THE UNITED REPUBLIC OF TANZANIA

Strengthening gender inclusive WASH systems in Tanzania

A landscape assessment



Government of the Netherlands

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Contents

Acronyms v

Foreword vii

Executive summary ix

Background 1

What is a gender-transformative approach 1

Why this matters to UNICEF 2

Methodology and data collection 6

Part 1: Gender and WASH landscape mapping 9

Part 2: Findings on the gender-transformative WASH principles 36

Part 3: Scoring assessment 49

Action plans for UNICEF's ASWA Programme 51

Conclusion 52

Annex 54

References 56

Additional observations on UNICEF's WASH programming in Songwe 59

Annex: Landscape mapping 63

Mapping key policies 63

Mapping key programmes 68

Mapping key actors and stakeholders 73

List of tables, figures and boxes

Table 1: Summary of the purpose of the Gender WASH Landscape Assessment Tool 5

Table 2: Gender-transformative approach in WASH programming and other initiatives 11

Table 3: Summary of the scoring for the nine gender-transformative WASH principles 50

Table 4: Action plan for UNICEF ASWA Programme 51

Figure 1: The gender continuum 3

Figure 2: Data collection process 7

Figure 3: Tanzania scoring assessment summary 50

Box 1: A transformative approach 2
Box 2: Definitions 3
Box 3: Accelerating Climate-Resilient Sanitation and Water for All – Phase III (ASWA III), 2024–2027 6
Box 4: Examples of using radio, social media and online platforms to enable young women and girls to express their opinions, voices and solutions 13
Box 5: Selected statistics on the current status of representation 13
Box 6: Selected statistics on the current status of the 'reduce' element 15
Box 7: Tanzania's Generation Equality commitments 17
Box 8: Parliamentarians champion MHH 18
Box 9: Selected statistics on the current status on rights 20
Box 10: Examining the 2023/24 National Water Budget through a gender lens 21
Box 11: Selected statistics on the current status on resources 22
Box 12: Selected statistics on the current status on realities 28
Box 13: National sector recommendations for gender-transformative WASH implementation 29
Box 14: Transformative change starts with us 37
Box 15: Working to transform WASH organizations 38
Box 16: Embedding work at multiple levels within the WASH system and intersectorally 39
Box 17: Embedding the perspectives of women and girls at all stages 41
Box 18: Taking the 'Do No Harm' approach 42
Box 19: Working with men and boys to engage and embrace gender equality 43
Box 20: Building the agency of women and girls 45
Box 21: Partnering to increase reach and impact 46
Box 22: Using data to diagnose structural barriers to gender equality 48
Box 23: Scores along the gender continuum 49

Acronyms

ASWA	Accelerating Sanitation and Water for All
CBWSOs	Community-Based Water Supply Organizations
CHW	Community Health Worker
CLTS	Community-Led Total Sanitation
EAGL	Every Adolescent Girl Learn
EHO	Environmental Health Officer
EMIS/BEMIS	Education/ Basic Education Management Information System
EWURA	Energy and Water Utilities Regulatory Authority
FBO	Faith-based organization
FGD	Focus Group Discussion
GAP	Gender Action Plan
GBI	Gender Budgeting Initiative
GBV	Gender-based violence
GCD	Police Gender and Children's Desks
GEI	Girls Empowerment Index
GEM	Gender Equality Marker
GFP	Gender Focal Person
GRREAT	Girls Reproductive Health, Rights and Empowerment Accelerated in Tanzania
GTA	Gender-Transformative Approach
HCF	Healthcare Facility
IPOSA	Integrated Programme for Out-of-School Adolescents
KII	Key Informant Interview
KPI	Key Performance Indicator
LGA	Local government authority
MAJIS	Maji Information System
MHH	Menstrual health and hygiene
MIS	Management Information System
MOCDGWSG	Ministry of Community Development, Gender, Women and Special Groups
MoEST	Ministry of Education, Science and Technology
MoEVT	Ministry of Education, Vocational Training and Technology
MoFP	Ministry of Finance and Planning
MoH	Ministry of Health
MoHCDGEC	Ministry of Health, Community Development, Gender, Elderly and Children
MoW	Ministry of Water
MoWI	Ministry of Water and Irrigation

NAIA-AHW	National Accelerated Investment Agenda for Adolescent Health and Well-Being
NAP-VAWC	National Plan of Action to End Violence against Women and Children
NAWAPO	National Water Policy
NBS	National Bureau of Statistics
NGO	Non-governmental organization
NIMR	National Institute for Medical Research
NMNAP	National Multisectoral Nutrition Action Plan
NSC	National Sanitation Campaign
NSMIS	National Sanitation Management Information System
PMO-RALG	Prime Minister's Office – Regional Administration and Local Government
PSSN	Productive Social Safety Net
RMNCH	Reproductive, Maternal, Newborn, Child and Adolescent Health
RPFC	Responsible Parenting and Family Care
RUWASA	Rural Water and Sanitation Agency
SAWA	Sanitation and Water Action
SBC	Social and behaviour change
SEA	Sexual exploitation and abuse
SIGI	Social Institutions and Gender Index
SRHR	Sexual and Reproductive Health Rights
SRWSS	Sustainable Rural Water Supply and Sanitation Programme
SWASH	School Water, Sanitation and Hygiene
SWO	Social Welfare Officer
SWOT	Strengths, Weaknesses, Opportunities, Threats
TASAF	Tanzania Social Action Fund
TCO	Tanzania Country Office (UNICEF)
TGNP	Tanzania Gender Network Programme
TSh	Tanzania Shillings
TWG	Technical Working Group
TWPG	Tanzanian Women's Parliamentarian Group
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UWSSA	Urban Water Supply and Sanitation Authorities
VAC	Violence Against Children
VAT	Value Added Tax
VAW	Violence Against Women
WASH	Water, sanitation and hygiene
WPMS	Water Point Mapping System
WSDP	Water Sector Development Programme
WSSA	Urban Water Supply and Sanitation Authorities

Foreword

Access to safe water, dignified sanitation and appropriate hygiene practices are essential for health, wellbeing and development. Yet the ways that people experience WASH services are not the same for everyone. Gender, age, disability, location, and social status shape who collects water, who makes decisions about toilets, who is exposed to health risks and who carries the burden of unpaid WASH-related care. Understanding these differences is vital for the delivery of services that are equitable, effective, and sustainable.

The Gender WASH landscape assessment in Tanzania report brings together evidence and experience to show how gender norms and roles influence WASH outcomes across our communities. It highlights how women and girls often shoulder daily water collection and household hygiene responsibilities, as recognised by the *'Kumtua Mama Ndoo Kichwani'* campaign, how inadequate sanitation affects safety and dignity, and how men and boys may face different barriers to accessing WASH. The report highlights transformative progress in menstrual health and hygiene (MHH) in recent years, including improved WASH facilities in schools, wider access to menstrual products, shifting norms and reduced stigma, greater knowledge about the menstrual cycle, the launch of the National Menstrual Health and Hygiene guidelines and toolkits, and a more supportive social environment that includes engagement of men and boys. The analysis also explores the intersecting challenges faced by people with disabilities, older people, and those living in remote areas, demonstrating that one-size-fits-all approaches leave many behind

The report recognises that improving WASH is not simply a technical WASH task. Sustainable change requires attention to social structures, power relations and community dynamics. The report offers practical recommendations for gender-transformative planning, budgeting, and implementation, including measures to increase women's leadership in WASH governance, promote men's engagement in household WASH, and ensure facilities are safe, accessible, and inclusive for all users. It also calls for strengthened data systems that disaggregate by sex, age, and disability to guide policy and monitor progress.

Commitment from a broad range of WASH stakeholders will be critical to translating these findings into action. UNICEF will continue to partner with the Ministry of Health, Ministry of Community Development, Gender, Women, and Special Group and other ministries, Prime Minister's Office of Regional Administration and Local Government (PMO-RALG), and other development partners, gender equality organisations and communities to mainstream gender considerations across WASH policies and programmes including the national sanitation campaign, *Mtu Ni Afya*, and the Accelerated Sanitation and Water for All (ASWA) Programme funded by the Government of the Netherlands via the Accelerating Climate Resilient Sanitation and Water for All (ASWA) - Phase III programme. Priority actions will include supporting community-led approaches that redistribute unpaid WASH-related care work, investing in school and health facility WASH that protects girls' education and health, and expanding behaviour change interventions that challenge harmful norms while building positive practices.

Achieving universal and equitable WASH services is central to national health goals and to Tanzania's progress toward the Sustainable Development Goals and the achievement of VISION 2050. This analysis on "Strengthening gender inclusive WASH Systems in Tanzania" is an important tool for ensuring that the strategies to achieve these important commitments will leave no one behind.



Elke Wisch
Representative
UNICEF Tanzania

Executive summary

A gender-transformative approach actively challenges traditional gender roles and norms to create an equal society. It recognizes that longstanding biases not only hold women back but also restrict men, boys and individuals who do not conform to typical gender categories. By addressing these deep-rooted barriers, this approach ensures fair access to resources and opportunities for all. The goal is not just temporary fixes but real, lasting change that benefits every gender. This method encourages communities to re-evaluate traditional notions of gender, fostering respect and inclusion for all individuals. It aligns with UNICEF's Strategic Plan (2022–2025), which highlights water, sanitation and hygiene (WASH) as a key driver of gender equality. By integrating gender-transformative strategies at community and policy levels, stakeholders can create fair access to WASH services for all. It further aligns with the Tanzania Development Vision 2050 (DIRA 2050) to ensure that WASH interventions are equitable, gender-responsive and systematically integrated to advance inclusive development, improve service delivery and strengthen long-term sustainability.

This gender landscape analysis was carried out using a participatory approach, allowing for a comprehensive understanding of opportunities, emerging issues, trends and gaps related to gender in the WASH system. The analysis employed the Gender Transformative WASH Principles and Landscape Analysis (GALA) tool.

The Gender WASH Landscape Tool, built around nine key principles, provides a structured framework to identify opportunities for gender-transformative change. This tool facilitates a rapid and structured assessment across nine core principles: (1) Transforming ourselves; (2) Transforming WASH organizations; (3) Transforming policies, budgets and institutions; (4) Transforming WASH services; (5) Transforming safety; (6) Transforming the engagement of men and boys; (7) Transforming the agency of women and girls; (8) Transforming partnerships; and (9) Transforming data.

This comprehensive framework guides the design of targeted activities that tackle gender inequalities directly. Insights gained shape an actionable plan empowering stakeholders to advance gender equality and overcome gender-related challenges in the WASH sector. This approach enhances programme impact and fosters enduring social change through inclusive, gender-sensitive interventions.

The GALA methodology is qualitative, participatory, and inclusive, incorporating literature reviews, individual interviews, focus group discussions, and safety audits of WASH facilities. This multi-faceted data collection provided strong evidence to assess each principle on a

four-level rating scale: from gender-discriminatory or gender-unaware (rating = 0) to gender-sensitive (rating = 1), gender-responsive (rating =2) and gender-transformative (rating = 3).

In Tanzania, the assessment was conducted at national and regional levels for a detailed analysis of the gender and WASH landscape. Nationally, a desk-based review focused on Tanzania Mainland, while regionally, the assessment examined Songwe, near Zambia and Malawi, where UNICEF's Accelerated Sanitation and Water for All (ASWA) III WASH Programme is being implemented.

The report is structured into three main sections:

Part 1 - National gender WASH overview: This section examines how gender is integrated into institutions, policies, funding, workforce development and monitoring systems within Tanzania's WASH sector. It introduces an expanded 'rights, resources and representation' model with two added elements: reduce and realities.

- **Representation** focuses on ensuring that women and marginalized groups have meaningful roles in WASH-related decision-making.
- **Reduce** highlights the need to address the burden of unpaid WASH-related labour traditionally borne by women, while also emphasizing the importance of engaging men and boys.
- **Rights** encompass relevant laws and agreements.
- **Resources** refer to financing and capacity.
- **Realities** underscore the critical role of data, research and monitoring in shaping effective gender commitments in WASH policies.

The section also reviews academic studies related to gender equality and WASH in Tanzania and presents national-level recommendations for transformative change. A case study on menstrual health and hygiene (MHH) illustrates practical progress in advancing gender equity.

Part 2 - Regional assessment in Songwe: This section uses qualitative data from focus group discussions and interviews to apply the nine gender-transformative principles through a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis.

- Strengths include UNICEF's gender-responsive programming.
- Weaknesses involve gaps in policy enforcement.
- Opportunities include expanding MHH initiatives, which are well-positioned to shift social norms and empower girls and women.
- Threats involve external challenges that could hinder progress, emphasizing the need for adaptive strategies.

Part 3 - Scoring and action plan: Using the WASH GALA tool, Songwe's ASWA III Programme was assessed and received a score of 2 out of 3 along the gender continuum. This shows that the programme is largely gender-responsive, effectively addressing gender-specific needs.

One standout area is the focus on MHH, which is already demonstrating gender-transformative outcomes. By challenging harmful norms around menstruation, empowering girls and women and actively engaging men and boys, UNICEF is working towards lasting change in gender dynamics within the WASH sector.

The scores for each principle are detailed below.

Principle 1: Transform yourself

WASH Score 1: UNICEF Tanzania's WASH team members and partners demonstrate solid experience and awareness of gender issues, recognizing the distinct needs and challenges faced by men, women, boys and girls. While some members and partners are familiar with gender-transformative change, there is scope to deepen the entire team's understanding of this concept. By enhancing knowledge and integrating it more thoroughly into programme design and monitoring, WASH initiatives could achieve greater impact and long-term sustainability.

MHH Score 2: Team members and partners possess a strong grasp of gender-responsive change related to MHH. This foundation supports collaborative efforts, fostering innovative solutions that address both urgent needs, such as WASH facilities and menstrual products, and long-term shifts in social norms.



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Principle 2: Transform WASH organizations

WASH Score 2: In Tanzania, the WASH sector continues to face challenges in ensuring equitable representation. Women and minority groups remain underrepresented among WASH professionals, highlighting a persistent gap in inclusivity. Women's presence in leadership roles is increasing in NGOs and development partners; however, such examples remain exceptions rather than the norm. Gender analyses are conducted on national WASH programmes, improving the understanding of how gender dynamics shape WASH initiatives. Improving representation will increase the potential for inclusive policies and prevent barriers that hinder more effective solutions.

MHH Score 3: Most agencies demonstrate commitment to advancing MHH. This priority is reflected in their policies, resources and programme design. Many organizations offer training to raise awareness among WASH staff and encourage open dialogue about MHH.

Principle 3: Transform policies, budgets and institutions

WASH Score 2: Although WASH policies, funding agreements and institutional frameworks exist, they fall short in effectively identifying and tackling restrictive norms and gender inequalities within WASH systems. This gap highlights the urgent need for stronger commitment and targeted reforms to ensure that policies and budgets actively promote gender equality and inclusive access.

MHH Score 3: Guidelines, funding, technical support and institutional frameworks collectively demonstrate a strong national commitment to MHH. These elements serve as the foundation for a comprehensive and effective approach to addressing MHH challenges.

Principle 4: Transform WASH services

WASH Score 2: The country has made steady progress in expanding access to WASH services. However, significant challenges persist in ensuring equitable access and use across all genders, including women, men, boys and girls.

MHH Score 3: Many agencies have increasingly prioritized MHH within their WASH programmes. Notable progress has been made in adapting school latrines and health centres to better accommodate MHH needs, thereby improving comfort and accessibility for many girls and women.

Principle 5: Transform safety

WASH Score 2: Nationwide mechanisms exist for reporting safety-related issues, yet they remain underutilized within WASH programmes. Although interviewees expressed feeling safe when accessing WASH facilities and participating in related decision-making, there is significant room for improvement. Strengthening these reporting channels and actively promoting their use could enhance safety outcomes, particularly by addressing gender-specific WASH concerns more effectively.

MHH Score 2: Despite increasing awareness of the challenges faced during menstruation, initiatives targeting the intersection of MHH, safety and gender-based violence remain limited. This gap highlights the need for focused interventions to address how insufficient menstrual support can heighten vulnerability to verbal, physical, financial or sexual abuse.

Principle 6: Engage men and boys in advancing gender equality within WASH systems

WASH Score 2: Deep-rooted gender norms restrict men's active participation in unpaid WASH-related domestic tasks. This limited involvement not only reinforces traditional gender roles but also hampers efforts to empower women fully. Nevertheless, positive parenting programmes are challenging and changing societal norms that dictate rigid gender expectations. Encouraging men and boys to share WASH responsibilities at home and support women's leadership in WASH initiatives can contribute to more inclusive, effective programmes.
MHH Score 3: Challenging deep-rooted social norms through targeted activities is crucial to advancing gender equality and empowering communities. By promoting open dialogue and education around MHH, these initiatives help dismantle long-standing taboos. Such efforts cultivate greater understanding and support, particularly among men and boys, fostering an inclusive environment where gender issues are addressed openly.

Principle 7: Transform empowerment and agency of women and girls

WASH Score 2: Women's participation in WASH decision-making is steadily increasing, driven by the concerted efforts of various stakeholders. This shift signals progress towards gender inclusivity. However, several barriers such as insufficient female leadership limit women's presence in decision-making and local governance. Addressing these challenges is essential to elevate the status of women and girls and ensure their voices influence community and governance processes.

MHH Score 3: Transformative efforts have enhanced the agency and empowerment of women and girls in MHH. Examples include enabling women and girls to make informed decisions about their own bodies without stigma or restriction and supporting MHH-related enterprises to create economic opportunities.

Principle 8: Transform partnerships

WASH Score 1: Collaboration between WASH and gender equality partners remains weak and requires significant improvement. To drive sustainable change, greater engagement of gender experts and organizations in planning and implementation is essential. Strengthening these partnerships will not only improve programme outcomes but also create lasting impacts on gender equality within communities.

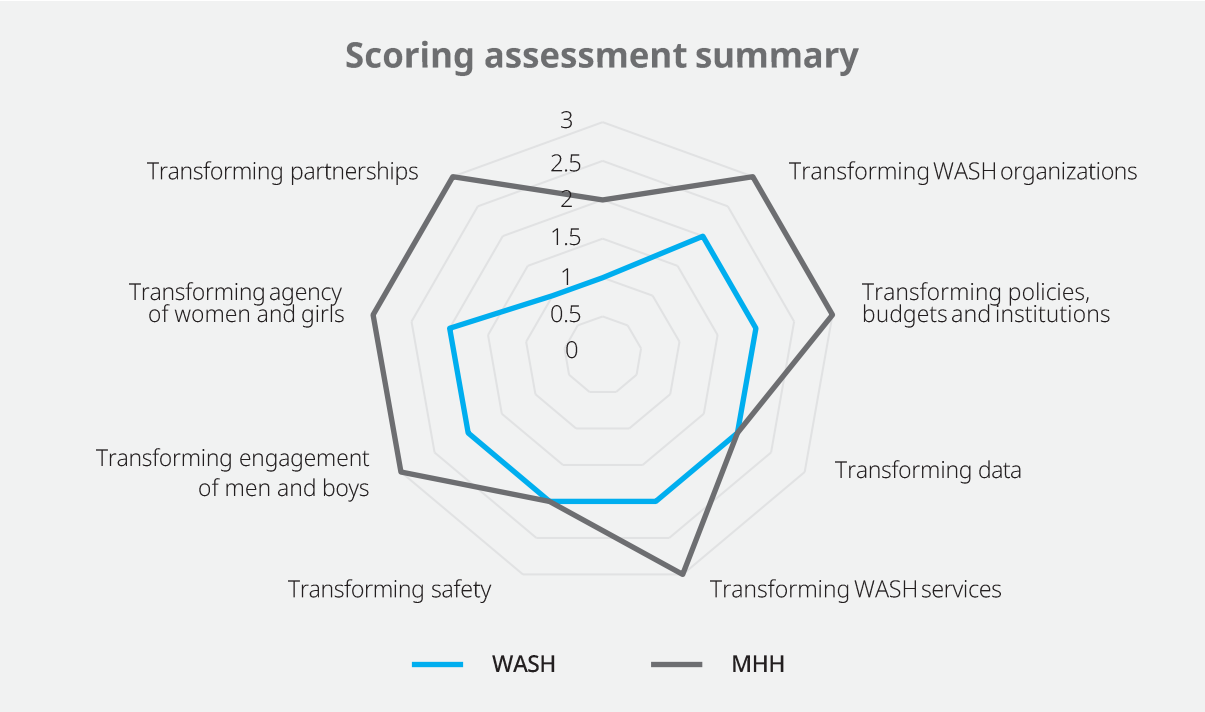
MHH Score 3: More transformative partnerships have been established on MHH, including collaborations with women's groups and gender equality organizations. These collaborations address critical challenges impacting women's health and empowerment. By joining forces, they seek to create lasting change, ensuring that women's voices are heard and their needs are met. Through shared expertise and resources, these alliances aim to promote better health outcomes and advance gender equality more effectively.

Principle 9: Transform data

WASH Score 2: Although sex-disaggregated data is collected, improvements are needed in both quality and use. High-quality, gender-transformative data on gender norms is crucial to understanding the unique WASH needs and challenges faced by different groups. However, to make an impact, data must also drive action, influence decision-making, guide financing, and lead to meaningful improvements in WASH services.

MHH Score 3: More transformative data is collected on MHH, evidence on changing attitudes, breaking taboos and increasing awareness.

The infographic below presents the scoring of the principles. It is accompanied by an action plan designed to enhance the design, implementation and monitoring of WASH programmes overall, with a special focus on the ASWA programme. This action plan is grounded in the minimum commitments applicable to all ASWA programmes and has been validated by the UNICEF WASH team. Concrete actions include mandatory gender-responsive training for all WASH staff and partners, reviews of gender-responsive national WASH standards, and comprehensive safety and accessibility audits. These steps demonstrate commitment to embedding gender-transformative principles throughout programme design and



implementation. Successful implementation will rely on collaboration among the ASWA programme, implementation partners and government agencies. Together, these efforts aim to advance each principle's score towards achieving gender-transformative change.

Concrete action plans to support gender-transformative change include:

- Mandatory gender-responsive training for all WASH staff and partners
- Reviews of gender-responsive national WASH standards
- Comprehensive safety and accessibility audits

These steps demonstrate a commitment to embedding gender-transformative principles across all stages of programme design and implementation.

