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Kilimanjaro Women Information
Exchange & Community Organization

TANZANIA WOMEN LAWYERS ASSOCIATION(TAWLA)
PROJECT: MWANAMKE IMARA

TERM FOR REFERENCE FOR A BASELINE SURVEY

1. Background Information

Tanzania Women Lawyers Association (TAWLA) is a Non-Governmental Organization established in 1989 and registered under the Societies Act of 1990. The organization is compliant with the NGOs Act of 2002 and obtained an NGOs status in 2019. The aims and objectives of the organization are: to advocate for gender equality, promote of human dignity and gender justice through policy, legal and institutional reforms, and community action and media engagement. To this end, TAWLA envisages a society that respects and upholds the rights of women and her mission is to advance women as champions in promoting and protecting the rights of women and good governance through legal empowerment.

TAWLA is implementing **Mwanamke Imara Activity**, a three-years project funded by the USAID/Tanzania under a consortium model with other organizations; Tanzania Network of Legal Aid Providers (TANLAP), Women in Law and Development in Africa (WILDAF) and Kilimanjaro Women Information Exchange and Community Organization (KWIECO). The project aims to empower women and youth in Mbeya, Njombe and Kilimanjaro regions of Tanzania mainland by addressing all forms of violence that women and youth are experiencing and that are limiting them from unleashing their full potential.

In each target region, the project will focus on two districts and 5 wards within each district. This makes the total number of 30 wards. It aims to end violence through improving access to justice for women and young people, strengthening Gender Based Violence (GBV) protection and response mechanisms, amplifying women voices and participation in leadership, decision making and governance, strengthening women economic groups and enhancing their access to resources including finances. The project has been designed to address violence in a comprehensive manner where a tripartite approach towards addressing violence has been preferred: Access to justice, women economic empowerment and women participation in leadership and decision-making structures.

The project will employ several strategies including capacity building and support, evidence-based advocacy, community mobilization and dialogues, response to survivors of GBV, provision of legal aid service and emergency response services;

mentorship and coaching, media engagement, campaigns, women forums and economic forums, development of by-laws and gender audit and strategic litigation among others.

The activity is informed by the problem statement which understands that violence against women and young people is a daily reality for majority of women and girls in Tanzania. Due to its prevalence level, addressing violence against women and girls ought to become a central development goal in its own and key to achieving other development outcomes for women and young people, their families, communities and the nation at large. In Tanzania, violence against women and girls prevents the country from attaining its full economic potentials as it diverts resources from their optimal use, and negatively impact on the country's efforts on attaining Sustainable Development Goals (SDGs) 2030, African Agenda 2063- The Africa We Want, Tanzania Development Vision 2025 Tanzania Youth Development Policy 2007, National Strategy for Youth Involvement in Agriculture 2016-2021 and the Country Development Cooperation Strategy (CDCS) 2020-2025.

Statistics indicate that, almost four in ten women have experienced physical violence, and one in five women report to experience sexual violence in their lifetime (from the age of 15). Spousal abuse, both sexual and physical, is even higher (44%) for married women. According to the 2016 Demographic Health Survey, 40 percent of women age 15-49 have ever experienced physical violence since age 15, and 17% have experienced sexual violence. 16% of never-married women have also experienced physical violence and 9% have experienced sexual violence.

Women's experiences of violence cuts across socio- demographic factors and the rates of physical, sexual, and psychological violence were higher in rural areas and among the less educated. Sextortion – extorting sexual favors in return for rendering public services - is becoming more common in workplaces with a sole proprietor, in schools, academic institutions, health centers, and public offices. Analysis of these figures would reveal that youths (15-35 years) are the most victims of gender-based violence.

The negative impact of violence against women and girls is not only limited to human costs (physical and emotional scarring impacting overall quality of life) but it also has economic costs. While worldwide the economic impact and cost of physical, emotional and sexual violence against women and girls is between 3% - 8% of global GDP, it costs Tanzania government about USD 6.5 billion – 7% of its national GDP to contain violence against women and girls.

The key factors contributing to violence against women and girls in Tanzania lies with ineffective systems of accessing justice, limited access to resources including finance, economic instability at the family level, discriminatory laws, outdated traditions and customs (social norms), non-involvement and participation of women and young people in decision making structures/processes and low level of awareness among women and young people on their rights and how to challenge violence.

Tanzania Youth Development Policy indicates that about 50% of the population in Tanzania are youths who are majority labor force (65%). Unemployment is among the key concerns for the majority of youths. Working capital, equipment and technical know-how have continued to be challenges for majority of youths in Tanzania who are self-employed and engaging into informal sectors activities including fishing, mining, animal husbandry, small scale industry like carpentry and black smith, petty business and agriculture.

