



**TANZANIA WOMEN LAWYERS ASSOCIATION (TAWLA)**

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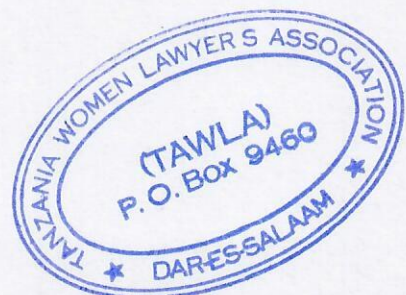
**TERMS OF REFERENCE TO CONDUCT GENDER AUDIT TO ESTABLISH THE % OF FEMALE REPRESENTATION IN LEADERSHIP WITHIN; POLITICAL PARTIES AND GOVERNMENT; % OF WOMEN PARTICIPATED AS CANDIDATES IN THE IMMEDIATE PAST ELECTION AND LESSONS ON THE GENERAL PROCESS FROM GENDER PERSPECTIVE.**

**1. ABOUT TAWLA**

Tanzania Women Lawyers Association (TAWLA) is a Non-Governmental Organization (NGO) which was formed primarily as a guild to promote and advance legal and constitutional rights of women. The aims and objectives of the organization is; to advocate for gender equality, promotion of human dignity and gender justice through policy, legal and institutional reforms, community action and media engagement. In this context, TAWLA envisage a society that respects and upholds the rights of women and her mission is to promote and protect the rights of women and good governance through legal empowerment.

TAWLA is implementing a project titled **“Contributing to Increase Women Representation and Participation on Country’s Governance and Political Process”**. The overall objective of the program is to ensure greater gender equality within political parties as well as at national level political processes through the increase of women participation and representation. The specific objectives are;

1. Increased representation and participation of women in national level government and parliament
2. A more enabling national policy and legislative environment for gender equality
3. Increased women leadership among partners



## 2. INTRODUCTION AND BACKGROUND OF THE PROJECT

Gender equity is an important tool to ensure inclusive participation of all sections of the community in the governance of their country. Achieving gender equality is among the sustainable development goals that the international community has pledged to achieve. It is now widely recognized that for every meaningful and sustainable development initiative, gender consideration is a must. In Tanzania, various strategies and plans have been designed to achieve gender equality and in general terms we are walking on the right direction towards achieving gender equality. However, things are not so well as far as women participation and representation in political process is concerned.

The study conducted by TAWLA, under the project titled "Women and Youth Political Representation Enhanced" (WYPRE), in Mwanza, Tanga and Arusha in 2017, revealed that there are structural barriers in the policy and legal framework at the national level and within political parties that prevent meaningful participation of women and youth in political processes and hence end up being under-represented in decision making levels particularly in the elected positions. Furthermore, there has been a decrease of women in appointed positions in both public and private enterprises.

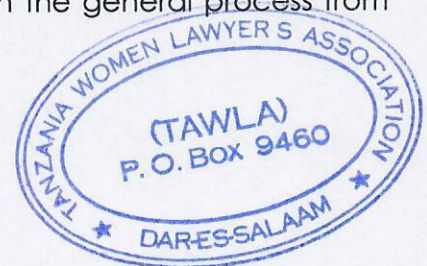
This action seeks to address barriers that prevent women and youth from participating in political processes and making them underrepresented in the decision-making organs. The action will result in more women and youth having increased opportunities of participating and being elected at in the 2020 general elections in Tanzania but also influencing the appointing authority to have gender consideration when appointing individuals for various government posts.

TAWLA intends to conduct gender audit to establish the % of female representation in leadership within; Political Parties, government; % of women participated as candidates in the immediate past election and lessons on the general process from gender perspective.

### 3. THE MAIN OBJECTIVES OF THE ASSIGNMENT ARE:

To conduct gender audit to establish the;

- I. % of female representation in leadership within Political Parties and government;
- II. % of women participated as candidates in the immediate past election and



- III. lessons on the general election process from gender perspective.

#### 4. SPECIFIC DUTIES AND RESPONSIBILITY;

- I. To conduct gender audit to establish the % of female representation in leadership within; Political Parties, government; and
- II. % of women participated as candidates in the immediate past election and lessons on the general election process from gender perspective.

#### 5. DELIVERABLES

- I. A comprehensive report on the % of female representation in leadership within; Political Parties, government; % of women participated as candidates in the immediate past election and lessons on the general process from gender perspective.
- II. Facilitate/present the findings of gender audit on a date which will be communicated in due course.
- III. Submit the final report on 27<sup>th</sup> November 2020.

#### 6. EXPECTED OUTCOMES;

- I. % of female representation in leadership within Political Parties and government established
- II. % of women participated as candidates in the immediate past election established
- III. Lessons on the general process from gender perspective established.

#### 7. TIME FRAME

The Consultant is expected to undertake the assignment within **fifteen (15) days from 12<sup>th</sup> November to 26<sup>th</sup> November 2020.**

#### 8. HOW TO BID FOR THIS ASSIGNMENT

Interested and suitably qualified Consultant shall submit his/her current **CV, Financial and Technical Proposals** at [info@tawla.or.tz](mailto:info@tawla.or.tz) or submit hard copies at TAWLA Offices- Ilala Shariff Shamba **on or before Tuesday 10<sup>th</sup> November 2020.**