Conclusion

The assessment presents a compelling case for prioritizing gender equality within Tanzania's WASH sector. By adopting gender-transformative practices, the sector can foster inclusive environments that meet the diverse needs of all individuals. Key findings, organized using the 5 Rs framework, include:

- **Representation:** Initiatives like **youth peer educator** (YPES) empower young women to take on leadership roles, while quotas in community-based organizations increase women's influence in decision-making. Collaborations with women's rights organizations strengthen inclusion.

- **Rights:** Robust policies and laws promote equality and protect women's rights to WASH. These also address broader issues such as discrimination, child marriage and gender-based violence. The establishment of gender focal points supports the mainstreaming of gender perspectives across sectors, aligned with global commitments like the UN Women's Generation Equality initiative.

- **Reduce:** Unpaid care work can be addressed through community engagement, especially by involving boys and men. It fosters a more equitable sharing of WASH-related responsibilities and shifts social attitudes. For example, engaging boys in school WASH clubs encourages male participation in household duties and sustains long-term social transformation.

- **Resources:** Equitable access to resources requires transforming institutions and budgets to prioritize gender inclusion. Investments in girls' education, especially in STEM fields, are essential for building future leadership and advancing women's representation in the WASH sector.

- **Realities:** Strengthening the collection and use of gender-disaggregated data through national surveys and improved management information systems is essential for evidence-based policymaking and targeted interventions.

Overall, this analysis highlights the critical need for gender-transformative approaches in WASH, emphasizing the importance of engaging all members of society, addressing institutional barriers and ensuring services are safe and accessible for everyone. By adopting these strategies, the WASH sector in Tanzania can progress towards greater gender equality, improved health outcomes and stronger community resilience. The annex provides additional observations on UNICEF's programme in Songwe and maps key policies, programmes and stakeholders.



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Background

1. Introduction

Access to clean water and sanitation is a basic human right. Yet globally, many individuals, especially women and girls, face persistent barriers rooted in deeply entrenched gender norms. These invisible rules dictate how men and women should behave, often placing a disproportionate burden on women in accessing water and sanitation services.

WASH systems can sometimes mirror and even reinforce gender biases, limiting women's access to services, decision-making and employment opportunities within the sector. However, it is not only women who are affected. Men and boys can be overlooked by WASH programmes that often fail to address their needs or recognize their important role in supporting household water and sanitation tasks.

Additionally, individuals who do not conform to traditional gender identities or sexual orientations often face discrimination and exclusion, particularly when using public facilities. This highlights a broader problem of systemic inequality within WASH infrastructure and programming.

To create real transformation and meaningful impact, WASH programmes must actively challenge restrictive gender norms. By promoting inclusive policies, encouraging diverse participation and designing facilities that serve everyone equally, WASH actors can help build a future where access to water and sanitation is equitable, safe and universal.

What is a gender-transformative approach

Gender-transformative approaches address gender inequality by actively challenging and reshaping the laws, policies, systems, services, resource allocation, norms, beliefs, stereotypes, behaviours and practices that sustain inequality.

Box 1: A transformative approach

A transformative approach promotes gender equality by:

- Fostering critical examination of inequalities and gender roles, norms and dynamics
- Recognizing and strengthening positive norms that support equality and an enabling environment
- Promoting the relative position of women, girls and marginalized groups
- Transforming the underlying social structures, policies and widely held social norms that perpetuate and legitimize gender inequalities.

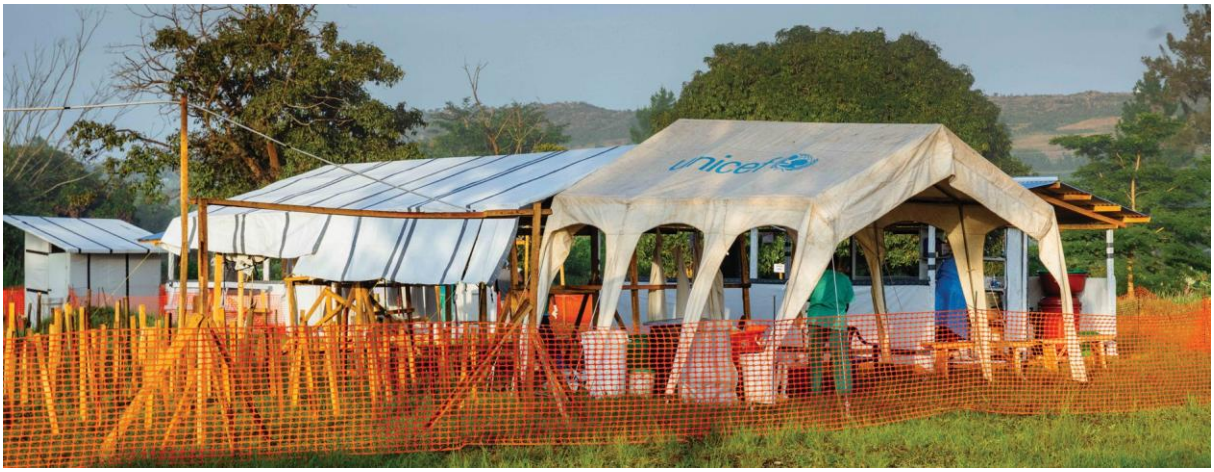
Source: Marcus, Samuels, Jalal and Belachew (2022)

Why this matters to UNICEF

WASH is one of the priority goals in UNICEF's Strategic Plan 2022–2025. The 2022–2025 Gender Action Plan underscores the role of WASH in advancing gender equality across four key areas:

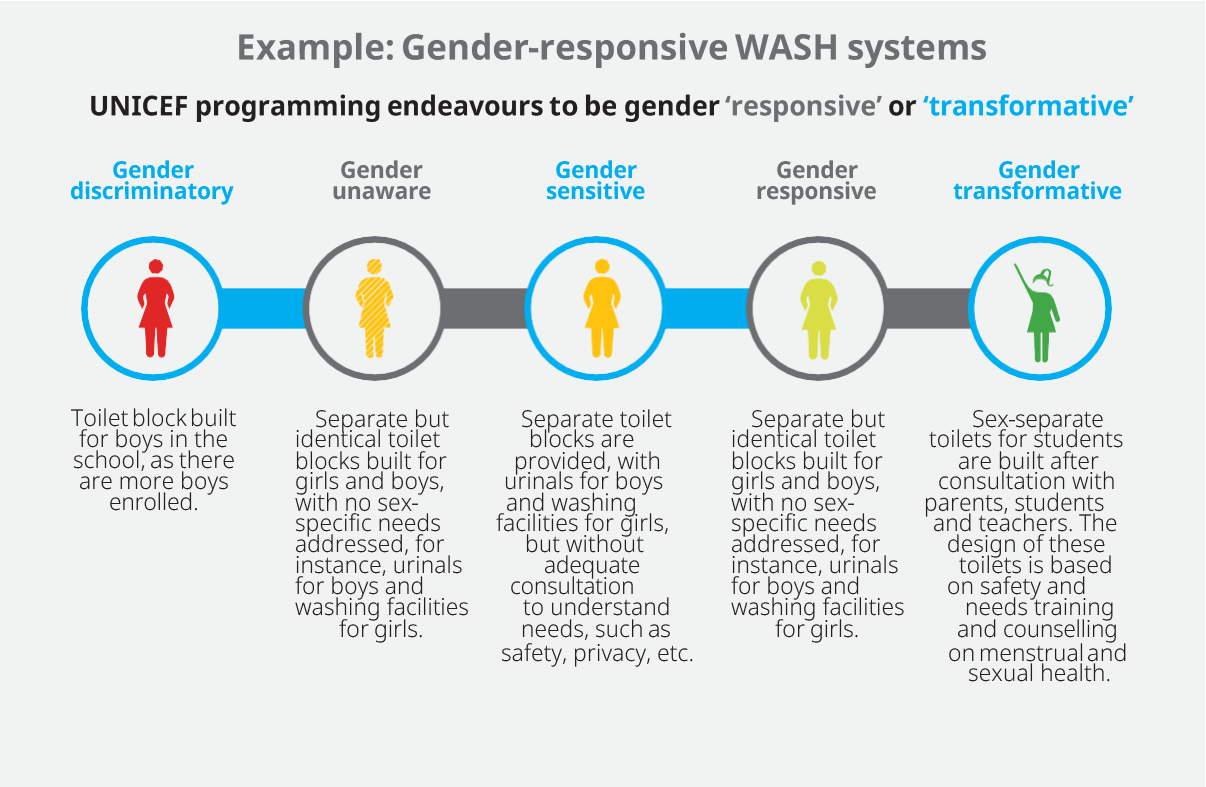
- WASH programmes
- Leadership
- Adolescent girls' health
- Workplace equity

UNICEF uses the gender continuum to assess how well its development and humanitarian projects integrate gender considerations in their design, implementation, monitoring and evaluation. Figure 1 shows how WASH systems can achieve gender equality via transformative change.



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Figure 1: The gender continuum



Source: Gender Programmatic Review Toolkit, UNICEF 2018

At a minimum, UNICEF is committed to gender-responsive programming that reduces inequality and empowers women. However, operating within existing structures and norms is insufficient to resolve the fundamental inequalities that limit access to WASH facilities, services and decision-making.

To achieve better outcomes in WASH programming, gender-transformative strategies must be integrated at both community and national levels wherever possible. This includes empowering women to lead and represent their communities and actively transforming unequal spaces.

Box 2: Definitions

A transformative approach promotes gender equality by:

- **Gender responsive** – Identifies and addresses the different needs of girls and boys, women and men, to promote equal outcomes for all
- **Gender transformative** – Explicitly seeks to redress gender inequalities, remove structural barriers and empower disadvantaged populations

Source: Marcus, Samuels, Shoubo and Belachew (2022)

What is gender-transformative WASH?

Gender-transformative WASH takes a whole-system approach, from policies to workforce development to infrastructure and community engagement to challenge and change harmful stereotypes, attitudes, norms and practices. This approach aims to equip all stakeholders, including WASH staff, communities and policymakers, to actively address gender inequalities and power imbalances. This includes key elements essential for the design, implementation and evaluation of effective WASH programmes:

- Empowering women in WASH decision-making
- Engaging men and boys in WASH-related care
- Recognizing and responding to the different impacts of WASH programmes on women and men

The Gender WASH Landscape Assessment supports this effort by identifying how restrictive gender norms and inequalities are embedded within WASH systems and the effective ways to address them.

About the Gender WASH Landscape Assessment Tool

The Gender WASH Landscape Tool, organized around nine key principles or domains, offers a comprehensive framework to identify opportunities for gender-transformative change. Table 1 provides a clear overview of each domain, detailing the assessment objectives and the specific ways the WASH programme will respond to them. By thoroughly examining gender-based inequalities, this tool helps design targeted, impactful programme activities that directly confront gender disparities within the WASH sector.

Insights gained from the assessment will inform the development of a targeted action plan, empowering stakeholders to advance gender equality and effectively address gender-related challenges. This approach not only strengthens programme impact but also fosters a lasting social change through inclusive, gender-sensitive WASH interventions.

Table 1: Summary of the purpose of the Gender WASH Landscape Assessment Tool

Domain	What do we want to understand	What do we want to achieve
Transforming ourselves	How do WASH professionals view gender as well as the rights and needs of women, girls, men, boys and gender minorities?	Increased awareness of gender inequalities affecting women, men and gender minorities
Transforming WASH organizations	What is the current status of women and minorities in WASH organizations, including roles, work types, pay disparities, opportunities for advancement, job security, work locations and risk of abuse	Greater representation of female and minority WASH professionals
Transforming policies, budgets and institutions	How do WASH policies, funding mechanisms and institutions address gender considerations at the systems level?	Stronger action to address restrictive gender norms and gender inequalities in WASH systems
Transforming WASH services	Do women, men, girls, boys and gender minorities have equal access to WASH services? Are services designed to meet their specific needs, including menstruation, pregnancy and menopause?	Equitable access to and use of WASH services for all genders
Transforming safety	Are there safety concerns for specific groups, particularly women, when using WASH facilities or participating in decision-making processes?	Improved and equitable perceptions of safety among women, men and gender minorities
Transforming engagement of men and boys	How are men and boys involved in promoting gender equality and women's empowerment in WASH systems, including unpaid domestic labour and care work.	Equitable distribution of engagement in WASH from household to systems level
Transforming agency of women and girls	Who makes decisions about WASH resource allocation at household, community, local and national levels? Do women have meaningful opportunities to participate in all aspects of WASH?	Equitable power to define and act on WASH-related goals
Transforming partnerships	Are WASH actors collaborating with organizations that have expertise in gender equality to improve programming outcomes?	More supportive partnerships to promote gender equality and women's empowerment in WASH
Transforming data	Does the current WASH data landscape capture and help address gender inequalities and restrictive gender norms?	Better and more comprehensive data to inform evidence-based WASH programmes

Methodology and data collection

This section outlines the procedures used to collect data for the Gender WASH Landscape Assessment. The assessment was conducted at two levels: national and regional. At the national level, the assessment was desk-based, focusing on Tanzania Mainland. At the regional level, the study focused on the Songwe region, located in western Tanzania near the borders of Zambia and Malawi. This region is a key implementation site for UNICEF's ASWA III Programme. The assessment was led by a team comprising James Conrad Massaquoi, WASH Specialist; Regnihaldah Mpete, Social and Behaviour Change (SBC) Specialist, Dar es Salaam; Remijius Sungu, WASH Officer, Mbeya; Sue Cavill, external consultant with support from Anu Paudyal Gautam, Gender Focal Person for WASH, UNICEF New York. Together, the team combined national expertise and global insights to ensure a thorough and reliable evaluation.

Box 3: Accelerating Climate-Resilient Sanitation and Water for All – Phase III (ASWA III), 2024–2027

This programme aims to significantly improve access to climate-resilient WASH services across eight African countries: Burkina Faso, Côte d'Ivoire, Mali, Niger, Nigeria, Mozambique, Somalia and Tanzania. By focusing on sustainable systems, gender equality and social inclusion, ASWA III directly benefits communities, schools and health centres. The initiative plays a crucial role in helping the Netherlands reach its ambitious goals of providing 30 million people with clean water and 50 million with adequate sanitation. Moreover, the initiative aligns with the Netherlands' feminist foreign policy and global commitment to advancing gender equality and women's empowerment, making it a key driver of positive change in the region.

The key instrument for the assessment was a form consisting of a series of multiple-choice questions. To complete this, the assessment team gathered information, using three key components:

i) Literature and policy review

ii) Online survey

iii) Key Informant Interviews (KIIs), Focus Group Discussions (FGDs) as well as participatory activities and observations.

The process followed a step-by-step sequence of activities (see Figure 2). Supplementary information, including an itinerary, can be found in the Annex of the full report.

Figure 2: Data collection process



Literature and policy review: The literature review included both academic and grey literature. Grey literature, such as technical reports, working papers, white papers and policy briefs, was primarily gathered through targeted online searches using English keywords on Google. To enhance the review, additional searches were conducted on key organizational websites and databases, including UNICEF. Further relevant publications were identified through KIIs and FGDs, adding depth and practical insights. Policy documents were systematically collected via government websites, global databases and Google searches to ensure the inclusion of the most relevant and updated materials.

Key informant interviews and focus group discussions: KIIs and FGDs were conducted over three days in Songwe to gain a more in-depth and nuanced understanding of the regional context. Tailored interview guides were created for different stakeholder groups, including government officials, NGOs, the private sector and women's groups, to explore diverse perspectives. For FGDs, three distinct facilitation guides were used to steer conversations effectively. All guides and questions were developed in English to maintain clarity and consistency.

Participants were primarily identified through the existing networks of the UNICEF Tanzania Country Office (TCO), ensuring a broad and relevant representation. Ethical research practices were strictly followed, with verbal consent obtained from all participants and special measures and safeguards for participating children. While discussions were not audio recorded, detailed notes captured the richness of each conversation.

The participants included girls and boys, teachers, school WASH clubs, government officials (from ward, district, regional and national levels), Village Executive Officers (VEOs), Ward Executive Officers (WEO), Community-Based Water Supply Organizations (CBWSOs) and

Community-Led Total Sanitation (CLTS) committees. Efforts were made to ensure diversity among respondents in terms of age, ethnicity, wealth, disability and educational status.

Limitations: Despite the rigorous methodology, the assessment has several limitations. As this assessment served as a pilot for testing the tools and approach, some aspects were constrained. The literature and policy reviews were limited to English language sources, potentially excluding relevant information in other languages or formats. Stakeholder selection depended largely on their availability and accessibility, potentially excluding key voices. The assessment coincided with a national holiday, restricting opportunities to meet with government officials and local partners. Challenges in scheduling and confirming online interviews further limited data collection. As a result, the assessment may have missed important perspectives, making the mapping neither fully systematic nor comprehensive. Nonetheless, findings were cross-checked and validated wherever possible to ensure the results are meaningful and reliable.

Report structure: This landscape assessment report is divided into three key sections. The first section offers a detailed overview of the gender WASH landscape in Tanzania, highlighting how gender considerations are integrated into institutional frameworks. It examines coordination processes, WASH policies, funding strategies, workforce development and national monitoring systems.

The second section shifts focus to the nine gender-transformative WASH principles, drawing on data collected from FGDs, KIIs, and fieldwork from Songwe. These insights are synthesized into a SWOT analysis, highlighting sectoral strengths, weaknesses, opportunities and threats.

The third section reports on the scoring exercise and action plan, providing a comprehensive understanding of gender dynamics in Tanzania's WASH sector and scope for meaningful improvement.

Part 1: Gender and WASH landscape mapping

Tanzania is home to 62 million people, the majority of whom live in rural areas[1]. It has the fifth-largest population in Africa. This number is projected to grow rapidly, reaching an estimated 103 million by 2040, positioning it as the fifth-largest population in Africa. Dar es Salaam is on track to become the world's third-largest megacity by 2100, highlighting the country's ongoing urban expansion.

Over the past two decades, Tanzania has experienced steady economic growth, attaining middle-income status in 2020. Despite these advancements, poverty remains a persistent challenge. In the Songwe region, where the ASWA III programme is focused, over 1.2 million people reside and 28.5 per cent of the population lives in basic needs poverty. Addressing such disparities is crucial to ensuring that Tanzania's growth is inclusive and equitable for all citizens.

This section provides an overview of the gender and WASH landscape, structured around the five **WASH sector building blocks:** institutions, policy, financing, capacity building and monitoring. It also introduces an expanded version of the 'rights, resources, and representation' model, enhanced by the inclusion of two additional elements: reduce and realities. Originally created by the Swedish International Development Cooperation Agency (SIDA), the expanded 'Five Rs' offers guidance for organizations committing to implement feminist development policies within the WASH sector.

By adopting these principles, stakeholders can better address gender inequalities and ensure that WASH initiatives empower all individuals, particularly women and marginalized groups, fostering more inclusive and sustainable outcomes.

The landscape mapping draws on a range of sources, including WASH, gender and other relevant documents as well as insights from a stakeholder and partnership mapping exercise.

i. Representation

The principle of 'nothing about us without us' underscores the importance of ensuring women and young people are meaningfully involved across gender and WASH actions, from decision-making and programme implementation to monitoring. This section outlines how

[1] World Bank (WB) database, May 2023; Tanzania National Bureau of Statistics Population Census, 2022.

representation is addressed across institutions and programmes and the extent to which women and marginalized groups participate in WASH governance.

Government institutions: The Ministry of Water and Irrigation (MoWI) oversees the Water Sector Development Programme (WSDP III), covering both rural and urban water supply. Under MoWI's guidance, the Rural Water Supply and Sanitation Agency (RUWASA) manages water supply services in rural areas, including standard setting and monitoring. Meanwhile, Water Supply and Sanitation Authorities (WSSAs) are responsible for fulfilling water and sanitation needs across urban centres and districts.

CBWSOs, under RUWASA, deliver water services at the community level. Efforts to promote gender equity include the Sustainable Rural Water and Sanitation programme (SRWSS), which focuses on increasing women's participation in leadership roles. This includes appointing more women to boards, committees and in critical areas such as land acquisition and resettlement planning.

The Ministry of Health (MoH) plays a central role in coordinating and leading sanitation and hygiene efforts under the WSDP III, with a focus on WASH in healthcare facilities (HCFs). At the village/mtaa and community level, CLTS committees operate under the guidance of local leaders such as the VEO or village chairperson. In schools, the Ministry of Education and the President's Office – Regional Administration and Local Government (PO-RALG) take charge of implementing and monitoring school WASH (SWASH) projects. The Ministry of Community Development, Gender, Women and Special Groups leads the implementation of national policies aimed at gender equality and women's empowerment, supported by gender focal points and committees across ministries, departments and agencies (MDAs) and regional councils.

Although WASH actors often work independently, gender focal points serve as crucial connectors by bridging the gap between WASH initiatives and gender-related concerns. Coordination, based on shared goals, is strengthened through platforms like the Development Partners Group and National Technical Working Groups. A detailed analysis of WASH-related institutions is available in the Annex.

WASH focused organizations: International and local NGOs are central to gender and WASH engagement. The Annex offers a comprehensive stakeholder map that clearly outlines contributions from UN agencies, Save the Children, Plan International, World Vision, WaterAid, SNV as well as other vital local partners. International organizations are often stronger and more influential partners in the WASH sector due to their international network, presence and resources.

WASH actors increasingly engage women and girls, not just as beneficiaries, but as leaders and agents of change. *See Table 2 below for examples.*

SWASH has emerged as a key approach for many programmes and projects to engage young people in the WASH sector. A range of agencies have provided technical and financial resources to support the Tanzanian government in facilitating gender-responsive WASH services to schools. The support includes improved single-sex sanitation facilities, dedicated MHH rooms,

enhanced teacher training, strengthened policies and national WASH standards. School WASH clubs, supported by the Ministry of Education, serve as hubs for youth engagement. A UNICEF report of 2021 notes improvements in girls' attendance, confidence and academic performance due to better quality SWASH services.

The life skills curriculum, which is part of the Safe Schools Package, encourages thoughtful classroom discussions on gender norms. It equips students to challenge harmful societal expectations in respectful, culturally sensitive ways.

Private sector partnerships enhance innovation and sustainability of WASH initiatives. For example, UNICEF and USAID collaborated with LIXIL (maker of SATO Safe Toilets and Ndoo Chirizi bucket taps) to support the National Sanitation Campaign. This market-based approach aims to make essential sanitation and hygiene products affordable and accessible to low-income families, and contribute to scalable, long-term impact.

Table 2: Gender-transformative approach in WASH programming and other initiatives.

Gender sensitive	Gender responsive	Gender transformative
WaterAid and SHIVYAWATA conducted an inclusive WASH training workshop, enabling SRWSS Programme partners to understand accessibility and safety audits. The participants learned to use a simple checklist and gather feedback from persons with disabilities (PwDs), revealing how inclusive design in WASH facilities and attention to minor details can significantly impact the usability of toilets, water points and handwashing facilities.	WaterAid has introduced comprehensive guidelines that integrate gender equality into WASH projects, promoting gender-responsive strategies from household to global levels. These guidelines, implemented in the Diageo-funded project in Tanzania, ensure that the unique needs and perspectives of all genders are recognized and addressed, leading to more inclusive and effective outcomes.	UN Women is actively supporting women's economic empowerment through initiatives that offer business development services and entrepreneurship training to women traders, farmers and entrepreneurs. This expertise and experience align with SAWA's focus on MHH entrepreneurship.
The British High Commission in Dar es Salaam plans to expand climate change programming with a strong focus on empowering women and girls in all their diversity	SNV has actively supported female toilet builders and sanitation workers through their WASH SDG Programme. By providing training, resources and mentorship, SNV helps women gain valuable skills and secure sustainable employment, empowering them in traditionally male-dominated roles.	

Gender sensitive	Gender responsive	Gender transformative
UNICEF collaborated with WaterAid and Water and Sanitation for the Urban Poor (WSUP) to develop a comprehensive Female-Friendly Public and Community Toilets Guide to improve sanitation facilities for women. This informed the creation of a checklist to assess the condition and suitability of public and community toilets in Babati Town Council, Manyara region[2]. This checklist prioritizes the unique needs of women and promotes their safety, privacy and accessibility.	WaterAid has chosen Women's Health as a Global Advocacy Priority including in Tanzania. It is centred on three key areas: (1) Promoting women and girls' rights through MHH (2) Encouraging women and girls' leadership and empowerment through WASH (3) Improving WASH in HCF to ensure women and girls' health and rights.	
	Village community banks (VICOBA) and WaterAid are working together to introduce female-friendly toilets in a busy marketplace in Arusha. Managed by a women's group, these facilities not only enhance hygiene and comfort for female users but also empower them by involving them in the management and maintenance of these facilities.	
TAWASANET publishes annual reports on equity monitoring and has developed a stand-alone "Situation analysis of women, children and the WASH sector in Tanzania" for the joint sector review.		

Gender-focused organizations: Engaging gender-focused organizations in the WASH sector is essential for driving lasting, transformative change. These groups take various forms, from women's collectives and women-owned businesses to advocacy around key events like MHH Day and the International Day of Care and Support.

One notable example is the Tanzania Gender Networking Programme (TGNP), which has been a powerful catalyst for gender-transformative change. TGNP's work spans community-level initiatives, policy advocacy, gender-sensitive budgeting and individual empowerment. Every two years, they organize the vibrant Gender Festival, a national platform that fosters dialogue and action.

Similarly, the Gender and Climate Change Tanzania Coalition plays a vital role by highlighting the unique challenges women face due to climate change. They advocate for gender-responsive policies and provide capacity building to empower women.

[2] Status Report performed by Nelson Mandela Institution of Science and Technology

Platforms like the National Gender-Based Violence (GBV) Coalition and the Gender Mainstream Working Group coordinate efforts to combat GBV, ensuring a unified response to this critical issue. Across the board, agencies are adopting innovative strategies to boost the autonomy of women and girls. These efforts not only protect rights but also drive meaningful social and behavioural shifts that support gender equality.

Box 4: Examples of using radio, social media and online platforms to enable young women and girls to express their opinions, voices and solutions

UNICEF has helped amplify the voices of young women and girls through diverse media channels including radio, social media and online platforms. Initiatives such as BBC Media Action, Youth Advocates, R-Labs, Shujaaz and Femina Hip create safe spaces for youth to express their opinions and share solutions, sparking meaningful conversations.

The Youth for Children Innovation Hub (Y4C) and the SmartGirlz in information and communications technology programme present technological innovation opportunities, empowering girls to explore and excel in the digital space. Beyond education, UNICEF also supports peer networks like Youth Advocates, equipping young people with the knowledge and confidence to access vital health and protection services.

The ONGEA radio show, aptly named 'TALK', enriches adolescent programmes with youth-friendly content that boldly addresses risky behaviours, challenges harmful social and gender norms, and raises awareness about critical issues such as GBV, sexual violence and menstrual hygiene.

The U-Report platform fuels engagement through polls, quizzes and live chats to challenge gender stereotypes, enhance the understanding of women's rights and promote gender equality. Together, these initiatives not only support women and girls but actively challenge and dismantle harmful practices like child marriage, forced pregnancies and violence. By fostering awareness and encouraging dialogue, UNICEF is helping build a future where young women and girls can thrive, lead and shape their own destinies.

Representation

Box 5: Selected statistics on the current status of

Political and corporate decision-making bodies

- Women hold 37 per cent of seats in the Parliament, making Tanzania one c only 20 countries globally to surpass the 30 per cent threshold for women's representation in national parliaments.
- The majority of women enter the national assembly and councils through the Special Seats System.

(continued...)

Box 5: Selected statistics on the current status of representation

Representation

- In the 2020 general elections, the number of elected women parliamentarians decreased.
- Violence against women during elections remains systemic and widespread.

Administration and judiciary

- There has been a steady increase in female judicial officers, but their overall representation remains low.
- Women are underrepresented in the executive branch of the state.
- While there has been progress in the leadership of the National Assembly, the Standing Committees continue to be male dominated.
- Seven out of 25 seats on Village Government Councils are mandated for women.
- Children's Councils at the ward level help girls develop leadership and advocacy skills, enabling them to effectively raise their concerns with local decision makers.

Committees

- A national affirmative action policy mandates 50 per cent women's representation in all formal committees.
- However, few women are elected at the village, hamlet and street levels.
- Men continue to dominate decision-making at the household level.
- Fewer women contest elections compared to men.

Compiled from various sources.

ii. Reduce

This section focuses on the importance of addressing unpaid WASH-related labour and care work as well as engaging men and boys in relevant activities to achieve gender equality.

The national programme 'Familia Bora, Taifa Imara' (Good Family, Strong Nation) in Tanzania addresses deep-rooted gender biases, violence and harmful norms, while encouraging father involvement and support for adolescents. Supported by organizations like ActionAid, Save the Children, CARE, UNICEF, donors including Canada and Finland, the programme takes a gender-transformative approach that actively involves men and boys in promoting equality and women's empowerment.

Using games, activities and reflective discussions, these initiatives create safe spaces within homes and communities for couples and families to discuss WASH-related care work. Rather than directly confronting gender norms, this approach encourages honest conversations about how caregiving and household tasks are shared responsibilities. When men and women participate in community conversations about their roles, it creates opportunities for men to take on more responsibilities, easing the burden traditionally placed on women.

Community events like Village Health and Nutrition Days help raise awareness on maternal and child nutrition, with a special focus on engaging fathers. Linking these efforts to WASH programmes can further strengthen men's involvement.

NGOs such as Breakthrough ACTION Tanzania have established 'men's corners' to encourage open dialogue among men on topics including WASH. MenEngage Tanzania works to advance the rights of children, youth and women by involving men and boys as active allies. Tanzanian Men as Equal Partners in Development (TEMPiD) and MenCare campaigns use media and advocacy to promote the role of men as caregivers and partners in unpaid care work at home.

While reducing women's workloads is essential, past experiences demonstrate that shifting gender roles requires careful negotiations within families and communities. Without this, women may face backlash, such as gossip or criticism, when their husbands take on responsibilities traditionally seen as 'women's work'. Organizations like WaterAid champion the idea of WASH as a 'family business', encouraging families to have open conversations about fairly shared tasks. This inclusive approach not only reduces the burden on women but also strengthens family bonds and promotes lasting change.

In 2024, UNESCO's Eastern Africa Office built on this momentum by hosting the MEN Engage Symposium, bringing together diverse stakeholders to strengthen the involvement of men and boys in gender equality work. The symposium brought together professionals and youth from diverse organizations, including UN Women, UNFPA, UNAIDS, UNICEF ESARO, Thriving Communities Africa and Youth Peace Makers Tanzania. Innovative initiatives like 'Transforming MENtalities' and the viral #ChangeMENtalities TikTok challenge are also creatively reshaping narratives around masculinity, especially among youth. This fresh approach not only spreads positive messages but also invites all genders to participate in the movement towards equality.

Together, these programmes and campaigns are transforming communities by fostering respect, shared responsibility and a stronger, more equal family life.

Reduce

Box 6: Selected statistics on the current status of the 'reduce' element

- In Tanzania Mainland, women aged 15 and above spend an average of 4.5 hours per day on unpaid care work, three times more than men, who spend 1.5 hours.
- Married women or those living with a partner spend even more time per day on unpaid domestic and care work compared to men (5.1 hours and 1.5 hours, respectively). However, these figures vary by age group and geographic location.

(continued...)

Reduce

Box 6: Selected statistics on the current status of the 'reduce' element

- The only unpaid task where men spend more time than women is household repairs.
- Over 60 per cent of the population considers household chores like cooking, cleaning, bathroom maintenance and laundry to be the responsibility of women. This belief is more prevalent in rural areas than in urban settings.

Compiled from various sources.

iii. Rights

Rights are protected through a combination of international agreements and national laws. Aligned with the 1995 Beijing Platform for Action, the Tanzanian government has actively worked to harmonize its laws and policies with global human rights standards (MCDGC, 2012). This commitment ensures that women and marginalized groups receive fair treatment and equal opportunities. In particular, this section examines how WASH policies outline the rights and responsibilities of these groups. For a comprehensive overview, a detailed mapping of all relevant policies and laws is available in the Annex.

National measures taken by Tanzania

National Five-Year Development Plan (FYDP III, 2022– 2026) prioritizes gender equality by addressing violence against women and promoting their leadership at all levels.

Tanzania's Generation Equality Programme aims to achieve economic justice and rights for women and girls.

Tanzania's National Plan of Action to End Violence Against Women and Children (Phase II)

Gender Development Policy (2020) is a stand-alone policy that supports the comprehensive empowerment and participation of women in all spheres, including politics, management, economic development, poverty eradication, education and employment.

National Gender Strategy (2000) acknowledges the gendered impact of inadequate sanitation, especially on women and girls due to lack of privacy and hygiene.

National Strategy for Gender and Development identifies key gender equity issues, recommends guidance on interventions and clarifies the roles of various actors and stakeholders.

Box 7: Tanzania's Generation Equality commitments

In 2021, Tanzania made bold commitments at the United Nations Generation Equality Forum to transform the lives of women and girls by 2026. Key commitments include:

- Investing in gender-responsive care services and reforming laws to recognize and extend fair treatment to care workers
- Reducing, redistributing and rewarding unpaid care work, while protecting labour rights of care workers
- Creating a supportive legal environment that empowers women and young women to secure decent employment in both formal and informal sectors to financially thrive and fully contribute to the national economy
- Expanding women's access to land, financial services and business ownership to boost their economic independence and security
- Implementing gender-responsive economic policies and social protection systems to lift 85 million women and girls out of poverty
- Training 234 focal persons across ministries, village councils, etc. to track progress and ensure accountability – Regular forums hosted by the National Committee provide platforms to discuss challenges and celebrate successes in advancing gender equality.

International partners play a crucial role in advancing Tanzania's Generation Equality commitments:

- Through a four-year partnership, Finland and UN Women are working with local governments in six regions to promote women's leadership and economic rights at grassroots levels.
- In Ikungi district, Singida region, a Canada-funded programme led by UN Women is actively reducing the burden of unpaid care work. The impact of the programme has been tangible. One community member, Khadija, shared that her husband now participates in household chores like washing clothes and watering the garden, marking a shift towards shared responsibilities at home.

Tanzania's clear vision, combined with strong partnerships and community engagement, is setting a powerful example. By recognizing and addressing the unique challenges women face, the nation is paving the way for a more inclusive, equitable and prosperous future.

Compiled from various sources

President Samia Suluhu Hassan's recent pledge to ease the burden of water carrying for women marks a powerful step towards gender equality and community well-being. The 'Kumtua Mama Ndoo Kichwani' campaign is not just a slogan but also a commitment towards

transforming the daily lives of countless women who currently spend hours walking long distances to collect water.

The Tanzanian government has a long-standing commitment to integrating gender into its policies, plans and implementation approaches for WASH:

- **National Water Policy** (NAWAPO, 2002) highlights the importance of gender sensitivity and encourages equal involvement of men and women in rural water projects. It acknowledges the vital role women play in accessing and managing rural water resources. However, the policy does not sufficiently address gender issues in decision-making, planning, management and execution of water supply programmes. This gap suggests that while women's participation is valued, their influence in leadership and operational roles remains limited.

- **Operational Guidelines** (2022) highlight the importance of promoting gender equality within WSSAs. These guidelines emphasize the need for focused training programmes to support gender balance throughout the recruitment process, from job advertisements to the final hiring decisions. WSSAs must align their practices with the **Public Service Act** mandate for a gender-sensitive approach, fostering an inclusive workforce that reflects diverse perspectives and provides fair opportunities for all candidates.

- **National Strategy for Accelerating Sanitation and Hygiene for All** (2020–2025) calls for building female-friendly sanitation facilities in homes, schools, healthcare centres and public areas. These facilities must be well-designed, affordable and high-quality to meet the unique needs of adolescent girls, pregnant women and individuals managing menstruation or incontinence. The strategy aims to improve health, comfort and dignity, while ensuring equitable access to sanitation services for all women and girls.

- **National SWASH and Healthcare Facility (HCF) Guidelines** align closely with national WASH standards to ensure consistent water, sanitation and hygiene practices across schools and health facilities. These guidelines emphasize a gender-friendly approach, recognizing and addressing the unique needs of all students and patients.

- **National MHH Guidelines and Toolkits** (to be released in 2025) will provide essential information and practical tools to improve MHH nationwide. By offering clear standards and user-friendly materials, the guidelines aim to support schools, healthcare providers and communities in promoting safe and hygienic menstrual practices. This initiative is expected to raise awareness, reduce stigma and ensure better access to menstrual products and education for all.

Box 8: Parliamentarians champion MHH

In 2017, a pivotal TGNP meeting united women MPs from every political party in Tanzania, fostering a rare moment of cross-party collaboration. Together, they pledged their support for TGNP's mission to supply sanitary pads in schools. This gathering highlighted a critical issue: many girls miss school simply because they lack

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Box 8: Parliamentarians champion MHH

access to menstrual hygiene products. By addressing this, TGNP and the MPs aimed to not only improve health and dignity, but also to keep girls in school, empowering them to pursue their education without interruption. This commitment marked a significant step towards breaking barriers and promoting equal opportunities for young girls across Tanzania.

Source: https://tgnp.or.tz/blog/2017/02/15/women-mps-support-availability-of-safety-menstrual-facilities-to-girls-in-schools/

Allied policies and guidelines

- Education Sector Development Plan (ESDP, 2017–2022) highlights the need to improve SWASH facilities to ensure every boy and girl has access to clean and safe toilets. A key focus is providing separate, girl-friendly latrines that meet WASH standards. This initiative aims to boost enrolment and retention of adolescent girls by creating a more comfortable and supportive school environment. To achieve this, the Ministry of Education has developed a National Plan For Costing And Investment In Water Service And Environmental Sanitation In Schools, outlining the necessary steps and resources.

- The National Guidelines for WASH in HCFs (2017), issued by MoH, cover all stages from planning and budgeting to technical design, construction, operation, maintenance and performance monitoring. They emphasize creating inclusive, gender-sensitive facilities that meet the needs of women, girls and children. This includes clean, accessible toilets that are gender-segregated and available in adequate numbers. The guidelines set standards for facilities to cater not only to staff, patients and visitors but also to individuals with special needs, such as people with disabilities, those who are very ill, pregnant and older women, ensuring comfort and dignity for all within healthcare settings.

- National Climate Change Strategy (2021–2026), released by the Vice President's Office, Division of Environment, highlights the importance of gender mainstreaming. This approach ensures that all policies, programmes and activities integrate gender perspectives. Building on the National Strategy on Gender and Climate Change (2013), the updated plan prioritizes water-related issues with clear action plans and measurable indicators to track progress. Key initiatives include gender-responsive budgeting, integrated water resources management, training more women as water experts and investing in innovative solutions to improve women's access to water.

Many WASH-related policies acknowledge the unique challenges faced by women and girls, often grouping them with other vulnerable populations such as youth, people with disabilities, older people and other marginalized communities. However, few of these policies are truly grounded in thorough gender analysis or developed through meaningful consultation with diverse stakeholders. They frequently lack detailed implementation strategies and clear gender-specific indicators to track progress. Gender is often mentioned as a cross-cutting

theme, but without a strong focus on sectoral intersections or on actively engaging men and boys in advancing gender equality.

In stark contrast, the SRWSS Programme (2019–2025) stands out for its comprehensive Gender Action Plan that sets concrete targets for promoting gender equality, demonstrating a clear commitment to transformative change.

Rights

Box 9: Selected statistics on the current status on rights

- Constitution of the United Republic of Tanzania (1977) upholds the equality of all human beings without any discrimination.
- National Vision 2025 (Part Three) aims to achieve gender equality and women's empowerment in all socioeconomic, political and cultural contexts.
- Five-Year Development Plan III (FYDP III) 2021/22–2025/26 incorporates equality principles for men and women across all levels and sectors.
- National Women and Gender Policy (2000) and National Strategy for Gender Development (2008), are both currently under review.
- PwDs Act (2010) domesticates the Convention on the Rights of PwDs (2006), upholds the principle of equality between men and women with disabilities and seeks to eliminate all forms of discrimination against PwDs.
- Education Act (CAP 353) guarantees equal educational rights for girls and boys.
- Additional equality-related provisions are included in sectoral legislation, such as those covering WASH.

Compiled from various sources.

iv. Resources

This section focuses on the financing and capacity required to deliver accessible WASH services.

WASH sector financing: Tanzania's legal framework, including its Constitution, encourages the integration of gender responsive budgeting into national economic plans. For decades, TGNP has led this work and in 1997, launched the Gender Budgeting Initiative (GBI) with Fem-Act. Their research and advocacy motivated the government to begin gender budgeting within the Ministry of Finance and Planning.

In 2000, six ministries, including the MoWI and MoH, joined a pilot project to include gender perspectives in their budgets. Since then, MoWI has applied GBI activities to embed gender considerations in budget planning. To support Vision 2025 and national five-year plans,

TGNP has trained finance and planning officials on integrating gender into medium-term expenditure frameworks and budgets, and hosted workshops on gender in economic models. TGNP also regularly contributes to discussions on public spending reviews and poverty reduction strategy papers.

Currently, UN Women runs a project to promote gender-equal resource allocation and track spending for gender equality. Recognizing and incorporating the connections between gender and WASH is crucial for policy and decision-making. For example, the SRWSS Gender Action Plan aims to boost leaders' support for funding and tackling gender gaps in WASH programmes. UNICEF's regular WASH Issues Budget Paper lacks a gender focus. By contrast, TGNP publishes an annual report reviewing national budgets from a gender perspective, highlighting the ongoing need to strengthen gender considerations in WASH financing and planning.

Box 10: Examining the 2023/24 National Water Budget through a gender lens

The Ministry of Water's budget for 2022/23 was TSh 709.4 billion, with TSh 51.5 billion for recurrent costs and TSh 658 billion for development. By April 2023, TSh 686.4 billion, or 97 per cent of the allocated budget, had been spent. For 2023/24, the budget increased to TSh 756.2 billion, allocating TSh 60.4 billion for recurrent expenses and TSh 696 billion for development. Of the development funds, 59 per cent come from internal sources and 41 per cent from external.

The 2023/24 National WASH Budget was commended by TGNP for focusing on water shortage and challenges faced by women. However, more funding is needed to achieve national WASH goals, especially in sanitation and hygiene. The budget also falls short in addressing key issues for girls, such as access to clean water, safe menstrual products and protection from GBV.

WASH sector capacity: Two key assessments of human resource capacity in Tanzania's WASH sector were conducted by WaterAid (2012) and International Water Association (IWA) (2013). Both revealed major challenges in human resource capacity, especially concerning women's participation. The IWA report identified a clear shortage of women in water-related jobs, mainly because few women graduate in technical and engineering fields. In surveyed organizations, 90 per cent of water engineers were men. Women are also underrepresented in WASH-related private sector, including construction, material supply, artisan work and sanitation services.

WaterAid's 2012 findings showed that NGOs and CBOs tend to have a higher proportion of women in social, environmental health and administrative roles. However, the greatest skill gaps occur at local level, including district councils, wards and villages, where key staff like environmental health officers and community health workers operate. To bridge these gaps, WASH systems often depend on women's unpaid or low-paid labour to support services in households and communities.

Recently, Tanzania has initiated formal recognition of community health volunteers, most of whom are women, as trained community health workers (CHWs) who receive compensation. Each village is now expected to have two skilled CHWs. Female artisans have also received training to maintain water points and build latrines, gaining hands-on experience to strengthen their engagement across the WASH sector. Since women's skill development through CBWSOs has been limited, the SRWSS Gender Action Plan aims to boost women's involvement in operation and maintenance tasks within these groups, helping to reduce the gender gap.

Currently, there is limited data on gender representation in the four key ministries: MoH, Ministry of Education, Vocational Training and Technology (MoEVT), MoW and PMO-RALG. However, a 2020 study found that women constitute about 30 per cent of the public sector workforce overall. To promote gender equality, Tanzania has introduced 'Gender Mainstreaming Guidelines for the Public Service'. Additionally, policies require that women hold at least one-third of the seats on water authority boards, ensuring their representation in decision-making roles. These steps reflect ongoing efforts to improve gender parity in public institutions.

Resource

Box 11: Selected statistics on the current status on resources

School and vocational education (national level)

- Gender parity has been achieved in primary school enrolment. However, more girls than boys are enrolled in secondary schools.
- More boys drop out of primary and secondary schools than girls. However, pregnancy and domestic work disproportionately cause more girls to drop out of school.
- The net completion rate for primary and secondary schools is higher for girls than for boys.
- Boys outperform girls in science subjects at both lower and upper secondary school levels.
- More boys than girls are selected for secondary school and for enrolment in science, mathematics and technical subjects.
- Slightly fewer girls/women attend and graduate from higher learning institutions than boys/men.
- Women remain underrepresented in STEM fields in higher learning institutions.
- More men attend technical and vocational education and training compared to women.
- Most children with disabilities, especially girls, are excluded from primary and secondary education.

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Resource

In Songwe: There are 514 children with disabilities aged 0–17: 329 girls and 185 boys. Only 7.8 per cent of children with disabilities are enrolled in school, while 90 per cent are out of school. About 72.6 per cent of children who enrolled in Standard I completed Standard VII.

The formal labour market and decent work (national level)

- Women are less likely to be employed compared to men.
- Female youth are more likely to be unemployed compared to male youth.
- Women with disabilities experience greater barriers in accessing employment.
- Women earn less average direct wage and salary than men, establishing a persistent pay gap.
- Men dominate formal employment in key sectors.
- More women work in the informal sector in urban areas and cities than in rural areas.
- Women work fewer hours in formal employment than men.

Social protection systems (national level)

- As of 2022, nearly 26 million people in Tanzania lived in extreme poverty, with 45 per cent living on less than USD 2.15 per day[3]. Women-headed households, divorced women and urban widows are poorer than their male counterparts.
- Fewer women own land in Tanzania compared to men.
- Across all age groups, men are more likely than women to own titles or deeds of houses.
- According to Demographic and Health Survey (DHS), 27 per cent of Tanzanian women have experienced physical violence since the age of 15. Intimate partner violence remains socially acceptable in both rural and urban areas.
- Female genital mutilation/cutting (FGM/C), teenage pregnancy, child marriage and bride price remain prevalent in Tanzania.

In Songwe: 28 per cent of poor households have access to the Productive Social Safety Net through the Tanzania Social Action Fund.

(continued...)

[3] WB Tanzanian Economic Update – Tanzania Economic Update: Raising the Bar – Achieving Tanzania's Development Vision.

(continued...)

Resource

Health services (SRHR and MHH) (national level)

- Adolescents constitute 23 per cent of the Tanzanian population (12 million).
- 27 per cent of girls aged 15–19 are pregnant or already mothers.
- As of 2019, one in four girls aged 15–19 had already given birth or was pregnant with her first child.
- One in three young women is married before age 18.
- 80 per cent of new HIV infections among young people occur in girls.

In Songwe:

- Between 2016 and 2020, the under-five mortality rate dropped from 65 to 9 deaths per 1,000 live births.
- Infant mortality stands at four deaths per 1,000 live births, well below the national average of 25.
- Around 43 per cent of under-five children are stunted.
- The population is very young and families are large: one in two people is a child (0–17 years) while adolescents (10–19 years) make up 24.1 per cent of the total population.
- More than 2,000 children suffer from severe acute malnutrition, placing them at high risk of death without treatment.

WASH (national level)

- According to UNICEF and WHO Joint Monitoring Programme (JMP, 2022) data: **49.5 per cent** of people have basic water supply, **25.1 per cent** have a safely managed sanitation service and **29 per cent** have access to soap and water at home for handwashing. **Six per cent** (**4.1 million** people) practise open defecation.
- JMP data on WASH in schools (2022): **23 per cent** have no basic water supply, **44 per cent** have a basic sanitation service and **15 per cent** have basic hygiene facilities. About **34 per cent** of girls miss school during menstruation due to a lack of changing rooms and **26 per cent** due to a lack of clean, suitable toilets.
- JMP data on WASH in HCFs (2023): **82 per cent** have an improved water supply, **99 per cent** have improved sanitation and **79 per cent** have basic hand hygiene at points of care. Most HCFs fail to comply with Tanzania's National WASH in Health guidelines.

(continued...)

(continued...)

Resource

In Songwe:

- Currently, around 29 per cent of the 394 villages are externally verified as open defecation free (ODF) (NSMIS 2024).
- In 2020, 56.3 per cent of households had access to safe water.
- 43 per cent of households are severely water-deprived, requiring long-distance travel or waiting in long queues to obtain safe water.
- 17 per cent of households use improved toilet facilities.
- 22 per cent of children live in homes with functional handwashing facilities.
- 11.2 per cent of schools have basic sanitation facilities.
- 45.8 per cent of schools have basic water supply services within the compound.

Compiled from various sources.

v. Realities

This section constitutes a detailed breakdown of **data, monitoring and research on gender**. The National Bureau of Statistics (NBS) in Tanzania plays a crucial role in gathering gender-related data through various national surveys, including the Household Baseline Survey, the Tanzania DHS, education, SWASH and Productive Social Safety Net (PSSN) surveys, and the Social Institutions and Gender Index (SIGI). Each survey integrates gender-focused questions to capture a comprehensive picture of gender dynamics in the country.

For instance, the 2022 DHS explored topics such as women's employment status, asset ownership, household decision-making, societal attitudes towards domestic violence, health concerns and sexual and reproductive health decisions. Tanzania's monitoring framework for WASH includes gender-specific indicators, such as the availability of gender-segregated toilets and gender representation within water and sanitation service agencies. These measures highlight how gender considerations are embedded in essential public services to promote inclusivity and equity.

- **National Sanitation Management Information System (NSMIS)** is used by the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) to regularly track and monitor household sanitation coverage, the ratio of male to female toilets in HCFs and the proportion of primary and secondary schools equipped with adequate sanitation facilities. Data is manually collected by community volunteers at the subvillage level, sent to subnational offices for entry into the NSMIS and made available to the public through an online portal.

- **Basic Education Management Information System (BEMIS)** is managed by the Ministry of Education and the Ministry of Local Government. It monitors school facilities annually. Each year, schools report on safe water availability, handwashing stations with soap and upgraded separate toilets for boys and girls through the online EMIS/BEMIS platform. Data is first reviewed at the ward level and spot checks are carried out by the MoEVT. Access to EMIS data is restricted to authorized partners only to maintain the system's security and integrity.

- **Water Point Mapping System** is managed by the MoW to collect monthly data from local government authorities (LGAs) through CMOs and CBWSOs on water point status, functionality, quantity and quality and help ensure the reliability and safety of water sources for communities.

- **Maji Information System (MAJIS)** is managed by the Energy and Water Utilities Regulatory Authority (EWURA) to track key performance indicators (KPIs) for Urban Water Supply and Sanitation Authorities (UWSSAs), including water coverage, supply hours, quality and the extent of regulated sanitation coverage. Although the system's detailed data is not available to the public, summary information is published in EWURA reports. The 2024 report highlights the progress made in implementing the Gender Mainstreaming Action Plan and in achieving gender balance in staffing.

- **Joint Water Sector Review** is an annual review of the water sector's performance against its strategic objectives, bringing together various water and sanitation stakeholders to evaluate progress, identify and address challenges and ensure accurate and reliable data monitoring.

- **WASH Data Technical Working Group (TWG)**, established in 2018 with UNICEF support and led by NBS, focuses on better coordination and capacity building to effectively monitor progress towards Sustainable Development Goals 6.1 and 6.2 and enhance the national WASH data systems.

- **Integrated Monitoring and Evaluation (M&E) system** has been introduced by MoW to strengthen monitoring and evaluation of water projects and programmes, providing clearer performance insights and identifying challenges and opportunities more effectively.

State of the knowledge and evidence: A scan of academic studies highlights diverse insights into gender equality, women's empowerment and the role of WASH services in decision-making processes. This research is being expanded via partnerships with leading institutions such as the National Institute for Medical Research (NIMR), the University of Dar es Salaam's Institute of Gender Studies and Nelson Mandela University.

1. MHH has gained significant attention in recent years, highlighted by studies such as the ones conducted by Benshaul-Tolonen et al. (2020) and Okello et al. (2024) that underscore the lack of SWASH facilities for effective MHH despite growing awareness. A recent national assessment found persistent gaps in MHH in schools, including inadequate sanitary products, lack of pain relief and the persistent social stigma surrounding menstruation.

These gaps isolate young people and hinder open discussions about their MHH needs (MoH, NIMR and UNICEF, 2021).

2. Research links mothers' poor hand hygiene to disease transmission (Pickering, 2011). Studies have indicated that improving WASH facilities in birthing environments is essential to reducing infections and promoting maternal and newborn health (Benova, 2014).

3. Studies (Eaton, 2021; Tough, 2023) show that women often attend community meetings less frequently than men, limiting their influence on local decisions, revealing significant gender gaps. Similarly, cultural and social barriers restrict Maasai women (Venis et al., 2022) from engaging in community decision-making. The Uplifting Women's Participation in Water-Related Decision-Making (UPWARD) intervention within the Water Resources Integration Development Initiative (WARIDI) programme actively works to shift gender norms, boost women's roles in water governance and strengthen women's role to ensure sustainable resource management.

4. WaterAid's 2019 assessment in Babati examined public and community toilets and revealed crucial insights into how these facilities can better serve women. Similarly, research in Mpwapwa district examined how gender influences community participation in CLTS activities and the significance of women's participation in these activities. Overall, these studies underline women's vital responsibility in managing household care and their central role in improving water access.



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5. The International Center for Research on Women (ICRW) field trial within 'Hand in Hand's' initiative demonstrated that involving male partners and husbands can foster a more supportive environment for women microentrepreneurs. Men who participated in the trial reported spending about an additional hour each day on household chores and childcare. However, the national survey 'Momentum Towards Equality' (IMAGES[4]) reveals mixed views on crucial issues like household roles, decision-making, violence against women and sexual orientation. It also shows that women spend nearly 30 hours a week on domestic tasks, while men commit only 12 hours. This imbalance underscores the need for continued efforts to promote shared domestic responsibilities as a foundation for gender equality. (Levtov, 2018).

Box 12: Selected statistics on the current status on realities

Realities

- In 2022, Tanzania ranked tenth in Sub-Saharan Africa on the United Nations Development Programme's Gender Inequality Index, with a score of 0.72. This reflects a significant gap: women in Tanzania have a 28 per cent lower likelihood of enjoying the same opportunities as men, especially in education and employment. While the figure has shifted only slightly since 2016, it highlights ongoing challenges in achieving gender equality.
- According to the African Gender Index, developed by the African Development Bank and the UN Economic Commission for Africa, Tanzania scored 63 per cent in 2019. This indicates that women in Tanzania have access to fewer of the opportunities available to men. [African Development Bank (AfDB) and UNECA, 2020].
- The Tanzania SIGI report highlights a stark imbalance in unpaid care and domestic work. Women spend an average of 4.4 hours each day on these tasks, more than triple the 1.4 hours spent by men. In addition to shouldering this greater share of unpaid care and domestic work, women also contribute significantly to the paid workforce, leading to a total workload of 9.4 hours daily compared with 7.4 hours for men.

Compiled from various sources.

Building on previous landscape mapping, Box 13 outlines recommendations for the WASH sector to improve gender equality and empower women across four key areas: resources, rights, representation and realities.

[4] IMAGES, co-created by Promundo and the International Center for Research on Women, is one of the most comprehensive household studies carried out on men's and women's attitudes and practices around a wide variety of topics related to gender equality

Box 13: National sector recommendations for gender-transformative WASH implementation

Resources

Increasing women's participation in paid and technical roles within WASH systems requires a multi-faceted approach that addresses both technical skills and social barriers. One effective strategy is close collaboration with universities, professional women's associations and utilities to establish targeted mentoring and training programmes. Enhancing the government's CHW training programme by integrating gender-focused modules is crucial. These modules should address the specific challenges faced by both women and men in accessing WASH services and employment opportunities.

Rights

The high levels of GBV in Tanzania make it unacceptable for WASH programmes to remain passive on this issue. The sector should actively partner with protection and GBV-focused programmes to adopt a 'Do No Harm' approach. Strengthening connections with gender desks and providing comprehensive training for WASH staff on GBV survivor referral protocols will ensure timely and sensitive support for those affected. Additionally, safe schools programmes must address GBV comprehensively, tackling harmful behaviours like teasing and name-calling linked to menstrual health, and fostering a safer, more respectful environment for all students.

Representation

Collaborations with UN Women offer a powerful opportunity to advance gender equality and women's empowerment on a broader scale. Their work, especially integrating gender considerations into national development plans and budgeting, helps ensure women's needs and perspectives are central to policymaking. The "Wanawake Wanaweza Programme" is a vital platform for promoting women's leadership and political participation. Initiatives aligned with this programme can amplify the voices of women leaders and encourage more women to actively participate in decision-making.

Integrating gender-transformative interventions into government systems requires more than enhancing project delivery skills. It demands focused training to recognize and overcome gender biases, ensuring policies and programmes truly promote equality.

Realities

Tanzania's role as a UN Women Pathfinder Country in the 'Making Every Woman and Girl Count' initiative marks a crucial step towards closing gender gaps in global gender statistics. This includes adopting minimum national gender priority indicators and producing sex-disaggregated SDG data.

Gender equality, women's empowerment and associated indicators remain a significant gap in the WASH sector's Management Information System (MIS). Addressing these gaps can unlock new opportunities for empowering women and girls across communities. For instance:

(continued...)

(continued...)

Realities

- **MAJIS** could track not only the number of women in technical roles but also assess the number of trained staff actively engaged in discussions on gender norms or how female representation shapes decision-making at the board level. This would ensure systemic changes within utility sectors.
- **WPMS** can monitor CBWSOs by collecting detailed membership data disaggregated by gender, age and disability to highlight gaps within inclusion efforts. Monitoring women's participation in technical training, leadership roles and their confidence to speak or attend meetings would provide concrete insights into women's empowerment at grassroots level. Including measures of attitudes towards gender equity would help in transforming mindsets alongside policies.
- **NSMIS** could promote gender parity by monitoring CLTS committees, tracking the percentage of households where couples make sanitation decisions jointly and counting female masons. Such efforts would not only reflect progress but also encourage shared responsibility and women's active involvement in sanitation management.
- **EMIS/BEMIS** can enhance gender-transformative monitoring in SWASH programmes by tracking committee membership, leadership roles, attitudes towards gender equity and key MHH indicators.

By embedding gender-focused indicators across various MIS platforms, Tanzania can build a comprehensive picture of women's empowerment in the WASH sector. This will not only fulfil international commitments but also drive tangible change, ensuring every woman and girl counts in the journey towards sustainable development.

Reduce

Beyond MHH, engaging fathers as role models and champions for gender equality and women's empowerment in WASH programming should be prioritized. Incorporating the role model principle into the National Parenting Framework can encourage men to challenge and dismantle harmful gender stereotypes. Collaborating closely with SBC teams can further boost the involvement of fathers and male caregivers in conversations on gender norms, fostering more inclusive and supportive communities.

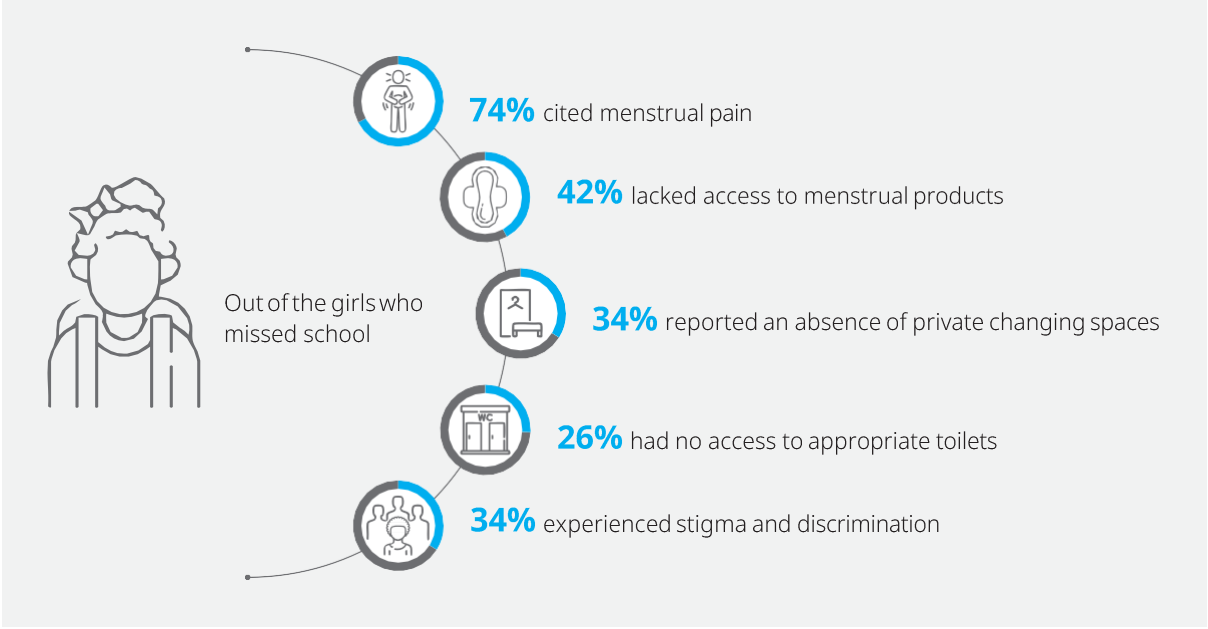
Compiled from various sources.

CASE STUDY

Advancing gender equality through menstrual health and hygiene (MHH): The Tanzania experience

Introduction

MHH is increasingly recognized as a catalytic entry point for gender-transformative programming. In Tanzania, the intersection of deep-rooted social norms, inadequate services and limited access to menstrual products has long constrained girls' full participation in education, economic activities and social life, particularly in rural and underserved areas. A national study conducted in 2021 by NIMR, supported by UNICEF, revealed that 16.8 per cent of girls missed school due to menstruation.



These multidimensional barriers compromise girls' dignity, self-esteem, academic achievements and long-term social and economic opportunities. In response, UNICEF Tanzania has led a holistic, gender-transformative MHH programme based on the socio-ecological model. This approach systematically engages across multiple levels, policy, institutions, communities, schools and individuals, shifting power dynamics, fostering meaningful male engagement and building strong coalitions for sustainable change and gender equality.

Creating an enabling environment through national policy and system strengthening

UNICEF has been instrumental in framing MHH as a gender equality issue at the national level. Through strategic leadership and technical support, UNICEF has contributed to strengthening key pillars of MHH, including evidence generation, policy development, coordination, advocacy, community engagement, monitoring and capacity building.

The 2021 UNICEF-supported national MHH study served as a foundational evidence base, providing data on behaviours, policy landscape, cultural practices and structural barriers. Building on the findings, UNICEF developed three advocacy briefs to elevate MHH on the national agenda, focusing on the overall MHH landscape, the unique challenges faced by girls with disabilities and prevailing sociocultural norms and taboos.

UNICEF also provided financial and technical assistance in the development and validation of Tanzania's first National MHH Guidelines, accompanied by six standardized toolkits: WASH infrastructure and services, training of trainers, SBC, MHH and sexual and reproductive health, coordination, and monitoring, evaluation and sustainability. Over 102 government officials and partners, including all organizational focal points from the National MHH Coalition, were trained through a UNICEF-led training of trainers initiative, laying the foundation for quality, cross-sectoral implementation.

As the inaugural chair of the National MHH Coalition in 2019/20, UNICEF helped create a robust, cross-sectoral platform uniting government ministries, civil society, academia, development partners, disability advocates and the private sector. With UNICEF's support, the Coalition developed a five-year strategic plan (2021–2025) and coordinated MHH day commemorations and convened annual general meetings to assess progress, align priorities and strengthen accountability.

UNICEF also supported ongoing fiscal policy advocacy, pushing for tax exemptions on raw materials used to produce locally made sanitary pads and menstrual products to improve their access, especially in rural areas. While this dialogue is gaining traction, further advocacy is needed for a more enabling policy environment where menstrual products are universally accessible and affordable.

A key milestone was achieved when MHH was formally recognized as a stand-alone component of Tanzania's National Sanitation Campaign, ensuring menstrual health is embedded within government-funded WASH programming.

Community engagement: Shifting norms and engaging influencers, including boys and men

At the subnational and community levels, UNICEF's SBC strategy has focused on transforming gender norms through inclusive dialogue and the active engagement of key influencers. Recognizing that 78 per cent of men viewed menstruation as a private matter for girls only, UNICEF initiated targeted community engagement in regions such as Songwe. Efforts were

made to sensitize fathers, male guardians, local and traditional leaders on the importance of their supportive roles in girls' MHH rights. By fostering respectful, open discussions, the programme dismantled taboos and elevated community ownership.

Boys and men were intentionally engaged through tailored community and school dialogues, positioning them not as bystanders but as champions of MHH. These efforts have helped redefine masculinity in the context of care and support. Complementing these interpersonal strategies, local radio programmes and community theatre were used to reinforce positive messaging, challenge harmful myths and ensure gender-responsive strategic communication within communities.

In Songwe, community efforts are actively breaking down menstrual taboos and misconceptions. Challenging long-held beliefs, a special session was convened with tribal chiefs and men to openly discuss menstruation. Meanwhile, mothers gathered to share experiences and strengthen mutual support. The highlight was a joint dialogue where women and men, united by community champions, publicly committed to supporting MHH.

School-based interventions: Inclusive education and enabling infrastructure

UNICEF has supported the implementation of inclusive SWASH guidelines, facilitating:

- Construction of girl-friendly toilets
- Installation of disposal mechanisms, including bins and permanent incinerators
- Provision of dedicated MHH rooms
- Establishment and support to SWASH clubs as platforms for peer-to-peer edutainment.

In Songwe, more than 218 SWASH Clubs educate both girls and boys on MHH, and encourage peer dialogue and supportive behaviours. The clubs also incorporate climate-resilient practices such as the safe disposal of menstrual products and promote sustainable hygiene behaviours through nudges in selected schools.

UNICEF developed a comic book titled *Zuri Shujaa wa Usafi* ('Zuri, the Hygiene Hero') in Songwe region, which creatively addresses menstrual health topics, debunks myths and illustrates the role of boys in supporting menstruating girls. This engaging tool has made MHH education more accessible, relatable and memorable. School committees and parent groups have been mobilized to prioritize MHH in school budgets, with some communities co-financing infrastructure upgrades and supporting the local distribution of menstrual products.

Empowering out-of-school adolescents through social enterprise

UNICEF's Integrated Programme for Out-of-School Adolescents (IPOSA) links MHH with economic empowerment and gender equality through social entrepreneurship. To date, 847 out-of-school adolescents (655 girls and 192 boys) have been trained in MHH solutions,

entrepreneurship and behaviour change communication. They produce and market reusable sanitary pads through 11 UNICEF-supported MHH/WASH out-of-school adolescents' social enterprises and empowerment clubs in Songwe and Mbeya. These young entrepreneurs, supported by trained facilitators and local government officers, conduct outreach in their communities and schools, raising awareness while supplying quality, certified menstrual products and soap. To guarantee quality and dignity for users, these materials meet the Tanzania Bureau of Standards requirements, and production sites follow safety and hygiene protocols set by the Tanzania Medicine and Medical Devices Agency.

The participation of boys in both production and marketing challenges the traditional gender norms and promotes shared responsibility. Several graduates have launched their own businesses and local governments, such as the Mbarali District Council in Mbeya, have partnered through cost-sharing arrangements to provide premises, staffing and technical support. This model not only strengthens local economies but also enhances access to menstrual products in underserved areas.

In Songwe, out-of-school adolescents from the Mlowo Social Enterprise are leading impactful outreach activities. They market safe, approved, reusable sanitary pads and soap, while also providing peer-to-peer education on menstrual hygiene. This adolescent-to-adolescent approach empowers youth to support each other and improve community health. Young men are also emerging as champions for MHH and challenging traditional masculinity norms.

On Menstrual Hygiene Day 2024, the Deputy Minister of Health, Hon. Dr. Godwin Mollel, visited the MHH social enterprise to witness the innovative efforts. Members showcased their locally produced and marketed reusable sanitary pads and soaps. The Minister praised the adolescents for their efforts in creating social solutions, generating income and supporting both their peers and the wider community.

Raising awareness at the individual level through digital tools and mass media

UNICEF has leveraged technology and mass communication platforms to directly reach adolescent girls and boys with accurate, youth-friendly information. Tanzania is among the first African countries to localize and roll out the Oky app, a mobile period tracker and education tool tailored to local languages and cultural contexts. Complementing this digital innovation, U-Report has enabled adolescents to voice their concerns, ask questions and receive trusted guidance on menstrual health and related issues.

Local radio programmes and community campaigns reinforce school and community-based interventions, creating a consistent flow of positive messaging that supports behaviour change and normalizes menstruation as a healthy, natural process. For instance, a menstrual health expert joined a live session on one of Songwe's community radio stations, answering real-time questions from listeners and dispelling myths.

Outcomes and impact

UNICEF's gender-transformative MHH programme has delivered tangible results. Community dialogue has reduced stigma and increased male engagement. However, continued efforts are needed to fully dismantle harmful social norms and reach every girl.

Girls in supported schools now have better access to menstrual products, safe facilities and accurate information, improving their participation in school and other socioeconomic engagement.

To ensure sustainability, UNICEF continues to advocate for government-led institutionalization of product provision, particularly for the most vulnerable girls. The revitalized National MHH Coalition remains a powerful coordination platform that enables cross-sectoral collaboration, sharing innovations and amplifying joint advocacy efforts.

With institutionalized guidelines, empowered actors and strong local/community ownership, the programme is well-positioned for national scale-up and long-term sustainability.

Conclusion: MHH as a gender-transformative entry point

By challenging entrenched social norms, redistributing caregiving roles and strengthening systems from national, subnational and community levels, MHH programming offers a powerful blueprint for change. Through collective action, engaging girls, boys, women and men, UNICEF is not only advancing menstrual dignity but also catalysing broader gains in health, education and gender equality.

When menstrual health is prioritized, it becomes a foundation for equity, empowerment and opportunity.



Part 2: Findings on the gender-transformative WASH principles

This section explores the findings of the regional assessment in Songwe by applying the nine gender-transformative WASH principles. The analysis draws from rich qualitative data gathered through KIIs and FGDs with stakeholders involved in UNICEF's ASWA Programme.

Each principle is examined through a **Strengths, Weaknesses, Opportunities and Threats** (SWOT) framework—highlighting strengths and weaknesses within UNICEF and its programmes at both local and national levels. Opportunities and threats are identified based on external factors beyond UNICEF's direct control. This approach enhances the understanding of how gender-transformative WASH initiatives perform in Songwe, revealing successes, challenges, growth opportunities and potential risks.

1. Transforming ourselves

Achieving gender-transformative change begins with challenging and changing ourselves, both individually and collectively, and integrating those changes into programming. To maximize this potential, WASH providers can be supported to identify their own gender biases and modify their attitudes and actions at work, home and in personal relationships. In doing so, WASH actors strengthen their personal, professional and organizational capacity to promote gender equality and diversity in WASH practices. Box 14 illustrates findings on the principle that transformative change starts with us.

Strengths Weaknesses Opportunities Threats

Box 14: Transformative change starts with us

Internal factors

Strengths

- UNICEF WASH staff has access to gender training to stimulate reflection on personal attitudes to gender equality.
- The staff demonstrates a strong commitment to gender equality.
- MHH remains firmly embedded on the WASH team's agenda.

Weaknesses

- The interviewed professionals have a varied understanding of gender. For instance, distinctions between disability-inclusive WASH and gender-responsive WASH or between gender identity and sexual orientation were not always clear to respondents.
- Some respondents viewed gender as a fixed characteristic that cannot (or does not) require change.
- Certain topics were perceived as biased towards Western values and lacking local relevance, leading to low engagement.

External factors

Opportunities

- There is much to learn from current programmes and personnel working at the intersection of gender and WASH. For example, the SRWSS Gender Action Plan promotes awareness of gender equality across all programme activities.
- Agencies such as CARE have experience guiding project staff to identify, investigate and challenge their own attitudes and biases on gender and sexuality.
- Several agencies bring expertise in moving past gender-sensitive WASH programmes to gender-transformative ones, including tackling harmful social norms.
- Mentorship programmes and peer-support networks across sectors (such as nutrition or agriculture) offer valuable networks and opportunities for learning.

Threats

- Explicitly addressing gender can result in pushback or low participation from men (including male WASH staff and especially among those with humanitarian backgrounds who may view changing social norms as beyond their remit).
- Women are sometimes still seen as programme beneficiaries rather than agents of change.
- Men's engagement remains limited without approaches that make them feel comfortable participating in discussions about gender equality via resources, strategies or support tailored to their needs.
- Long-term investment and sustained commitment are essential for meaningful gender integration within WASH programmes. Gender issues may be deprioritized compared to other challenges, such as climate-resilient WASH infrastructure. Without a positive shift in attitudes, staff and partners may not feel encouraged to question gender roles, limiting their ability and motivation to participate in transformative programming.

2. Transforming WASH organizations

In addition to promoting a personal and professional commitment to gender equality in WASH, implementing agencies must also foster an internal commitment to gender equality. Gender norms affect the workplace dynamics and environment, including within the WASH sector. In WASH, men typically benefit from greater career advancement opportunities, higher salaries, enhanced job security and reduced risk of abuse compared to women. In most WASH systems, women disproportionately occupy low-level, often underpaid or volunteer roles. The unequal distribution of childcare and domestic responsibilities, combined with workplace harassment, often leads women to leave WASH sector jobs mid-career. Box 15 illustrates findings related to the principle of transforming WASH organizations.

Strengths | Weaknesses | Opportunities | Threats

Box 15: Working to transform WASH organizations

Internal factors

- Globally, Gender Policy 2021–2030 and Gender Action Plan (GAP 2022–2025) emphasize UNICEF's commitment to promoting gender equality. In Tanzania, gender analysis is incorporated into the country programme documents and the TCO implements gender-transformative programmes focused on areas like maternal care, nutrition and child marriage. The SBC strategy promotes positive masculinity among men and boys, while the early childhood development and nutrition component encourages father and male involvement in childcare.
- The TCO has dedicated gender expertise and capacity, with sectoral focal points (including WASH) certified in GenderPro. Gender Programmatic Reviews were completed in 2018 and 2023. UNICEF staff, consultants and partners are mandated to participate in sexual harassment training, sign a code of conduct and undergo further training as needed.
- As a technical partner with convening power, the WASH team is well-equipped to offer guidance, evidence and facts on gender-equitable WASH outcomes to stakeholders. This includes supporting implementing partners and government to put gender-transformative principles into action through training and skills development.
- UNICEF has implemented successful programmes like SmartGirlz and EAGL that boost STEM skills and career opportunities for girls, especially in male-dominated fields. UNICEF also supports women-owned WASH businesses and could further prioritize women for awarding contracts for WASH-related services and goods. Women's business networks could play a key role in promoting such engagement.

- WASH, health, nutrition, SBC and child protection need increased convergence and coordination at the community level for gender-transformative programmes to succeed.

External factors

- The SRWSS Programme offers valuable lessons, particularly in increasing women's participation in staffing by improving recruitment processes and offering competitive employment benefits, including fair salary structures.

(continued...)

(continued...)

External factors

- Eliminating gender inequality in the WASH workforce, including the gender pay gap, is crucial to achieving the goal of leaving no one behind. WASH teams often have a male-dominated composition, partly due to fewer women entering the sector. In some contexts, only women can access households to engage with mothers, yet female WASH staff often face discrimination and threats, resulting in high turnover rates and limited service delivery.
- Some partner organizations may resist integrating gender perspectives into their organizational structure, operational practices and staff development programmes. This reluctance may stem from their unwillingness to address issues beyond the usual WASH remit or requiring sustained commitment without immediate results.

3. Transforming policies, budgets and institutions

Alongside WASH services, gender inequality undermines both the WASH system and the people it aims to serve. WASH systems often reflect, reinforce and perpetuate traditional gender norms and inequalities. As a result, some individuals are more likely to benefit from safe WASH services or advance in their WASH careers, while others are more likely to be excluded. Transforming the system requires changes to policies, plans, institutions, financing and regulations, as well as investments in processes, capacities and structures. Box 16 illustrates findings on the principle of embedding work at multiple levels within the WASH system and intersectorally.

Strengths | Weaknesses | Opportunities | Threats

Box 16: Embedding work at multiple levels within the WASH system and intersectorally

Internal factors

- UNICEF has supported the government in developing national WASH policy documents, guidelines and related materials, including those addressing school WASH and WASH in HCFs, which recognize the link to gender equality. A set of guidelines and toolkits has recently been created to promote MHH education.
- Through its parenting programmes, UNICEF has invested in capacity building of government offices, particularly at subnational and local levels, to promote gender-transformative change. District government staff, like Social Welfare and Education Officers, are now skilled at engaging fathers in discussions about gender equality through Parent Groups. This could be crucial for shifting gender norms in WASH programmes, particularly regarding unpaid domestic work.

- A lack of continuity and limited collaboration among stakeholders in gender and WASH sectors hinder the effectiveness of programmes. Government entities themselves tend to operate in sectoral silos.

(continued...)

(continued...)

External factors		◆ National and local governments have appointed gender focal points t support gender-inclusive policies, budgets and programmes, including WASH. ◆ TWG6, dedicated to environmental health and health promotion, collaborates with the National MHH Coalition to coordinate MHH activities. Parliamentarians championing SWASH and MHH play a key role in national-level advocacy.
		◆ Despite increased budgetary allocations for the water sector, low disbursement rates limit the capacity of many districts to provide sustainable WASH services. ◆ While gender focal points provide a formal mechanism to link WASH and gender equality, they may lack the necessary resources and authority needed to make a meaningful impact. ◆ WASH sector government officials may also lack the technical and programmatic knowledge of gender-related commitments in WASH laws, policies, plans, programmes and budgets. Furthermore, government officials may hesitate to challenge traditional gender roles and stereotypes. KII participants agreed that addressing gender issues is feasible, but recommended a cautious, respectful approach to ensure inclusivity and open dialogue.

4. Transforming WASH services

To achieve gender-transformative impacts, it is essential to tackle harmful gender norms and structures, either within or alongside WASH service delivery. Tools including Participatory Hygiene and Sanitation Transformation (PHAST), community dialogue, learning circles and the 24-hour clock can expose gender-based differences in WASH use and responsibilities. This includes involving women and girls in decisions about the location of water points, toilet construction and hygiene product purchases. This also requires confronting the stigma and taboos surrounding menstruation and addressing GBV related to WASH services (such as exchanging sex for water).

Initiating conversations on equitable workload distribution can help engage more men in household water tasks, toilet cleaning and assisting children with handwashing. Box 17 illustrates findings on the principle of embedding the perspectives of women and girls at all stages.

Strengths | Weaknesses | Opportunities | Threats

Box 17: Embedding the perspectives of women and girls at all stages

Internal factors

- Strengths:
  - UNICEF has supported the development of the National SWASH Guidelines with a range of materials serving as reference tools across multiple sectors. UNICEF also supported MHH research, policy and guidance development, community awareness and male engagement. In collaboration with over 300 girls and other stakeholders, UNICEF launched the Oky app that focuses on MHH.
  - UNICEF has experience integrating a stronger gender focus into its WASH market-shaping efforts and human-centred design methods, particularly in WASH enterprise development and business models. Under the ASWA II Programme, UNICEF supported women-led WASH ventures by providing MHH training and helping them expand and create local jobs. Expanding WASH-related skills training for adolescent girls, especially in STEM and other professional areas, could benefit those outside the formal education system and young mothers benefiting from the school re-entry policy.
- Weaknesses:
  - N/A

External factors

- Opportunities:
  - The Oky app is a valuable tool to strengthen MHH within schools, while engaging boys and fathers through platforms like the national parenting programme and the Binti Campaign presents a strategic entry point for shifting gender norms and fostering supportive environments. Downloadable by both teachers and students, the app could improve MHH integration within SWASH club activities. Fathers involved in these campaigns could also be engaged to challenge gender stereotypes and discuss MHH.
  - The World Bank and Government of Tanzania are developing a new resource for educators that will focus on effective teaching methods for menstruation in schools and universities.
  - Tanzania has launched a new phase of its National Sanitation Campaign (*Mtu ni Afya*) to ensure all citizens can access safely managed sanitation.
- Threats:
  - Many schools still lack access to water, soaps, a dedicated MHH room and MHH products that meet safety standards. Practices such as teachers holding keys to toilets, coupled with poor maintenance (like the unavailability of water and soap), limit their use.
  - Scaling up the SWASH club model nationwide necessitates equipping more teachers with expertise in MHH and gender-transformative approaches. If only SWASH club teachers receive MHH training, others may lack the confidence or skills to address MHH and related sexual health issues, leading to haphazard implementation.
  - Women's participation in WASH programmes can either uphold existing gender norms or increase their workload. Service providers and policies can unintentionally perpetuate harmful gender norms by focusing hygiene interventions solely on mothers, thereby excluding fathers and further burdening women with WASH responsibilities.

5. Transforming safety

Negative repercussions, particularly for women and marginalized groups, including sexual and gender minorities, can inadvertently result from WASH programmes. Individuals who challenge traditional gender norms may face backlash from friends, peers, family and community members. For example, men who take on household WASH tasks may be ridiculed, community leaders may resist externally-driven changes and female WASH leaders may be subjected to gossip about neglecting their household responsibilities. Integrating the 'Do No Harm' approach into WASH programmes can help mitigate these implementation risks. Box 18 illustrates findings on the principle of adopting the 'Do No Harm' approach.

Strengths | Weaknesses | Opportunities | Threats

Box 18: Taking the 'Do No Harm' approach

Internal factors	Strengths	◆ UNICEF, UNFPA, UN Women and the Tanzania Interfaith Partnership support the government's efforts to combat violence against women and children. SBC interventions, including community dialogues, theatre and radio programmes, are implemented in UNICEF-supported regions. These programmes align with the National Plan of Action to End Violence against Women and Children (NPA-VAWC) national communication strategy and are coordinated through government-led regional plans. Religious leaders also have access to Faith in Action pocketbooks, which offer guidance on preventing violence against women and children. ◆ UNICEF follows sector-wide good practices on safeguarding and preventing sexual exploitation and abuse. For instance, contractors and staff adhere to a code of conduct with clear guidance on community interactions, along with specific guidelines for preventing GBV and sexual exploitation and abuse (SEA).
	Weaknesses	◆ Interviews and focus groups revealed anecdotal reports of women and children feeling unsafe while using WASH facilities and reported instances of violence while accessing them. ◆ 'Do no harm' principles are not yet sufficiently integrated into WASH programmes.
External factors	Opportunities	◆ Tanzania's police gender and children's desks serve as a resource for women, youth, adolescents and children to report GBV, including sexual violence and rape. Officers at these desks have close ties to referral networks within healthcare, social service organizations and child protection teams. ASWA III also presents an opportunity to promote gender desks, anonymous reporting channels and referral systems (for instance via U-Report or the Oky app) to raise awareness against GBV. ◆ The SRWSS Programme's Gender Action Plan emphasizes safety and security measures for female staff and beneficiaries at CBWSOs, dispensaries, health centres and schools, while also working to eliminate GBV and sexual abuse within programme activities.

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External factors		◆ There is an opportunity to intentionally integrate WASH SBC programmes into the NPA-VAWC. In some villages, committees have been formed to prevent violence against children. Some stakeholders consider young children's involvement in domestic work, such as collecting water, to be a form of violence. The existence of these groups implies that broader changes in social norms are achievable. The role model principle of the National Parenting Framework has been employed to empower influential men to publicly denounce violence against children and GBV.
		◆ The gender equality agenda remains politically sensitive in Tanzania. Shifts in decision-making power or financial control related to WASH can spark conflict, with some husbands resisting shifts in the existing order. This highlights the need to monitor, avoid or mitigate any unintended negative consequences that may result from implementing a gender-transformative WASH programme.

6. Transforming engagement of men and boys

Men and boys are vital partners in furthering women's empowerment and gender equality, notably in menstrual hygiene, WASH leadership and gender-sensitive WASH initiatives. WASH programmes that encourage men and boys to critically examine traditional gender roles have shown positive outcomes, including equitable parenting, and sharing household WASH and caregiving responsibilities. Box 19 illustrates findings on the principle of working with men and boys to engage in and embrace gender equality.

Strengths Weaknesses Opportunities Threats

Box 19: Working with men and boys to engage and embrace gender equality

Internal factors

- UNICEF is supporting the MoHCDGEC's National Responsible Parenting and Family Care agenda on positive parenting in the Songwe region. A BBC Media Action radio programme encourages fathers to actively participate in responsible parenting, highlighting the importance of equitable gender roles in homes. The programme has had some success in involving fathers during pregnancy, a time when sharing domestic and childcare responsibilities is more socially acceptable for men.
- UNICEF has a track record in designing SBC strategies that effectively reach men and fathers. During FGDs in Songwe, some men reported assisting with childcare and WASH chores, such as water collection and toilet cleaning. The presence of positive male role models in programme locations shows that change is feasible. Integrating daily WASH tasks in schools can influence children's and adolescents' perceptions of gender roles, potentially shifting gender-specific household WASH responsibilities.

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Internal factors		◆ UNICEF has conducted a gender assessment of advertisements to evaluate their impact on children's socialization. Drawing on this experience and on lessons from the Unstereotype Alliance, UNICEF could also design transformative WASH messaging that moves beyond traditional gender roles. ◆ In Songwe, a comprehensive SBC implementation specifically targeted fathers, particularly around improving household toilets, hygiene facilities and services, recognizing their role as heads of households and primary decision makers in budget allocation, including for MHH. Additionally, the previous phase of the National Sanitation Campaign (*Nyumba ni Choo*) also positioned men as a primary target audience. It is important to avoid framing men's engagement in WASH as simply 'helping' women with their workload, as this can perpetuate the idea that WASH is women's work and undermines progress towards equal gender roles. Continued prioritization of men and boys in future programming is essential.
		◆ Many interventions target adolescents and adults, even though gender stereotypes and attitudes are often already established. This results in a slow shift in gender norms, practices and behaviours. To accelerate change, gender-transformative activities should focus on school-aged children.
External factors		◆ Proven strategies and existing programmes (including those on health, nutrition and protection) already reach men and boys. Aligning efforts with existing gender-transformative programmes can provide co-benefits and allow learning from their materials and experiences. Collaboration between government and private sector on family care initiatives can also enable men to play a more active role in what has traditionally been considered women's work. ◆ The Parenting for Lifelong Health (Furaha) Programme features dedicated gender-transformative modules designed to challenge traditional gender norms. Furaha aims to strengthen relationships and promote an equal division of tasks between male and female caregivers, aiming to create equal opportunities for girls and boys. ◆ Employing the 'role model' principle from the National Parenting Framework can inspire influential men to speak out against gender stereotypes. Partnering with the SBC team can help increase father and male caregiver participation in discussions about gender norms and foster local role models.
		◆ Tanzania's strong sociocultural norms make changing attitudes a long and difficult process. Many still view WASH tasks, traditionally performed by women, as less challenging and valuable than men's labour. ◆ In many communities (and possibly among WASH professionals too), men who take on WASH roles are perceived as less masculine and weaker than women.

7. Transforming agency of women and girls

WASH programmes can serve as an entry point for enabling girls and women to choose, act and grow in knowledge, confidence and critical awareness, enhancing their agency. This is particularly important for women and girls with disabilities and older women. Box 20 illustrates findings on the principle of building agency among women and girls.

Strengths | Weaknesses | Opportunities | Threats

Box 20: Building the agency of women and girls

Internal factors

- UNICEF-supported regions require a set number of women to be involved in CBWSOs and CLTS committees, including leadership positions. Women frequently hold top executive roles on these committees and UNICEF actively promotes the participation of adolescent girls in biannual meetings.
- UNICEF has a track record of integrating entrepreneurship or business development into WASH programmes, creating employment opportunities, including for young women. Currently, UNICEF's partner SAWA is training women entrepreneurs to produce safe, reusable menstrual hygiene products that meet government standards and generate income. Some of these small businesses also hire men to market or make the pads.
- Female entrepreneurship has improved the economic situation and empowerment of adolescent girls producing reusable menstrual products. For example, documentation of the outcomes from girls who have undergone skills training shows that, through the capital earned from producing and selling safe, certified sanitary pads and soap, some have started small businesses, purchased farmland and supported their families. Enhanced monitoring could track their actual income, changes in household status and decision-making power, and the development of business support networks.
- Quota systems can enhance women's and girls' representation in committees, but the requirement for unpaid work may harm individuals from disadvantaged households. The impact of these quotas should be more thoroughly analysed .

External factors

- Existing skills and training platforms (like the Girls Empowerment Programme, IPOSA and Integrated Adolescent Girls Programme) can be utilized to develop reusable, state-approved MHH and WASH products and services. Moreover, women and girls should be offered skills training and mentoring that goes beyond traditional gender-specific roles.
- The Tanzania Women Chamber of Commerce connects with a network of over 20,000 women entrepreneurs. The Jasiri Gender Bond, launched in 2021 by Tanzania's NMB Bank, is an example of an initiative promoting gender equality through microloans, small and medium-sized enterprises loans and agricultural loans.

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External factors

- The expectation that women should be the primary caregivers for children, combined with unequal domestic workloads, may force women to choose between participating in WASH programmes and fulfilling household duties.
- Women's assertiveness and willingness to take on roles traditionally seen a belonging to men, such as participating in household decision-making, can sometimes provoke negative reactions from men. In some cases, men may respond by asserting control, such as forbidding their wives from attending WASH meetings.

8. Transforming partnerships

Equitable partnerships, especially with local agencies specializing in gender transformation, are crucial for transformative change. Collaborating with rights-holders (including groups of pro-feminist men, women, sexual and gender minorities, and people with disabilities) strengthens WASH actors' ability to address gender issues, improves programme inclusiveness and empowers rights-holders to advance their agendas. Box 21 illustrates findings on the principle of partnering to increase reach and impact.

Strengths Weaknesses Opportunities Threats

Box 21: Partnering to increase reach and impact

Internal factors

- UNICEF is a member (and former Chair) of the National MHH Coalition, which brings together diverse organizations and MHH advocates with aligned goals to promote gender equality. The National MHH Coalition, chaired by women, focuses its communication and advocacy on female parliamentarians and the Minister of Health. It empowers women and girls to share their experiences and needs related to MHH and encourages public dialogue to break the silence and stigma surrounding the subject. Such alliances can help challenge gender stereotypes and empower adolescent girls and young women.
- UNICEF's partnerships with influential platforms, such as faith leaders, media, private sector entities, celebrities, online influencers and youth, help spread awareness about gender and WASH priorities.

- Respondents in the WASH sector reported no knowledge of women's organizations or groups dedicated to protecting the rights of individuals facing gender discrimination. Similarly, there are limited examples of women's groups or established partnerships leading progressive social change on WASH issues beyond MHH.

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External factors		◆ Identify gender-focused organizations and leverage their expertise to develop WASH solutions that are both gender-sensitive and transformative. Collaborating with women's groups can assist gender-focused WASH programmes effectively challenge traditional beliefs and practices. Opportunities to co-design and implement initiatives collaboratively, and advocate for participatory methods to tackle women's empowerment issues can be leveraged as effective partnership tools. ◆ WaterAid and platforms such as TAWASANET report engaging with the TGNP and participating in their events. Such strategic alliances and partnerships can help build multi-stakeholder coalitions for gender equality. ◆ In November 2024, the World Food Programme Tanzania initiated a process via the UN Partner Portal to create a roster of NGOs actively engaged in gender equality and women's empowerment, inviting expressions of interest with the goal of selecting NGOs for future request for proposals. Other organizations could consider a similar approach, such as developing a consultant database for external gender expertise and allocating budget for this support if needed.
		◆ Long-term funding is crucial for women's groups to implement their plans and ideas. Funding might be lacking for long-term incentives, making the partnership feel more transactional.

9. Transforming data

Data on WASH access and use, disaggregated by sex (and often age and disability), are routinely collected and analysed by WASH organizations, usually through household surveys. However, data from time-use surveys and gender norms are collected far less frequently. This gap renders unpaid care and domestic work, as well as those doing the work, invisible. Involving rights-holder groups in monitoring can enhance the quality of data collected and help shift WASH monitoring staff's perceptions towards women and marginalized groups. Box 22 illustrates findings on the principle of using data to diagnose structural barriers to gender equality.

Strengths Weaknesses Opportunities Threats

Box 22: Using data to diagnose structural barriers to gender equality

Internal factors

- All data related to monitoring WASH programmes collected by UNICEF is disaggregated by sex and age.
- UNICEF-supported research, including a national study on MHH among 320 primary and secondary schoolgirls (2021), has improved understanding of these topics in academic and research settings.
- UNICEF also gathers qualitative data through case studies and stories of change. TCO's 2021 report showcased promising practices for gender equality in WASH, highlighting the importance of gender-responsive programme design and equitable representation in decision-making.
- The Girls' Reproductive Health, Rights and Empowerment Accelerated in Tanzania (GRREAT) is a five-year initiative (2019–2024) that utilizes the Girls Empowerment Index (GEI) to gauge the empowerment levels of participating girls.
- Current indicators do not capture how gender barriers and norms influence WASH outcomes, gender roles in household WASH practices, or the empowerment and livelihood benefits from WASH. The transformative potential of MHH work is not being tracked.

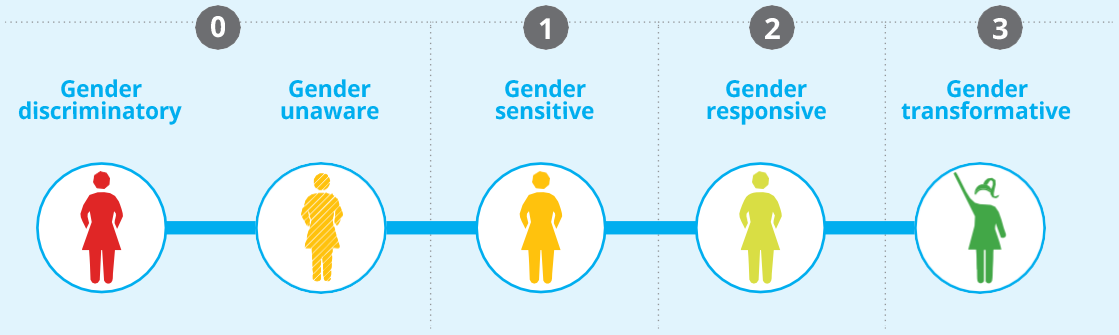
External factors

- Gender focal points in the Social and Demographic Statistics Department, the WASH data TWG and the Central Data Management Team (CDMT) could evaluate the feasibility of aligning the JMP Gender Priority Indicators with the Global Priority Indicators for National Monitoring of Adolescent Girls' MHH (2022). This would help ensure gender-responsive data collection in survey instruments and standards.
- Lessons from the USAID WARIDI Project (2016–2021), particularly its gender-focused 'Uplifting Women's Participation in Water-Related Decision-Making' activity, can inform the extent of adolescent girls' and women's empowerment in WASH. This can be enhanced by documenting lessons learned, best practices and human-interest stories.
- Sex, age and disability-disaggregated data is often overlooked in WASH programmes, creating a gender data gap at the national level. For example, the NSMIS does not include any gender indicators and village registers only record the number of men and women. National data on women's and girls' involvement in WASH planning, training, monitoring and maintenance, and their roles in CBWO or CLTS committees, is lacking.
- Project time frames are often too short to capture transformative change, creating a need for new strategies for monitoring and maintaining progress.

Part 3: Scoring assessment

We used the findings to assign scores to each principle. The scores reflect the team's self-assessment of progress along the gender continuum. This scale ranges from 0 (no awareness of gender issues) to 3 (a fully gender-transformative approach). The higher the score, the further the team has progressed towards meaningful gender transformation (see Box 23: Scores along the gender continuum).

Box 23: Scores along the gender continuum



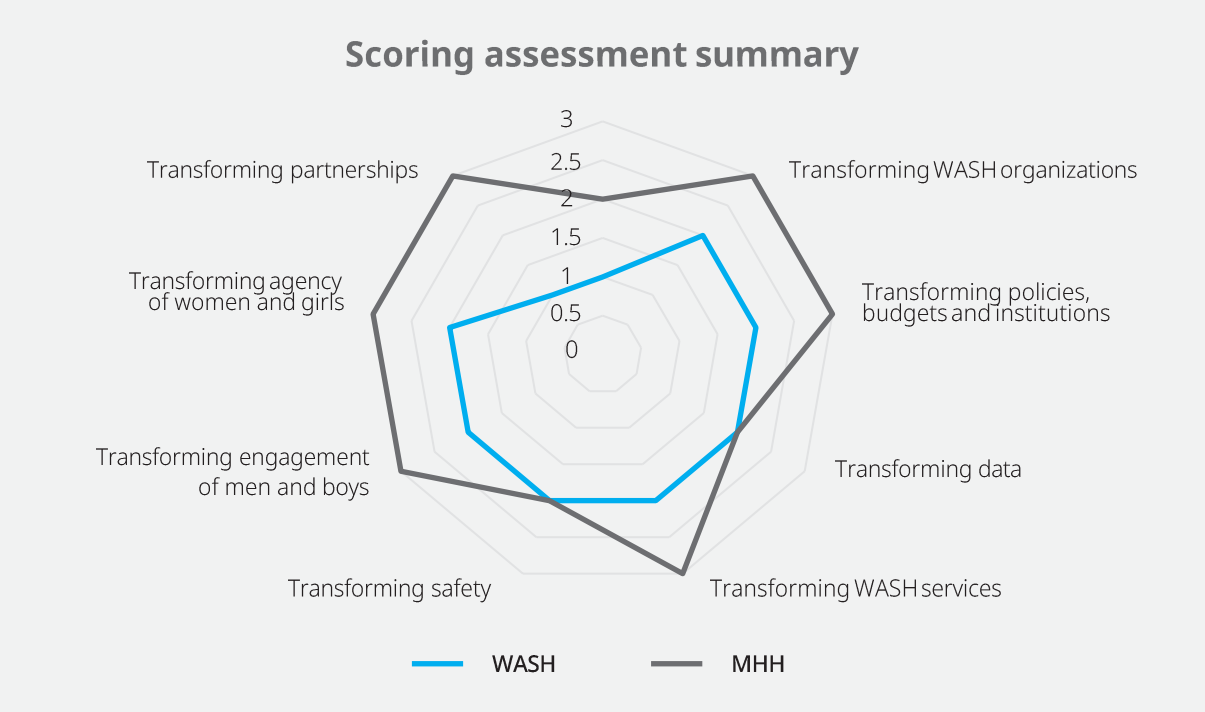
Principle scores: UNICEF aims to develop programmes that go beyond simply addressing gender differences, striving instead to transform gender norms and promote equality. Using the WASH GALA tool to evaluate the subnational context, findings show an average score of 2 out of 3 across most principles. This score places the programmes firmly in the **gender-responsive category**, meaning they effectively recognize and address gender-specific needs. Notably, the focus on MHH has a strong potential to achieve **gender-transformative outcomes**. By tackling MHH, UNICEF can challenge deep-rooted social norms, empower girls and women and foster lasting change in gender relations. This approach highlights the potential for programmes that not only respond to gender issues but actively reshape them for a more equitable future.

Table 3: Summary of the scoring for the nine gender-transformative WASH principles

	WASH	MHH		WASH	MHH		WASH	MHH
TRANSFORMING OURSELVES	1	2	TRANSFORMING POLICIES, BUDGETS AND INSTITUTIONS	2	3	TRANSFORMING ENGAGEMENT OF MEN AND BOYS	2	3
TRANSFORMING WASH ORGANIZATIONS	2	3	TRANSFORMING DATA	2	2	TRANSFORMING AGENCY OF WOMEN AND GIRLS	2	3
TRANSFORMING WASH SERVICES	2	3	TRANSFORMING SAFETY	2	2	TRANSFORMING PARTNERSHIPS	1	3

Gender continuum scores: Gender unaware = 0; Gender sensitive = 1; Gender responsive = 2; Gender transformative = 3

Figure 3: Tanzania scoring assessment summary



Action plans for UNICEF's ASWA Programme

Action plans were developed and discussed with the wider programme team for adjustment and validation.

Table 4: Action plan for UNICEF ASWA Programme

Principle	Action
Transformative change starts with us	• All WASH programmes and partner staff are required to complete the Agora training courses: 'Gender-responsive programming WASH playlist' and 'Taking action to achieve inclusive WASH'. These courses equip teams with the essential knowledge and skills to design and implement WASH projects that address gender dynamics and promote inclusivity.
Transforming WASH systems	• A review of the gender-responsive national WASH standards is required to be conducted, focusing specifically on WASH in schools and HCFs.
Transform safety and Do No Harm	• The ASWA Programme will carry out comprehensive accessibility and safety audits, building on the success of the 'Inclusive WASH Training Workshop' and the audit conducted by the World Bank. These audits will ensure that facilities not only meet essential safety standards for women but are also fully accessible to all, including people with disabilities.

Conclusion

Women, men, boys and girls all play vital roles in improving WASH services and systems. Their contributions span government departments, CBOs, school clubs and local committees. Women, in particular, have been instrumental in promoting public health by raising awareness, advocating for policy change and implementing effective solutions on the ground.

The Gender WASH Assessment findings, organized around the 5Rs framework, are summarized below:

- **Representation:** Equal and meaningful representation of women and marginalized groups is essential at every level, including households, communities and service organizations. Programmes like YPES empower young women and girls to lead, while quotas in CBWOs and WSSA increase women's participation and influence in decision-making and voicing their specific concerns. Collaborating with and supporting women's rights organizations further boosts representation, creating a stronger, more inclusive foundation for change.

- **Rights:** Various policies and laws are in place to safeguard the rights of women and marginalized groups, ensuring equal access to WASH services while addressing issues like gender-based discrimination, child marriage and violence against women and children. Establishing gender focal points helps integrate gender perspectives into all policies, strategies and programmes. The government's participation in UN Women's Generation Equality initiative demonstrates a strong commitment to advancing women's rights and empowerment.

- **Reduce:** NGOs, researchers and development partners are joining forces to promote gender equality by reducing and fairly redistributing unpaid care work. Efforts include supporting MoHCDGEC's national agenda on Responsible Parenting and Family Care in Songwe and involving boys through SWASH clubs and peer education. These approaches shift social norms by encouraging men and boys to share unpaid WASH and caregiving tasks at home.

- **Resources:** An inclusive WASH sector not only requires the transformation of individuals but also of organizations and services to ensure that women, girls and marginalized groups have equal access to and ownership of resources. This demands budgetary and institutional changes that prioritize equity and inclusion. One effective way to achieve

this is by investing in programmes that develop adolescent girls' skills, particularly in maths and science, and strengthen their long-term representation and leadership in the WASH sector.

- **Realities:** National surveys such as the Integrated Labour Force Survey, Household Budget Surveys (HBS), DHS, Service Provision Assessment for HCFs, SWASH Assessment and Labour Force Surveys (LFS) provide crucial gender-disaggregated data. This information is vital for understanding the unique challenges and needs faced by different genders. However, strengthening gender indicators in WASH Management Information Systems (WASH MIS), including NSMIS, EMIS/BEMIS, WPMS and MAJIS, will enable more accurate and actionable insights, better policy design and targeted programming.

Annex

Itinerary: 5–8 August 2024	
Songwe	Meetings with: • District WASH officer • Regional WASH team coordinator • NSMIS coordinator • Social welfare officer • Regional environmental health officer
Mbozi	• Eng. Ismail Nassoro, RUWASA - Rural Water Supply and Sanitation Agency
Ileje district	Meetings with the council WASH teams, comprising: • WASH coordinator • NSMIS coordinator • Social welfare officers • Environmental health officer
Village	Meetings with: • Village chair and executive • Community leads • Village WASH committees • Household visit to interview husband and wife
Schools	Meetings with teachers and SWASH club members and visit to SWASH facilities at the Lusungo primary school Meetings with teachers and SWASH club members and visit to SWASH facilities at the Itaba primary school
Village	Meetings with: • CBWSO • WASH officer • 10 committee members • Ileje district council • Ward executive officer

Itinerary: 5–8 August 2024	
CLTS/WASH committee	Meetings with: ◆ Ward executive ◆ Health officer ◆ Subvillage chair ◆ Ward education officer
Programme section, Dar Es Salaam	Meetings with: ◆ Stanislaus Kamwaga, WASH Specialist ◆ Jaya Burathoki, Adolescent Development Specialist ◆ James Conrad Massaquoi, WASH Specialist ◆ Sungu Remijius, WASH Officer
Remote interview	Interviews with: ◆ Anyitike Mwakitalima, MoH ◆ Selemani Yondu, PO-RALG ◆ Wilhelmina Malema, SAWA ◆ Ruth Kennedy Walker, Senior Water Supply & Sanitation Specialist, Water Global Practice, World Bank, Tanzania

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Additional observations on UNICEF's WASH programming in Songwe

These insights are based on analysis of data gathered from KIIs, FGDs and firsthand observations of WASH services and decision-making processes within schools, households and community committees.

A. Schools

Female-friendly and inclusive school toilet designs: UNICEF's collaboration with partners has been pivotal in promoting gender equality within SWASH programmes. By supporting the development of national standards, UNICEF has ensured that school toilet designs address the specific needs of adolescent girls, offering separate and private facilities for MHH. These improvements not only support girls' health and dignity but also encourage consistent school attendance. To enhance accessibility, facilities now include ramps and handrails for students with disabilities. Complementing these efforts, the Tanzania Country Office (TCO) has assisted the government in developing technical guidelines and toolkits, strengthening the foundation for nationwide adoption of female-friendly sanitation solutions.

KIIs on MHH: UNICEF has created a supportive environment for MHH at the national level, with a notable contribution towards the adaptation and adoption of the Oky App in 2023. This innovative digital tool empowers young people by helping them track their menstrual cycle and access trustworthy information on sexual and reproductive health and rights.

Beyond technology, UNICEF has actively engaged in policy advocacy. They have prepared policy briefs for the Ministry of Finance, PO-RALG and MoH, proposing practical strategies to improve access to MHH products for schoolgirls and vulnerable groups. While VAT was reintroduced in 2019, its initial removal in 2018 marked a significant step towards making menstrual products more affordable.

UNICEF has also partnered with SAWA to promote entrepreneurship-based initiatives, increasing the availability of menstrual hygiene products. Their joint efforts are challenging harmful menstrual stereotypes in schools, fostering a more open and supportive environment for girls.

Supporting research has been another cornerstone of UNICEF's work. They funded two national studies on SWASH mapping and MHM, and supported the development of National

SWASH Guidelines, toolkits and master trainer training programmes. Training teachers has ensured that knowledge and resources reach those who are directly supporting students.

Infrastructure investments have included the installation of girls' rooms with pad disposal facilities, addressing the need for privacy and hygiene. Their financial support extends to educational materials like 'Growth and Changes' and related teacher training programmes, further strengthening their commitment to accessible and sustainable MHH.

UNICEF's leadership as a former Co-Chair of the National MHH Coalition highlights their role in coordinating national efforts and driving progress through advocacy, education, innovation and infrastructure development to empower girls and improve their health and well-being.

Observation of SWASH facilities in three schools: In the three schools visited, toilet blocks were clearly separated for boys and girls to ensure privacy. Each cubicle was equipped with doors, and running water for flushing and hygiene. The facilities were notably clean and odour-free. Handwashing stations were equipped with taps above ceramic basins connected to a piped network and soap, reinforcing good hygiene practices.

Inclusivity was also addressed as one disability-friendly toilet unit was available, though it was locked due to the absence of disabled pupils. The boys' facilities included a urinal, while the girls' block featured a cubicle stocked with water, a bucket, spare sanitary pads, soap, storage space and a safe disposal unit for incinerating used pads. Teachers ensure menstrual pads are always available for girls in emergencies, offering a vital safety net, and a comfortable, supported menstrual cycle. The special changing room, lockable, private and equipped with pads, water and an incinerator, made a real difference in girls' school experience.

Beyond WASH facilities, the schools promote sustainability and self-reliance through vegetable gardens tended by both boys and girls. These gardens not only supplement meals but also generate income for school maintenance, fostering teamwork and shared responsibility. Overall, students expressed satisfaction with the WASH facilities, commending their schools' well-maintained system that meets their needs for cleanliness, privacy and inclusivity.

FGDs with school health or SWASH clubs: In all three schools visited, SWASH club members, comprising both boys and girls, meet weekly with enthusiasm and a shared goal: keeping their school's WASH facilities functional and clean. Led by both a male and female co-leader, members actively participate in tasks that uphold cleanliness and hygiene. They encourage personal hygiene among their peers as well as maintain a clean school environment. They also ensure toilets and handwashing stations are stocked with soap and water.

Their responsibilities are divided fairly: girls manage the female toilets, while boys take care of the male toilets, promoting responsibility and teamwork. The clubs are more than just maintenance teams, they are hubs for learning. Students gain practical knowledge about hygiene, including MHH. Girls receive guidance on using sanitary pads correctly, changing them regularly and disposing of them safely, while also making good use of the MHH room. These clubs help dismantle gender stereotypes. Boys and girls alike learn that tasks such as fetching water, cleaning and cooking are not just 'women's work' but shared responsibilities.

This balanced approach empowers girls to focus on their education while encouraging boys to participate actively at home.

Some students have even started applying these lessons at home, taking on responsibilities like cleaning their toilets. However, traditional norms persist as few children see their fathers performing WASH-related tasks. When asked about future expectations, many adolescent girls were unsure whether they would expect husbands to share unpaid care work after marriage and having children.

KIIs and FGDs with teachers and head teachers: Teachers report having access to MHH teaching resources, including adequate copies of the 'Growth and Changes' for all students. The curriculum addresses body changes and reproductive science, providing a solid foundation for understanding. Schools have integrated MHH into their WASH guidelines, focusing on designing facilities that cater specifically to menstruating girls, implementing menstrual pad disposal systems and fostering a supportive atmosphere.

Regular school monitoring ensures these SWASH standards are maintained. With UNICEF-supported programmes, SAWA has trained both teachers and students in MHH, creating a more informed and empathetic school culture. Boys are included in discussions to promote awareness and empathy, and reduce stigma from an early age. Teachers also benefit from additional training resources provided by NGOs like Save the Children and Plan International, which emphasize gender-transformative approaches.

Teachers report that students of all genders actively participate in SWASH activities and are motivated to carry these healthy habits home, creating a ripple effect that strengthens community health and understanding.

B. Households

KIIs and FGDs with householders: In rural areas of Tanzania, traditional customs firmly place men at the helm of family and community decision-making. Within households, men typically manage resources and lead choices, while women play supportive and less influential roles. This dynamic is especially pronounced in rural areas, where marriage further reinforces established gender roles. Women shoulder the bulk of household duties, cleaning, fetching water, washing clothes and caring for children, tasks that are essential but undervalued. Men focus on physically demanding and financially rewarding work, stepping in more during pregnancy or illness. Boys and young men may assist with housework before marriage, but participation typically declines afterwards.

Daughters are expected to help more than sons and women bear a heavier workload both in and out of the home. Yet, subtle shifts are emerging. Younger generations report men increasingly participating in traditionally female roles, such as WASH-related tasks and childcare, hinting at a slow but meaningful change in gender roles. One younger man noted he now takes part in unpaid WASH work, housework and parenting, tasks his grandparents would have never undertaken, suggesting a gradual change in gender expectations.