Agricultural sector is the backbone of Tanzania's economy and main economic activity in rural settings, but for many years the sector has remained unattractive to young people (youths) hence their participation remained very minimal. This has resulted to an overwhelming number of rural-urban migration of youth. The National Strategy for Youth Involvement in Agriculture mentions 5 critical issues for youth effective involvement and participation in agriculture sector. These include; Land acquisition and accessibility for agricultural investments, Acquisition and accessibility of resources for financing youth investments in agriculture, Climate change and variability, Technical and entrepreneurship skills as well as Acquisition and accessibility of agriculture inputs, machines and other necessary supports. All these contribute to the vulnerability of youth to violence particularly women and girls.

4. Project Objectives and Expected Outcomes

The overall objective of Mwanamke Imara project is to end all forms of violence and discrimination against women and young people (girls, boys and young women and men) in Tanzania by empowering women and young people to challenge violence and discrimination at the family and within the community and unleash their full potential. Specific objectives are to;

1. Increase women and girls' access to justice on rights-based issues (land and property rights, inheritance, and gender-based violence) in Mbeya, Njombe and Kilimanjaro.
2. Increase women and young people's voices and participation in leadership, decision-making structures, and governance Mbeya, Njombe and Kilimanjaro.
3. Strengthen women and youth economic groups by enhancing their access to information and control over resources in Mbeya, Njombe and Kilimanjaro.

Through the project life, Mwanamke Imara activity will strive to achieve four key results as detailed below.

- I. Improved access to justice for women and young people on right based issues in Mbeya, Njombe and Kilimanjaro
- II. Strengthened GBV protection and response mechanism to effectively address GBV in Mbeya, Njombe and Kilimanjaro

- III. Amplified women and young people's voices and participation in leadership, community decision making structures and governance
- IV. Strengthened and enhanced women and youth access to and control over resources and information

Therefore, for the purpose of being able to measure the progress and outcome of Mwanamke Imara at the end, TAWLA and other implementing partners intend to conduct baseline to establish and benchmark the situation before the project start that will mirror in measuring results at the end.

4. Purpose and scope of the baseline survey

a) The purpose of baseline survey

The baseline survey aimed to benchmark the situation of women and young people in the project areas which will be used to gauge project achievements at the end of the project. Specifically, the baseline aims to;

- i. Understand the % level of gender-based violence and discrimination to women and young people in Mbeya, Njombe and Kilimanjaro particularly in the districts and wards that will be covered by the project
- ii. Understand % level of women and young people who accessed justice in Mbeya, Njombe and in the past two years particularly in the district and wards that will be covered by the project
- iii. Understand # of women and young people who received legal aid services in Mbeya, Njombe and Kilimanjaro in the past two years particularly in districts and wards that will be covered by the project.
- iv. Understand # of legal aid providers operating in Mbeya, Njombe and Kilimanjaro particularly in districts and wards that will be covered by the project
- v. Understand number of paralegals available in Mbeya, Njombe and Kilimanjaro particularly in districts and wards that will be engaged and how many them have registered as legal aid providers with the Registrar of Legal Aid.
- vi. Understand the level of quality of services offered by the paralegals and other legal aid providers and establish the capacity gap if any
- vii. Understand the level of performance by GBV protection and response mechanisms in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be engaged by Mwanamke Imara
- viii. Understand level of GBV cases reporting by community members by assessing number of cases reported in the past two years and handled by responsible structures in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be engaged
- ix. Understand the level of quality of services GBV victims and survivors are receiving in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be engaged
- x. Understand the level of knowledge/awareness and skills by members of formal and informal structures in ensuring protection and response to GBV

- xi. Understand the level of community understanding on right based issues including GBV and available reporting mechanisms
- xii. Establish number of GBV victims and survivors who accessed emergency response services in the past 2 years
- xiii. Establish number of women and youths' participants in leadership, governance and community decision making structures in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be engaged
- xiv. Establish % level of community members' opinion in support of women and young people participation in leadership, governance, and decision-making structures
- xv. Establish if there is any village in the districts and wards to be engaged with gender sensitive by-laws
- xvi. Understand the number of women and youth groups available in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be engaged and establish whether these groups practice good financial management practices
- xvii. Understand the number of women and youth groups trained on business development and management skills, financial literacy, entrepreneurship skills and access to resources in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be engaged
- xviii. Learn whether there is any loan guarantee scheme in Mbeya, Njombe and Kilimanjaro and establish how many women and young people managed to access loan from the scheme.
- xix. Establish the number of women and youths participating in group-based savings, micro-finance, or lending programs with USG assistance
- xx. Establish the number of women and youth who accessed business information and business support services in the past two years in Mbeya, Njombe and Kilimanjaro particularly on districts and wards to be engaged
- xxi. Establish the number of business areas allocated for petty traders in Mbeya, Njombe and Kilimanjaro and out of them how many are women
- xxii. Establish the number of adults in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be covered who perceive their tenure rights to land or marine areas as secure with USG assistance
- xxiii. Establish the number of adults with legally recognized and documented tenure rights to land or marine areas, because of U.S. government (USG) assistance in Mbeya, