</sup> About 1 in 7 girls and 1 in 5 boys report experiencing emotional violence before the age of 18. Being called bad names was the most frequent form of abuse.<sup>35</sup>

Similar to the TDHS-MIS, the VAC Study also reported that violence against women appears to be normalized within social norms with approximately 40 per cent of females and nearly 50 per cent of males aged 13 to 24 years who were surveyed believing that it is appropriate for a husband to beat his wife in a number of circumstances (e.g., if she either goes out without telling him, neglects the children, argues with him, refuses to have sex with him, or burns the food).<sup>36</sup>

## Why now?

This National Plan of Action has been developed following the recognition that there now exists significant opportunities to drive forward the National Agenda to end violence against women and children in Zanzibar. A number of key considerations underpin the rationale for now developing a National Plan of Action to End Violence Against Women and Children.

As outlined above, there is now comprehensive evidence available on the prevalence of violence against women and children in Zanzibar. There also exists a clear Government commitment to address violence against women and children. In November 2014, the President of Zanzibar and Chairman of the Revolutionary Council, H.E Dr. Ali Mohamed Shein launched a two year National Campaign to address violence against women and children that included a National Campaign launch and the implementation of campaign interventions that aimed at increasing public awareness and mobilizing community action in addressing violence against women and children. Furthermore, the Zanzibar Strategy for Growth and Reduction of Poverty (MKUZA III) sets out the National development agenda for the next five years 2016–2020 and recognizes that the empowerment of women and protection of children is critical to economic and social transformation. MKUZA III includes specific outcomes and targets on gender equality and equity and on the prevention and response to violence against women and children.<sup>37</sup>

The Revolutionary Government of Zanzibar has previously developed a National Plan of Action on Violence Against Children (2011–2015) and a National Multi-Sectoral Strategy and Action Plan for Preventing and Responding to Gender-Based Violence (GBV) in Zanzibar (2011). However, in implementing MKUZA III, there is a need to review and update existing National plans in order to give a clear direction in how commitments made in addressing violence against women and children will be met.

This National Agenda is supported by a renewed momentum at the international level for addressing violence against women and children. The Sustainable

## Consequences of exposure to violence

- **Health and development effects:**

- Impaired brain development
- Increased risks of injury, HIV and other sexually transmitted infections
- Increased mental health problems and delayed development
- Poor school performance and dropout
- Early pregnancy and reproductive health problems
- Vulnerable to communicable and non-communicable diseases



- **Economic impact:**

- Women and children subject to physical and sexual violence face greater likelihood of:
  - Poor academic performance and achievement
  - Financial and employment-related difficulties
  - Social isolation and disruption to employment
- Violence against women and children can cost up to **3.7%** GDP due to lost productivity
- Violence against children can cost about **8%** of global GDP



## International and national frameworks for ending violence against women and children

- **Sustainable Development Goals (SDGs)** set targets to realize measurable progress in addressing violence against women and children
  - SDG 5 seeks to achieve gender equality and empower all women and girls, and sets targets on elimination on harmful practices
  - SDG 16 sets targets for ending abuse, exploitation, trafficking and all forms of violence against children



- **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** and its individual complaints procedure
- **The Convention of the Rights of the Child (UNCRC)** and its optional protocols
- **The African Charter on the Rights and Welfare of the Child (ACRWC)** and relevant regional protocols
- **The Zanzibar Strategy for Growth and Reduction of Poverty (MKUZA III):**
  - Empowers women and protects children for economic and social transformation
  - Sets targets on gender equality and equity
  - Sets target on prevention and response to violence

Development Goals (SDGs) represent a powerful agenda for responding to and preventing violence against women and children. The SDGs set ambitious targets for countries to meet in order to realize measurable progress in addressing violence against women and children. Two of the seventeen 17 goals that most critically relate to violence against women and children are SDG 5 and SDG 16. SDG 5 addresses gender equality and the empowerment of women. SDG 5 It includes specific targets on the elimination of violence and harmful practices against women and girls. SDG 16, which promotes peace, justice and strong institutions for sustainable development, includes targets for ending abuse, exploitation, trafficking and all forms of violence against children. The SDGs represent the first time that the global development agenda has addressed all forms of violence against women and girls as well as violence against children.

The goals and targets under the SDGs seek to realize the commitments towards addressing violence against women and children made by Governments in many previous declarations, resolutions and international agreements. In addition to committing to the SDGs under Agenda 2030, the United Republic of Tanzania is party to numerous regional and international instruments and declarations on child rights, gender equality, and women's empowerment, including the Convention

on the Elimination of All Forms of Discrimination against Women (CEDAW) and its individual complaints procedure, the Convention of the Rights of the Child (UNCRC) and its Optional Protocols, and the African Charter on the Rights and Welfare of the Child (ACRWC) and relevant regional protocols.

In addition to the clear evidence that demonstrates the prevalence of violence against women and children in Zanzibar, strong evidence now exists that shows that exposure to violence has serious health, development and economic consequences. It can impair brain development and increase the risks of injury; increase the risk of HIV and other sexually transmitted infections.<sup>38</sup> Experiences of physical, sexual and emotional violence have a direct link with increased mental health problems; delayed development; poor school performance and dropout; early pregnancy; reproductive health problems; and communicable and non-communicable diseases.<sup>39</sup>

The economic impact of violence is also substantial. Women and children subject to physical and sexual violence face a higher likelihood of poor academic performance and achievement as well as a higher likelihood of financial- and employment-related difficulties later in life. Women who have been exposed to violence are at higher risk of experiencing social isolation and disruption to their employment, including



## Progress and challenges in addressing VAW and VAC in Zanzibar

### Progress realized includes:

- enhanced legislative and policy framework for the empowerment and protection of women and children;
- strengthened commitment to address violence against women and children at the National level as evidenced by the establishment of a National Inter-ministerial Committee on violence against women and children and the launch of a two-year National awareness-raising campaign to end violence against women and children;
- child protection and GBV Committees established at the Sub-national level to coordinate efforts to address violence against women and children at local levels;
- increased availability of services to survivors of violence, for example, through the establishment of six One Stop Centres at medical facilities in six Districts in Zanzibar and the designation of Police Gender and Children's Desks (PGCDs) in each of the 37 police stations in Zanzibar;
- enhanced capacity of frontline workers (Social Welfare Officers, Women and Children Officers, law enforcement professionals, health Officers, community workers) in dealing with cases of violence against women and children;
- increased income strengthening for women and vulnerable children, for example, through women's economic empowerment initiatives and the establishment and operationalization of a National social safety net programme targeting the most economically-deprived households.

### Challenges that remain include:

- coordination and reporting mechanism for the implementation of the respective plans remain weak and both plans suffered from a lack of regular reporting on the status of their respective implementation;
- the absence of a comprehensive monitoring and evaluation framework to guide efforts to address violence against women and children has meant that it has not been possible to access the data required to provide evidence-based analysis on the progress in the implementation of the respective plans;
- efforts in addressing violence against women and children under separate plans have, at times, resulted in duplication of structures and services and a lack of clarity on the division of institutional responsibilities among lead stakeholders;
- interventions to address violence against women and children remain severely under-resourced and activities included in the respective National plans of actions were often not integrated within the medium-term expenditure frameworks (MTEFs) of the relevant responsible Government-implementing agencies;
- limited decentralization has presented a challenge in supporting interventions at the District and Shehia levels and in reaching communities and families;
- while progress has been made in building the capacity of frontline workers the ability of key professionals to meet the needs of women and children who have experienced or are at risk of violence remains constrained; and
- interventions to date have largely focused on enhancing capacity in responding to violence against women and children. Under a new National Plan of Action an increased understanding of and engagement with communities on knowledge, attitudes and practices relating to violence and the prevention of violence against women and children is required.

unemployment.<sup>40</sup> Global studies suggest that violence against women and girls can cost a country up to 3.7 per cent of GDP due to lost productivity.<sup>41</sup> Globally, the costs of physical, sexual and emotional violence against children have been estimated to be as high as 8 per cent of global GDP and that the cost and economic impact of violence are much higher than the investment required to prevent it.<sup>42</sup>

The immediate and long-term public health consequences and economic costs of violence against women and children represent a key challenge to the National development in Zanzibar. The consequences of violence against women and children have the potential to undermine investments currently being made in education, health and well-being, and erode the productive capacity of current and future generations of women and children.

Progress has been made across a range of economic and social indicators in Zanzibar in recent years. However gains made in economic and social transformation in Zanzibar can only be sustained if violence against women and children is comprehensively addressed.

This National Plan of Action explains how the Revolutionary Government of Zanzibar plans to prevent and respond to violence against women and children over the next five years in line with the commitments made under MKUZA III. Moreover, this National Plan provides the platform to accelerate efforts to make women and children safe in the future, with the aim of delivering targets to end all forms of violence against women and children by 2030.

## What can the new Plan of Action do?

In outlining the key interventions to be pursued in meeting targets set under the SDGs and MKUZA III, this National Plan of Action seeks to specifically build on the achievements and lessons learned from the previous and ongoing efforts to address violence against women and children in Zanzibar.

This National Plan will specifically be informed by the experience of the implementation of the previous Multi-Sector National Plan of Action to Address Violence Against Children in Zanzibar 2011–2015 and the existing National Multi-Sectoral Strategy and Action Plan for Preventing and Responding to Gender-Based Violence (GBV) in Zanzibar developed in 2011.<sup>43</sup> A review of the previous National Plan of Action has identified several areas of significant progress that have been realized in addressing violence against women and children in Zanzibar in recent years. These achievements have been realized through partnership between the Government and development partners, NGOs, civil society organizations, faith-based organizations and communities.

However, while significant progress has been made in the recent years, the review of the existing National Plans of Action also found that critical challenges remain in addressing violence against women and children in Zanzibar.

The new National Plan of Action will seek to consolidate and build on the progress made to date in addressing violence against women and children and specifically address the challenges experienced in the implementation of the previous Multi-Sector National Plan of Action to Address Violence Against Children in Zanzibar 2011–2015 and the existing National Multi-Sectoral Strategy and Action Plan for Preventing and Responding to GBV in Zanzibar.

## Why one integrated plan targeting both women and children?

While violence against women and children has been recognized as a serious concern in Zanzibar, addressing violence against women and children has traditionally followed parallel but distinct trajectories with different funding streams, responsible lead Government departments and supporting development partners, strategies, and National and Sub-national-level coordination mechanisms.





This National Plan seeks to establish for the first time a unified and comprehensive framework that outlines the clear intersections between violence against women and children while also recognizing the specific individual needs of each constituency. By creating one dedicated plan to tackle violence against both women and children, the Revolutionary Government of Zanzibar hopes to improve coordination and avoid inefficiencies associated with parallel programme services and structures. This integrated approach reflects the calls for closer collaboration between both fields in achieving and measuring progress towards ending both forms of violence in line with commitments made under MKUZA III and the 2030 Sustainable Development Goals.

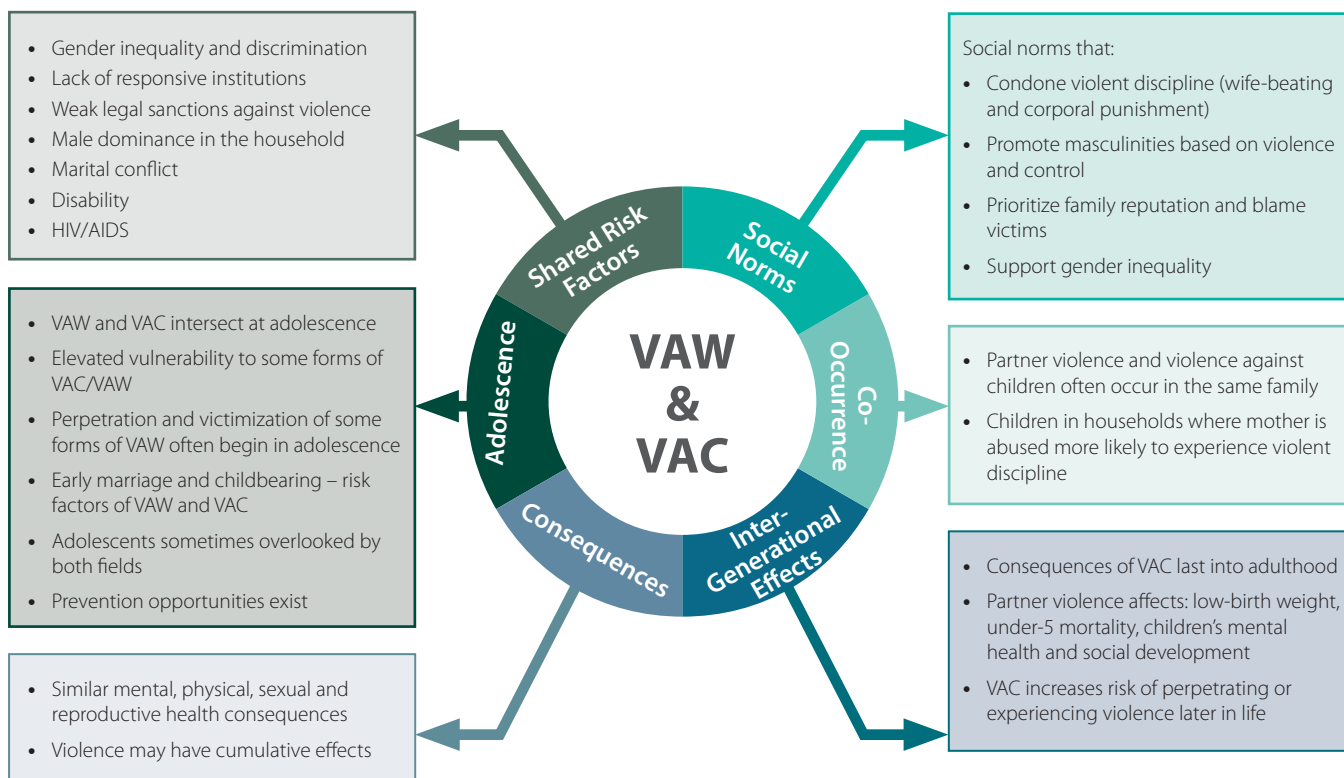
In addition to efficiency considerations, the development of one integrated National Plan of Action is premised on an understanding of the key intersections that exist in relation to violence against women and violence against children.<sup>44</sup>

Six key intersections of violence against women and children include:

1. **Shared risk factors** – Similar risk factors exist for violence against both women and children. Both are linked to weak legal sanctions against violence, social norms that condone violence, high levels of social, economic, legal and political gender inequality, inadequate protections for human rights, and weak institutional responses to violence. The National

Plan of Action also recognizes the increased risks of vulnerability for women and children living with disability and seeks to support the specific needs of women and children living with any impairment or ill-health which hinders their full and effective participation on an equal basis with others. This plan also recognizes that HIV status can also represent a significant risk factor for both women and children. Addressing violence against women and children is critical in HIV response in order to reduce risk of HIV infection, increase uptake of services and improve treatment adherence. The needs of women and children with respect to HIV prevention and response will be integrated within interventions outlined under this National Plan of Action.

2. **Common consequences of violence against women and children** – Violence against women and children may have similar consequences for physical health, mental health, and social functioning. Girls and women who experience sexual violence may experience sexual and reproductive health consequences, including unwanted pregnancy, pregnancy complications and sexually transmitted infections (STIs). According to the VAC Study, males and females in Zanzibar who reported experiencing childhood sexual, physical or emotional violence reported poorer health as compared to those who had not experienced childhood violence.<sup>45</sup>

**Figure 2: Key intersections of violence against women and children\***

\*This graphic is adapted from Alessandra Guedes, Sarah Bott, Claudia Garcia-Moreno and Manuela Colombini, Global Health Action, *Bridging the gaps: a global review of intersections of violence against women and violence against children*, Vol. 9, Issue 1, 2016.

### 3. Social norms that condone violence against women and children and prevent help-seeking

– Social norms that condone violence and support gender inequality represent a root cause of violence against women and children. Violence against women is often justified, blamed on victims or considered less important than reputations of perpetrators, families or institutions.

### 4. Co-occurrence of violence against women and violence against children in the same household

– Co-occurrence refers to the child maltreatment and intimate partner violence that occurs in the same household during the same time period. Research shows that children living in households where the mother is abused are significantly more likely to experience violent discipline.

### 5. Intergenerational effects

– Both violence against women and violence against children have intergenerational effects. Consequences of child

maltreatment often last into adulthood, including long-term changes in brain structure, mental and physical health problems, risk behaviours, problems with social functioning, and reduced life expectancy. Violence against women often has negative consequences for children. Violence during pregnancy is associated with increased risk of pre-term delivery and low birth weight. Partner violence against women has been linked to higher rates of infant and under-five child mortality.

### 6. Adolescence

– is defined as anyone from the age of 10–19 years of age and is considered a period of heightened vulnerability, as both perpetration and victimization of forms of violence often begin or become elevated during this period. Research demonstrates that a majority of adolescent survivors report first being sexually victimized between ages 15 and 19.<sup>46</sup> Meanwhile, evidence shows that a majority of adult men who ever committed rape carried out

their first assault as teenagers. In addition, adolescent marriage and childbearing are risk factors for both intimate partner violence and child maltreatment. In Zanzibar, 18 per cent of girls are married before the age of 18 years.<sup>47</sup> Adolescence also offers a window of opportunity for prevention.

While recognizing the significant intersections that exist between violence against women and children, this National Plan of Action also acknowledges that in addressing violence there may be areas that require an approach designed and targeted specifically at either women or children. For example, strategic interventions may focus specifically on the economic empowerment of women through access to the labor market while other strategic interventions may target children without parental care and in need of alternative care. This National Plan of Action seeks to integrate efforts for addressing violence against women and children while maintaining a flexibility to allow specific strategic interventions targeting the specific needs of either women or children where required.

### What about men?

The focus of this National Plan is on violence against women and children. It recognizes that men also experience physical, sexual and emotional violence – most frequently by other men. However, the priority focus on women and children is based on the evidence that women and children are most significantly and disproportionately affected by violence.

The National Plan of Action does, however, seek to actively engage with men as key agents in reflecting on gender roles and as critical actors in supporting an effective framework to prevent and respond to violence against women and children in Zanzibar. Men are the dominant decision makers in most situations, and yet are often overlooked in activities to promote gender equality. This National Plan understands that men's engagement is critical to achieving positive outcomes in gender equality. The promotion of mutually empowering relationships between men and women and boys and girls is a key focus for this National Plan of Action.



# PART – 2

## GUIDING PRINCIPLES FOR THE NATIONAL PLAN OF ACTION TO END VIOLENCE AGAINST WOMEN AND CHILDREN





## PART – 2

### GUIDING PRINCIPLES FOR THE NATIONAL PLAN OF ACTION TO END VIOLENCE AGAINST WOMEN AND CHILDREN

The objective of this part of the plan is to outline the guiding principles for the National Plan of Action. The process for its development involved reflection on previous experiences, efforts and lessons learned in addressing violence against women and children in Zanzibar. It identified a number of principles in guiding the implementation of this new five-year National Plan of Action:

- 1. An integrated approach to addressing violence against women and children** – As outlined in Part I, this National Plan acknowledges the clear intersections that exist in addressing violence against women and children and seeks to establish for the first time a unified and comprehensive framework that integrates the empowerment and protection of women and children while also recognizing the specific individual needs of each constituency. By creating one dedicated plan – tackling violence against both women and children – the Revolutionary Government of Zanzibar hopes to improve coordination and avoid inefficiencies associated with parallel programme services and structures.
- 2. An increased focus on prevention** – This National Plan of Action will place greater emphasis on the prevention of violence against women and children. Effectively addressing violence against women and children involves a continuum of mutually reinforcing interventions. While an effective response system for those affected by violence can also be considered a critical foundation for prevention, this National Plan will increasingly focus on primary prevention and early intervention efforts that prevent violence before it occurs and seek to address the root causes of violence. It will also focus on evidence-based strategic interventions with the aim of achieving significant and measurable reductions in violence.
- 3. Increased engagement with families and communities** – Communities and families are often the first and most effective structures in preventing and responding to violence against women and children. This National Plan of Action will increasingly seek to engage with traditional community structures and processes in implementing strategic interventions that aim to empower and protect women and children. This National Plan respects the importance of community cohesion and harmony. It is recognized that individuals exist within their respective family and social networks and that individual interest is considered in conjunction with the collective interest. Maintaining the connection between women and children and their families and communities and building the capacities of families and communities to empower and protect women and children are critical. Furthermore, this National Plan of Action will specifically seek to engage with men as key agents in addressing unequal gender roles and promoting the empowerment and protection of women and children.
- 4. Alignment with Zanzibar’s social and cultural norms** – This National Plan of Action will seek to align with the distinct and unique cultural norms and practices that exist in Zanzibar and can support the enhanced protection of women and children. Positive and protective traditional social and religious values



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and beliefs will guide the implementation of strategic interventions to address violence against women and children.

5. **Translating plans into budgets** – The effective implementation of interventions under this plan of action will significantly rely on the availability of the necessary financial resources. The costed interventions identified under this National Plan of Action need to be integrated within the annual budget frameworks of responsible implementing institutions so as to ensure that the necessary financial resources are available for planned interventions.
6. **Going to scale in responding to violence** – Under the previous national action plans, work has started in creating systems to respond to violence, for example, through the establishment of hospital-based one stop centres (Mkono kwa Mkono Centres), police gender and children’s desks, the mobilization of District welfare Officers, and the establishment of District- and Shehia-level Protection Committees in different Districts throughout Zanzibar. The main challenge is to coordinate these efforts, and take them to scale, building a comprehensive, integrated response system for all survivors of violence, and improve identification, reporting and services delivery, etc. This calls for providing good quality health, social welfare, justice system and community-based support services for women and children who need them, and providing for their short and long-term needs. Going to scale will require a clear analysis of the capacity and ‘starting point’ at both the National and District levels and ensuring that geographic disparities are not created or sustained.
7. **Focusing on data and tracking trends** – To date, it has not been possible to responsively track emerging trends on violence against women and children in Zanzibar. The lack of comprehensive baseline data and/or reliable and consistent measurement systems has limited the responsiveness and impact of interventions. There is an urgent need to develop indicators and tools for measuring trends in line with this new plan of action and targets of MKUZA III and SDG for ending violence against women and children. This needs to build on existing data sources and ensure full integration with the work of other sectors.
8. **Better coordination at all levels** – Stronger coordination at the National and Sub-national levels is required. Clear terms of reference and annual plans and targets are required to improve the functioning of the National Committee on Violence Against Women and Children. One unified committee structure, with a clear mandate and trained members, that can effectively oversee local prevention and response services is required at the District and Shehia levels.
9. **Focusing on the most vulnerable** – Women and children who are most disadvantaged are most likely to experience violence which makes them much more likely to be left behind by national development and poverty reduction. This National Plan of Action will specifically seek to address the needs of women and children disadvantaged and discriminated against as a result of gender, income, disability or other vulnerabilities.