Daily routines in villages reflect these roles clearly: women rise early to collect water and manage most WASH responsibilities, often with girls assisting. Boys help occasionally. Women also engage in farming and livestock care, yet major financial decisions about WASH investments usually require approval from the male head of household. Women may control small purchases and personal earnings, but true decision-making power remains unequal. This evolving landscape highlights both the persistence of deep-rooted gender norms and the potential for change. Recognizing women's critical yet undervalued contributions and encouraging shared responsibilities can pave the way for more balanced partnerships, ultimately benefiting families and communities.

C. Community committees

Gender norms strongly influence participation in community activities and WASH planning. TCO has helped the government strengthen community institutions by encouraging more women to join CLTS committees and CBWSOs. CBWSO groups are essential for maintaining water points. However, none of the women in focus groups reported receiving technical training, such as water quality testing. Furthermore, none of the women in CBWSOs who were interviewed held technical or private sector roles like WASH artisans. Committees also lack training on promoting decision-making inclusive of women and youth.

Despite these gaps, women reported feeling confident speaking up in meetings. To support women's participation, leaders schedule meetings in advance so women can plan their housework and other responsibilities around them. However, monitoring systems do not track gender data, which is essential for understanding and improving women's participation and representation. Addressing these gaps is crucial for achieving truly inclusive community water management.

Annex: Landscape mapping

Mapping key policies

Policy	Overall scope and objectives	Implementing agencies	Overall relevance
The Constitution of the United Republic of Tanzania (1977)	Affirms that all individuals are equal and prohibits discrimination	United Republic of Tanzania	Equal participation of women and men in social, economic and political activities is guaranteed by the Constitution
National Five-Year Development Plan III (2021–2026)	Promotes gender equality by advocating for equal rights and opportunities for both genders across all levels and sectors	United Republic of Tanzania	Strong emphasis on achieving gender equality and women empowerment
Tanzania's Development Vision 2025	Aims to increase rural water access from 58.7 per cent in 2019 to 85 per cent by 2025, emphasizing gender equality and women's empowerment, including employment opportunities for women	United Republic of Tanzania	The third section focuses on achieving gender equality and women's empowerment across social, economic, political and cultural spheres
National Education Act (Mainland, 1978) and Zanzibar Education Act (1982)	Makes basic education free and mandatory for all children, boosting enrolment figures across the country	Ministry of Education, Science and Technology	Successfully increased the enrolment rate of girls in upper secondary education, where it is no longer free or compulsory, resulting in greater gender balance
Education Act CAP 353	Ensures equal educational rights for girls and boys; expanded free education in 2022 to include high school in addition to primary and lower secondary levels	Ministry of Education, Science and Technology	Despite expanding girls' educational rights, it lacked any specific reference to WASH
Education Sector Development Plan 2021/22–2025/26	Enhances national education systems to help children complete basic education and improve academic results	Ministry of Education, Science and Technology	No specific reference to WASH

Policy	Overall scope and objectives	Implementing agencies	Overall relevance
Special circular	Lifts the ban on education for pregnant girls, allowing re-enrolment after childbirth	Ministry of Education, Science and Technology	Amendments made in earlier provisions that had excluded pregnant girls from the formal education system
Policy Guidelines on School Health Services in Tanzania (2018)	Establishes WASH programme requirement for schools, addressing the specific needs of girls, students with special needs, orphans, and other vulnerable children, including pregnant and lactating students	Ministry of Education, Science and Technology	Despite acknowledging young people's right and responsibility to engage, the policy lacks a concrete implementation plan
National life skills framework for schools and teacher education	Aligns with national education strategies to enhance the well-being and learning of all children and young people, referencing WASH services in primary schools	Ministry of Education, Science and Technology	Relevant strategies are: MoEVT HIV and AIDS Strategic Plan, In-Service Training Strategy, Basic Standards for Pre-primary and Primary Education in Tanzania and the National Strategy for Care and Support
National Multi-sectoral Early Childhood Development Programme (NM-ECDP, 2021/22–2025/26)	Aligns with existing national programmes, including the National Multisectoral Nutrition Action Plan II (NMNAP II 2021/22–2025/26), National Plan of Action to End Violence against Women and Children (NPA-VAWC 2017/18–2021/22) and FYDP III to strengthen early childhood development	Minister of Health, Community Development, Gender, Elderly and Children	The CHWs package for Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCH) focuses on strengthening responsive caregiving, early learning and WASH
Fifth Health Sector Strategic Plan (HSSP V, 2021–2026)	Improves reproductive, maternal, newborn, children and adolescent health	Ministry of Health	National Sanitation and Hygiene Campaign, WASH in HCFs and schools is referred
National Health Policy (2017)	Promotes provision of basic health services characterized by quality, equity, accessibility, affordability, sustainability and gender sensitivity	MoH	The health of both men and women is aimed to be improved
National Accelerated Investment Agenda for Adolescent Health and Well-being (NAIA) 2021/22–2024/25	Focuses on six pillars: preventing HIV; preventing teenage pregnancies; preventing physical, sexual and emotional violence; improving nutrition; keeping girls and boys in school; and developing skills for economic opportunities	Coordinated through the Office of the Prime Minister but with participation of relevant line ministries	No specific reference to WASH
National Road Map Strategic Plan to Accelerate Reduction of Maternal, Newborn, and Child Deaths (2016–2021, Mainland/2019-2023, Zanzibar)	Aims to improve maternal, child and adolescent health services by addressing issues like GBV, human rights and involving men in supporting women's reproductive health	MoH and Social Welfare	No specific reference to WASH
National Multisectoral Nutrition Action Plan (2021/22–2025/26)	Addresses the triple burden of malnutrition through health, food, social protection, education and WASH interventions across all stages of life	Prime Minister's Office	

Policy	Overall scope and objectives	Implementing agencies	Overall relevance
National Water Policy (NAWAPO, 2002)	Promotes participation of communities, private sector and local government in water sector management, focusing on protecting, conservation, supply and sanitation infrastructure of water	Ministry of Water	Gender concerns within water resources management, rural water supply and urban water supply are addressed
National Strategic Plan for School Water, Sanitation and Hygiene (SWASH, 2012–2017)	Strengthens delivery of safe and sufficient WASH facilities through policy, capacity building, infrastructure, and operations and maintenance	Government, Development Partners, NGOs, CSOs, communities and others	Waste disposal, especially separating sanitary waste for incineration, requires collaborative action from four key ministries
The National Strategy for Accelerating Sanitation and Hygiene (NEHSAS) for All (2020 – 2025)	Targets ending open defecation, improving sanitation access and halving the population without basic handwashing facilities by 2025; progress of NEHSAS strategy and UWSSA's KPIs is assessed by the National Sanitation Campaign (NSC) Results Framework	MoH, Community Development, Gender, Elderly and Children	Sanitation solutions tailored for women's needs, covering households, schools, hospitals and public areas, particularly for menstrual hygiene and incontinence management are reiterated
Water Supply And Sanitation Act, 2019	Replaces 2009 Act, establishing WSSAs and CBWSOs	Ministry of Water	The composition of CBWOs and women's board quotas is addressed
National Menstrual Health and Hygiene (MHH) Guidelines (2024)	Provides guidance on SBC, supply chain, monitoring and evaluation, and capacity building, supported by toolkits	MoH, Community Development, Gender, Elderly and Children	
National Strategy on Gender and Climate Change (2013)	Integrates gender considerations into climate policies, analyses gender in key sectors and provides concrete implementation plans with indicators for M&E	Ministry of Water	The participation of the gender office of the International Union for Conservation of Nature is required for its development
National Financial Inclusion Framework (2018–22)	Ensures financial products and services cater to individuals and businesses, promoting livelihoods, household stability and job creation	National Council for Financial Inclusion	Seeks to remove obstacles for young women, people with disabilities, small-scale farmers and fishers who need financial services
Financial Act (2019)	Requires local councils to allocate 10 per cent of revenue to economic programmes for women (4 per cent), youth (4 per cent) and people with disabilities (2 per cent)	Parliament of the United Republic of Tanzania	
National Gender Development Policy (2000) and Strategy (2005)	Targets gender equality and women's empowerment, supported by multiple affirmative action programmes	Ministry of Community Development, Gender and Children	No specific reference to WASH

Policy	Overall scope and objectives	Implementing agencies	Overall relevance
National Plan of Action on Violence against Women and Children (NPA-VAWC (2024/25–2028/29) and revisions to Law of Marriage Act (1971)	Sets targets to reduce violence, promote inclusive growth, empower women and girls and address harmful norms and values	Ministry of Community Development, Women, Gender and Special Groups, the United Nations Resident Coordinator's Office, UNFPA, UNICEF and UN Women	Sets out to lower rates of teenage pregnancy, curb FGM/C and drastically reduce child marriage across the country; integrated into communities and alongside other initiatives focused on parenting and school violence prevention
Employment and Labour Relations Act (2004) and Employment Policy (2008)	Prohibits gender discrimination in employment, mandates equal pay for the same work, protects maternity rights (including breastfeeding for minimum six months) and offers protection against sexual harassment in the workplace	Minister For Labour, Employment and Youth Development	Substantial safeguards for women in the workplace; Zanzibar Economic Empowerment Policy (2019) aims to increase female participation in traditionally male trades
Inheritance Act (1963), Lands Act (1999) and Village Lands Act (1999)	Addresses gender discrimination in customary land tenure systems		No specific reference to WASH
National Women and Gender Policy (2000)	Prioritizes incorporating gender equality across all policy, planning, strategy, and action areas in every sector and at all stages of development	Ministry of Community Development, Gender and Children	No specific reference to WASH
National Gender Strategy (2008)	Establishes and oversees gender and children's desks	Ministry of Community Development, Gender, Women, and Vulnerable Groups	Different women's economic empowerment programmes are addressed
Persons with Disabilities Act (2010)	Domesticates the 2006 UN Convention on the Rights of PwDs and promotes equal rights for men and women with disabilities, aiming to end discrimination against them		No specific reference to WASH
Labour and Employment Relations Act (2007)	States that affirmative action to promote equal employment opportunities is not discriminatory		Discrimination is prohibited and requires employers to take positive action to ensure equal pay for men and women doing equivalent work
Elections Act CAP 343	Requires political parties to uphold principles of gender and social inclusion throughout their operations, including candidate selection, leadership elections and policy development		Both men and women are allowed to vote and run for office; specific seats are set aside for women, allocated to political parties that secure more than five per cent of the votes in parliament
Sexual Offences (Special Provision) Act (SOSPA, 1998)	Protects women's integrity, dignity, liberty and security by outlawing sexual offences	Attorney General's Office	Marital rape is not recognized as a crime and lacks a specific definition for FGM/C; also permits women who are over 18 to undergo circumcision

Policy	Overall scope and objectives	Implementing agencies	Overall relevance
Law of Marriage Act (1971)	Addresses marital issues, including personal and property rights, separation, divorce and other related matters		Girls aged 14–15 can marry with parental or judicial permission
National Guidelines for Water, Sanitation and Hygiene for Tanzania Schools (2016)	Identifies key strategic areas, including requirements for successful and sustainable SWASH and the roles of different stakeholders, such as national and local governments, schools and communities; covers minimum standards for SWASH, technical solutions, operations and maintenance, sanitation and hygiene education and financial mobilization through community contributions, government budgets and support from development partners and NGOs	PO-RALG, Ministry of Education, Science and Technology (MoEST), MoHCDGEC, MoWI	The importance of WASH facilities in creating a suitable environment for managing menstruation is addressed
National Guidelines for Water, Sanitation and Hygiene in Health Care Facilities (2017)	Covers policies, legislation and institutional responsibilities related to WASH improvement, planning, financing, disease vector control and service monitoring	MoH, Community Development, Gender, Elderly and Children of Tanzania in October 201	The importance of WASH facilities to support menstrual hygiene management and accommodate pregnant toilet users is emphasized
"Mwongozo wa Ujenzi wa Vyoo Bora na Usafi wa Mazingira" (Guidelines for Construction of Toilets and Sanitation, 2014		MoH, Community Development, Gender, Elderly and Children	
Costed Plan for Action and Investment Case for School Water, Sanitation and Hygiene (SWASH)	Provides evidence-based rationale for increased investment in SWASH services, guiding both the government and sector partners in making informed decisions about future SWASH investments and large-scale implementation	MoEST	Includes provisions for girls
National Guide to Responsible Parenting	Provides tailored parenting messages for fathers and faith leaders; national trainers comprise both men and women in equal proportions		

Mapping key programmes

Programme	Overall scope and objectives	Implementing agencies	Overall relevance
Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work Programme in Ikungi district, Singida region	Teaches women about energy-efficient stoves, providing skills training, raising awareness and distributing energy-saving stoves; supported by UN Women in partnership with TANGSEN	UN Women, the Government of Canada, Generation equality commitments on economic justice and rights to reduce women's unpaid care burden	
Adolescent Girls' Empowerment through Ending Child Marriage Programme	Uses a multisectoral approach to empower adolescent girls	UNICEF	Strengthens laws and policies, provides enhanced community support and equips adolescent girls with the skills and confidence to address harmful practices such as child marriage
BASIN Project (Behavioural Adaptation for Water Security and Inclusion)	Seeks to combine, evaluate and experimentally validate the applicability of multilevel behavioural science and psychology for promoting adaptation in Africa, ultimately improving inclusive water security for the most vulnerable populations	WaterAid and partners	
Beyond Bias Programme (November 2016–October 2019)	Addresses provider bias by ensuring youth and adolescents receive non-judgmental, high-quality contraceptive services; PathFinders has rolled out a seven-day training programme for healthcare providers	UNICEF, MoH, 73 public-sector clinics, Pathfinder International, Camber Collective, YLabs, Behavioural Economics in Reproductive Health and funded by Bill and Melinda Gates Foundation	Addresses bias and judgment on contraception to help young people, including newly married couples and first-time parents, avoid teenage and early pregnancies
Ending Violence Against Women and Girls Programme	Aims to stop violence against women and girls and create a favourable legislative and policy environment	Partners including the government and the civil society	
Equitable Access to Quality Primary Education for Out-of-School Children (2021-)	Assists children with disabilities, children from impoverished families, those involved in child labour, older children, orphans and girls who have dropped out of school	Education Above All and UNICEF	Assists boys who are more likely to drop out of school at a younger age and girls, who are more likely to leave school than boys after the age of 14
Every Adolescent Girl Learn (EAGL) Programme (2023-)	Aims to provide equal opportunities in education, improve STEM skills and develop valuable skills for over 350,000 adolescents, with girls as primary beneficiaries (80 per cent)	UNICEF, supported by Global Affairs Canada (Kigoma, Songwe and Tabora)	Aims to empower adolescent girls and help them find decent work

Programme	Overall scope and objectives	Implementing agencies	Overall relevance
Gender sensitive toilets in a marketplace Ngaramtoni, Arusha district	Improves sanitation and hygiene services in the public market, particularly benefiting business owners, 80 per cent being women; empowers women, facilitated by VICOBA groups through engagement and capacity building initiatives to guarantee active involvement and ownership	WaterAid and a model for replication by the government and other partners in diverse geographical locations	Builds a gender-friendly public toilet and a small market for sanitation goods; aims to empower and transform women vendors
Gender-Transformative Action Programme (2023–2026)	Provides technical assistance designed to advance women's leadership by addressing equitable environments, economic empowerment and decision-making roles	NIRAS and government	Facilitates policy dialogue, institutional capacities, gender-responsive budget support, monitoring of the national gender policy and priority programmes, and social behaviour change
Gender-Transformative Parenting Pilot	Promotes positive and non-stereotypical gender socialization in parenting programmes; helps frontline workers support parents with implementing practices at home via resource package and training modules	International Step by Step Association and UNICEF	Trains Youth Peer Educators (YPEs) in sexual and reproductive health and rights, nutrition, and girls' empowerment to teach out-of-school adolescents in their communities; YPEs work alongside CHWs to link adolescents with their local HCF
Girls Reproductive Health, Rights and Empowerment Accelerated in Tanzania / Pamoja Tuwawezeshe Wasichana – Together, let's empower girls	Various efforts aimed at preventing HIV and improving sexual, reproductive, and nutritional health for adolescent girls and boys.	implemented with UNFPA and supported by Global Affairs Canada, UNICEF through the Health, Nutrition, HIV/AIDS and Education sections	Foster a culture of positive behaviours and social norms among adolescents, families, and communities in Mbeya, Songwe, and Zanzibar
Hope Through the Pipeline	Aims to enhance healthcare quality by boosting access to WASH services within a health facility, community and households	WaterAid, Kideleko Community, Handeni Town Council, Manyara Region, Tanzania	
Integrated Programme for Out-of-School Adolescents (IPOSA) (2019-)	Aims to empower girls who are not in school by skills development	Government (implemented in 14 regions) with UNICEF support	Aims to dismantle gender barriers in traditionally male-dominated fields
Making Every Girl and Woman Count	Promotes evidence-based policy and decision-making by integrating gender statistics into national and sectoral statistics strategies	UN Women and government	Advocates for the adoption of a minimum set of national gender priority indicators, as well as the development of sex-disaggregated SDG indicators

Programme	Overall scope and objectives	Implementing agencies	Overall relevance
Mama na Mwana (Mother and Child) (2017 -)	Gathers client feedback, providing evidence to support dialogue and help HCFs enhance their services	UMATI, SIMAVI, UNICEF	Gathers feedback from pregnant women via SMS survey regarding the quality of antenatal care and safe delivery services at HCF; women would engage up to six times during and after giving birth
Mtu ni Afya (Man is Health) Campaign (2024)	Aims to enhance public health and well-being through disease prevention	Implementing ministries include MoW, MoH, MoEST, PORLAG LGA, Urban WSSAs, RUWASA, LGAs and CBWSOs	Includes attention to MHH but not gender specifically
National Agenda on Parenting – Familia Bora, Taifa Imara (Good Family, Strong Nation) (2015 -)	Tackles parenting issues like conscious and unconscious gender biases in parenting, GBV, father's role in child rearing, harmful gender norms and the difficulties of raising adolescents or being adolescent parents	UNICEF, the Ministry of Community Development, Gender, Women and Special Groups (MoCDGWSG) -	Uses existing or new community groups, ward facilitators engage with parents; after implementation in 2015, training of national TOTs, RCDOs, DCDOs and SWOs was conducted to implement the programme in their respective districts, with six ward extension officers trained as community facilitators
National Responsible Parenting and Family Care (RPFC) Agenda	Aims to dismantle sociocultural practices that discriminate based on gender, specifically those that perpetuate harmful traditional gender roles, stereotypes and unequal power dynamics between men and women, particularly in early childhood and adolescence	Partnership with BBC Media Action, UNICEF	Uses multimedia parenting programme Safari ya Malezi for male and female parents and caregivers in (Mbeya, Iringa, Njombe, Songwe and Kigoma)
National Sanitation Campaign Phase 1 (NSC, 2012)	Aims to provide access to improved sanitation (7 million Tanzanians benefited by 2015); National Sanitation and Hygiene Policy drafted	Memorandum of understanding among MoH, MoEST, WSDP under MoW and PO-RALG	Considers gender in school infrastructure improvement
ONGEA (means TALK) Radio Programme (2021-)	Focuses on education and entertainment, considers age, gender and cultural sensitivity in Zanzibar and Mainland Tanzania; works alongside existing youth programmes to ensure a smooth transition to adulthood for teenagers (15–19)	Tanzania Commission for AIDS (TACAIDS), UNICEF and government	Addresses adolescent risk-taking behaviours, harmful social and gender norms, such as gender and sexual violence, MHH, HIV prevention, adolescent pregnancies, etc.
Parenting for Lifelong Health for Parents and Adolescents in Tanzania Programme/Furaha Teens (PLH Teens) (2017-)	A multisectoral initiative focused on addressing SRHR, HIV, intimate partner violence, and financial insecurity within households	UNICEF and government (tested in one district, trained16 facilitators and reached around 300 parents); funded by USAID-PEPFAR	Helps parents and caregivers protect adolescents from violence and HIV by creating a safe and supportive environment

Programme	Overall scope and objectives	Implementing agencies	Overall relevance
Wanawake Wanaweza Programme Phase II	Fosters gender equality and enables women to take leadership roles and participate in politics; provides technical and financial assistance to empower women of all ages, including those with disabilities, to take leadership roles and participate in decision-making processes at all levels	UN Women and government	There is limited political participation equally in democratic governance, as leaders and agents of change
Productive Social Safety Net (PSSN)	Involves a combined package of cash transfers and other activities; flagship social protection programme launched in 2012, with a second phase, PSSN II, started in December 2020	Government	Essential since non-consideration of gender-specific needs of the population in targeting criteria and electronic payments pose a barrier
Stawisha Maisha Cash Plus programme (2018-19 pilot; 2024 launch)	Improves the nutritional health of mothers, infants, and young children by using education and communication strategies with participants in the government's cash transfer programme; encourages the adoption of positive infant and young child feeding practices within chronically poor households	Tanzania Social Action Fund (TASAF), UNICEF and World Bank	Implements the programme through peer discussions and solar-powered radio broadcasts to educate on nutrition through active participation of local communities, working alongside UNICEF and TASAF
Strengthening women's and girls' meaningful participation, leadership, and economic rights at the local levels in Tanzania	Aims to increase the number of women leading and making decisions in local communities; seeks to improve the economic rights of women and girls	The Embassy of Finland in Tanzania, UN Women, Generation Equality Forum, Ministry of Community Development, Gender, Women and Special Groups, LGAs and other relevant government institutions	Encourages gender equality within communities by promoting responsive norms, behaviours and practices; empowers women leaders at the local level, improves data collection and use related to gender and disability and enhances women's economic rights; pilots innovative measures like childcare services to address the disproportionate unpaid care work burden on women and girls
Sustainable Rural Water Supply and Sanitation (SRWSS) Programme	Aims to increase women's participation in CBWSOs and enhance their leadership and management skills through a Gender Action Plan; includes a gender mainstreaming strategy and guidance on preventing SEA	World Bank, RUWASA, district and CBWSOs	Employs quotas for leadership roles to promote gender equality in rural water management; encourages women to pursue water-related technical positions; educates both men and boys on sanitation and hygiene; continuously raises awareness about discriminatory practices and norms across all sectors

Programme	Overall scope and objectives	Implementing agencies	Overall relevance
Tanzania Water Investment Programme (TanWIP, 2024–2030)	Advocates for directed water investments to drive sustainable social and economic growth	Ministry of Water	Improves water access with investments amounting to USD 20 billion planned from 2023–2030, translating to about USD 3 billion annually
Transformative Financing (Gender budgeting)	Provides support to national and LGAs in collecting data and evidence about gender financing gaps, drawing from evaluations of existing gender-focused public expenditure reviews and tracking initiatives	UN Women and government	Seeks to prioritize accountability in spending and increase budgetary allocation for gender equality and women empowerment in fiscal laws, policies and national action plans
U-Report	Features live chat, quizzes and polls on various topics that challenge gender stereotypes; topics include GBV, sexual and reproductive health, mental health, child marriage and corporal punishment	UNICEF	Boasts a user base of about 257,000 youth participants; young women are underrepresented on this platform
WASH Services For Improved Quality of Healthcare, Hanang district, Manyara	Aims to enhance basic WASH services in one primary school, upgrade facilities and conduct a hygiene behaviour change campaign	WaterAid	Benefits communities, students and teachers from the targeted schools
Water Sector Development Programme (WSDP, 2012–2026)	Includes the NSC (Nyumba ni Choo) covering rural and urban water supply, sanitation, water quality management, water resources management and sanitation and hygiene	Ministry of Water and water sector stakeholders	Promotes gender mainstreaming by aiming for at least 30 per cent women participation in decision-making and gender equity in water sector service delivery, both by June 2026
Water Sector Development Programme Phase III (WSDP III, 2022/23–2025/26)	Aims to achieve gender equality across the water sector and achieve 30 per cent women participation in decision-making roles by June 2026; train individuals to champion gender equality within the field	Government	Includes awareness generation about appropriate conduct, gender mainstreaming training and facilitating women's involvement in decision-making processes, along with advocating for gender equity in the water sector
WaterAid, Restoration of Sustainable Rural Water Supply and Sanitation (SRWSS), Arusha	Promotes the sustainability of the Arusha investment and restore the functionality of its facilities and services	WaterAid	
Women's Economic Empowerment	Provides support to the government and partners in reviewing key policies on trade, employment, energy and extractive industries to ensure they are empowering and responsive to the needs of women traders, farmers and entrepreneurs	UN Women, government and partners	Supports female-led SMEs and farmers; aligns with the government's goals of economic empowerment and industrial growth

Mapping key actors and stakeholders

Name of organization	Relevant focus areas	Interest in gender equality
Community WASH/gender structures		
Community Development Officers (CDOs) and Social Welfare Officers (SWOs)	Shows a 45 per cent deficit in the proportion of CDOs while the number of SWOs were only 740 in March 2020, representing just 3 per cent of the required amount	Medium
Community-Led Total Sanitation (CLTS) Committee	Establishes local mechanisms to monitor, review and evaluate sanitation and hygiene practices with VEOs or Village Chairs leading the S&H agenda at the village and community level; gathers data, updates sanitation records and submits reports to MoHCDGEC by following agreed standards	
Community-Based Water Supply Organization (CBWSO)	Manages water and sanitation services in rural communities in coordination with RUWASA; provides water services and monitors community-level performance and reports to RUWASA; faces hindrances in the effectiveness of its community management by several factors, including low coverage of CBWSOs, insufficient funding for their creation and maintenance, and limited capacity for efficient operation	Medium
School Committees	Consists of parents, local officials and school administrators; plays a crucial role in enabling community involvement in tackling school-level environmental and social issues	Medium
Gender and children's desks	Addresses GBV against women and children and issues affecting people with disabilities; mandates all police stations to have desks specifically for matters related to gender and children well-being; Sets up gender desks in the Tanzania Prison Services, Prevention and Combating of Corruption Bureau and across higher education institutions since 2020	High
Government agencies and structures		
Gender Focal Person (GFP)/Gender Committee	Handles issues related to gender, women and disability with all ministries, agencies, departments, regions and district authorities assigned a GFP and a Gender Committee	High
Energy and Water Utilities Regulatory Authority (EWURA)	Reports to the MoW and regulates the urban water and sanitation services offered by 26 regional and eight national project UWSSAs, and the service providers; involves monitoring and reporting on water coverage, access, quality and other metrics	Medium
Central Data Management Team (CDMT)	CDMT was created in 2015 by MoW to centralize data from local governments and enhance the monitoring, evaluation, and management of water supply services	Medium
Local Government Association (LGA)	Aims to deliver public services to citizens, including managing and providing oversight to health facilities, schools and villages	Medium
Ministry of Community Development, Gender, Women and Vulnerable Groups (MoCDGWS)	Oversees and coordinates efforts related to gender and social protection; needs to re-energize efforts towards gender equality and women's empowerment, mobilize resources for vulnerable groups and monitor progress more effectively	High

Name of organization	Relevant focus areas	Interest in gender equality
Ministry of Education (MoEST)	Oversees the delivery of education and the development of science, technology and innovation; oversees hygiene education, clean water and sanitation provision, and school inspections in tandem with the National Plan For Costing And Investment In Water Service And Environmental Sanitation In Schools	Medium
Ministry of Health (MoH), Community Development, Gender, Elderly and Children (MoHCDGEC)	Aims to deliver high-quality, equitable, accessible, affordable, sustainable and gender-sensitive basic healthcare services; oversees sanitation and hygiene-related activities; coordinates and leads monitoring and evaluation activities for sanitation and hygiene elements under the WSDP, which includes implementing WASH in HCFs at all levels; manages data via the NSMIS; builds capacity for monitoring at all levels	Medium
Ministry of Water and Irrigation (MoWI)	Oversees the coordination, monitoring and regulation of community water supply; aims to improve access to safe drinking water and sanitation for everyone, ensuring responsible water resource management for national food security and sustainable industrial development; executes WSDP, monitors the water sector and holds institutional responsibility for achieving SDG 6 targets; monitors utilities, such as water supply, sewerage and wastewater in urban subsectors, by utilizing MAJIS reporting	Medium
National Bureau of Statistics (NBS)	Produces key sex-disaggregated indicators, mainly from data gathered by DHS, HBS and LFS	Medium
National Institute for Medical Research	Addresses the need for scientific information in improving disease control and prevention methods as the largest public health research institution in Tanzania, established as a parastatal organization under the Ministry of Health	Medium
Parliamentary Committee on Social Welfare and Community Development	Deals with gender issues in the National Assembly	High
President's Office Regional Administration and Local Government (PO-RALG)	Assists districts in improving sustainable water access by supporting their sanitation and water supply services	Medium
Rural Water and Sanitation Agency (RUWASA)	Consolidates rural accountability for service delivery, encompassing oversight of community organizations' WASH performance and strengthening LGAs' capabilities, in alliance with the Ministry of Water; supports and coordinates with the CBWSOs; builds, manages and regulates the water supply services in rural areas; coordinates with the MoH, plans and regulates sanitation services in rural communities; coordinates WASH programme plans and funding with most LGA staff transferred to the agency	Medium
Urban Water Supply and Sanitation Authorities (WSSAs)	Provides reliable, sustainable and affordable water supply and sanitation services in an equitable manner, and have been established under the Water Supply and Sanitation Act No. 5 (2019)	Medium
Development partner		
African Development Bank	Prioritizes funding for building and improving water supply infrastructure in both rural and urban communities, and for constructing and rehabilitating sanitation systems to help reduce gender inequality (Tanzania Country Strategy Paper 2021–2025)	High

Name of organization	Relevant focus areas	Interest in gender equality
Development Partners Group-Gender Equality (DPG-GE)	Promotes gender equality and women's empowerment, aiming to achieve the gender-related goals outlined in national policies and strategies, an initiative being undertaken by the Tanzanian government and other stakeholders	High
Embassy of Netherlands in Tanzania	Collaborates with WILDAF , a women-led organization, to combat urgent cases of GBV by organizing caravans, school outreach and engaging with government officials	High
UNFPA	Prioritizes SRHR-related legal and policy reforms, strengthening national capacity to prevent and respond to GBV (including support for National Plans of Action to End Violence Against Women and Children), eliminating harmful practices like FGM and enhancing the ability to collect and use gender-disaggregated data; supported the roll out of 'Growth and Changes' and provided dignity kits for humanitarian emergencies	High
UNICEF	Focuses on SWASH infrastructure development, with a special focus on MHM, ensuring girls' rooms with pad disposal and teacher training; financed two nationwide studies on SWASH Mapping and MHM leading to the creation of National SWASH Guidelines and toolkits, and the training of master trainers; provided support for printing copies of 'Growth and Changes' and developed training for teachers on its application.	High
UN Women	Focuses on women's leadership and participation in politics, economic empowerment, combating GBV, improving gender data and promoting gender-responsive budgeting; allocates more resources for gender equality and ensures accountability for spending; supports coordination efforts	High
Water, Sanitation and Hygiene Development Partners Groups (DPG-WASH)	Assists the government in reaching the goals outlined by NWSDS and WSDP	High
World Bank	Facilitates economic opportunities for women, GBV prevention and response services, all designed under Project for Advancing Gender Equality in Tanzania (PAMOJA)	High
Various other development partners supporting WASH	Includes German Development Bank (KfW), French Development Agency (AFD), European Union (EU), GIZ, Korea International Cooperation Agency, Japan International Cooperation Agency (JICA), USAID, Ireland, Belgium, Foreign, Commonwealth & Development Office (FCDO), Global Affairs Canada, and Bill and Melinda Gates Foundation	High
Academia		
Ardhi University	Conducts research on WASH and offers courses on gender mainstreaming and training on gender and community-based monitoring (CBM)	High
University of Dar es Salaam	Facilitates gender-related activities, which began at UDSM in the late 1970s, but gender mainstreaming was formalized in the mid-1990s; enhances access to a gender unit established by the Gender Dimension Programme Committee in 1997 and Gender Centre in 2006, which is now the Institute of Gender Studies	High
Muhimbili University of Health and Applied Sciences	Supports a gender desk and disability help desk to fight all forms of discrimination and violence under the Gender Programme Unit	High

Name of organization	Relevant focus areas	Interest in gender equality
Institute of Rural Development and Planning	Provides training on WASH-related topics	Medium
Networks and coalitions		
Africa Youth and Adolescents Network on Population and Development (AfriYAN)	Connects youth-led and youth-serving organizations in Tanzania to empower young people to participate in Africa's development while tackling the challenges they face	Medium
Tanzania Ending Child Marriage Network (TECMN)	Focuses on pushing for changes to the Marriage Act; connects over 70 members, coordinated by the Children's Dignity Forum, to advise the government on the development of the National Plan of Action to End Violence against Women and Children and to engage the media in sparking a nationwide discussion about pregnant girls returning to school	High
Tanzania Gender Networking Programme (TGNP)	Includes member organizations such as Femme International, Girls Rule Organization, HER Movement International and FEMNET; seeks to end discrimination against women and other marginalized groups based on factors like class, sex, gender, age, ethnicity, disability or location; hosts a national Gender Festival twice a year	High
Tanzania Water and Sanitation Network	Concentrates its efforts on advocating for improved WASH services and promoting menstrual hygiene management; constitutes 63 CSOs	High
Tanzania Wote Equality Alliance	Targets gender inequality, good governance, health promotion, child protection, WASH, economic empowerment and environmental protection	High
Tanzanian Federation of Organizations of Persons with Disabilities (SHIVYAWATA)	Brings together 10 national disabled people's organizations established in 1992	High
Gender and Climate Change Tanzania Coalition	Advocates for gender-inclusive policies and implements training and capacity building activities through raising awareness about the challenges women encounter due to climate change	High
The Network Against Female Genital Mutilation (NAFGEM)	Works to eliminate harmful traditional practices that affect women and girls, such as FGM, child marriage and child pregnancies; aims to educate and empower communities	High
Private sector		
Association of Tanzanian Employers	Advocates for child-friendly policies among private sector companies	Medium
CEO Round-table Tanzania	Plays a key role in developing new WASH business model and working with private sector stakeholders to expand financing	Medium
P&G	Extends WASH expertise for the development of new WASH business models	Medium
Unstereotype Alliance	Provides expert advice on parenting; aims to advocate for gender-transformative roles	High

Name of organization	Relevant focus areas	Interest in gender equality
NGOs focusing on digital engagement of women and girls		
BBC Media Action	Creates weekly radio programs centred on RPFC, in partnership with UNICEF which began in 2020; hosts 'Safari ya Malezi', a program addressing parenting concerns for parents of 0–18-year-olds and a national broadcast in partnership with local stations	High
	Guarantees equal access to education for all girls by increasing educational opportunities, reinforcing child protection systems, providing improved mental health services and advocating for legal and policy changes that prioritize the well-being of girls	High
R-Labs	Provides Grow Leadership training to help young people turn their passions and resources into businesses; incorporates education in nutrition and adolescent sexual and reproductive health; supports out-of-school girls in Mbeya and Songwe to start businesses and establish Youth Savings and Loans Associations; uses innovations such as a SMS platform developed by a group of girls for learning entrepreneurial skills; collaborates with Tai Tanzania, UNICEF Tanzania and Mingati to adapt Oky, a period-tracking app for Tanzanian girls	High
Digital Opportunity Trust	Comprises social innovators who possess the tools, knowledge and networks to generate opportunities and bring change within their communities	High
Femina Hip Ltd	Uses multimedia to work with Tanzanian youth, communities, and strategic partners to advance healthy lifestyles, sexual and reproductive health and rights, economic empowerment, citizen engagement and gender equality; collaborates with UNICEF Tanzania to teach young people about citizenship, rights and responsibilities; partners with Roots and Shoots Clubs, Fema Clubs in schools and local government to support this work	High
Shujaaz Inc	Operates a network of social ventures in Nairobi and Dar Es Salaam to inspire, entertain and mobilize 7.5 million young people aged 15–24 by centering on their experiences, aspirations and challenges and inviting them to share how they overcome the said obstacles (referred to as shujaaz or heroes)	High
National NGOs/grassroots organizations focusing on women and girls and WASH		
Action for Rural Women's Empowerment (ARUWE)	Aims to empower rural women and enhance their economic well-being	High
Awakening Horn for Inclusive Rural Development	Brings together seven young social workers and activists from poor rural backgrounds to advance women's and children's rights and promote gender equality	High
Bright Jamii Initiative (BJI)	Advocates for comprehensive systems to protect children; combats child violence by using interfaith and human rights approaches alongside creative arts	High
Children's Dignity Forum (CDF)	Envisages a Tanzanian society where children live in dignity and are accorded social justice	High
Empower Society Transform Lives (ESTL)	Advances women's empowerment and gender equality; enhances economic empowerment of women, youth and PwDs through climate-smart approaches; improves nutrition practices in selected communities at the household level; increases access to SRHR for adolescent girls and young women; facilitates better education and water/sanitation services in targeted LGAs; strengthens organizational development and sustainability	High

Name of organization	Relevant focus areas	Interest in gender equality
Enlighten Development Organization	Empowers girls, young mothers and children to reach their full potential and combating all forms of violence and discrimination against them through farming, education and clothes-making programmes	High
Future for Marginalized Community (FUMACO)	Works to improve the lives of future generations of girls living in rural Tanzania	High
Hakizetu Tanzania Organization	Aims to safeguard the well-being of young women and girls by preventing early marriage and teenage pregnancy, thus contributing to their personal safety, health and social protection	High
Hope 4 Young Girls Tanzania	Aims to increase understanding about child marriage, HIV/AIDS and teenage pregnancy; bases its efforts on the principle that investing in young girls' education and empowering them with knowledge is the most effective long-term solution	High
Hope Centre for Children, Girls and Women in Tanzania (HCCGWT)	Works to empower children, especially girls, through education; focuses on increasing knowledge about adolescent and youth sexual and reproductive health rights, HIV/AIDS and MHH	High
Hope for Girls and Women	Provides shelter and support for girls fleeing female genital mutilation, child marriage and other forms of GBV; runs safe houses in the Mara region of Tanzania; works to create alternative rites of passage that honour girls and their dreams for the future	High
Karagwe Education Quality Improvement (KEQI)	Promotes quality education, generates awareness about sanitation and hygiene, supplies schools with textbooks and strengthens adolescent girls' understanding of menstrual hygiene	High
Kiota for Women's Health and Development (KIWOHEDE)	Combats child, youth and women abuse, sexual violence and exploitation through socioeconomic development initiatives	High
Morogoro Saving the Poor Organization	Contributes to national development through the provision of support services to vulnerable and marginalized groups	High
Neema International	Aims to empower women and girls by focusing on education, health and economic programmes, while being led by women and youth; aims to reduce early marriages by keeping girls in school, prioritizing their health and well-being and creating economic opportunities for them	High
New Chapter Development for Youth (NCDY)	Addresses the marginalization and unmet needs of children, youth, women and people with disabilities; works across the country to help all people, regardless of their gender, age, tribe or affiliation	High
Organization of People Empowerment (OPE)	Originates out of the passionate efforts of volunteers who seek to address crucial development needs in local communities	High
Pastoral Women's Council (PWC)	Focuses on women's economic empowerment, promotes women's rights (especially land rights) and provides sexual and reproductive health education; founded by 10 Maasai women from Ngorongoro district	High

Name of organization	Relevant focus areas	Interest in gender equality
PEN Tanzania	Aims to equip women, youth and children with the tools needed to overcome poverty and illiteracy; promotes the empowerment of adolescent girls and young women in Tanzania to participate in social, economic and political justice initiatives via the SHE Inspire Tanzania programme (2015)	High
Reaching the Unreached Tanzania (RUT)	Focuses especially on health-related issues of women and girls; addresses issues including nutrition, HIV/AIDS, GBV, climate change and WASH	High
Rujewa Integrated Efforts to Fight Poverty (RIEFP)	RIEFP collaborates with local volunteers to educate young people in schools about healthy choices, life skills, and preventing child marriage	High
Sports Development Aid, SDA	SDA uses sports as a platform to raise awareness about the importance of basic education in fostering children's development. SDA was created in 2003 with the goal of encouraging physical activity and healthy habits among Tanzanian students and communities. This organization's inclusive approach prioritizes the most vulnerable groups to advance human rights and gender equality in impoverished communities	High
Tanzania Support for Women Rights (TASUWORI)	TASUWORI advocates for the rights of girls and women. It aims to elevate the well-being of women and children, empowering women to make choices about their lives, including marriage decisions	High
Transformative and Integrative Build Out for All (TIBA)	TIBA advocates for gender equality and female empowerment while striving to make education accessible to all children, with a special focus on girls and children with disabilities	High
Uzazi na Malezi Bora Tanzania (UMATI)	UMATA focuses on delivering sexual and reproductive health information, education, and services to youth, marginalized groups, and underserved communities in Tanzania	High
International NGOs with WASH programmes		
ActionAid	Uses intersectional feminist approach to advance gender equality and empower women, focusing on those facing greater disadvantage, enabling them to individually and collectively protect and promote their rights; engages men in preventing violence against women is crucial for promoting women's rights; focuses on preventing violence against women and promoting their economic empowerment; teaches communities about gender equality, particularly issues of violence, the value of shared decision-making within families and balanced roles between men and women at all levels (for example, Singida Nutrition and Agro-ecology Project goes beyond agroecological farming and engages in gender-transformative approaches)	High
CARE International	Focuses on aiding those relying on natural resources in environmentally challenged regions, especially women and girls of reproductive age living in rural underserved regions; aims to address gender equality and profound social change	High
Plan International	Encompasses child protection, adolescent sexual and reproductive health and rights, inclusive and quality education, WASH, youth economic empowerment and emergency response; integrates a gender-transformative approach in its efforts	High
Save the Children's	Focuses on child protection, child rights governance, EVERY ONE Campaign, health, humanitarian response nutrition and parenting without violence, all addressing better relationships and communication among family members, including parents and children, and change how gender and power are understood within families	High

Name of organization	Relevant focus areas	Interest in gender equality
SNV	Seeks to address the entire sanitation chain, through its USHHD framework; aims to create inclusive, sustainable and scalable citywide sanitation services, such as the first faecal sludge treatment plants in Arusha and Shinyanga; increases demand and improves infrastructure, such as that driven by the Mazingira Safi Maisha Bora urban sanitation campaign that taught residents and government leaders about healthy sanitation; builds on the campaign impact by espousing more positive opinion about manual emptiers, shifting public officials' perceptions of the profession as it provided assistance to Watu Kazi Group, Tanzania's first organized manual waste collectors; aims to improve access to appropriate WASH facilities, MHM knowledge and sanitary materials for girls in schools through the Girls in Control, SNV's pilot package	Medium
WaterAid	WaterAid is working to make WASH services in healthcare and education facilities, water management committees, VEMCs, CBWSOs, and small businesses more inclusive of gender needs. Projects aim to scale up gender-responsive and climate-resilient WASH services. By engaging men and boys, WaterAid seeks to distribute WASH responsibilities more fairly, lessening the burden on women and empowering them in menstrual health. WAT partners with various stakeholders, including government, donors, and private sector, to increase accessible, inclusive, and sustainable WASH in HCFs. WAT works with the Tanzania Gender Network Programme (TGNP), the Tanzania National Nurses Association, and the Tanzania Midwives Association to reach women and girls in the community and provide midwives and nurses with relevant knowledge	High
World Vision	Prioritizes five key sectors: livelihoods and resilience, health and nutrition, WASH, education and child protection and safeguarding; conducts a Rapid Gender and Human Rights Assessment during programme development and early stages to prioritize target communities' perspectives and desires in shaping plans and solutions	Medium
NGOs focusing on male engagement		
Breakthrough ACTION Tanzania	Teams up with male champions to organize men's dialogues through Kijiwe Cha Wanaume (men's corner) in their communities, using interactive activities to address men's roles in RMNCH, reporting mistreatment in HCFs and sharing feedback on care experiences for themselves, their partners and families	High
Empower Society Transform Lives (ESTL)	Advances gender equality by combating harmful traditional practices, promoting climate-smart agriculture, strengthening women's economic empowerment, and focusing on nutrition and early childhood development, WASH, SRHR, while developing and utilizing systems and digital tools	High
MenEngage Tanzania	Engages men and boys in the fight for gender equality and the overall health and well-being of all; coordinates MenEngage Tanzania (MET), a collaboration of 21 organizations including NGOs, UN agencies and MoH, to engage men and boys in advancing gender equality, combating HIV, upholding human rights and curbing violence; encourages collaboration, resource sharing and joint advocacy efforts among organizations; builds the capacity of network partners, strengthens local partnerships, and raises public awareness about the vital role of men in healthy families and communities	High
Tanzanian Men as Equal Partners in Development (TMEPiD)	Emphasizes gender-focused SRHR, especially encouraging men's participation to improve healthcare access, empower women and enhance socioeconomic services; promotes men's involvement in SRHR, RMNCH, FGM, HIV prevention, including PMTCT and other health and development programmes	High