# PART – 3

## THE THEORY OF CHANGE IN ADDRESSING VIOLENCE AGAINST WOMEN AND CHILDREN IN ZANZIBAR





## PART – 3

### THE THEORY OF CHANGE IN ADDRESSING VIOLENCE AGAINST WOMEN AND CHILDREN IN ZANZIBAR

This National Plan of Action is based on a ‘theory of change’ approach that identifies issues or problems to be addressed and the multiple interventions needed to produce the outcomes required to achieve the overall desired vision.

#### Understanding root causes of violence against women and children in Zanzibar

In the development of this National Plan of Action, the social ecological model was used to identify and demonstrate the interplay of individual, relationship, community, institutional and societal factors contributing to violence against women and children in Zanzibar.

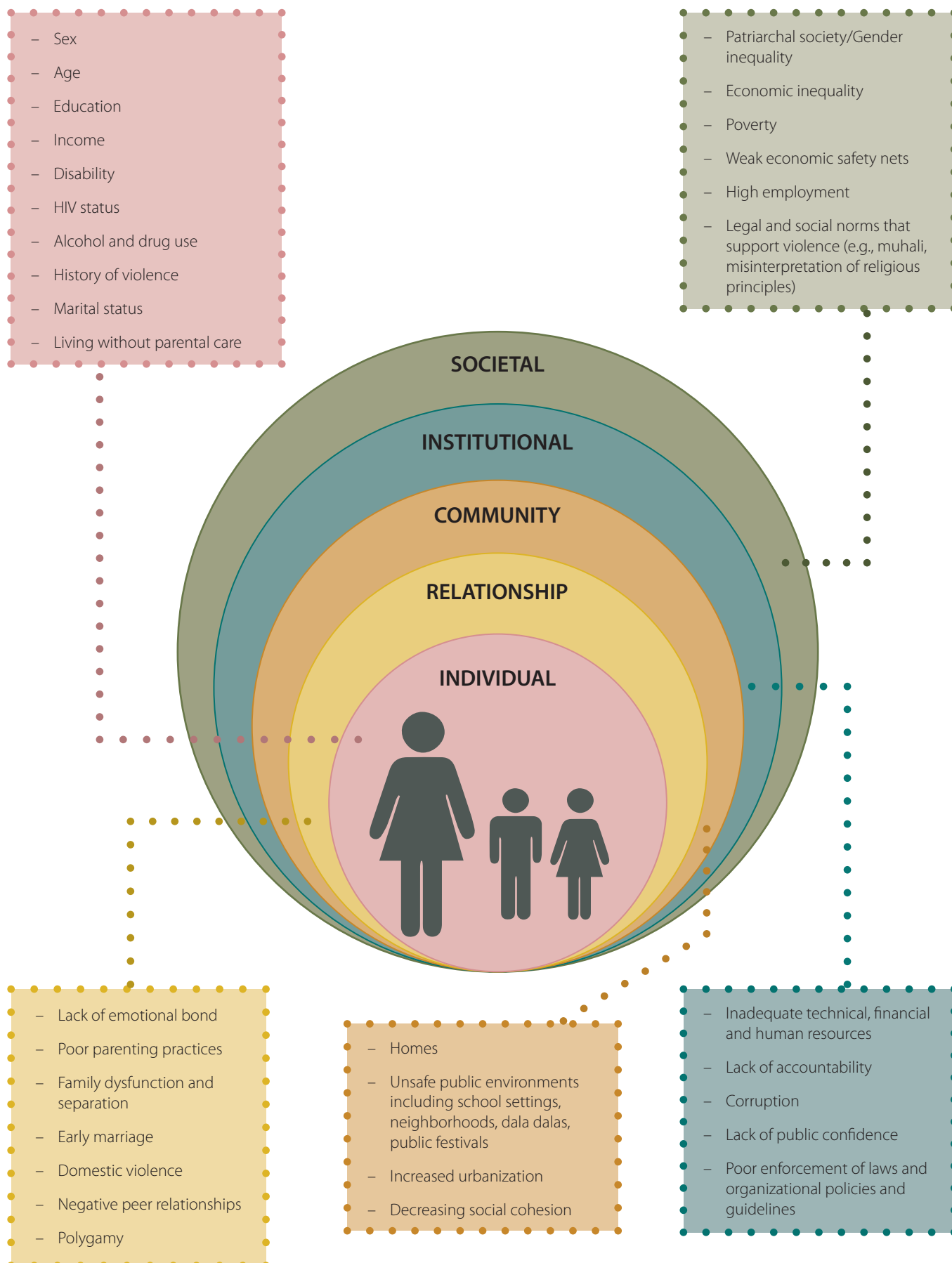
As outlined in part I of the National Plan of Action, national data is available that outlines the significant levels of violence experienced by women and children in Zanzibar. A key factor that makes women and children vulnerable to violence (and increases the likelihood that boys and men perpetrate such violence) is social tolerance of both victimization of women and children and perpetration of violence by boys and men. Often this abuse or exploitation is perceived as normal and beyond the control of communities which, alongside shame, fear and the belief that no one can help, results in low levels of reporting to authorities. In addition, victims are often blamed for the violence they experience. This social tolerance of violence, in general, and intimate partner and sexual violence, in particular, stems from the low status of women in the society, and cultural norms surrounding gender and masculinity. Changing gender norms relating to male entitlement over girls and women’s bodies – and control over their behaviour – is a critical strategy to achieve gender equality, reduce

violence, shape prevention activities and address specific care and support needs.

Violence is also rooted in a number of other social, economic and cultural factors that impact communities, families, relationships, and the manner in which women and children experience their daily lives in Zanzibar. As part of the development of this National Plan of Action, stakeholders identified the specific individual-, relationship-, community-, institutional- and societal-level risk factors that provide the context for addressing violence against children in Zanzibar.

- **Individual-level risk factors** include biological and personal history aspects such as sex; age; education; income; marital status; parental status; disability; impaired brain and cognitive development; psychological disorders; HIV status; harmful use of alcohol; drug abuse; and a history of aggression or maltreatment.
- **Close relationship-level risk factors** include lack of emotional bonding; poor parenting practices; family dysfunction and separation; children witnessing violence against their mother or stepmother; and early or forced marriage.
- **Community-level risk factors** include how the characteristics of settings such as schools, workplaces and neighbourhoods increase the risk of violence. These include poverty; high population density; transient populations and rapid urbanization; reduced

**Figure 3: Social-ecological model for understanding and addressing violence against women and children in Zanzibar**



social cohesion; unsafe physical environments; crime rates; and the existence of drug and crime groups.

- **Institutional-level risk factors** relate to the organizations or social institutions with rules and regulations that affect how, or how well, prevention and response services are provided to an individual or group. These include low financial, technical and human resource capacity; poor performance and lack of accountability; corruption; lack of public confidence; and the weak enforcement of organizational rules and regulations.
- **Society-level risk factors** include legal and social norms that create a climate in which violence is encouraged or normalized. The social norm of ‘Muhali’ was specifically identified as a challenge in addressing violence against women and children along with risks associated with local interpretations of religious texts. As outlined above, one of the core risk factors for violence against women and children is gender inequality. Societal-level risk factors also include health, economic, educational and social policies that maintain economic, gender or social inequalities; absent or inadequate social protection; high unemployment; weak governance; and poor law enforcement.

Within the social ecological model, the interaction between factors at the different levels is just as important as the influence of factors within a single level. For example, several common risk factors – such as family dysfunction and reduced social cohesion within the community – may place some women and children at much greater risk than others. Though programmes and policies often address different forms of violence in isolation, it is important to recognize that the different forms are connected as they share common root causes. Because they share common causes, they often occur together, and one can lead to another. For instance, being a victim of child maltreatment can increase the risk in later life of becoming a victim or perpetrator of sexual violence and intimate partner violence. Children who witness intimate partner violence against their mother or stepmother are also more likely to experience such violence in later life – both as victims and as

perpetrators. Thus, programmes that effectively address root causes have high potential for reducing multiple forms of violence against women and children.<sup>48</sup>

Violence against women and children is a multi-faceted problem with causes at the individual, close relationship, community, institutional and societal levels, so it must be simultaneously confronted on all these levels. The social ecological model serves a dual purpose in that each level of the model represents both risks and opportunities for addressing violence against women and children. The strategic interventions developed to address the specific risks identified in relation to violence against women and children in Zanzibar are outlined below.

Having outlined the process for identifying and understanding the root causes of violence against women and children in Zanzibar, this part will now address the theory of change, including the vision, mission, outcome and strategic output statements actions, for the National Plan of Action to End Violence Against Women and Children in Zanzibar.

## The theory of change

The National Plan of Action’s theory of change states that:

**IF** there is an enhanced enabling environment that promotes the social, political, legal, budgetary and institutional factors that ensure the protection and empowerment of women and children;

**IF** there is enhanced access to prevention programmes and services that build the capacities of men, women, children, families and communities in Zanzibar to address behaviours and practices harmful to women and children and to actively promote their empowerment and protection; and

**IF** there is an integrated response system established in Zanzibar that delivers accessible, coordinated and quality response and support services to women and children affected by or at risk of experiencing violence,

**THEN** there will be a National system established and operational to prevent and respond to violence against

women and children and ensures that women and children throughout Zanzibar enjoy their rights to an environment free from all forms of violence.

Effective implementation assumes the commitment of Government to promote the empowerment and protection of women and children; and that continued political will exists for the coordination, capacity and resources necessary at all levels of Government to address identified barriers and bottlenecks; and that stakeholders are willing to work collaboratively across sectors (See Figure 4: Theory of change diagram).

### Vision Statement

All women and children throughout Zanzibar enjoy their rights to an environment free from all forms of violence.

### Mission Statement

By 2022, a comprehensive National system is in place and operational, where Government, civil society, communities, families, men, women and children are empowered to prevent and respond to violence against women and children.

## Outcome statements

As outlined above, violence against women and children is a multi-faceted problem with causes at the individual, close relationship, community, institutional and societal levels, so it must be simultaneously addressed on several different levels. Based on the analysis of the socio-ecological model used to identify the root causes of violence against women and children in Zanzibar, three key outcome statements have been identified in addressing violence against women and children.

1. By 2022, an enhanced enabling environment in Zanzibar that promotes the social, political, legal,

budgetary and institutional factors to ensure the protection and empowerment of women and children;

2. By 2022, enhanced access to prevention programmes and services that build the capacities of men, women, children, families and communities in Zanzibar to address behaviours and practices harmful to women and children and to actively promote their empowerment and protection; and
3. By 2022, a comprehensive and integrated national system established in Zanzibar that delivers accessible, coordinated and quality response and support services to women and children affected by or at risk of experiencing violence.

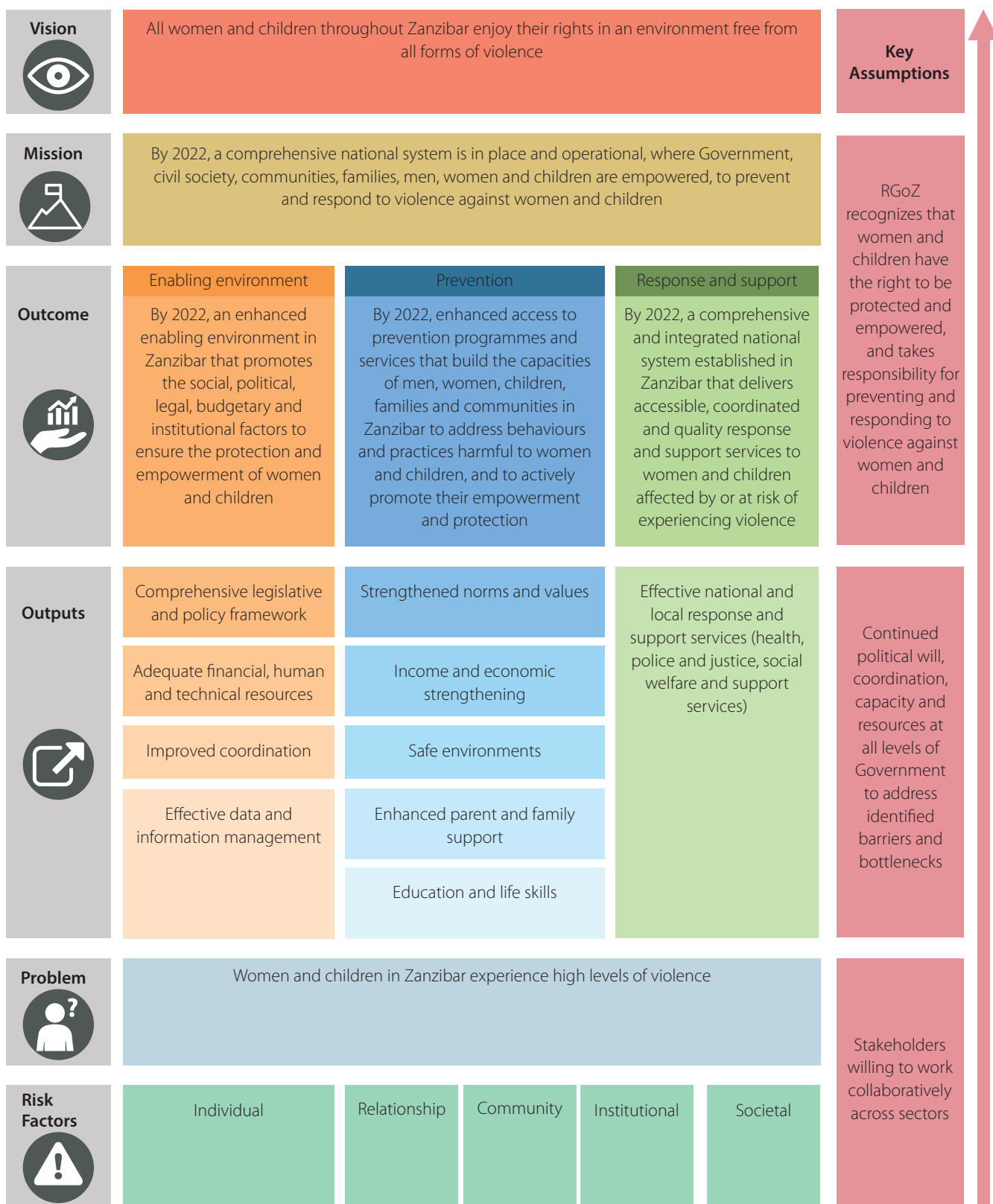
These three outcome statements are based around the core areas of prevention and response and an enabling environment required to support the effective operation of the National system to address violence against women and children.<sup>49</sup>

## Outputs

To achieve the expected outcomes of this National Plan of Action, 10 key outputs have been identified:

1. A comprehensive legislative and policy framework to prevent and respond to violence against women and children is developed;
2. National duty bearers have the capacity to ensure that the adequate financial, human and technical resources are available to ensure access to and delivery of effective prevention and response services for women and children;
3. Efforts to address violence against women and children are effectively coordinated at the National, District and Shehia levels;
4. A comprehensive data and information management system on violence against women and children is developed to ensure the effective monitoring of progress and trends in the implementation of the National Plan of Action;

**Figure 4: The theory of change for ending violence against women and children in Zanzibar**





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5. Norms and values that support non-violent, respectful, nurturing, positive and gender-equitable relationships for all women and children are supported, and harmful social and cultural norms and practices addressed;
6. Strengthened economic and income resources and opportunities are available to women and children;
7. Safe neighbourhoods and other environments where women and children gather and spend time are established and sustained;
8. Interventions addressing the prevention of family breakdown and the promotion of positive family relationships and parenting practices are supported;
9. School environments that are safe and enabling are established and sustained and access to more effective, gender-equitable education, social-emotional learning and life-skills training is ensured; and
10. Enhanced access to good quality health, social welfare, justice and support services is provided for all women and children who experience or are at risk of experiencing violence.

While each output can be considered multi-dimensional, under this plan of action, key outputs are positioned to support each of the three outcome statements.<sup>50</sup>

As noted in Part I, this National Plan of Action recognizes the increased risks of vulnerability for women and children living with disability and seeks to support the specific needs of women and children living with any impairment or ill-health which hinders their full and effective participation on an equal basis with others. This plan also recognizes that HIV status can also represent a significant risk factor for violence for both women and children. The specific needs of women and children with disabilities and HIV prevention and response will be integrated within interventions under each key output of this plan of action.

## Outcome 1: Enabling environment

### Outcome Statement:

By 2022, an enhanced enabling environment in Zanzibar that promotes the social, political, legal, budgetary and institutional factors to ensure the protection and empowerment of women and children

Comprehensive strengthening of the enabling environment is absolutely necessary in terms of creating a National system for the provision of prevention and

response services to address violence against women and children. This means strengthening the political, legislative, institutional, and budgetary decision-making paradigm – all factors that work to support the protection and empowerment of women and children. Significant progress has been made in the legislative realm for the protection of children with the enactment of the Children’s Act, 2011. However, gaps remain in the legislative framework for the protection and empowerment of both women and children. A 2008 study on laws related to violence against women found that Zanzibar legislation does not define sexual violence or domestic violence, and existing legislative provisions do not specifically address violence against women. Marital rape is not prohibited under Zanzibar legislation and there is no law that provides a minimum age for marriage. The Kadhi’s Court Act, 1985, does not provide powers to order maintenance of the divorce during the whole period of *’eddat’* or for the division of matrimonial assets.

Where laws do exist these instruments have not necessarily translated into practice. Regulations, polices and strategies for the operationalization of the National system to address violence against women and children need to be translated into concrete operational plans and costed. This National Plan of Action will support the building of National capacity to amend discriminatory or contradictory legislation, to finalize the necessary regulatory framework for the implementation of legislation, and to formulate comprehensive National plans, strategies and policies for guiding the operationalization of the system for the protection and empowerment of women and children.

Moreover, specific coordination mechanisms for the implementation of plans and strategies need to be put in place at both National and Sub-national levels (for example by supporting the establishment and effective operationalization of Committees at the National, District and Shehia levels).

A comprehensive monitoring and evaluation system also needs to be developed. Presently, data collection,

reporting, collation and analysis to monitor progress in addressing violence against women and children is severely constrained. Under this National Plan of Action priority interventions will include the development of a comprehensive monitoring and evaluation framework on violence against women and children.

National efforts for addressing women and children are chronically under-resourced and reliant on development partner support. Evidence is required to leverage effective advocacy for increased financial allocations for addressing violence against women and children. Planned interventions under this National Plan of Action need to be costed and integrated within the annual budget frameworks of responsible implementing institutions.

The National workforce is the backbone of the system for the provision of prevention and response services for women and children. However, the number of frontline professionals, their capacities and access to necessary financial and infrastructure to effectively carry out their functions are severely limited. As a result, the human and technical resource capacity of key service providers represents a significant constraint in the provision and the quality of prevention and response services to women and children or are at risk or have experienced violence. Significant investment in the human, technical and financial resources available to support the effective delivery of prevention, response, and empowerment and support services is required.

Key outputs to support an enabling environment in Zanzibar that promotes the social, political, budgetary and institutional factors that ensure the protection and empowerment of women and children include:

- 1.1 A comprehensive legislative and policy framework developed;
- 1.2 Adequate financial, human and technical resources;
- 1.3 Improved coordination; and
- 1.4 Effective data and information management



## 1.1 Comprehensive legislative and policy framework

### Output:

A comprehensive legislative and policy framework to prevent and respond to violence against women and children developed

Developing and strengthening legal protections and policies for women and children, in conjunction with the means to enforce these protections, is a critical step in preventing violence and promoting gender equality. Without a supportive policy and legislative environment, programmes addressing violence can never entirely succeed.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Translate and print the regulations developed under the Children’s Act, 2011;
- Amend the Children’s Act, 2011, to ensure enhanced effective operationalization;
- Draft legislative amendments and necessary regulations for the effective operationalization of legislation related to violence against women and children;
- Develop legislation that addresses violence against children in schools and promoting the use of positive forms of discipline;
- Conduct a review of the existing legislative framework for the empowerment and protection of women;
- Develop a comprehensive legislation that addresses violence against women; and
- Finalize and operationalize the National policy frameworks for the empowerment of women and development and protection of children.

## 1.2 Adequate financial, human and technical resources

### Output:

National duty bearers have the capacity to ensure that adequate financial, human and technical resources are available for providing access to and delivery of effective prevention and response services for women and children

The National workforce to support the provision of quality prevention and response services to women and children is severely constrained in terms of numbers, technical capacity and access to necessary financial and logistical resources. Furthermore, the National system to address violence against women and children is chronically under- resourced and largely dependent on external donor funding. Significant resource mobilization will be required to ensure that adequate financial, human and technical resources are in place to support the effective operationalization of this five-year plan.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Develop and implement an institutional capacity building plan for the Ministry responsible for Women and Children and other relevant stakeholders to support the operationalization of the National system to address violence against women and children;
- Recruit District welfare Officers to support effective case management at the District level;
- Conduct a public expenditure identification survey to assess the current financial allocation available to support prevention and response services for women and children; and

- Develop a National financing and resource mobilization plan to support the operationalization of the system for the empowerment of women and protection of children.

### 1.3 Improved coordination

**Output:**

Efforts to address violence against women and children effectively coordinated at the National, District and Shehia levels.

Stronger coordination of efforts to address violence against women and children at the National and Sub-national levels is required. There is a need for National guidelines on the specific roles and responsibilities and divisions of labour of the relevant Government structures in the operationalization of the National system to address violence against women and children. Clear terms of reference, annual plans and targets are required to improve the functioning of the National Inter-ministerial Committee on violence against women and children. Technical Coordination Committees responsible for coordinating prevention and response services need to be established in both Unguja and Pemba. This coordinating Committee will also require clear terms of reference, annual plans and targets so as to ensure effective functioning. Furthermore, one unified multi-disciplinary committee structure, with a clear mandate and trained members, that can effectively oversee local prevention and response services is required at the District and Shehia levels.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Development of a National guide for the establishment and operationalization of the National system to address violence against women and children;

- Support the effectual operation of the National Inter-ministerial Committee on violence against women and children to effectively oversee the implementation of this National Plan of Action;
- Support the establishment and effective operationalization of unified coordination structures at the National, District and Shehia levels. Coordination mechanisms at each level will be required to adopt a clear terms of reference, conduct assessments on violence against women and children, and develop multi-year and annual work plans;
- Conduct an assessment of community-based practices in preventing and responding to violence against women and children to identify appropriate entry points for supporting community-based mechanism and developing links with the formal National protection system; and
- Support the roll-out of a National Plan for the engagement of communities in preventing and responding to violence against women and children including through support for Shehia-level protection mechanism (e.g., Shehia Committees).

### 1.4 Effective data and information management

**Output:**

Comprehensive data and information management systems on violence against women and children developed and operationalized to ensure the effective monitoring of progress and trends in the implementation of the National Plan of Action to address violence against women and children

The Revolutionary Government of Zanzibar recognizes that it is essential to have timely accurate information



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for empowering coordination actors to strategically plan and make responsive implementation decisions. Managing for success requires creating a strong evidence base through the ongoing collection and analysis of data and trends on violence against women and children. It is critical that this monitoring system is established, supported and effectively linked to a number of identified indicators that can be closely monitored to help inform a more responsive decision-making management process.

There is currently no comprehensive data and information management system relating to violence against women and children in Zanzibar and it has not been possible to responsively track emerging trends on violence. The lack of comprehensive baseline data and/or reliable and consistent measurement systems has limited the responsiveness and impact of interventions. Under this plan of action a National monitoring and evaluation (M&E) framework will be developed to identify indicators and the necessary tools and data processes for measuring trends in line with this National Plan of Action (see Part IV). This National M&E framework will build on existing data sources and be integrated within the existing data systems of relevant sub-sectors (e.g. health, justice, social welfare). Indicators related to HIV and AIDS also need to be integrated into women and child protection responses – e.g., availability of HIV

services, testing protocols, sexual and reproductive health education.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Develop and operationalize a standardized data management information system to support the implementation of the National Plan of Action to address violence against women and children, including the development of relevant data collection, collation, reporting, and management and analysis tools and processes;
- Build the capacity of the Department of Policy, Planning and Research in the Ministry responsible for Women and Children and the relevant data focal points in other relevant implementing institutions to effectively coordinate and ensure the implementation of the M&E framework; and
- Support the integration of indicators into National surveys and research studies to ensure consistent monitoring and analysis of indicators on violence against women and children.

## Outcome 2: Prevention

### Outcome Statement:

By 2022, enhanced access to prevention programmes and services that build the capacities of men, women, children, families and communities in Zanzibar to address behaviours and practices harmful to women and children and to actively promote their empowerment and protection

Violence against women and children is not inevitable. It is possible to break the cycle of violence. To date, efforts to address violence against women and children in Zanzibar have been largely focused on building the capacity of National institutions to respond to women and children who have experienced violence. Such strategies are essential to mitigate the mental, physical, social and economic effects for women and children experiencing violence, ensure justice and accountability, and prevent its recurrence. It is important to continue to improve these responses.

However, there is also an increasing need to address the broader factors that contribute to the high levels of violence experienced by women and children in Zanzibar, and to implement programmes that prevent such violence from occurring in the first place. Engaging with communities, families, men, women and children themselves to prevent violence before it happens is a key focus for this National Plan of Action. Effective prevention has the potential to both prevent violence from occurring in the first place and complement the actions of the response system for averting repeated cycles of violence. In doing so, it also holds the promise of reducing the social and economic costs of violence. In addition to the costs borne by individual women and children, these include the costs of providing health, police and judiciary services and child and welfare support, as well as the significant opportunity costs resulting from the loss of human capital and productivity.

Prevention cannot be a short-term effort, but rather an approach that requires ongoing commitment from the

Government and other stakeholders, increased research to inform and monitor progress, and persistent action that addresses violence against women and children at its source.

Prevention involves addressing the underlying factors and structures that cause violence against women and children. Changing social attitudes and norms in society, creating safe community environments, and empowering communities through economic support and educational opportunities are critical in preventing violence against women and children.

Key outputs under this National Plan of Action to support enhanced access to prevention programmes and services that build the capacities of women, children, families and communities in Zanzibar for addressing behaviours and practices harmful to women and children and actively promoting their empowerment and protection include:

- 2.1 Positive norms and values strengthened;
- 2.2 Enhanced income and economic strengthening;
- 2.3 Safe environments;
- 2.4 Strengthened family and parent support; and
- 2.5 Education and life skills

### 2.1 Positive norms and values strengthened

#### Output:

Norms and values that promote non-violent, respectful, nurturing, positive and gender equitable relationships for all women and children are supported and harmful norms and practices addressed

As outlined above, social norms that tolerate or rationalize violence are one of the key factors that makes women and children vulnerable to violence. Social cultural norms and behaviours exist which support the idea that some forms of violence are not only normal

but sometimes justifiable. The TDHS-MIS 2015–16 and VACS surveys have reported that a significant proportion of men and women, boys and girls believe that wife-beating is justified in certain circumstances. Corporal punishment is legal and routinely used by teachers in classrooms and by parents and caregivers at home. The social tolerance of violence against women and children is closely linked to gender norms and the low status of women in society. This social tolerance of violence also exists alongside stigma associated with experiences of violence. Shame, fear and the belief that no one can help result in low levels of reporting to authorities. In addition, survivors are often blamed for the violence they experience.

Alongside social norms that contribute to violence against women and children, this National Plan of Action also recognizes that Zanzibar has a rich cultural and social environment with traditional values and processes that support the protection and empowerment of women and children. These protective traditional social and religious values and beliefs will guide the implementation of strategic interventions that promote positive social norms in empowering and protecting women and children. A key focus of the National Plan of Action will be on the effective and active engagement of men and boys as key agents in reflecting on gender norms and supporting a framework for the protection and empowerment of women and children. Emphasis will also be laid on addressing attitudes and social norms.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Develop a National communication strategy on violence against women and children to support the implementation of this National Plan of Action in addressing social norms on violence against women and children (including those living with HIV);
- Extend and roll-out National Campaign to end violence against women and children over the five-year period of the National Action Plan (2017–21 including:

- Development of a multi-media communication package on violence against women and children
- Roll-out of regular radio and television programmes and community drama sessions on addressing violence against women and children
- Training of media personnel for reporting on violence against women and children
- Capacity building of civil society organizations to work with communities for creating awareness on the prevention of violence against women and children
- Development and support of a programme of National champions for ending violence against women and children
- Engage with religious leaders in addressing violence against women and children;
- Conduct research on identification of positive and harmful social norms and practices related to violence against women and children in Zanzibar

## 2.2 Income and economic strengthening

### Output:

Families' economic security and stability enhanced

Where violence against women is prevalent, it impairs women's economic activities and income-generating strategies in the formal and informal sectors. Their ability to earn an income of their own and to care for their families is limited. Nevertheless, caring for children and elderly people is usually considered a women's perceived obligations. These duties are especially hard for women when economic security is a constant worry. Economic

insecurity is a powerful trigger that can lead to increased intimate partner violence and other resulting abuse and exploitation. Additionally, the gender power imbalance and limited reproductive and sexual decision-making power that women often have are interrelated with economic dependence and internalized gender norms.

Income and economic strengthening interventions are critical in addressing violence against women and children and increasing women's access to economic resources. Increasing access to economic resources strengthens household economic status in ways that can prevent violence against women and children. Income and economic strengthening enables women to increase investments in their children's education, thereby improving school attendance – a protective factor for violence against children. Gender-focused economic strengthening can also increase a woman's household bargaining power and ability to leave a violent relationship. Economic strengthening can support women at the household level by building their capacity to learn skills that help them negotiate household gender-power relations, and at the community level by contributing to shifts in attitudes, gender relations of power and a reduction of the acceptance or impunity surrounding violence against women.

The Revolutionary Government of Zanzibar is specifically concerned about women's empowerment, and has taken initiatives and efforts to economically empower women. Among the efforts taken by the Government has been the establishment of the Zanzibar Economic Empowerment Fund (ZEEF) in 2013 to assist low-income earners including women in improving their entrepreneurial and technical skills and supporting their economic activities through the provision of interest-free loans. The Zanzibar Empowerment Fund administered by the Ministry of Empowerment, Social Welfare, Youth, Women and Children specifically seeks to provide financial and technical support in empowering women beneficiaries. The aim of ZEEF is to develop the entrepreneurial and technical skills for low-income earners, out-of-school youths, skilled and unskilled people, women and retirees to have access to financial resources that will enable them to undertake sustainable income-generating activities to enhance their resilience

to risks including consequences associated with marital breakdown and violence.

A recent evaluation of ZEEF recommended the Government to continue the support of the ZEEF programme to enable more women to access financial support. It was further recommended that ZEEF should give priority to loan applications of women who are engaged in productive activities. Technical support should also be provided to women in the form of helping them to enter formal contracts with suppliers or and customers. Furthermore, it was recommended that ZEEF should create linkages with other women empowerment institutions to ensure that the required non-financial services are provided to women clients in order to enable the clients to improve their businesses and payback their loans. This National Plan of Action seeks to build on the work achieved to date by developing and implementing a comprehensive National Plan of Action specifically targeting women's economic empowerment. This will include the establishment of a multi-institution taskforce, under the leadership of the Ministry responsible for Women and Children, that will work with experts in different fields to assist women in their income-generating activities. The taskforce should provide increased technical support to female clients for planning of their businesses, production, marketing and other relevant assistance as required.

As outlined in part I of this National Plan of Action, the vast majority of women in Zanzibar do not own property or land. The Zanzibar Government and several non-government organizations have embarked on a series of awareness campaigns to enlighten women about their rights through grassroots advocacy and community-based training with a focus on property rights and laws related to matrimonial property and inheritance rights. This National Plan of Action will seek to address the fundamental challenge to women's economic security arising from a lack of access to property and, by conducting further research on the specific challenges experienced by women, promoting interventions to address discriminatory practices.

Social safety net programs like TASAF (Tanzania Social Action Fund) and other economic strengthening approaches (micro-credit, cash transfers, skills training,

etc.) are increasingly being applied in Zanzibar in targeting particularly vulnerable households to prevent crisis and linked violence against women and children. There are a number of Government and non-government programmes that have demonstrated improved well-being of members in the household. The increased roll-out of gender-sensitive social protection programmes to reach the most vulnerable populations in Zanzibar is critical in promoting the empowerment and protection of women and children.

The Ministry of Labour, Empowerment, Elders, Youth, Women and Children has launched a Zanzibar Social Protection Policy (ZSPP), 2014. The mission of the ZSSP is to establish a social protection system for Zanzibar that improves the quality of life for all by progressively reducing poverty, allowing Zanzibaris to manage economic risks and social vulnerabilities, and ensuring universal access to essential basic services. The Ministry is also in the process of finalizing a National Social Protection Policy Implementation Plan (NSPPIP), 2017–2022. The NSPPIP sets out how the ZSPP will be taken forward over the next five years (till June 2022) and details the actions that need to be taken to achieve the agreed policy objectives. The NSPPIP sets out key objectives:

- Coordinated social protection programmes established that ensure minimum income security, provide adequate protection against life-course shocks and livelihood risks, and extend access to basic services (NSPPIP Objective 1);
- Capacities, systems and tools in place that ensure effective and integrated delivery, monitoring and evaluation of programmes (NSPPIP Objective 2); and
- The institutional arrangements – legal framework, financing, management and coordination – provide adequate and appropriate underpinning of the social protection system (NSPPIP Objective 3).

This National Plan of Action to End Violence Against Women and Children recognizes that the effective operationalization of the National Social Protection Policy Implementation Plan (NSPPIP) can be a critical resource in promoting gender equity and reducing violence against women and children. This strategic

output does not seek to replicate the content of the National Social Protection Policy Implementation Plan (NSPPIP). Instead, it recognizes that key interventions for establishing a social protection system in Zanzibar will be implemented under the framework of the NSPPIP.

This key output does, however, identify a number of additional priority interventions, specifically addressing gender empowerment, that can complement interventions planned under the NSPPIP. Progress against these interventions will be reported on under this National Plan.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Strengthening women’s economic empowerment by:
  - Developing a National Action Plan for Women’s Economic Empowerment;
  - Supporting the formation and operation of women’s economic groups e.g., savings and credit cooperation societies;
  - Establishing business development centres to support female entrepreneurs; and
  - Conducting research on women’s access to land ownership (including women’s access to land during marriage and on divorce).

### 2.3 Safe environments

#### **Output:**

Safe neighbourhoods and other environments where women and children gather and spend time are established and sustained

Creating and sustaining safe community environments is an important strategy for reducing violence against women and children and focuses on community environments other than homes and schools as these

are covered in the ‘Positive family relationships and parenting’ and ‘Education and life skills’ strategic outputs under this National Plan of Action. Safe environment strategies focus on modifying social and physical environment of communities (rather than the individuals within it) with the aim of fostering positive behaviours and deterring harmful ones. Because the causes of violence in public spaces are so multi-faceted, stopping violence in this environment requires multi-dimensional actions engaging all members of a community in a holistic manner to do their part. Parents, social workers, community leaders, and institutions must work side-by-side with the private and public sectors to bring about a change that is safe for all.

All citizens should be able to move around public and private environments free from fear and violence. This National Plan of Action recognizes that increased enforcement and accountability for the regulation of recreational spaces is critical to prevent violence against women and children.

**Priority actions** identified by the Revolutionary Council of the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Ensure safer travel by improving the environmental safety of travel in public transport through the development and enforcement of a code of conduct for public transport operators;
- Support safer work environments by ensuring that all public institutions and private enterprises adopt prevention from sexual exploitation and abuse policies and identifying focal persons to deal with concerns related to violence against women and children;
- Ensure safer recreational and public spaces and events (such as sporting events, festivals and playgrounds) which need to have clear standard operating procedures and measures on how best to ensure a safe environment for all;
- Support the tourism sector to adopt specific guidelines on the prevention and response to violence against women and children; and

- Build the capacity of National stakeholders to address trafficking of women and children in Zanzibar.

## 2.4 Strengthened family and parent support

### Output:

Prevention of family breakdown and the promotion of positive family and parenting relationships strengthened

Studies consistently show elevated rates of partner violence and child maltreatment in families characterized by marital conflict and family disintegration. Children from families with high incidences of violence tend to replicate interpersonal behavioural models and coping strategies they have been exposed to early in life. As a result, these children are at a greater risk of being both victims and perpetrators of violence throughout their lives. These children will also find it harder to form relationships that are equitable and respectful at home, at work and in their communities, and are less likely to become positive parents to their own children.<sup>51</sup>

Providing support to families and parents can help break the cycle of violence. A strategic priority under this National Plan of Action is to invest in programmes that support positive and equitable relationships between men and women, and between children and those who care for them. Family support services can address violence against women and children by preventing interpersonal violence and promoting equitable relationships between women and men, by promoting models of positive parenting by mothers, fathers and other caregivers that offer alternatives to the use of physical and humiliating punishment, and enhance the development of children, and by providing vulnerable women and their families with the support they need, especially in cases where they or their children have experienced serious violence.<sup>52</sup> Interventions targeting



family and parenting support will also need to ensure that caregivers of HIV-affected children know how to care for children, including support on monitoring treatment, disclosure support, supporting access to sexual and reproductive health information and services and psychosocial support for affected children.

This National Plan of Action recognizes that the family is a central and essential unit of society and that children, in particular, exist within the family network – they cannot be disassociated. That does not, however, exclude the principle of best interests of the child but acknowledges the importance of belonging to a family. Under this National Plan of Action, family is understood in the Zanzibar context and the traditional and cultural norms, which means that family extends beyond only mothers, fathers and their biological children. This National Plan also acknowledges that communities are often the most important resource for family support and will seek to build on community mechanisms in providing parent and caregiver support. Family, parenting and caregiver support will also be based on the many positive traditional and religious practices and values that exist in Zanzibar that can support positive and protective parenting and family care. This National Plan also specifically recognizes that parent and family services are most effective when supported by economic empowerment. Family support and parenting interventions under this strategy will seek to ensure appropriate links with the National social protection system.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Conduct a mapping assessment of existing family support and parenting programmes in Zanzibar and develop National Family Support and Parenting Framework for the development and implementation of family support and parenting interventions;
- Develop a minimum package for family support and parenting interventions, setting out agreed criteria and standards for all Government and non-governmental programmes;

- Support Government and NGOs/CSOs to strengthen and expand existing family strengthening programmes;
- Develop an evidence base for family support and parenting interventions in Zanzibar by conducting evidence-focused pilot on family support and parenting interventions in selected communities that have the potential for National scale-up; and
- Support the Department of Women and Children to effectively coordinate all parenting activities and to report to the National Inter-ministerial Committee on violence against women and children.

## 2.5 Education and life skills

### Output:

Increased access to more effective, gender-equitable education and social-emotional learning and life-skills training, and safe and enabling school environments established

Schools offer an important space where children, teachers and education personnel can learn and adopt pro-social behaviours that can contribute to preventing violence within the school and in the community. Formal and non-formal education are powerful engagement areas of focus in the prevention of violence, especially when linked with community mobilization and awareness-raising. Every child and adult in education settings must be able to participate in their learning without fear of violence.<sup>53</sup>

To address violence in educational settings, this National Plan of Action incorporates multiple strategies to address a broad range of violence within educational settings. To effectively implement these changes, it will be important to fully engage school board members, administrators, parents, students, community members,



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emergency response personnel and law enforcement in their committed efforts through locally owned processes and collaborative solutions.

This National Plan of Action supports the effective implementation of the Zanzibar Education Sector Development Plan (2017–2022). Key strategies under this National Plan of Action include establishing a safe and enabling school environment; supporting teachers to promote positive discipline in schools, improving children’s knowledge and skills about protecting themselves from violence, providing life and social skills training, and conducting adolescent intimate partner violence prevention programmes. Giving children and adolescents the life and social skills to cope with and manage risks and challenges without the use of violence is crucial for reducing violence in schools and communities.<sup>54</sup>

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Conduct an assessment of violence against children in schools to identify the key drivers of violence in schools and local understandings and practices related to violence in schools, and develop National Child National Safeguarding Guidelines for Children in Schools in Zanzibar;

- Develop a pre-service and in-service training curriculum for school guidance counsellors and teachers in implementing standardized procedures for the identification and referral of children in need of care and protection, and effective coordination and referral with the Department of Elders and Social Welfare in responding to cases of children in need of care and protection;
- Roll-out of a training curriculum for primary, secondary and madrassa teachers on the use of positive discipline in schools including in Madrassas;
- Promote the prevention of violence in schools by building on existing interventions to develop a National ‘safe schools’ package of primary intervention that promotes the adoption of whole school strategies to address violence in schools;
- Implement a National communication campaign on violence in schools targeting both teachers and students;
- Support the establishment of a network of school clubs to promote school health and protection; and

- Develop a comprehensive life skills training programme for children both in and out of school that focuses on gender equality, sexual and reproductive health, personal and intimate relationships, and effective conflict negotiation and violence prevention skills.

### Outcome 3: Response and support services

#### Outcome Statement:

By 2022, a comprehensive and integrated national system established in Zanzibar that delivers accessible, coordinated and quality response and support services to women and children affected by or at risk of experiencing violence

Every survivor of violence has the right to report and receive timely, appropriate, and high quality services from social welfare, health and justice providers. This National Plan of Action outlines key interventions in ensuring access to a quality response and support system for survivors of violence. Interventions under this outcome area focus on those affected by violence and on building systemic, organizational and community capacity to respond and support them. However, support for response system can also contribute to the effective prevention of violence against women and children. Working response and support systems contribute to social norms against violence and women's and children's rights to remedy, and support and demonstrate that perpetrators will be held accountable for their actions. Furthermore, support to individuals can prevent the negative impact of violence, promote rebuilding and reduce the likelihood of recurrence in the longer term. An effective response and support system can also prevent violence by working with perpetrators to address and rehabilitate their offending behaviour.

The importance of an effective response system can also therefore be seen as a crucial foundation for prevention.

A key focus of this National Plan of Action is to integrate the existing response systems for violence against women and child protection systems into one National protection system. In doing so, it seeks to eliminate unnecessary duplication of structures and systems, and streamline a single protection system that delivers higher quality and timely services to protect and respond to all violence against both women and children. While working to integrate the response and support system for women and children, this plan of action recognizes that interventions which specifically target one or other constituency will also be required. For example, women survivors of domestic violence may have specific health or justice needs different from those of children, or social welfare interventions may specifically focus on the case management procedures for children in need of care and protection.

While much has been done in supporting the Government and civil society to improve services in Zanzibar, there are still significant gaps that prevent women and children survivors of violence from accessing quality response and support provided by social welfare, health and justice services. While the focus to date has been on building the capacity of National institutions to provide response and support to survivors of violence, this National Plan of Action recognizes the reality that it is often communities that are the first and only structures involved in responding to violence against women and children. This National Plan seek to build on and support community protection mechanism to respond to violence against women and children and link with formal service providers to ensure that needs of women and children are effectively addressed.

The key output under this National Plan of Action to ensure a comprehensive and integrated National protection system established in Zanzibar that delivers accessible, coordinated and quality response and support services to women and children affected by or at risk of experiencing violence is:

- 3.1 Effective national and local response, and support services.

### 3.1 Effective national and local response, and support services

#### Output:

Improved access to good-quality health, social welfare, justice and support services for all women and children who experience or are at risk of experiencing violence

All relevant stakeholders (such as social welfare services, police, courts and communities) involved in responding to incidents of violence against women and children must work together as an integrated system. The establishment of a collaborative and coherent response among all stakeholders is the only way to ensure the safety of survivors of violence. All actors and agencies (both formal and non-formal) are required to enforce common guiding principles in responding to violence against women and children. These guiding principles for response and support services include:

- the system is accessible to all women and children throughout Zanzibar, including the most hard to reach rural places;
- the confidentiality and privacy of survivors is maintained;
- the safety, well-being and empowerment of women and children are paramount;
- the accountability of perpetrators is emphasized and sought through all appropriate channels;
- survivors have access to effective and just legal responses that acknowledge women's and children's rights, and access to appropriate legal support; and
- the power imbalance and gender inequality that tolerates violence against women and children is recognized.<sup>55</sup>

Interventions to support effective response services under this National Plan of Action include emergency physical medical and mental health care, safe accommodation, counselling and legal advice services

that are essential for enabling survivors to escape and recover from violence, and strategies to support them to find stable housing and employment which are critical for their longer-term empowerment.

In cases of children in need of care and protection, the social welfare workforce are the backbone of the child protection system and ultimately responsible for case management. Linkages are particularly important to ensure that there are coordinated referral pathways between different sectors and effective case management. In particular, close collaboration is required between the social welfare, social protection, justice, education, and health and HIV/AIDS sectors. For children living without parental care, durable solutions are required to ensure that they are provided with appropriate care through community-based care options such as kinship care or foster care. Intervention targeting children in need of alternative care, especially for children in residential care, should address relevant HIV and AIDS services – e.g., testing, treatment, disclosure support, family support and parenting.

In terms of the justice response, women and children who are survivors of violence require timely access to gender and child-friendly procedures and institutions with specialized capacity to effectively deal with their cases. Free legal assistance, advice, advocacy and court support services, and accessible information about rights and entitlements should be available to women and children. In addition to providing the appropriate criminal justice response, the social welfare and court system should provide judicial intervention where court orders are necessary to ensure the appropriate protection for women and children. The justice system also needs to address the offending behavior of perpetrators of violence against women and children through the provision of therapeutic counselling and rehabilitative service.

With regard to the justice sector, it is important to note that children come into contact with the justice system both as survivors of violence and as child offenders. The vast majority of child offenders commit crimes because of lack of parental care, poverty and often because they themselves have experienced family breakdown and

violence. These children need to be given the care and protection they require, including through engaging social welfare services in the justice system. Wherever possible, children in conflict with the law should be dealt with outside the formal justice system and should only be detained as a matter of last resort and in the most serious of cases. Where children in conflict with the law enter the formal justice systems, services are required to be provided to ensure their effective rehabilitation and reintegration into society.

**Priority actions** identified by the Revolutionary Government of Zanzibar in the implementation of this five-year National Plan of Action include:

- Strengthen the capacity of health staff to respond effectively to violence against women and children;
- Support Mkono na Mkono Centres to ensure that survivors of violence in every District have access to health facilities that are equipped to provide effective emergency response services;
- Ensure the integration of modules that addresses violence against women and children within community health worker outreach training programmes;
- Ensuring the provision of safe accommodation to women in need of alternative care, including through engagement with NGO service providers;
- Develop and operationalize the National framework on alternative care for children that includes both short-term and long-term community-based care and provides for the reintegration of children in institutional care and the licensing and supervision of residential care establishments;
- Strengthen the provision of counselling to support survivors of violence and their families;
- Strengthen programmes for the provision of legal aid services to women and children;

- Support the Department of Elders and Social Welfare to effectively manage child protection cases at the Central and District levels;
- Build the capacity of police Officers to effectively deal with cases of violence against women and children and children in conflict with the law, including through training and support of the renovation of Police Gender and Children's Desks (PGCDs) to ensure that there is at least one operational PGCD in every District in Zanzibar;
- Build the capacity of the office of the DPP's National Protection Unit to expedite and effectively manage prosecutions of criminal cases involving women and child survivors;
- Build the capacity of judges, magistrates and court staff to expedite and effectively manage criminal cases involving women and children;
- Build the capacity of judges, magistrates and Social Welfare Officers on applications of judicial intervention to secure court orders for women and children in need of care and protection;
- Conduct a capacity assessment of the Kadhi's Courts in dealing with cases involving women and children and develop and implement a strategy to build the capacity of these courts to effectively empower and protect women and children;
- Build the capacity of prison services to address violence against women in detention;
- Strengthen the development of a child-friendly juvenile justice system that promotes the protection and rehabilitation of children in conflict with the law;
- Develop intervention programmes that target perpetrators of violence against women and children to address offending behaviour and prevent re-offending; and
- Build the capacity of the Child Helpline to effectively respond to reports of violence against children.



# PART – 4

## COORDINATION, MONITORING AND EVALUATION, AND COSTING



# PART – 4

## CO-ORDINATION, MONITORING AND EVALUATION, AND COSTING

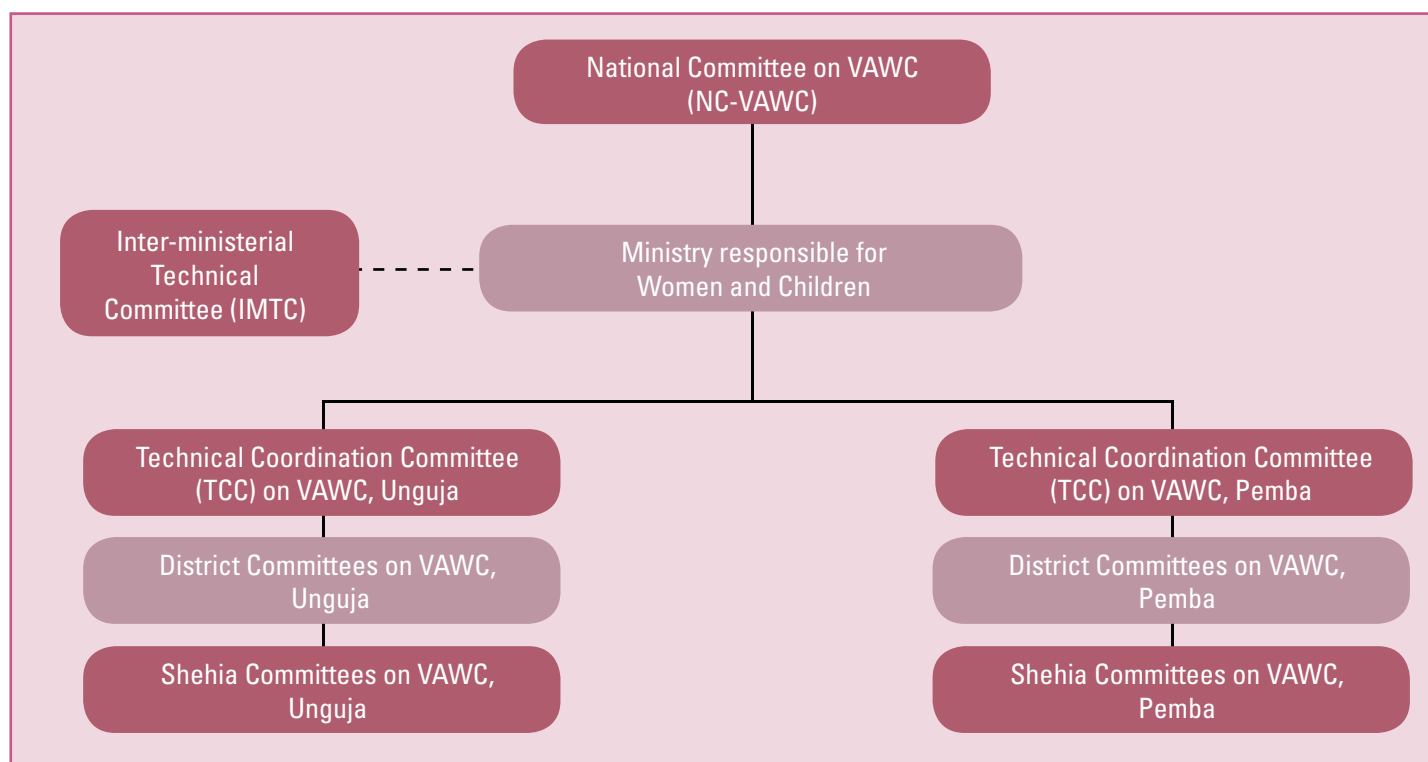
This part of the plan outlines the coordination mechanisms and institutional arrangements for its effective implementation, the monitoring and evaluation framework developed to measure and report on progress in the implementation of the National Plan of Action and the costing undertaken to support the effective operationalization of planned actions.

### Coordination structures

A clear outline of coordination structures is required to ensure that the implementation of the National Plan is effectively coordinated.

Under this National Plan of Action, Committees will be established at the National, District and Shehia levels. This section seeks to outline the structures required for the coordination of the plan from the National to community level and the core composition and key

Figure 5: Coordination structures of the National Plan of Action





functions at each level. A full outline of the membership and respective responsibilities for each coordination mechanism is included in the relevant annexes.

It is recognized that the Committees outlined under this section may also function as coordination structures for other relevant policies and plans (e.g., under the Zanzibar Child Policy).<sup>56</sup> The responsibilities and membership of the National, District and Shehia levels, as described below, relate to their functions with respect to the implementation of this National Plan of Action and do not preclude that the same coordination structures may have other functions in addition to those described under this plan.

## National level

### The National Committee on Violence Against Women and Children (NC-VAWC)

The National Committee on Violence Against Women and Children (NC-VAWC) will be the highest national-level coordination mechanism mandated to supervise the implementation of the National Plan of Action. The Committee is chaired by the Minister Responsible for Legal Affairs and co-chaired by the Minister responsible for Women and Children. The Principal Secretaries of the Ministries responsible for Women and Children and Legal Affairs will form the secretariat of the Committee. The Principal Secretary responsible for Women and Children shall be the custodian of all reports and information relating to the conduct of the Committee. The National Committee is constituted of Ministers and Regional Commissioners. The Principal Secretaries, Commissioners and Directors from relevant Government ministries, departments and agencies will be invited as necessary. The Committee will meet bi-annually to review and report on progress in the implementation of the National Plan of Action. The Chairperson can also call for the extra ordinary and ad-hoc meetings as necessary. The Committee will provide regular reports to the Revolutionary Council of Zanzibar.

The key functions of the Committee will include:

- Provide regular reports to the Revolutionary Council of Zanzibar on the implementation of the National Plan of Action, and advise on the best way to address violence against women and children;
- Provide policy guidance and expert advice to ensure that interventions are aligned with national policies and strategies, and that they effectively address the prevention and response to violence against women and children;
- Promote National strategies and advocate for the elimination of all forms of violence against women and children;
- Advocate for the mainstreaming of the National Plan of Action within relevant Government plans and strategies at all levels and for the adequate allocation of resources to ensure the effective implementation of planned activities under each strategic output area;
- Expedite and reinforce reported cases of violence against women and children from reporting to prosecution; and
- Provide advisory support to the Ministry responsible for Women and Children and other relevant national stakeholders in executing their expected mandate to address violence against women and children.

Apart from being members of the National Committee on VAWC, Regional Commissioners will have specific roles in the implementation of the National Plan of Action on VAWC in their respective Regions as indicated in Annex 4.

### Technical Coordination Committees on Violence Against Women and Children

Technical Coordination Committees on Violence Against Women and Children will be established in Unguja and Pemba (One Technical Coordination Committee for each island) and will report to the National Committee on VAWC through the Ministry responsible for Women

and Children. The Unguja and Pemba Technical Coordination Committees will be responsible for coordination at the technical level in overseeing the implementation of the National Plan of Action. The Technical Coordination Committees will be chaired by the Principal Secretary of the Ministry responsible for Women and Children in Unguja and co-chaired by the two Regional Commissioners in Pemba.

The Principal Secretary of the Ministry responsible for Women and Children shall be the custodian of all reports and information relating to the conduct of the Technical Committees. The Technical Coordination Committees will be constituted of directors and technical staff from relevant Government ministries, departments and agencies, and from NGOs and CSOs. The Regional Administrative Secretaries will be members of the Technical Committees and will compile the District updates and prepare reports for their Regions which will be shared with the respective Regional Commissioners, the Chairperson of the Technical Committee. Copies of the reports will be sent to the Principal Secretary of the Ministry responsible for Women and Children in advance of each Technical Committee meeting.

The Technical Coordination Committees will meet quarterly to review and report on progress in the implementation of the National Plan of Action and will report on a bi-annual basis to the National Committee on VAWC through the Ministry responsible for Women and Children. In Unguja, the Director responsible for women and children shall be the secretary of the Technical

Coordination Committee. The Officers In-Charge (OIC) of the Ministry responsible for Women and Children and Ministry responsible for Regional Administration will form the Secretariat of Pemba Technical Coordination Committee on VAWC. The Officers In-Charge will prepare and share the report with Unguja Technical Committee. The Principal Secretary who is the Chairperson of Unguja Technical Committee will consolidate both Technical Committee reports (Unguja and Pemba) and share with the National Committee.

The key functions of the Technical Coordination Committees will include:

- Provide overall leadership in the implementation, coordination and review of the National Plan of Action and in Unguja and Pemba;
- Review and advise on the annual work plans of national-level implementers;
- Follow-up on matters arising and action points from the National Committee on VAWC;
- Provide regular reports to the National Committee on VAWC on implementing the National Plan of Action;
- Support the Ministry responsible for Women and Children in the development of an annual consolidated report on the implementation of the National Plan of Action;
- Ensure the integration of key actions and activities to address violence against women and children under



the National Plan of Action within the plans and programmes of relevant implementing stakeholders at the National and District levels;

- Establishing and maintaining linkages with all relevant state and non-state actors working to address violence against women and children;
- Provide technical support to relevant stakeholders in the implementation of the National Plan of Action and strategic guidance in addressing tackling key bottlenecks while addressing violence against women and children; and
- Any other responsibilities that would contribute towards effectively preventing and addressing violence against women and children.

## District level

### District Committees on Violence Against Women and Children

District Committees will be established in each District, and will report to and be directly supervised by the respective Technical Coordination Committees (Unguja and Pemba). District Committees will include members from the District Child Protection Committees and District GBV Committees, (where they already exist) to ensure one consolidated coordination mechanism at the District level. The role of the District Committees on VAWC will be to oversee the planning, coordination, implementation and monitoring of interventions addressing violence against women and children in each District. They will provide leadership and support on all interventions addressing violence against women and children in the District to the coordination of community-based mechanisms at the Shehia level.

The District Committee will be responsible for developing a multi-year District plan to address violence against women and children that is updated annually. The District Committees do not engage in individual case work but contribute to the planning and monitoring of services and provide a platform for communication between the different organizations represented in the Committee. District Committee meetings will be held on a monthly basis and chaired by the District Administrative Secretary (DAS). DAS shall be the custodian of all reports and information relating

to the conduct of the Committee and be responsible in providing regular reports to the District Commissioners and Regional Administrative Secretaries. Regional Administrative Secretaries will attend the meetings of the District Committees on VAWC as deemed necessary. The District Social Welfare Officers and the District Women and Children Officers will form the secretariat of the Committee.

The key functions of the District Committees on Violence Against Women and Children will include:

- Coordinating and monitoring the implementation of all interventions that addresses violence against women and children across the District including;
  - Increasing the awareness and understanding of violence against women and children within the community, challenging negative social norms and practices, and strengthening the ability of women and children to protect themselves;
  - Providing appropriate, accessible and confidential mechanisms by which women and children, their families and other community members can report abuse and other concerns about women or children who may be at risk of abuse; and
  - Ensuring an effective, timely and well-coordinated response to cases of abuse that are reported in line with relevant legislation and guidelines;
- Undertaking and regularly updating assessments of the situation of women and children in the District with a focus on risks of violence to women and children and the extent to which current services are capable of responding to them;
- Ensuring that the District develops and implements a five-year and annual District plan to address violence against women and children;
- Closely monitoring the effectiveness of case management and ensuring that action is taken to deal with any problems;
- Delivering training to other professionals in the District and to community volunteers and representatives at the Shehia level and ensuring the development of well trained, skilled and motivated workforce across the District that can comprehensively address violence against women and children;

- Ensuring that Shehia Committees receive regular support and guidance and that their activities are effectively monitored;
- Seeking additional resources, both from Government and non-government sources, to support activities that will prevent and address violence against women and children in the District, and facilitate the sharing of resources between partners wherever beneficial.
- Raising the profile of child protection with the District-level Government leadership and other key stakeholders through targeted advocacy and regular reporting;
- Providing regular reports to the Technical Coordination Committee and developing an annual report for the District that outlines progress made in meeting planned results, challenges identified and priority action points to be addressed; and
- Any other responsibilities that would contribute to effectively addressing violence against women and children in the District.

## Shehia level

### Shehia Committees on Violence Against Women and Children

Communities and families are often the first and most effective structures in preventing and responding to violence against women and children. Shehia Committees on Violence Against Women and Children (VAWC) will be progressively established in each Shehia in Zanzibar and will report to the District Committees through Shehia Women and Children Coordinators. The role of the Shehia Committees will be to work with communities and families to prevent violence against women and children, and to identify and refer cases of women and children in need of care and protection to the relevant service providers. Shehia Committees on VAWC will include members of Shehia GBV Committees and Most Vulnerable Children Committees (MVCC - where they already exist) to ensure one consolidated coordination mechanism at the Shehia level. The members will be community volunteers and representatives from different sectors and CSOs. Shehia Committee meetings will be held on a monthly basis

and will be chaired by the Sheha. Shehia Women and Children Coordinators will be Secretaries of Shehia Committees on VAWC.

The key functions of the Shehia Committees will include:

- Coordinating and monitoring the implementation of all interventions that addresses violence against women and children in the Shehia including:
  - Increasing the awareness and understanding of violence against women and children within the community, challenging negative social norms and practices, and strengthening the ability of women and children to protect themselves;
  - Providing appropriate, accessible and confidential mechanisms by which women and children, their families and other community members can report abuse and other concerns about women or children who may be at risk of abuse; and
  - Responding to reported cases of violence against women and children by immediately referring the case to relevant service providers and in the case of children ensuring an immediate referral to District Social Welfare Officer.
- Developing Shehia-level plans to prevent and respond to violence against women and children in the Shehia;
- Leading Shehia-level interventions to prevent violence against women and children in communities;
- Monitoring risks related to violence against women and children in the Shehia and report findings to the District Committees;
- Seeking additional resources, both from Government and non-government sources, to support the Committee's activities in the Shehia and facilitate the sharing of resources between partners, wherever beneficial;
- Providing regular reports to the Chairperson of the District Committee on the implementation of interventions to address violence against women and children, key challenges and priority actions to be addressed; and



- Any other responsibilities that would contribute to effectively addressing violence against women and children in the Shehia.

It should be noted that non-government agencies, civil society organizations and faith-based organizations have a critical role to play in both the effective implementation and coordination of this National Plan of Action. NGOs, CSOs and FBOs working in addressing violence against women and children will be invited to participate in the relevant Committee meetings and will also be expected to provide regular reports to the Ministry responsible for Women and Children on their respective activities.

Further details on the composition and functions of the coordination mechanisms are found in the annexes to this National Plan of Action.

## Monitoring and evaluation

Monitoring and evaluation are critical for quality and impact assessment of prevention and response interventions addressing violence against women and children. This section outlines the monitoring and evaluation framework for measuring and evaluating progress to achieve the results outlined under this National Plan of Action.

Currently, data management relating to the prevention of and response to violence against women and children is constrained. This affects the opportunities to monitor the progress and impact of interventions. There is a pressing need for formulating relevant processes and tools to facilitate tracking of interventions that addresses violence against women and children. This

will help resolve constraints for the efficient and effective management and evaluation of their impact.

In order to monitor the implementation of this five year National Plan of Action in terms of both progress and impact, it is essential that accurate baselines are identified and a robust monitoring and evaluation system is developed with integration into the current data collection and collation systems.

It is planned that an internal and external mid-term review of the implementation of the five year national plan of action will be conducted. Findings of the review will be used to inform the implementation of the plan during the second half of five year cycle.

The in-depth evaluation is planned to assess progress and results in the final year of the National Plan of Action. This is expected to contribute toward accountability and learning, and recommend improvements for future programming strategies.

Annex 1 outlines the detailed results framework for this National Plan of Action.

This section describes how monitoring and evaluation activities will be organized, what activities will take place and who is responsible for implementing them. It also focuses on strengthening the monitoring and evaluation framework for the National Plan of Action, elaborating on investments that are required to monitor progress against the key results. It also seeks to describe the knowledge management for the plan and outline how the lessons learned at the local and programme level will be directly used to improve the effective implementation of the National Plan of Action.

## Data reporting and dissemination

As described above, the National Committee on Violence Against Women and Children (NC-VAWC) has the overall responsibility for monitoring and reporting on the implementation of the National Plan of Action. The role of the NC-VAWC is supported at the national level by the Technical Coordination Committees in Unguja and Pemba.

Each organization responsible for the implementation of interventions under this National Plan of Action is required to report on a quarterly basis to the Ministry responsible for Women and Children using an agreed format so that the Ministry can collate information and share with the relevant Committees to collectively review progress on implementation, address challenges and plan for future implementation. The Regional Administrative Secretaries will also be responsible for providing quarterly reports for their respective Regions and Districts to the Ministry responsible for Women and Children. A summary of the quarterly report is shared with the Technical Coordination Committees on a quarterly basis by the Ministry and. A six-monthly report is developed and shared with the members of the NC-VAWC. A summary of the 6 monthly report will also be shared by the Ministry responsible for Women and Children with the Revolutionary Government of Zanzibar's Inter-Ministerial Technical Committee (IMTC).

The Ministry responsible for Women and Children, as the institution that oversees the coordination of National Plan of Action, will also be required to produce an annual report documenting the progress in the results framework, interventions implemented, results achieved and challenges experienced. The annual report will highlight key priority issues and constraints and recommendations for consideration in the implementation of the plan in the following year.

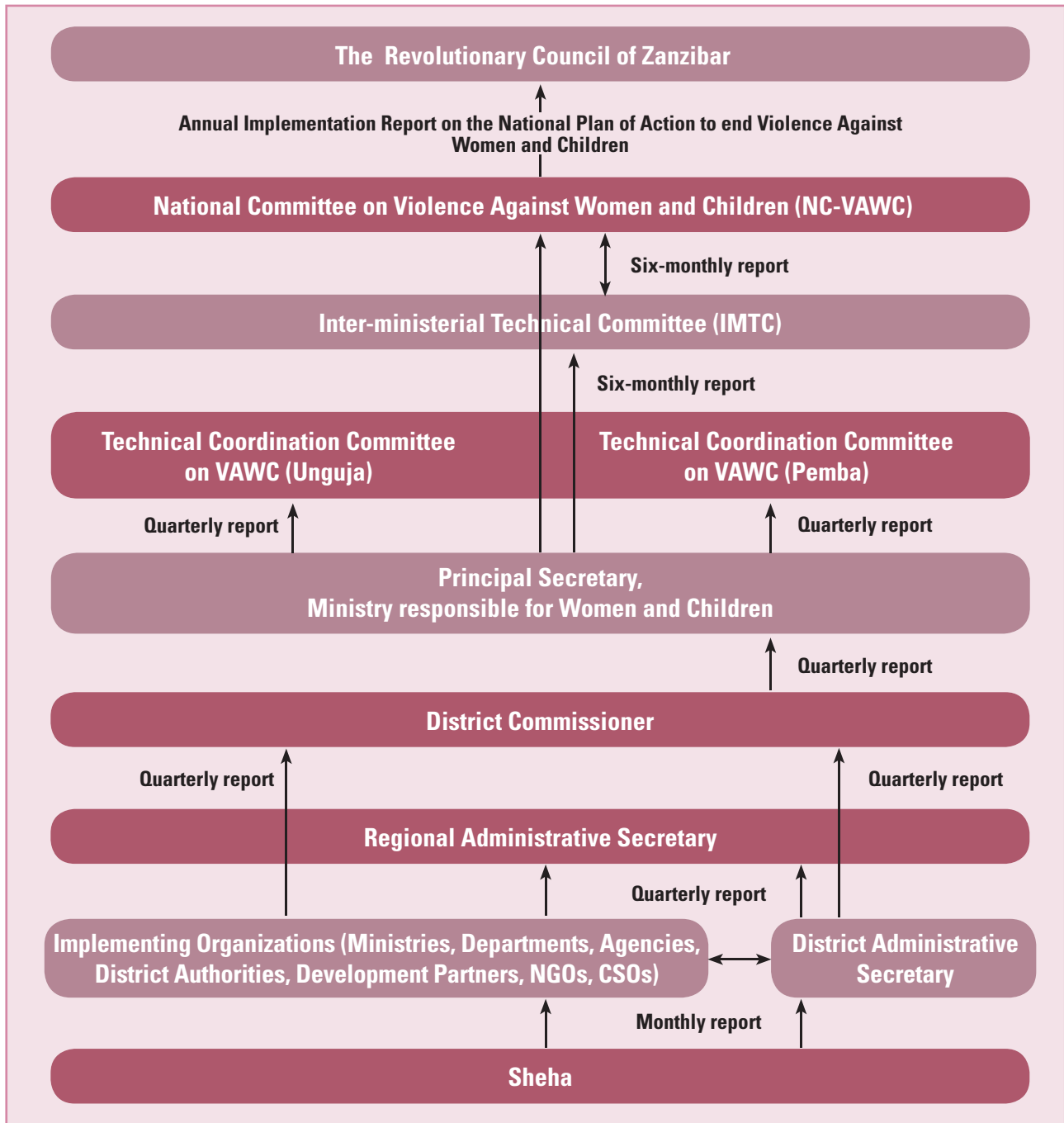
## Monitoring and evaluation resources

The implementation of the National Plan of Action is not the responsibility of the Ministry responsible for Women and Children alone, but will depend on a wide partnership of ministries, departments, agencies, development partners, NGOs, CSOs and other relevant stakeholders. Each stakeholder identified as responsible for the implementation of key actions under the National Plan of Action will be required to report to the Ministry responsible for Women and Children on a quarterly basis. The overall responsibility for coordination of the monitoring and evaluation framework will be with the designated focal point(s) within the Department of Policy and Planning in the Ministry responsible for Women and Children.

The monitoring and evaluation framework for the National Plan of Action will require the development



**Figure 6: Reporting Flow**



of data collection, collation and reporting tools and guides for their use by relevant implementing partners. The National Plan also recognizes that the capacity of both the Ministry responsible for Women and Children and implementing partners to monitor and evaluate the progress of interventions that addresses violence against women and children will need to be strengthened.

The National Plan envisages that training will be required to be rolled-out to the key data and reporting focal

points within each implementing partner. Moreover, there is a significant need to strengthen the capacity of the Department of Planning Policy and Research in the Ministry to effectively coordinate the data collection and reporting system. Investment in the Department’s human, technical and material resources are required to ensure that it will be able to meet its expected function in coordinating the monitoring and evaluation of the National Plan of Action.

## Knowledge management

The Ministry responsible for Women and Children will utilize key tools and processes as the basis improving impact through knowledge sharing and learning.

An annual report will be compiled to track progress in meeting the planned results under the National Plan of Action. It will include the development of a dashboard to allow visualization of data and automated analysis in tables and graphs. The purpose of the monitoring dashboard will be to provide a simple snapshot of progress towards the targets of the National Plan. The dashboard will bring together key pieces of information compiled by the M&E focal point(s) of the Ministry responsible for Women and Children into a single place, highlighting achievements and gaps in access to prevention and response services, utilization, coverage and outcomes. Colour coding will be used to highlight areas where progress is on track or off track and may require additional resources to achieve planned targets. Future enhancements will endeavour to find cost-effective solutions for data collection, transmission and reporting.

The National and Technical Coordination Committees will provide the fora for the sharing of knowledge gathered through programme monitoring and supervision, implementation support and progress reviews. The lessons learned at the local and programme levels will be directly used to improve the effectiveness of the programme, and further distilled and fed into the institutional strengthening processes. Committee meetings focusing on specific thematic areas will also provide an opportunity to review specific reform areas in greater detail.

## Costing of the National Plan of Action

The National Plan of Action to End Violence Against Women and Children has been costed for determining the amount of funding needed to implement the planned interventions under each of the three outcome areas.

The overall cost of the plan as indicated in Table 1 is estimated to be TZS 44,401,771,800 over five years from 2017–2022. A summary breakdown of the budget is included in Table 2, including the proportion of spending across the outcome areas. A more detailed outline of the costed plan of action is included in Annex 2. The full costing matrix including input-level costs and guiding pricelist is available from the Department of Policy and Planning in the Ministry responsible for Women and Children.

The National Plan of Action to End Violence Against Women and Children will be financed by the Government, with contributions from the private sector, international organizations and development partners. An annual work plan will be prepared by the Department of Policy and Planning in the Ministry responsible for Women and Children. This annual work plan will be circulated to relevant responsible implementing partners in advance of the annual budget preparation to ensure that relevant activities and costs are reflected within the organization's annual budgetary frameworks. Activities will be prioritized and funding sources for each activity identified to determine what will be available for the year, with formal commitments for each activity obtained from each Government entity, participating development partners and implementing agencies. Based on the available funding, the budget will be allocated across the strategic objectives and interventions.

**Table 1: Cost of the National Plan of Action (in TZS)**

	2017/18	2018/19	2019/20	2020/21	2021/22	TOTAL
Recurrent Costs	4,184,668,300	6,239,649,000	10,154,641,500	9,845,806,500	8,847,711,500	39,272,476,800
Capital Costs	733,460,000	2,065,395,000	1,000,600,000	682,340,000	647,500,000	5,129,295,000
<b>Total Cost</b>	<b>4,918,128,300</b>	<b>8,305,044,000</b>	<b>11,155,241,500</b>	<b>10,528,146,500</b>	<b>9,495,211,500</b>	<b>44,401,771,800</b>



**Table 2: Summary breakdown of the cost of the National Plan of Action (in TZS)**

	Total	in%	Year 1	Year 2	Year 3	Year 4	Year 5
Outcome 1: An enhanced enabling environment in Zanzibar that promotes the social, political, legal, budgetary and institutional factors that ensure the protection and empowerment of women and children	5,971,935,000	13.4%	905,620,000	1,890,310,000	1,154,915,000	1,010,345,000	1,010,745,000
1.1 Comprehensive Legislative and Policy Framework	626,545,000	1.4%	224,510,000	275,245,000	95,770,000	15,510,000	15,510,000
1.2 Adequate Financial, human technical resources	780,110,000	1.8%	139,110,000	205,000,000	172,000,000	132,000,000	132,000,000
1.3 Improved Coordination	3,168,740,000	7.1%	355,960,000	710,155,000	712,915,000	694,755,000	132,000,000
1.4 Effective data and information management	1,396,540,000	3.1%	186,040,000	699,910,000	174,230,000	198,080,000	694,955,000
Outcome 2: Enhanced access to prevention programmes and services that build the capacities of men, women, children, families and communities in Zanzibar to address behaviours and practices harmful to women and children and to actively promote their empowerment and protection	29,289,835,800	66.0%	2,320,398,000	3,701,922,500	8,145,017,500	7,966,242,500	7,156,272,500
2.1 Strengthened Norms and Values	2,766,835,000	6.2%	696,700,800	743,645,000	634,110,000	471,190,000	221,190,000
2.2 Income and Economic Strengthening	1,072,537,500	2.4%	22,542,500	912,742,500	92,167,500	22,542,500	22,542,500
2.3 Safe environments	891,165,000	2.0%	-	254,320,000	523,745,000	56,550,000	56,550,000
2.4 Family and Parent support	10,385,900,000	23.4%	196,640,000	206,950,000	3,346,960,000	3,350,160,000	3,285,190,000
2.5 Education and Life-skills	14,173,415,000	31.9%	1,404,515,000	1,584,265,000	3,548,035,000	4,065,800,000	3,570,800,000
Outcome 3: A comprehensive and integrated national system established in Zanzibar that delivers accessible, coordinated and quality response and support services to women and children affected by or at risk of experiencing violence	9,139,983,500	20.6%	1,692,110,000	2,712,811,500	1,855,309,000	1,551,559,000	1,328,194,000
3.1 Effective national and local response and support services	9,139,983,500	20.6%	1,692,110,000	2,712,811,500	1,855,309,000	1,551,559,000	1,328,194,000
<b>Grand Total</b>	<b>44,401,771,800</b>	<b>100%</b>	<b>4,918,128,300</b>	<b>8,305,044,000</b>	<b>11,155,241,500</b>	<b>10,528,146,500</b>	<b>9,495,211,500</b>



# ANNEXES



# ANNEX - 1

## RESULTS FRAMEWORK



National Plan of Action to End Violence Against Women and Children 2017-22 - Results Framework							
Indicator(s)	Means of Verification (Data Source or Collection Method)	Frequency (of Data Collection)	Baseline (Indicate the year)	Annual Targets			Responsible Agency(ies) for Monitoring and Reporting
				2018	2019	2020	
<b>IMPACT: All women and children throughout Zanzibar enjoy their rights in an environment free from all forms of violence</b>							
<b>ASSUMPTIONS AND RISKS:</b> Government recognizes that women and children have the right to be protected & empowered and takes responsibility for preventing and responding to violence against women and children. Continued political will, coordination, capacity and resources at all levels of government. All identified barriers and bottlenecks are adequately addressed and stakeholders willing to work collaboratively across sectors.							
% of women aged 15-49 who have ever experienced physical or sexual violence	TDHS-MIS	5 years	Physical - 14.4%; Sexual - 9.3% Source: TDHS-MIS 2015-16	N/A	N/A	N/A	20% reduction in the number of women who have experienced physical (11.5%) and sexual violence (7.44%)  Ministry Responsible for Women and Children (Dept: Planning, Policy, Research)/ Office of the Chief Government Statistician (OCGS)
% of females and males aged 13 to 24 who have ever experienced physical, sexual and emotional violence before the age of 18	Violence Against Children Survey (VACS)	10 years	Physical - 63% females & 71% males; Sexual - 6% females & 9% males; Emotional - 14% females & 23% males (VACS 2009)	N/A	N/A	N/A	20% reduction in the number of children who have experienced physical (48.8% females and 56.8% males), sexual (4.8% of females and 7.2% males) and emotional violence (11.2% females and 18.4% males)  Ministry Responsible for Women and Children (Dept: Planning, Policy, Research)/ Office of the Chief Government Statistician (OCGS) & UNICEF
<b>OUTCOME: By 2022, an enhanced enabling environment in Zanzibar that promotes the social, political, legal, budgetary and institutional factors that ensure the protection and empowerment of women and children</b>							
<b>ASSUMPTIONS AND RISKS:</b> Government is willing to demonstrate that addressing violence against women and children to be a priority concern with increased allocation of resources. Minimal staff turnover to enable institutional capacity strengthening measures to take root, in data generation, analysis and use. Linkages to global normative commitments are acknowledged and respected by Government.							
Status of legislation and policies on preventing and responding to violence against women and children consistent with international and regional standards	International and Regional Treaty Bodies Reports (CEDAW, UNCRC, ACRWC) on the status of legislation and policies on preventing and responding to violence against women and children	5 years	Children's Act (2011); Penal Act (2004); Spinsters and Single Parent Protection Act (2005); Kadh's Court Act (1985); Child Survival, Protection and Development Policy (2001); Gender Policy (2016)	N/A	N/A	N/A	Regulations for effective operationalization of Children's Act gazetted; Amendments to Children's Act enacted; New Education of Offenders Act enacted safeguarding the protection of the rights of children in detention; Integrated Children's Policy approved; Comprehensive legislation addressing violence against women enacted; Legal Aid Act providing for legal aid services for women and children enacted; Kadh's Court Act amended to better safeguard the rights of women and children; Empowerment Policy adopted.  Ministry for responsible for women and children (Department of Planning, Policy and Research)/ Institute for the Education of Offenders (Legal and Planning Department)/ Ministry Responsible for Legal Affairs and Good Governance (Planning Department)/ Office of the Registrar of the High Court (Planning Department)
% of Government Budget allocated to Ministry Responsible for Women and Children	Government Budget Briefs (Ministry of Finance & UNICEF)	5 years	1% (2016)	N/A	N/A	N/A	3% of Government Budget allocated to Ministry Responsible for Women and Children  Ministry of Finance (Budget Department) & Ministry of Children (Department of Planning, Policy and Research)

Status of streamlined coordination mechanisms to monitor implementation of relevant national plans of action addressing violence against women and children	Annual Implementation Report of the National Plan of Action/Meeting reports	5 years	Inter-Ministerial Committee on GBV established and meets every 6 months. No streamlined coordination mechanisms exist to address violence against women and children at the Zonal, District, and Shehia levels (2017)	N/A	N/A	N/A	N/A	Effective coordination mechanisms to address violence against women and children established and operational at national, zonal, district, and shehia levels	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
Existence and operationalization of a standardized data management information system to monitor the implementation of the national plan of action	Annual Implementation Report of the National Plan of Action/Ministry Responsible for Women and Children reports	5 years	Child Justice Data Collection and Reporting Tools (DPP, Courts, Prison & Social Welfare); Police Gender and Children's Desk Registers at every Police Station; Health Management Information System under Ministry of Health (2017)	N/A	N/A	N/A	N/A	Standardized data management information system developed and operationalized. Annual report on the implementation of the national plan of action includes data from management information system	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
<b>OUTPUT 1.1: A comprehensive legislative and policy framework to prevent and respond to violence against women and children is developed</b>									
No. of regulations and legislative amendments enacted for the promotion and protection of children's rights	National Plan of Action Annual Implementation Report/Official Gazette	Annual	Review of the Children's Act 2011 conducted; Regulations on Care and Protection of Children, Foster Care and Guardianship and Residential Care published in the official gazette; Education of Offenders Act enacted and published in the official gazette; Kadhi's Court Rules on dealing with cases involving children developed and published in the official gazette	Amendments to the Children's Act 2011 drafted; Legal Aid Act providing for the provision of legal aid services to children enacted and published in the official gazette	Amendments to the Children's Act 2011 enacted and published in the official gazette	N/A	N/A	N/A	Ministry for responsible for women and children (Department of Planning, Policy and Research)/ Institute for the Education of Offenders (Legal and Planning Department/ Ministry Responsible for Legal Affairs and Good Governance (Planning Department)/ Office of the Registrar of the High Court (Planning Department)
Comprehensive legislation and relevant regulations addressing violence against women drafted and enacted	National Plan of Action Annual Implementation Report/Official Gazette	Annual	No comprehensive legislation addressing violence against women (2017)	Review of the existing legislative framework for the protection and empowerment of women initiated	National consultation programme conducted on development of comprehensive bill for the protection of women	Comprehensive bill to address violence against women drafted	Law addressing violence against women enacted and published in the official gazette	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/Ministry (responsible for Legal Affairs and Good Governance (Planning Department)	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
Existence of national policies for the protection and promotion of children's rights and the promotion and protection of women's rights and empowerment	Annual Implementation Report of the National Plan of Action/Ministry Responsible for Women and Children reports	Annual	Child Survival, Protection and Development Policy (2001); Draft Empowerment Policy; Final Gender Policy available (2017)	Integrated Children's Policy adopted, translated and disseminated; Empowerment Policy finalized, translated, printed and disseminated; Gender Policy disseminated	Annual report on the implementation of the Children's Policy developed and published; Annual report on the implementation of the Gender Policy developed and published	Annual report on the implementation of the Children's Policy developed and published; Annual report on the implementation of the Gender Policy developed and published	Annual report on the implementation of the Children's Policy developed and published; Annual report on the implementation of the Gender Policy developed and published	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
<b>OUTPUT 1.2: National duty bearers have the capacity to ensure that the adequate financial, human and technical resources are available to ensure access to and delivery of effective prevention and response services for women and children</b>									
Existence and implementation of institutional capacity building plan for MLEEWC and relevant MDAs to support the operationalization of national system to address violence against women and children	MDA Capacity Building Plans	Annual	No MDA capacity building plans available (2017)	Capacity building plan available for the Ministry Responsible for Women and Children	25% of targets included in capacity building plan met	75% of targets included in capacity building plan met	100% of targets included in capacity building plan met	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)

No. of Welfare Officers per district to support the provision of services to address violence against women and children	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)	5 Welfare Officers per district to support the provision of services to address violence against women and children	5 Welfare Officers per district to support the provision of services to address violence against women and children	5 Welfare Officers per district to support the provision of services to address violence against women and children	5 Welfare Officers per district to support the provision of services to address violence against women and children	5 Welfare Officers per district to support the provision of services to address violence against women and children	5 Welfare Officers per district to support the provision of services to address violence against women and children	5 Welfare Officers per district to support the provision of services to address violence against women and children	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
Public Expenditure Identification Survey (PEIS) available that outlines the financial resources allocated to addressing violence against women and children	Ministry of Finance (Budget Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ministry of Finance (Budget Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
Existence and operationalization of resource mobilization plan to support interventions to prevent and respond to violence against women and children	Ministry of Finance (Budget Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ministry of Finance (Budget Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
<b>OUTPUT 1.3: Efforts to address violence against women and children are effectively coordinated at national, district and shehia levels</b>									
Coordination mechanism at the national level in place and effectively functioning to monitor implementation of national plans of action addressing violence against women and children (*effective functioning means Coordination mechanism has clear ToRs, meets regularly and produces regular reports.)	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
Coordination mechanism at the district level established and effectively functioning to monitor implementation of interventions addressing violence against women and children (*effective functioning means Coordination mechanism has clear ToRs, meets regularly and produces regular reports.)	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)

Coordination mechanisms at the shehia level established and effectively functioning to monitor implementation of interventions addressing violence against women and children (* effective functioning means Coordination mechanism has clear ToRs, meets regularly and produces regular reports)	National Plan of Action Annual Implementation Report/SWCPC Reports	Annual	No streamlined coordination mechanism for addressing violence against women and children at the shehia level (2017)	Assessment of community based practices and structures to identify appropriate entry points for supporting community based mechanisms to prevent and respond to violence against women and children conducted	Shehia level community coordination structures to address violence against women and children in the community strengthened with clear terms of reference and meeting regularly in 100 Shehias	Shehia level community coordination structures to address violence against women and children in the community strengthened with clear terms of reference and meeting regularly in 200 Shehias	Shehia level community coordination structures to address violence against women and children in the community strengthened with clear terms of reference and meeting regularly in 300 Shehias	Shehia level community coordination structures to address violence against women and children in the community strengthened with clear terms of reference and meeting regularly in 386 Shehias	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
<b>OUTPUT 1.4: A comprehensive data and information management system on violence against women and children is developed to ensure the effective monitoring of progress and trends in the implementation of the national plan of action to address violence against women and children</b>									
No. of LOAs and MDAs providing regular reports on data on preventing and responding to violence against women and children	National Plan of Action Annual Implementation Report	Annual	Child Justice Data Collection and Reporting Tools (DPP, Courts, Prison & Social Welfare); Police Gender and Children's Desk Registers at every Police Station; Health Management Information System under Ministry of Health (2017)	Assessment of existing data management mechanisms completed and harmonized data collection, collation and reporting tools developed for monitoring the implementation of the national plan of action	Management information tools rolled out for use in 11 districts and by all relevant MDAs	Annual report on the implementation of the national plan of action includes data from management information system	Annual report on the implementation of the national plan of action includes data from management information system	Annual report on the implementation of the national plan of action includes data from management information system	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
No. of relevant data focal points trained on data collection, data management and use/dissemination of data	National Plan of Action Annual Implementation Report	Annual	0 (2017)	20 data focal points trained	40 data focal points trained	60 data focal points trained	N/A	Refresher training rolled out to all data focal points	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
<b>OUTCOME 2: By 2022, an enhanced access to prevention programmes and services that build the capacities of men, women, children, families and communities in Zanzibar to address behaviors and practices harmful to women and children and to actively promote their empowerment and protection</b>									
<b>ASSUMPTIONS AND RISKS:</b> Government is willing to demonstrate that addressing violence against women and children to be a priority concern with increased allocation of resources Communities are willing to cooperate with government and other relevant stakeholders in addressing social and cultural norms harmful to women and children									
% of women and men who believe wife beating is acceptable in some circumstances	Tanzania Demographic and Health Survey and Malawi Indicator Survey (TDHS-MIS)	5 years	36% women and 35.5% men (TDHS-MIS 2015-16)	N/A	N/A	N/A	N/A	20% reduction in the numbers of women (28.8%) and men (28.4%) who believe that wife beating is acceptable in some circumstance	Office of the Chief Government Statistician (OGS)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
% of women aged 15-49 years who have ever experienced physical or sexual violence who never told anyone and never sought help and % of child victims of sexual violence who told someone about it and sought support services	Tanzania Demographic and Health Survey and Malawi Indicator Survey (TDHS-MIS) Violence Against Children Survey (VACS)	5 years; 10 years	29% (TDHS-MIS 2015-16) of women who ever experienced physical or sexual violence never told anyone and never sought help (TDHS-MIS 2015-16); 45% of female and 40% of male child survivors of sexual violence told someone about it; 19% of female and 11% of male child survivors sought services (VACS 2009)	N/A	N/A	N/A	N/A	20% reduction in the number of women who ever experienced sexual or physical violence who never told someone or sought help (23.3%); 20% increase in the number of child survivors of violence of who report and seek services (54% of female and 48% of male child survivors of sexual violence tell someone about it; 22.8% of female and 13.2% of male child survivors seek services)	Office of the Chief Government Statistician (OGS)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research) & UNICEF
% of females married by the age of 15 and 18 years	Tanzania Demographic and Health Survey and Malawi Indicator Survey (TDHS-MIS) (Secondary data analysis)	5 years	3.5% girls are married by the age of 15 and 1.8% are married by the age of 18 (TDHS-MIS 2010-11)	N/A	N/A	N/A	N/A	20% reduction in the number of girls married before the age of 15 (2.6%) and before the age of 18 (1.4%)	Office of the Chief Government Statistician (OGS)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)

% of women and children living in households below the basic needs poverty line and the food poverty line	Zanzibar Household Budget Survey (ZBS)	5 years	30.4% living below the basic needs poverty line and 10.8% living below the food poverty line (ZBS 2014-15)	N/A	N/A	N/A	N/A	N/A	10% reduction in the number of women and children living in households below the basic needs poverty line (27.4%) and food poverty line (9.7%)	Office of the Chief Government Statistician (OCGS)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
% of women aged 15-49 who own a house either alone or jointly with someone else	Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS)	5 years	38% of women own a house either alone or jointly; 34% of women own land either alone or jointly (TDHS-MIS 2015-16)	N/A	N/A	N/A	N/A	N/A	10% increase in the number of women owning a house (41.8%) and land (37.4%) either alone or jointly with someone else	Office of the Chief Government Statistician (OCGS)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
% of caregivers who believe that physical punishment is an appropriate means of discipline or control in the home or school	T-Watoto Household Survey	5 years	TBD (T-Watoto Survey to be conducted in May 2017)	N/A	N/A	N/A	N/A	N/A	10% reduction in the number of caregivers who believe that physical punishment is an appropriate form of punishment or control in the home or at school	Ministry Responsible for Women and Children (Department of Planning, Policy and Research) & UNICEF
<b>OUTPUT 2.1: Norms and values that support non-violent, respectful, nurturing, positive and gender equitable relationships for all women and children are supported and harmful social and cultural norms and practices addressed</b>										
Status of Comprehensive National Communication Strategy to Address Violence Against Women and Children in Zanzibar	National Plan of Action Annual Implementation Report	Annual	No communication strategy on violence against women and children (2017)	Communication Strategy developed	25% of targets included in communication strategy met	50% of targets included in communication strategy met	75% of targets included in communication strategy met	100% of targets included in communication strategy met	100% of targets included in communication strategy met	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
% of Shehias implementing prevention interventions addressing violence against women and children in the community	National Plan of Action Annual Implementation Report	Annual	No coordinated violence prevention interventions addressing violence against women and children at the Shehia level (2017)	Assessment of community based practices and structures to identify appropriate entry points for supporting community based mechanisms to prevent violence against women and children	25% of Shehias implementing prevention interventions by building on protective community practices and addressing social and cultural norms harmful to women and children	50% of Shehias implementing prevention interventions by building on protective community practices and addressing social and cultural norms harmful to women and children	75% of Shehias implementing prevention interventions by building on protective community practices and addressing social and cultural norms harmful to women and children	100% of Shehias implementing prevention interventions by building on protective community practices and addressing social and cultural norms harmful to women and children	100% of Shehias implementing prevention interventions by building on protective community practices and addressing social and cultural norms harmful to women and children	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
No. of Religious leaders trained on the dissemination of key communication messages addressing violence against women and children	National Plan of Action Annual Implementation Report	Annual	Manual for religious leaders on communication on GBV available (2017)	Revised manual for religious leaders addressing violence against women and children developed	25% of registered imams trained on communicating key messages in addressing violence against women and children	25% of registered imams trained on communicating key messages in addressing violence against women and children	25% of registered imams trained on communicating key messages in addressing violence against women and children	25% of registered imams trained on communicating key messages in addressing violence against women and children	25% of registered imams trained on communicating key messages in addressing violence against women and children	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/ Mufti's Office
<b>OUTPUT 2.2 Strengthened economic and income resources and opportunities are available to women and children;</b>										
Status of the implementation for the Zanzibar Social Protection Policy 2017-2022	Annual Report of the Social Protection Implementation Plan	Annual	Implementation Plan for the Zanzibar Social Protection Policy 2017-2022 officially adopted (2017)	20% of targets under the social protection implementation plan met	40% of targets under the social protection implementation plan met	60% of targets under the social protection implementation plan met	80% of targets under the social protection implementation plan met	100% of targets under the social protection implementation plan met	100% of targets under the social protection implementation plan met	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
Action Plan on Women's Economic Empowerment in Zanzibar developed and operationalized	National Plan of Action Annual Implementation Report	Annual	Women's Economic Empowerment Mapping Report available (2016)	N/A	Action Plan on Women's Economic Empowerment in Zanzibar developed	25% of targets included under the action plan met	50% of targets included under the action plan met	75% of targets included under the action plan met	75% of targets included under the action plan met	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)



No. of women's economic groups and business support services established and operationalized that support women's economic empowerment	National Plan of Action Annual Implementation Report	Annual	224 existing Saving and Credit Cooperative Societies (SACCOS) operational in Zanzibar; 9 existing business support services hubs operational (2017)	224 SACCOS operational in Zanzibar; 15 business services hubs operational	264 SACCOS operational in Zanzibar; 20 business services hubs operational	324 SACCOS operational in Zanzibar; 20 business services hubs operational	354 SACCOS operational in Zanzibar; 20 business services hubs operational	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
Action Plan on promoting women's ownership of land established and operationalized	National Plan of Action Annual Implementation Report	Annual	No existing action plan on the promotion of women's ownership of land (2017)	Assessment conducted on barriers to women's access to land ownership in Zanzibar	Action Plan on promoting women's ownership of land established and operationalized	25% of targets set under the action plan are met	50% of targets set under the action plan are met	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
<b>OUTPUT 2.3: Safe neighborhoods and other environments where women and children gather and spend time are established and sustained</b>								
Code of conduct for public transport addressing violence against women and children developed and operationalized	National Plan of Action Annual Implementation Report	Annual	No existing code on conduct in place for public transport operators (2017)	Code of conduct developed	Code of conduct validated and adopted by union of transport operators	50% of public transport operators orientated on code of conduct	100% of public transport operators orientated on code of conduct	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/Ministry Responsible for Transport/Public transport operators union
No. of safe spaces for women and children officially designated by district	National Plan of Action Annual Implementation Report	Annual	No officially designated safe spaces for women and children (2017)	N/A	N/A	At least 2 safe public spaces for women and children officially designated in 50% of districts	At least 2 safe public spaces for women and children officially designated in 100% of safe spaces	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/Ministry Responsible for Infrastructure and Public Planning
Guidelines for the inspection of places of work that address violence against women and children developed and operationalized	National Plan of Action Annual Implementation Report	Annual	Labour inspectors used broad international guidelines. Guidelines have not been adopted to the local context and do not address violence against women and children (2017)	N/A	N/A	50% of labour inspectors trained on the new guidelines	100% of labor inspectors training on the new guidelines	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
<b>OUTPUT 2.4: Interventions addressing the prevention of family breakdown and the promotion of positive family relationships and parenting practices are supported</b>								
No. of districts implementing family strengthening programmes for vulnerable families	National Plan of Action Annual Implementation Report	Annual	SOS supporting family strengthening programmes in 2 districts (West and Chake Chake Districts) (2017)	National Family Strengthening programme package developed for piloting	Family strengthening programme piloted in 2 districts	Family strengthening programmes rolled out in 6 districts	Family strengthening programme rolled out in 11 districts	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
% of Shehlias with parenting groups trained on positive parenting	National Plan of Action Annual Implementation Report	Annual	0% of Shehlias with trained parenting groups (2017)	20% of Shehlias with trained parenting groups	40% of Shehlias with trained parenting groups	80% of Shehlias with trained parenting groups	100% of Shehlias with trained parenting groups	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
% of vulnerable households benefiting from TASAF reached with parenting programmes	National Plan of Action Annual Implementation Report	Annual	0% of households benefiting from TASAF (34,491 households) reached with parenting programmes (2017)	Parenting programmes for reaching TASAF households developed	10% of TASAF benefiting households reached with parenting programmes	30% of TASAF benefiting households reached with parenting programmes	50% of TASAF benefiting households reached with parenting programmes	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/TASAF
<b>OUTPUT 2.5: Access to more effective, gender-equitable education and social-emotional learning and life-skills training ensured and schools environments that are safe and enabling established and sustained</b>								

<p>% of teachers who have received in-service or pre-service training on National Safeguarding Guidelines for Children in Schools</p>	<p>National Plan of Action Annual Implementation Report</p>	<p>Annual</p>	<p>N/A</p>	<p>100% of teachers trained on National Safeguarding Guidelines</p>	<p>60% of teachers trained on National Safeguarding Guidelines</p>	<p>100% of teachers training on National Safeguarding Guidelines</p>	<p>Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/Ministry of Education and Vocational Training (Planning Department)</p>
<p>% of teachers trained on positive discipline in everyday teaching</p>	<p>National Plan of Action Annual Implementation Report</p>	<p>Annual</p>	<p>10% of teachers trained on positive discipline in everyday teaching</p>	<p>20% of teachers trained on positive discipline in everyday teaching</p>	<p>80% of teachers trained on positive discipline in everyday teaching</p>	<p>100% of teachers trained on positive discipline in everyday teaching</p>	<p>Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/Ministry of Education and Vocational Training (Planning Department)</p>
<p>No. of schools piloting whole-school strategies to prevent violence at schools</p>	<p>National Plan of Action Annual Implementation Report</p>	<p>Annual</p>	<p>N/A</p>	<p>10 schools piloting whole-school strategies to prevent violence against children</p>	<p>10 schools piloting whole-school strategies to prevent violence against children</p>	<p>20 schools piloting whole-school strategies to prevent violence against children</p>	<p>Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/Ministry of Education and Vocational Training (Planning Department)</p>
<p>% of secondary schools with life skills curriculum for girls and boys that includes modules on gender equality, sexual and reproductive health, personal and intimate relationships and effective conflict negotiation and violence prevention skills</p>	<p>National Plan of Action Annual Implementation Report</p>	<p>Annual</p>	<p>N/A</p>	<p>Comprehensive life skills curriculum for girls and boys developed that included modules on gender equality, sexual and reproductive health, personal and intimate relationships and effective conflict negotiation and violence prevention skills and TOT rolled out</p>	<p>60% of secondary schools delivering comprehensive life skills programme</p>	<p>100% of secondary schools delivering comprehensive life skills programme</p>	<p>Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/Ministry of Education and Vocational Training (Planning Department)</p>
<p><b>OUTCOME 3: By 2022, a comprehensive and integrated national system established in Zanzibar that delivers accessible, coordinated and quality response and support services to women and children affected by or at risk of experiencing violence</b></p>							
<p><b>ASSUMPTIONS AND RISKS:</b></p>							
<p>Government is willing to demonstrate that addressing violence against women and children to be a priority concern with increased allocation of resources</p>							
<p>Capacity building of staff will result in improved service delivery for survivors of violence</p>							
<p>% of women who age 15-49 who ever experienced sexual violence who sought help to stop violence</p>	<p>Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MIS)</p>	<p>5 years</p>	<p>N/A</p>	<p>49% of women age 15-49 who ever experienced sexual violence who sought help to stop violence (TDHS-MIS 2015-16)</p>	<p>N/A</p>	<p>20% increased in the numbers of women age 15-49 who ever experienced sexual violence who sought help to stop violence (58.8% of women seek help to stop violence)</p>	<p>Office of the Chief Government Statistician (OGS)/Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>
<p>% of females and males who experienced sexual violence before the age of 18 who received services for their experiences</p>	<p>Violence Against Children Survey (VACS)</p>	<p>10 years</p>	<p>N/A</p>	<p>13% of females and 5.5% of males who experienced sexual violence received any services (VACS 2009)</p>	<p>N/A</p>	<p>100% increased in the number of females and males who experienced sexual violence before the age of 18 who receive services for their experience (26% of females and 11% males)</p>	<p>Office of the Chief Government Statistician (OGS)/Ministry Responsible for Women and Children (Department of Planning, Policy and Research) &amp; UNICEF</p>
<p>% of cases of violence against women and children reported to Police Stations prosecuted and perpetrators convicted</p>	<p>Police Gender and Children's Desk Registers</p>	<p>Annual</p>	<p>N/A</p>	<p>TBD (Baseline to be determined from Police Registers for year 2017-18)</p>	<p>N/A</p>	<p>20% increase in numbers of cases of violence against women and children reported to Police Stations that are prosecuted and result in a conviction of the perpetrator</p>	<p>Zanzibar Police Commission (Statistics Department)/Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>

<p>% of community members who have confidence that the justice system is effectively able to deal with perpetrators of violence against children</p>	<p>5 years</p>	<p>TBC (T-Watoto Survey to be conducted in May 2017)</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>20% increase in the numbers of community members who express confidence in the ability of the justice system to hold perpetrators of violence against children to account</p>	<p>Office of the Chief Government Statistician (OGS)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research) &amp; UNICEF</p>
<p><b>OUTPUT 3.1: Enhanced access to good-quality health, social welfare, justice and support services for all women and children who experience or at risk of experiencing violence</b></p>								
<p>% of districts that have access to effectively functioning emergency services at Mikono na Mikono Centres (<i>*effectively functioning means the centre meets minimum standards for the identification, treatment and support for women and children who have experienced violence including the adoption of operational guidelines, adequate supplies and infrastructure, sufficient numbers of trained staff</i>)</p>	<p>Annual</p>	<p>60% (6 districts are currently served by Mikono na Mikono Centres)</p>	<p>70%</p>	<p>80%</p>	<p>90%</p>	<p>100%</p>	<p>100%</p>	<p>Ministry of Health (Planning Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>
<p>No. of women and children survivors of violence receiving services at Mikono na Mikono Centres</p>	<p>Annual</p>	<p>TBD (Baseline to be determined from MKM registers for year 2016-17)</p>	<p>10% annual increase in the numbers of survivors receiving services at MKM centres</p>	<p>10% annual increase in the numbers of survivors receiving services at MKM centres</p>	<p>10% annual increase in the numbers of survivors receiving services at MKM centres</p>	<p>10% annual increase in the numbers of survivors receiving services at MKM centres</p>	<p>10% annual increase in the numbers of survivors receiving services at MKM centres</p>	<p>Ministry of Health (Planning Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>
<p>% of districts with at least one Police station renovated to support the operationalization of a Police Gender and Children's Desk</p>	<p>Annual</p>	<p>60% (6 districts currently have Police Stations that have been renovated to support the operationalization of a Police Gender and Children's Desk) (2017)</p>	<p>N/A</p>	<p>70%</p>	<p>80%</p>	<p>90%</p>	<p>100%</p>	<p>Zanzibar Police Commission (PGCD Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>
<p>No. of women and children survivors of violence who report their cases to Police Stations</p>	<p>Annual</p>	<p>TBD (Baseline to be determined from PGCD registers for year 2017-18)</p>	<p>N/A</p>	<p>10% annual increase in the numbers of survivors reporting cases to Police Gender and Children's Desks</p>	<p>10% annual increase in the numbers of survivors reporting cases to Police Gender and Children's Desks</p>	<p>10% annual increase in the numbers of survivors reporting cases to Police Gender and Children's Desks</p>	<p>10% annual increase in the numbers of survivors reporting cases to Police Gender and Children's Desks</p>	<p>Zanzibar Police Commission (PGCD Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>
<p>% of Regions with functional Children's Courts</p>	<p>Annual</p>	<p>60% (3 Children's Courts established and operational) (2017)</p>	<p>N/A</p>	<p>80%</p>	<p>100%</p>	<p>100%</p>	<p>100%</p>	<p>Office of the High Court (Planning Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>
<p>% of criminal cases involving women and children survivors of violence disposed of within 6 months</p>	<p>Annual</p>	<p>TBD (Baseline to be determined from case registers for year 2016-17)</p>	<p>10% annual increase in the numbers of criminal cases involving women and children survivors of violence disposed of within 6 months</p>	<p>10% annual increase in the numbers of criminal cases involving women and children survivors of violence disposed of within 6 months</p>	<p>10% annual increase in the numbers of criminal cases involving women and children survivors of violence disposed of within 6 months</p>	<p>10% annual increase in the numbers of criminal cases involving women and children survivors of violence disposed of within 6 months</p>	<p>10% annual increase in the numbers of criminal cases involving women and children survivors of violence disposed of within 6 months</p>	<p>Office of the High Court (Planning Department)/ Ministry Responsible for Women and Children (Department of Planning, Policy and Research)</p>

No. of women and children survivors provided with alternative emergency care arrangements	National Plan of Action Annual Implementation Report	Annual	TBD for women provided alternative care (baseline to be determined no. of women attending emergency shelters for year 2016-17); 0 children provided emergency alternative care (2017)	10% annual increase in the numbers of women and children survivors of violence provided with emergency alternative care arrangements	10% annual increase in the numbers of women and children survivors of violence provided with emergency alternative care arrangements	10% annual increase in the numbers of women and children survivors of violence provided with emergency alternative care arrangements	10% annual increase in the numbers of women and children survivors of violence provided with emergency alternative care arrangements	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
No. of cases of children in need of care and protection provided with services by the Department of Social Welfare	National Plan of Action Annual Implementation Report	Annual	TBD (Baseline to be determined from case registers for year 2016-17 - includes cases dealt with by the National Child Protection Unit and district welfare officers )	10% annual increase in the numbers of children in need of care and protection provided with services by the Department of Social Welfare	10% annual increase in the numbers of children in need of care and protection provided with services by the Department of Social Welfare	10% annual increase in the numbers of children in need of care and protection provided with services by the Department of Social Welfare	10% annual increase in the numbers of children in need of care and protection provided with services by the Department of Social Welfare	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)
No. of women and children provided with legal aid services	National Plan of Action Annual Implementation Report	Annual	TBD for women provided with legal aid services (baseline to be determined by no. of women provided with legal aid services by CSO legal aid providers for year 2016-17); 205 children in conflict with the law provided with legal aid (2017)	10% annual increase in the numbers of women and children provided with legal aid services	10% annual increase in the numbers of women and children provided with legal aid services	10% annual increase in the numbers of women and children provided with legal aid services	10% annual increase in the numbers of women and children provided with legal aid services	Ministry Responsible for Legal Affairs and Good Governance (Department of Planning/Ministry Responsible for Women and Children (Department of Planning, Policy and Research)/ CSO legal aid providers
No. of children living in residential care institutions	National Plan of Action Annual Implementation Report	Annual	520 (2016)	10% annual decrease in the numbers of children living in residential care institutions	10% annual decrease in the numbers of children living in residential care institutions	10% annual decrease in the numbers of children living in residential care institutions	10% annual decrease in the numbers of children living in residential care institutions	Ministry Responsible for Women and Children (Department of Planning, Policy and Research)

# ANNEX – 2

## COSTED NATIONAL PLAN OF ACTION

Summary of National Plan of Action for Government of Zanzibar (in TZS)		2017-18	2018-19	2019-20	2020-21	2021-22	TOTAL	LEAD AGENCY	COLLABORATING AGENCIES
<b>Outcome 1: An enhanced enabling environment in Zanzibar that promotes the social, political, legal, budgetary and institutional factors that ensure the protection and empowerment of women and children</b>		90,56,20,000	1,89,03,10,000	1,15,49,15,000	1,01,03,45,000	1,01,07,45,000	5,97,19,35,000		
<b>1 Comprehensive Legislative and Policy Framework</b>		22,45,10,000	27,52,45,000	9,57,70,000	1,55,10,000	1,55,10,000	62,65,45,000		
1.1.1	Translation and printing of regulations developed under the Children's Act 2011	5,36,40,000	-	-	-	-	5,36,40,000	MILEEWC	Attorney General (AG) Office
1.1.2	Amend the Children's Act 2011 to ensure enhanced effective operationalization	6,17,40,000	3,55,90,000	-	-	-	9,73,30,000	MILEEWC	AG's Office, Law Reform Commission (LRC), President's Office, Constitution, Legal Affairs, Public Service and Good Governance (POCLAPSGG)
1.1.3	Develop legislation addressing violence against children in schools and promoting the use of positive forms of discipline:	-	13,80,50,000	2,92,20,000	-	-	16,72,70,000	MoEVT	MILEEWC, LRC, AG Office
1.1.4	Conduct a review of the existing legislative framework for the empowerment and protection of children	4,59,20,000	-	-	-	-	4,59,20,000	MILEEWC	AG's Office, LRC, POCLAPSGG
1.1.5	Develop comprehensive legislation addressing violence against women	-	7,21,50,000	4,31,20,000	-	-	11,52,70,000	MILEEWC	AG's Office, LRC, POCLAPSGG
1.1.6	Finalize the national policy frameworks for the empowerment of women and development and protection of children	6,32,10,000	2,94,55,000	2,34,30,000	1,55,10,000	1,55,10,000	14,71,15,000	MILEEWC	POPCLAPSGG, Government MDAs, CSOs, FBOs
<b>2 Adequate financial, human and technical resources</b>		13,91,10,000	20,50,00,000	17,20,00,000	13,20,00,000	13,20,00,000	78,01,10,000		
1.2.1	Develop a MILEEWC capacity building plan to support the operationalisation of the national system to address violence against women and children	71,10,000	-	-	-	-	71,10,000	MILEEWC	Government MDAs, SUZA University
1.2.2	Recruit district welfare officers to support case management at the district level	13,20,00,000	13,20,00,000	13,20,00,000	13,20,00,000	13,20,00,000	66,00,00,000	MILEEWC	Public Service Commission
1.2.3	Conduct a public expenditure identification survey (PEIS) to assess the current financial allocation available to support prevention and response services for women and children	-	7,30,00,000	-	-	-	7,30,00,000	MoF	MILEEWC, Government MDAs
1.2.4	Develop a national financing and resource mobilization plan to support the operationalization of the system for the empowerment of women and protection of children	-	-	4,00,00,000	-	-	4,00,00,000	MoF	MILEEWC, Government MDAs
<b>3 Improved Coordination</b>		35,59,60,000	71,01,55,000	71,25,15,000	69,47,55,000	69,49,55,000	3,16,87,40,000		
1.3.1	Development of a national guide for the establishment and operationalisation of the national system to address violence against women and children	3,94,00,000	-	-	-	-	3,94,00,000	MILEEWC	Government MDAs, NGOs, CSOs, FBOs
1.3.2	Support the effective operation of the national inter-ministerial committee on violence against women and children to effectively oversee the implementation of this national plan of action	2,54,00,000	2,56,00,000	2,58,00,000	2,60,00,000	2,62,00,000	12,90,00,000	MILEEWC	Government MDAs, NGOs, CSOs, FBOs
1.3.3	Support the establishment and effective operation of unified coordination structure at the zonal and district levels to provide technical oversight of the implementation of the national plan of action to address violence against women and children	21,56,60,000	12,91,00,000	14,74,60,000	12,91,00,000	12,91,00,000	75,04,20,000	MILEEWC	PORASD, Government MDAs, NGOs, CSOs, FBOs
1.3.4	Conduct an assessment of community based structures and practices in preventing and responding to violence against women and children to identify appropriate entry points for supporting community based mechanism and developing links with the formal national protection system	7,55,00,000	1,45,50,000	-	-	-	9,00,50,000	MILEEWC	PORASD, Government MDAs, NGOs, CSOs, FBOs

1.3.5	Support the roll out of a national plan for the engagement of communities in preventing and responding to violence against women and children including through support for Sheshia level protection mechanisms	-	54,09,05,000	53,96,55,000	53,96,55,000	53,96,55,000	2,15,98,70,000	MLEEYWC	PORASD, Government MDAs, NGOs, CSOs, FBOs
<b>4 Effective data and information management</b>		<b>18,60,40,000</b>	<b>69,99,10,000</b>	<b>17,42,30,000</b>	<b>16,80,80,000</b>	<b>16,82,80,000</b>	<b>1,99,65,40,000</b>		
1.4.1	Develop and operationalize a standardized data management information system to support the implementation of the national plan of action to address violence against women and children including the development of relevant data collection, collation, reporting and management and analysis tools and processes	17,96,90,000	67,51,10,000	16,66,80,000	16,68,80,000	16,70,80,000	1,35,54,40,000	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
1.4.2	Build the capacity of the Department of Policy, Planning and Research in the Ministry of Labour, Empowerment, Elders, Youth, Women and Children to effectively coordinate the implementation of the M&E framework for the National Plan of Action	-	2,48,00,000	12,00,000	12,00,000	12,00,000	2,84,00,000	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
1.4.3	Support the integration of indicators into national surveys and research studies to ensure consistent monitoring and analysis of indicators on violence against women and children	63,50,000	-	63,50,000	-	-	1,27,00,000	Office of Chief Government Statistician (OCGS)	MLEEYWC
<b>Outcome 2: Enhanced access to prevention programmes and services that build the capacities of men, women, children, families and communities in Zanzibar to address behaviours and practices harmful to women and children and to actively promote their empowerment and protection</b>		<b>2,32,03,98,300</b>	<b>3,70,19,22,500</b>	<b>8,14,50,17,500</b>	<b>7,96,62,42,500</b>	<b>7,15,62,72,500</b>	<b>29,28,98,53,300</b>		
<b>1 Strengthen Norms and Values</b>		<b>69,67,00,800</b>	<b>74,36,45,000</b>	<b>63,41,10,000</b>	<b>47,11,90,000</b>	<b>22,11,90,000</b>	<b>2,76,68,35,800</b>		
2.1.1	Develop a national communication strategy on violence against women and children to support the implementation of the national plan of action in addressing social norms on violence against women and children	11,32,60,000	98,15,000	-	-	-	1,20,30,75,000	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
2.2.2	Extend and roll out national campaign to end violence against women and children over the five year period of the national action plan (2017-22)	43,40,50,800	70,45,70,000	46,08,60,000	44,19,30,000	22,11,90,000	2,26,26,00,800	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
2.2.3	Engaging with religious leaders in addressing violence against women and children	8,72,10,000	2,92,60,000	10,12,55,000	2,92,60,000	-	24,69,85,000	MLEEYWC	Mufiti's Office, JUMAIZA, NGOs, CSOs, FBOs
2.2.4	Conduct comprehensive research on identification of positive and harmful social norms and practices related to violence against women and children in Zanzibar	6,21,80,000	-	7,19,95,000	-	-	13,41,75,000	MLEEYWC	SUZA, Mufiti's Office, JUMAIZA, NGOs, CSOs, FBOs
<b>2 Income and Economic Strengthening</b>		<b>2,25,42,500</b>	<b>91,27,42,500</b>	<b>9,21,67,500</b>	<b>2,25,42,500</b>	<b>2,25,42,500</b>	<b>1,07,25,37,500</b>		
2.2.1	Develop a National Action Plan for Women's Economic Empowerment	-	2,84,30,000	-	-	-	2,84,30,000	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
2.2.2	Support the formation and operation of women's economic groups e.g. Savings and Credit Cooperation Societies	2,25,42,500	2,25,42,500	2,25,42,500	2,25,42,500	2,25,42,500	11,27,12,500	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
2.2.3	Establish Business Development Centres to support female entrepreneurs	-	1,80,00,000	-	-	-	1,80,00,000	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
2.2.4	Support 11 Business Development Centres to support women entrepreneurs in Zanzibar	-	84,37,70,000	-	-	-	84,37,70,000	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
2.2.5	Conduct research on women's access to land ownership	-	-	6,96,25,000	-	-	6,96,25,000	Ministry of Lands, Water, Energy and Environment (MLWEE)	MLEEYWC, Government MDAs, NGOs, CSOs, FBOs
<b>3 Safe environments</b>		<b>-</b>	<b>25,43,20,000</b>	<b>52,37,45,000</b>	<b>5,65,50,000</b>	<b>5,65,50,000</b>	<b>89,11,65,000</b>		
2.3.1	Ensure accessible and safer travel by improving the environmental safety of travel in public transport by ensuring that a code of conduct for public transport operators is developed and enforced	-	-	5,69,90,000	1,03,00,000	1,03,00,000	7,75,90,000	Ministry of Construction, Industries, Communication and Transport (MCICT)	MLEEYWC, Government MDAs, NGOs, CSOs, FBOs
2.3.2	Support safer work environments by ensuring all public institutions and private enterprises adopt prevention from sexual exploitation and abuse policies and have identified focal persons to deal with concerns related to violence against women and children	-	-	3,85,20,000	4,62,50,000	4,62,50,000	13,10,20,000	MLEEYWC	Government MDAs, NGOs, CSOs, FBOs
2.3.3	Ensure accessible and safer recreational and public spaces and events	-	-	3,09,95,000	-	-	3,09,95,000	MLWEE	MLEEYWC, Government MDAs, NGOs, CSOs, FBOs
2.3.4	Support the tourism sector to adopt specific guidelines on the prevention and response to violence against women and children	-	12,71,60,000	19,86,20,000	-	-	32,57,80,000	Minister of Information, Culture, Tourism and Sports (MICTS)	Zanzibar Association of Tourism Investors (ZATI), MLEEYWC, Government MDAs, NGOs, CSOs, FBOs
2.3.5	Build the capacity of national stakeholders to address the trafficking of women and children in Zanzibar	-	12,71,60,000	19,86,20,000	-	-	32,57,80,000	Ministry of Home Affairs (MoHA)	MLEEYWC, POCLAPSGG

<b>4 Family and Parent Support</b>		<b>19,66,40,000</b>	<b>20,69,50,000</b>	<b>3,34,69,60,000</b>	<b>3,35,01,60,000</b>	<b>3,28,51,90,000</b>	<b>10,38,59,00,000</b>	<b>Government MDAs, NGOs, CSOs, FBOs</b>
2.4.1	Conduct a mapping assessment of existing family strengthening and parenting programmes in Zanzibar and develop a national framework for family strengthening and parenting interventions	12,28,50,000	2,20,00,000	-	-	-	14,48,50,000	MLEEYWC
2.4.2	Develop a minimum package for family strengthening and parenting interventions, setting out agreed criteria and standards for all government and non-governmental parenting programs	-	8,17,00,000	-	-	-	8,17,00,000	MLEEYWC
2.4.3	Develop an evidence base for family strengthening and parenting interventions in Zanzibar by conducting focused pilot interventions in selected communities that have the potential for national scale up	-	8,39,60,000	3,32,41,70,000	3,32,38,70,000	3,25,54,00,000	9,98,74,00,000	MLEEYWC
2.4.4	Support Government and CSOs/NGOs to strengthen and expand existing family strengthening programmes	60,00,000	95,00,000	1,30,00,000	1,65,00,000	2,00,00,000	6,50,00,000	MLEEYWC
2.4.5	Support the Department of Women and Children (MLEEYWC) to effectively coordinate all family strengthening and parenting activities and to report to the national inter-ministerial committee on violence against women and children	6,77,90,000	97,90,000	97,90,000	97,90,000	97,90,000	10,69,50,000	MLEEYWC
<b>5 Education and Lifeskills</b>		<b>1,40,45,15,000</b>	<b>1,58,46,65,000</b>	<b>3,54,80,35,000</b>	<b>4,06,58,00,000</b>	<b>3,57,08,00,000</b>	<b>13,41,97,15,000</b>	
2.5.1	Conduct an assessment on violence against children in schools to identify the key drivers of violence in schools and local understandings and practices related to violence in schools and madrassa and develop National Safeguarding Guidelines for Children in Schools in Zanzibar	11,22,50,000	47,48,10,000	1,03,42,90,000	98,70,50,000	98,70,50,000	3,59,54,50,000	MoEVT
2.5.2	Roll out of a training for pre-primary, primary and secondary and madrassa teachers on the use of positive discipline manual in schools and madrassa	52,37,90,000	46,24,90,000	2,18,00,00,000	2,67,50,00,000	2,18,00,00,000	8,02,12,80,000	MoEVT/ Mufti's Office
2.5.3	Promote the prevention of violence in schools by building on existing interventions to develop a national 'safe schools' package of primary intervention that promotes the adoption of whole schools strategies to address violence in schools	2,89,00,000	28,05,00,000	-	-	-	30,94,00,000	MoEVT
2.5.4	Implement a national communication campaign on violence in schools targeting both teachers and students	34,38,45,000	9,52,45,000	8,01,25,000	-	-	51,92,15,000	MoEVT
2.5.5	Support the establishment and functioning of a network of school clubs to promote school health and protection	32,85,00,000	21,26,00,000	21,26,00,000	-	-	-	MoEVT
2.5.6	Develop a comprehensive life skills training programme for children in schools that focuses on gender equality, sexual and reproductive health, personal and intimate relationships and effective conflict negotiation and violence prevention skills	5,07,10,000	-	1,99,00,000	-	-	7,06,10,000	MoEVT
2.5.7	Roll out of comprehensive life skills training programme for children in schools that focuses on gender equality, sexual and reproductive health, personal and intimate relationships and effective conflict negotiation and violence prevention skills	1,65,20,000	5,86,20,000	2,11,20,000	40,37,50,000	40,37,50,000	90,37,60,000	MoEVT
<b>Outcome 3: A comprehensive and integrated national system established in Zanzibar that delivers accessible, coordinated and quality response and support services to women and children affected by or at risk of experiencing violence</b>		<b>1,69,21,10,000</b>	<b>2,71,28,11,500</b>	<b>1,85,53,09,000</b>	<b>1,55,15,59,000</b>	<b>1,32,81,94,000</b>	<b>9,13,99,83,500</b>	
<b>1 Effective national and local response and support services</b>		<b>1,69,21,10,000</b>	<b>2,71,28,11,500</b>	<b>1,85,53,09,000</b>	<b>1,55,15,59,000</b>	<b>1,32,81,94,000</b>	<b>9,13,99,83,500</b>	
3.1.1	Strengthen the capacity of health system staff to effectively respond to violence against women and children	9,52,45,000	17,26,15,000	8,01,25,000	-	-	34,79,85,000	Ministry of Health (MoH)
3.1.2	Support Mkwono na Mkwono Centres to ensure that survivors of violence in every district have access to health facilities that are equipped in providing effective emergency response services	-	51,48,52,500	31,54,60,000	28,05,85,000	10,34,60,000	1,21,43,57,500	MoH
3.1.3	Ensure the integration of modules addressing violence against women and children within community health worker outreach training programmes	-	3,36,70,000	84,00,000	84,00,000	84,00,000	5,88,70,000	MoH
3.1.4	Ensuring the provision of safe accommodation to women in need of alternative care including through engaging with NGO service providers	37,00,70,000	37,00,70,000	37,00,70,000	37,00,70,000	37,00,70,000	1,85,03,50,000	MLEEYWC
3.1.5	Develop and operationalize the national framework for the provision of alternative care for children (that includes both short term and long term community based care and provides for the reintegration of children in institutional care and the licencing and supervision of residential care establishments)	4,99,50,000	19,56,80,000	13,20,00,000	1,20,00,000	1,20,00,000	40,16,30,000	MLEEYWC
3.1.6	Strengthen the provision of counselling to support survivors of violence and their families	-	4,03,50,000	-	-	-	4,03,50,000	MLEEYWC

3.1.7	Strengthen programmes for the provision of legal aid services to women and children	30,35,00,000	30,35,00,000	30,35,00,000	30,35,00,000	30,35,00,000	29,00,00,000	1,50,40,00,000	FOCLAPSSGG	MLEEYWC, NGOs
3.1.8	Build the capacity of the Department Elders and Social Welfare to effectively manage child protection cases at the central level and district levels	7,95,34,000	25,27,34,000	3,28,44,000	3,28,44,000	5,26,84,000	3,28,44,000	45,06,40,000	MLEEYWC	Government MDAs, NGOs, CSOs
3.1.9	Build the capacity of Police Officers to effectively deal with cases of violence against women and children and children in conflict with the law including through training and supporting the renovation of Police Gender and Children's Desks (PGCDs) to ensure that there is at least one operational PGCD in every district in Zanzibar	41,71,40,000	41,71,40,000	41,71,40,000	41,71,40,000	41,71,40,000	40,42,40,000	2,07,28,00,000	Zanzibar Police Commission	MLEEYWC, Government MDAs, NGOs, CSOs
3.1.10	Build the capacity of the Office of the DPP's National Protection Unit to expedite and effectively manage prosecutions of criminal cases involving women and child survivors	-	5,90,00,000	-	-	-	-	5,90,00,000	DPP	MLEEYWC, Government MDAs, NGOs, CSOs
3.1.11	Conduct a capacity assessment of the Kadhi's Courts in dealing with cases involving children and develop and implement a strategy to build the capacity of the Kadhi's Courts to effectively protect women and children	14,75,70,000	-	67,70,000	-	-	-	15,43,40,000	High Court	MLEEYWC, POCLAPSSGG, Government MDAs, NGOs, CSOs, FBOs
3.1.12	Build the capacity of Prison services to address violence against women in detention	5,94,11,000	-	-	-	-	-	5,94,11,000	FORASD	Government MDAs, NGOs, CSOs
3.1.13	Strengthen the development of a child friendly juvenile justice system that promotes the protection and rehabilitation of children in conflict with the law	9,74,90,000	24,48,80,000	10,71,80,000	10,71,80,000	10,71,80,000	10,71,80,000	66,39,10,000	MLEEYWC	POCLAPSSGG, Government MDAs, NGOs, CSOs
3.1.14	Develop intervention programmes targeting perpetrators of violence against women and children to address offending behaviour and prevent re-offending	-	-	8,18,20,000	-	-	-	8,18,20,000	MLEEYWC	POCLAPSSGG, Government MDAs, NGOs, CSOs
3.1.15	Build the capacity of the Child Helpline to effectively respond to reports of violence against children	7,22,00,000	10,83,20,000	-	-	-	-	18,05,20,000	MLEEYWC	Government MDAs, NGOs, CSOs
<b>GRAND TOTAL</b>		<b>4,91,81,28,300</b>	<b>8,30,50,44,000</b>	<b>11,15,52,41,500</b>	<b>10,52,81,46,500</b>	<b>9,49,52,11,500</b>	<b>9,49,52,11,500</b>	<b>44,40,17,1,800</b>		



# ANNEX – 3

## COMPOSITION AND RESPONSIBILITIES OF THE NATIONAL COMMITTEE ON VIOLENCE AGAINST WOMEN AND CHILDREN

### National Committee on Violence Against Women and Children (NC-VAWC)

Chairperson	Minister responsible for Women and Children and Minister responsible for Legal Affairs (co-chair)
Role of the Chairperson	<ul style="list-style-type: none"> <li>- Provide leadership and coordination to the NC-VAWC</li> <li>- Convene and chair the Committee meetings</li> <li>- Provide regular updates to the Revolutionary Council of Zanzibar on the implementation of the National Plan of Action</li> </ul>
Secretariat	Principal Secretaries of the Ministry responsible for Women and Children and Ministry responsible for Legal Affairs
Role of the Secretariat	<ul style="list-style-type: none"> <li>- Maintain the records of the NC-VAWC meetings and other relevant reports</li> <li>- Make necessary administrative and logistic arrangements for NC-VAWC meetings</li> <li>- Take minutes at NC-VAWC meetings</li> <li>- Conduct administrative and undertake routine correspondence on behalf of the NC-VAWC including communication with members</li> <li>- Draft reports of the NC-VAWC meetings that provide a consolidated overview of issues discussed and priority action points to be taken and disseminate to all relevant stakeholders</li> <li>- Coordinate compilation of regular reports and share with the NC-VAWC and the Inter-Ministerial Technical Committee</li> </ul>
Membership	<p>The core membership of the Committee will be constituted by Ministers and the Regional Commissioners:</p> <ol style="list-style-type: none"> <li>1. Ministry responsible for Women and Children</li> <li>2. Ministry responsible for Legal Affairs</li> <li>3. Ministry responsible for Education</li> <li>4. Ministry responsible for Health</li> <li>5. Ministry responsible for Regional Administration</li> <li>6. Ministry responsible for Information, Culture, Tourism and Sports</li> <li>7. Regional Commissioner, Urban West Region, Unguja</li> <li>8. Regional Commissioner, Kaskazini Region, Unguja</li> <li>9. Regional Commissioner, Kusini Region, Unguja</li> <li>10. Regional Commissioner, Kaskazini Region, Pemba</li> <li>11. Regional Commissioner, Kusini Region, Pemba</li> </ol>

	<p>The following officials will be invited to attend Committee meetings but will have no vote in any decision:</p> <ol style="list-style-type: none"> <li>12. Commissioner of Police, Zanzibar</li> <li>13. Commissioner of the Institute of Education for Offenders (Prisons)</li> <li>14. Director of Public Prosecutions</li> <li>15. Registrar of the High Court</li> <li>16. Director of Department of Elders and Social Welfare (Ministry responsible for Women and Children)</li> <li>17. Director of Women and Children Department (Ministry responsible for Women and Children)</li> <li>18. General Director of the Ministry of Health</li> <li>19. Director of Pre and Primary Education</li> <li>20. Director of Youth Development</li> <li>21. Director of Policy, Planning and Research for the Ministry responsible for Women and Children</li> <li>22. Officer In-Charge for the Ministry responsible for Women and Children in Pemba</li> <li>23. Chief Kadhi</li> <li>24. Mufti</li> <li>25. Commissioner for Immigration Office, Zanzibar</li> <li>26. Director of the Department of People with Disabilities</li> <li>27. Representative from UNICEF</li> <li>28. Representative from UNFPA</li> <li>29. Representative from UN Women</li> <li>30. Representative from Save the Children</li> <li>31. Representative from Action Aid</li> </ol> <p>The Committee may invite more representatives from other CSOs as deemed necessary</p>
Responsibilities of core and advisory members	<ul style="list-style-type: none"> <li>- Participate in the activities of the NC-VAWC, attend meetings, contribute to discussions, and use their knowledge, expertise and experience to help implement its discussions</li> <li>- Report to the NC-VAWC on the activities of their organization or the organizations they represent in addressing violence against women and children</li> <li>- Communicate any decisions, recommendations and requests made by the NC-VAWC to their organizations, make every effort to ensure that they are effectively implemented, and act as an advocate on behalf in addressing violence against women and children with their colleagues</li> <li>- Undertake any other additional responsibilities within their competence at the request of the NC-VAWC</li> </ul>
Meeting schedule	The frequency of standard meetings will be bi-annual, but other meetings can be scheduled as and when requested by the Chairperson or as needs arise
Quorum	For decision making, at least two third of the inter-ministerial steering committee membership should take part in a meeting. Decisions will be based on a consultative process and will be documented by the designated secretary for the meeting

# ANNEX – 4

## RESPONSIBILITIES OF THE REGIONAL COMMISSIONERS IN THE IMPLEMENTATION OF THE NATIONAL PLAN OF ACTION



The specific responsibilities of the Regional Commissioners in the implementation of the National Plan of Action will include:

- Participating as members of the Inter-Ministerial Committee on Violence Against Women and Children;
- Chairing the Technical Coordination Committee in Pemba;
- Reporting to the National Inter-Ministerial Committee on the implementation of the National Plan of Action in their respective Regions;
- Ensuring that there is adequate mobilization of the financial and human resource resources required to support the implementation of the National Plan of Action within their respective regions and at District and Shehia levels;
- Overseeing the data collection processes at their respective Regions and Districts, and reporting data to the relevant institutions at the national level; and
- Ensuring an effective, timely and well-coordinated response to cases of violence that are reported in line with relevant legislation and guidelines.

# ANNEX – 5

## COMPOSITION AND RESPONSIBILITIES OF THE TECHNICAL COORDINATION COMMITTEE ON VIOLENCE AGAINST WOMEN AND CHILDREN - UNGUJA

### Technical Coordination Committees on Violence Against Women and Children – Unguja

Chairperson	Principal Secretary of the Ministry responsible for Women and Children
Role of the Chairperson	<ul style="list-style-type: none"> <li>- Provide leadership and coordination of the Technical Coordination Committee (TCC)</li> <li>- Convene and chair the TCC meetings</li> <li>- Ensure effective linkages and communication between the Technical Coordination Committee of Unguja and Pemba, and the National Committee on VAWC at the respective District Committees in Unguja</li> </ul>
Secretariat	The Director responsible for the Department of Women and Children
Role of the Secretariat	<ul style="list-style-type: none"> <li>- Maintain the records of the TCC meetings</li> <li>- Make necessary administrative and logistic arrangements for TCC meetings</li> <li>- Take minutes at TCC meetings</li> <li>- Conduct administrative and undertake routine correspondence on behalf of the TCC including communication with members</li> <li>- Draft reports of the TCC meetings that provide a consolidated overview of issues discussed and priority action points to be taken and disseminate to all relevant stakeholders including members of the National Inter-Ministerial Committee and District Committees on Violence Against Women and Children</li> </ul>
Membership	<p>The core membership of the Committee will be constituted by the following representatives in Unguja:</p> <ol style="list-style-type: none"> <li>1. PS of the Ministry responsible for Women and Children (Chair)</li> <li>2. Director responsible for Social Welfare</li> <li>3. Director responsible for Women and Children</li> <li>4. Director responsible for Policy Planning and Research in the Ministry responsible for Women and Children</li> <li>5. Director responsible for Pre and Primary Education in the Ministry responsible for Education</li> <li>6. Director responsible for Policy, Planning and Research in the Ministry responsible for Education</li> <li>7. Director of Policy, Planning and Research, President’s Office, Public Service, Constitution and Legal Affairs, Good Governance</li> </ol>

8. Director of Policy, Planning and Research from the Ministry responsible for Regional Administration and Local Government
9. Director of Policy, Planning and Research from the Ministry of Health
10. Director of Policy, Planning and Research from the Ministry of Information, Culture, Tourism and Sports
11. Director of Youth Development
12. Head of Police Gender and Children's Desk, Zanzibar Police Commission
13. Regional Administrative Secretary, Kaskazini Region, Unguja
14. Regional Administrative Secretary, Urban West Region, Unguja
15. Regional Administrative Secretary, Kaskazini Region, Unguja

The following officials will be invited to attend meetings of the Technical Coordination Committee meetings:

16. Head of the National Child Protection Unit
17. Head of the National Social Protection
18. Head of the National Gender Unit
19. National MVC Officer
20. National Child Protection Officer
21. National Children's Officer
22. Planning Officer from the Ministry for President's Office, Constitution, Legal Affairs, Public Service and Good Governance
23. Planning Officer from the Ministry of Education and Vocational Training;
24. State Attorney, Attorney General's Office
25. Public Prosecutor, Office of the Director of Public Prosecution
26. Representative of the High Court in Unguja;
27. Representative of the Kadhi's Court in Unguja
28. Representative of the Mufti's Office
29. Head of the Legal Department, Institute of Education for Offenders
30. Focal person for women and children at the Planning Commission
31. Budget Officer from the Ministry of Finance
32. Planning Officer, Ministry of Health
33. Planning Officer, Ministry responsible for Regional Administration
34. National Coordinator for one stop centres
35. Child Labour Coordinator from the Ministry responsible for Labour
36. Representative of CSOs
37. Representative of ZLSC
38. Two representatives of faith-based organizations
39. Representative of UNICEF
40. Representative of UNFPA
41. Representative of UN Women
42. Representative of Save the Children

	<p>43. Representative of Action Aid</p> <p>44. Representative of SOS</p> <p>45. Representative from ZAPHA+</p> <p>The Technical Coordination Committee in Unguja may invite more representatives from other CSOs as deemed necessary</p>
Responsibilities of members	<ul style="list-style-type: none"> <li>- Participate in the activities of the Technical Coordination Committee (TCC), attend meetings, contribute to discussions and use their knowledge, expertise and experience to help implement its decisions</li> <li>- Report to the TCC on the activities of their organization or the organizations they represent in addressing violence against women and children</li> <li>- Communicate any decisions, recommendations and requests made by the TCC to their organizations, make every effort to ensure that they are effectively implemented and act as an advocate on behalf in addressing violence against women and children with their colleagues</li> <li>- Undertake any other additional responsibilities within their competence at the request of the TCC</li> </ul>
Meeting schedule	The Technical Coordination Committees will meet on a quarterly basis, i.e., once every three months
Quorum	For decision making, at least two thirds of the Committee members should take part in a meeting. Decisions will be based on a consultative process and will be documented by the designated Secretary for the meeting

# ANNEX – 6

## COMPOSITION AND RESPONSIBILITIES OF THE TECHNICAL COORDINATION COMMITTEE ON VIOLENCE AGAINST WOMEN AND CHILDREN - PEMBA

### Technical Coordination Committee on Violence Against Women and Children – Pemba

Chairperson	Regional Commissioners for Kaskazini and Kusini Regions in Pemba will Co-Chair
Role of the Chairperson	<ul style="list-style-type: none"> <li>- Provide leadership and coordination of the Technical Coordination Committee (TCC)</li> <li>- Convene and chair the TCC meetings</li> <li>- Ensure effective linkages and communication between the Technical Coordination Committee, the District Committees on VAWC in Pemba, and the National Committee at the national level</li> </ul>
Secretariat	The Officer In-Charge of the Ministry responsible for Women and Children and the Officer In-Charge for the Ministry responsible for Regional Administration
Role of the Secretariat	<ul style="list-style-type: none"> <li>- Maintain the records of the TCC meetings</li> <li>- Make necessary administrative and logistic arrangements for TCC meetings</li> <li>- Take minutes at TCC meetings</li> <li>- Undertake routine correspondence on behalf of the TCC including communication with members</li> <li>- Draft reports of the TCC meetings that provide a consolidated overview of issues discussed and priority action points to be taken and share with Unguja TCC to inform preparation of the national report which will be presented to the National Committee on VAWC</li> <li>- The Officers In-Charge of the Ministry responsible for Women and Children in Pemba shall participate in the National Committee on VAWC meetings. Both OIC for the Ministry responsible for Women and Children and OIC for the Ministry responsible for Regional Administration will participate in the Unguja TCC meetings and report on the work of the Pemba Technical Coordination Committee</li> <li>- Provide updates from Unguja TCC and the National Committee on VAWC to Pemba TCC</li> </ul>
Membership	<p>The core membership of the Committee will be constituted by the following representatives in Pemba:</p> <ol style="list-style-type: none"> <li>1. Regional Commissioner, Kaskazini Region Pemba (Chair)</li> <li>2. Regional Commissioner, Kusini Region Pemba (Co-Chair)</li> <li>3. Officer In-Charge, Ministry responsible for Women and Children</li> </ol>

4. Officer In-Charge Ministry of Education and Vocational Training
5. Officer In-Charge Ministry for President's Office, Regional Administration and Special Departments
6. Officer In-Charge Ministry of Health
7. Officer In-Charge Ministry for President's Office, Constitution, Legal Affairs, Public Service and Good Governance
8. Officer In-Charge of Ministry of Information, Culture, Tourism and Sports
9. Head of Police Gender and Children's Desk (Pemba), Zanzibar Police Commission
10. Regional Administrative Secretary, Kusini Region Pemba
11. Regional Administrative Secretary, Kaskazini Region, Pemba

The following officials will be invited to attend meetings of the Technical Coordination Committee meetings:

12. Lead Social Welfare Officer, in the Ministry responsible for Women and Children
13. Lead Women And Children Officer in the Ministry responsible for Women and Children
14. Planning Officer in the Ministry responsible for Women and Children
15. Responsible Officer on Pre and Primary Education
16. Planning Officer, Ministry responsible for Education
17. Planning Officer, Ministry responsible for Regional Administration
18. Head of the Pemba Child Protection Unit in the Ministry responsible for Women and Children
19. Social Protection Officer, in the Ministry responsible for Women and Children
20. Gender Officer in the Ministry responsible for Women and Children
21. MVC Officer in the Ministry responsible for Women and Children
22. Youth Officer in the Ministry responsible for Women and Children
23. Planning Officer, Ministry for President's Office, Constitution, Legal Affairs, Public Service and Good Governance
24. State Attorney, Attorney General's Office
25. Public prosecutor, Office of the Director of Public Prosecutions
26. Representative of the High Court in Pemba
27. Representative of the Kadhi's Court in Pemba
28. Legal Officer from the Institute of Correction of Offenders (Prison)
29. Planning Officer, Zanzibar Police Commission, Pemba
30. Officer In-Charge Ministry of Health
31. Planning Officer, Ministry of Health
32. Coordinator of one stop centres in Pemba
33. Officer In-Charge, Ministry responsible for Labour
34. Planning Officer, Ministry responsible for Labour



	<p>35. Representative of CSOs  36. Representative of legal associations  37. Two representatives of faith-based organizations  38. Representative of SOS</p> <p>The Technical Committee in Pemba may invite more representatives from other CSOs as deemed necessary</p>
Responsibilities of members	<ul style="list-style-type: none"> <li>- Participate in the activities of the Technical Coordination Committee (TCC), attend meetings, contribute to discussions and use their knowledge, expertise and experience to help implement its decisions</li> <li>- Report to the TCC on the activities of their organization or the organizations they represent in addressing violence against women and children</li> <li>- Communicate any decisions, recommendations and requests made by the TCC to their organizations, make every effort to ensure that they are effectively implemented and act as an advocate on behalf in addressing violence against women and children with their colleagues</li> <li>- Undertake any other additional responsibilities within their competence at the request of the TCC</li> </ul>
Meeting schedule	The Technical Coordination Committees will meet on a quarterly basis, i.e., once every three months
Quorum	For decision making, at least two thirds of the Committee members should take part in a meeting. Decisions will be based on a consultative process and will be documented by the designated Secretary for the meeting

# ANNEX – 7

## COMPOSITION AND RESPONSIBILITIES OF DISTRICT COMMITTEES ON VIOLENCE AGAINST WOMEN AND CHILDREN

### District Committees on Violence Against Women and Children

Chairperson	District Administrative Secretary
Role of the Chairperson	<ul style="list-style-type: none"> <li>- Provide leadership and coordination of the District Committee</li> <li>- Convene and chair the District Committee meetings</li> <li>- Ensure effective linkages and communication between the District Committees, the Technical Coordination Committees, in the Ministry responsible for Women and Children and other relevant stakeholders</li> </ul>
Secretariat	District Social Welfare Officer and District Women and Children Officer
Role of the Secretariat	<ul style="list-style-type: none"> <li>- Maintain the records of the District Committee meetings</li> <li>- Make necessary administrative and logistic arrangements for District Committee meetings</li> <li>- Take minutes at District Committee meetings on VAWC</li> <li>- Undertake routine correspondence on behalf of the District Committee including communication with members</li> <li>- Draft reports of the District Committee meetings that provide a consolidated overview of issues discussed and priority action points to be taken, and disseminate to all relevant stakeholders including to the members of the Technical Coordination Committees, the Ministry responsible for Women and Children and other relevant stakeholders</li> </ul>
Membership	<p>The core membership of the Committee will be constituted by the following representatives:</p> <ol style="list-style-type: none"> <li>1. District Administrative Secretary</li> <li>2. District Social Welfare Officers</li> <li>3. District Women and Children Officers</li> <li>4. Regional Social Welfare Officer</li> <li>5. Regional Women and Children Officer</li> <li>6. District Administrative Directors</li> <li>7. District Administrative Secretary, Kaskazini A District, Unguja</li> <li>8. District Administrative Secretary, Kaskazini B District, Unguja</li> <li>9. District Administrative Secretary, West A District, Unguja</li> </ol>

10. District Administrative Secretary, West B District, Unguja
11. District Administrative Secretary, Urban District, Unguja
12. District Administrative Secretary, Kati District, Unguja
13. District Administrative Secretary, Kusini District, Unguja
14. District Administrative Director, Kaskazini A District Unguja
15. District Administrative Director, Kaskazini B District, Unguja
16. District Administrative Director, West A District, Unguja
17. District Administrative Director, West B District, Unguja
18. District Administrative Director, Urban District, Unguja
19. District Administrative Director, Kati District, Unguja
20. District Administrative Director, Kusini District, Unguja
21. District Planning Officer
22. District Gender and Children's Desk Police Officer
23. District Education Officer
24. District Labour Officer
25. District Empowerment Officer
26. District Health Officer (DHMT)
27. Local one stop centre Coordinator
28. District Legal Officer
29. Regional Public Prosecutor
30. Representative of the Regional Magistrates Court
31. Representative of the District Kadhi's Court
32. District head of Government activities
33. District Disabilities Affairs Officer
34. Representative of religious organizations
35. NGO representative
36. Prisons Officer (optional – when appropriate)
37. Private sector representative (optional)
38. Representative of Children Councils
39. Representative of youth groups

	<p>40. Representative from the District Council</p> <p>41. Chair of all Shehias for the District</p> <p>The Committee may invite more representatives from other CSOs as deemed necessary</p>
Responsibilities of core and advisory members	<ul style="list-style-type: none"> <li>- Participate in the activities of the District Committee, attend meetings, contribute to discussions and use their knowledge, expertise and experience to help implement its decisions across the District</li> <li>- Report to the District Committees on the activities of their organization or the organizations they represent in addressing violence against women and children in the District</li> <li>- Communicate any decisions, recommendations and requests made by the District Committee to their organizations, make every effort to ensure that they are effectively implemented and act as an advocate on behalf in addressing violence against women and children with their colleagues</li> <li>- Undertake any other additional responsibilities within their competence at the request of the District Committee</li> </ul>
Meeting schedule	The meetings will be held on a monthly basis.
Quorum	For decision making, at least half of the Committee members should take part in a meeting. Decisions will be based on a consultative process and will be documented by the designated Secretary for the meeting.

# ANNEX – 8

## COMPOSITION AND RESPONSIBILITIES OF SHEHIA COMMITTEES ON VIOLENCE AGAINST WOMEN AND CHILDREN

### Shehia Committees on Violence Against Women and Children

Chairperson	The Sheha
Role of the Chairperson	<ul style="list-style-type: none"><li>- Provide leadership and coordination of the Shehia Committee</li><li>- Chair the Shehia Committee meetings</li><li>- Ensure effective linkages and communication between the Shehia Committee and the District Committees, the District Social Welfare Officer, and women and children Officers and other relevant stakeholders</li></ul>
Secretariat	Shehia Women and Children Coordinators
Role of the Secretariat	<ul style="list-style-type: none"><li>- Maintain the records of the Shehia Committee meetings</li><li>- Make necessary administrative and logistic arrangements for Shehia Committee meetings</li><li>- Take minutes at Shehia Committee meetings</li><li>- Undertake routine correspondence on behalf of the Shehia Committee including communication with members</li><li>- Draft reports of the Shehia Committee meetings that provide a consolidated overview of issues discussed and priority action points to be taken, and disseminate to all relevant stakeholders including the members of the District Committees, the District Social Welfare Officer, women and children Officers and other relevant stakeholders</li></ul>
Membership	<p>The core membership of the Committee will be constituted by the following representatives:</p> <ol style="list-style-type: none"><li>1. Sheha</li><li>2. Deputy Sheha</li><li>3. Ward councillor</li><li>4. Shehia Women and Children Coordinator</li><li>5. Paralegal (if present in the Shehia)</li><li>6. Head teacher</li><li>7. Guidance and counselling teacher</li><li>8. Madrasa teacher</li><li>9. Clinical Officer (if present in the Shehia)</li></ol>

	<p>10. Community-owned resource persons (CORP) or community-based distributor (CBD)</p> <p>11. Community health volunteer (if present in the Shehia)</p> <p>12. Representative of a parenting group (if present in the Shehia)</p> <p>13. Members of Children Council (one boy and one girl)</p> <p>14. NGO/CBO representative (if present in the Shehia)</p> <p>15. Representative of religious organization</p> <p>16. Representative of Children Council</p> <p>17. Representative from youth groups</p> <p>The Committee may invite more community representatives as deemed necessary</p> <p>** The National Plan of Action includes an activity to conduct an assessment of existing community structures and practices to inform the roll-out of community-based protection mechanism. The composition and mandate of the Shehia Committees on violence against women and children will be significantly informed by the findings of this planned assessment.</p>
<p>Responsibilities of members</p>	<ul style="list-style-type: none"> <li>- Participate in the activities of the Shehia Committee, attend meetings, contribute to discussions, and use their knowledge, expertise and experience to help implement its decisions in the Shehia</li> <li>- Report to the Shehia Committee on the activities addressing violence against women and children in the District</li> <li>- Communicate any decisions, recommendations and requests made by the Shehia Committee to their communities, make every effort to ensure that they are effectively implemented, and act as an advocate on behalf in addressing violence against women and children with their communities</li> <li>- Undertake any other additional responsibilities within their competence at the request of the Shehia Committee</li> </ul>
<p>Meeting schedule</p>	<p>The meetings will be held on a monthly basis</p>
<p>Quorum</p>	<p>For decision making, at two thirds half of the Committee members should take part in a meeting. Decisions will be based on a consultative process and will be documented by the designated Secretary for the meeting.</p>

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## ENDNOTES

- <sup>1</sup> S.2 of the Children's Act (No.6), 2011
- <sup>2</sup> UN Women, *A Framework to Underpin Action to Prevent Violence Against Women*, 2015
- <sup>3</sup> Adapted from the World Bank's definition of empowerment and the Guidelines on Women's Empowerment for the UN Resident Coordinator System, UNFPA
- <sup>4</sup> Ministry of Labour, Empowerment, Elders, Youth, Women and Children, *Zanzibar Economic Empowerment Policy*, 2017 (Draft)
- <sup>5</sup> UN Women, *A Framework to Underpin Action to Prevent Violence Against Women*, 2015
- <sup>6</sup> Ibid.
- <sup>7</sup> World Health Organization, *Gender, Equity and Human Rights*
- <sup>8</sup> UN Women, *A Framework to Underpin Action to Prevent Violence Against Women*, 2015
- <sup>9</sup> Ibid.
- <sup>10</sup> Ibid.
- <sup>11</sup> Ministry of Labour, Empowerment, Elders, Youth, Women and Children, *Zanzibar Social Protection Policy*, 2014
- <sup>12</sup> UN Women, *A Framework to Underpin Action to Prevent Violence Against Women*, 2015
- <sup>13</sup> WHO, *World Report on Violence and Health*, 2002
- <sup>14</sup> United Nations Declaration on the Elimination of Violence Against Women, 1993
- <sup>15</sup> See *World Report on Violence Against Children*, 2006; and Article 19 of the United Nations Convention on the Rights of the Child
- <sup>16</sup> *Zanzibar Child Policy*, 2017 (Draft)
- <sup>17</sup> Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) [Tanzania Mainland], Ministry of Health (MoH) [Zanzibar], National Bureau of Statistics (NBS), Office of the Chief Government Statistician (OCGS), and ICF, *Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MIS) 2015-16*, 2016
- <sup>18</sup> National Bureau of Statistics (NBS) [Tanzania] and ICF Macro, *Tanzania Demographic and Health Survey 2010*, Dar es Salaam, Tanzania: NBS and ICF Macro, 2011
- <sup>19</sup> Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) [Tanzania Mainland], Ministry of Health (MoH) [Zanzibar], National Bureau of Statistics (NBS), Office of the Chief Government Statistician (OCGS), and ICF, *Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MIS) 2015-16*, 2016
- <sup>20</sup> Ibid.
- <sup>21</sup> Ibid.
- <sup>22</sup> Ibid.
- <sup>23</sup> Ministry of Social Welfare, Youth, Women and Children Development, *Report on Divorce in Zanzibar*, 2013
- <sup>24</sup> Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) [Tanzania Mainland], Ministry of Health (MoH) [Zanzibar], National Bureau of Statistics (NBS), Office of the Chief Government Statistician (OCGS), and ICF, *Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MIS) 2015-16*, 2016
- <sup>25</sup> Ibid.
- <sup>26</sup> Ibid.
- <sup>27</sup> Dar es Salaam: Population Council, TACAIDS, ZAC and UNICEF Tanzania, *The Adolescent Experience In-Depth: Using Data to Identify and Reach the Most Vulnerable Young People, Tanzania 2009-2012*, 2015
- <sup>28</sup> Ibid.
- <sup>29</sup> Ibid.
- <sup>30</sup> Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) [Tanzania Mainland], Ministry of Health (MoH) [Zanzibar], National Bureau of Statistics (NBS), Office of the Chief Government Statistician (OCGS), and ICF, *Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MIS) 2015-16*, 2016
- <sup>31</sup> Ministry of Social Welfare, Youth, Women and Children Development, US Centre for Disease Control and Prevention, Muhimbili University of Health and Allied Sciences, *Zanzibar Violence Against Children Study*, 2011

- <sup>32</sup> Ibid.
- <sup>33</sup> Ibid.
- <sup>34</sup> Ibid.
- <sup>35</sup> Ibid.
- <sup>36</sup> Ibid.
- <sup>37</sup> MKUZA III includes key result areas on the prevention of and response to violence against women and children and the attainment of gender equality and gender equity
- <sup>38</sup> Violence perpetuating the increase of HIV infections. Studies have shown that intimate partner violence can increase the risk of HIV infection by around 50%. There is also evidence that violence, or the fear of violence undermines access to treatment, care and support services for women living with HIV. Many women with HIV have a history of being physically or sexually abused before they found out about their HIV status. Several studies have shown that women with a history of physical and/or sexual abuse are more likely to become HIV positive, especially if that abuse first started during childhood years. Therefore addressing violence against women and children is very important in HIV response in order to reduce risk of HIV infection, increase uptake of services and improve treatment adherence. UN AIDS and WHO, 2013
- <sup>39</sup> WHO, *INSPIRE, Seven Strategies for Ending Violence Against Children*, 2016
- <sup>40</sup> Ibid.
- <sup>41</sup> Klugman, Jeni, Lucia Hanmer, Sarah Twigg, Tazeen Hasan, Jennifer McCleary-Sills, Julieth Santamaria, *Voice and Agency: Empowering Women and Girls for Shared Prosperity*, Washington, DC: World Bank Group, 2014
- <sup>42</sup> ODI and Child Fund Alliance, *The cost and economic impact of violence against children*, 2014
- <sup>43</sup> See Ministry of Social Welfare, Youth, Women and Children Development, *Multi-Sector National Plan of Action to Respond to Violence Against Children 2011-15*, 2011; and Ministry of Social Welfare, Youth, Women and Children Development, *A Multi-Sectoral Strategy and Action Plan for Preventing and Responding to Gender Based Violence in Zanzibar*, 2011,
- <sup>44</sup> This section is adapted from Alessandra Guedes, Sarah Bott, Claudia Garcia-Moreno and Manuela Colombini, "Bridging the gaps: a global review of intersections of violence against women and violence against children," *Global Health Action*, vol. 9, issue 1, 2016
- <sup>45</sup> Ministry of Social Welfare, Youth, Women and Children Development, US Centre for Disease Control and Prevention, Muhimbili University of Health and Allied Sciences, *Zanzibar Violence Against Children Study*, 2011
- <sup>46</sup> The United Nations defines anyone between the ages of 10 and 19 years as adolescents
- <sup>47</sup> Dar es Salaam: Population Council, TACAIDS, ZAC and UNICEF Tanzania, *The Adolescent Experience In-Depth: Using Data to Identify and Reach the Most Vulnerable Young People, Tanzania 2009-2012*, 2015
- <sup>48</sup> Adapted from WHO, *INSPIRE, Seven Strategies for Ending Violence Against Children*, 2016; and UN Women, *A Framework to Underpin Action to Prevent Violence Against Women*, 2015
- <sup>49</sup> Under this National Plan of Action, the vision is described as the desired long change in people's lives, i.e., the expected impact of the prevention of and response to violence against women and children.  
Outcome is the changes in behaviour, performance or coverage of targeted institutions or individuals, i.e., the expected situation following the implementation of the National Plan of Action
- <sup>50</sup> Under this National Plan of Action, outputs are changes in skills or abilities and capacities of individuals or institutions, or the availability of new products or services
- <sup>51</sup> WHO, *INSPIRE, Seven Strategies for Ending Violence Against Children*, 2016
- <sup>52</sup> Ibid.
- <sup>53</sup> Ibid.
- <sup>54</sup> Ibid.
- <sup>55</sup> Adapted from UN Women, *Handbook for National Action Plans on Violence Against Women and Children*, 2012
- <sup>56</sup> The Zanzibar Integrated Child Policy is currently under development under the leadership of the Ministry of Labour, Empowerment, Elders, Youth, Women and Children and is expected to be finalized in 2017





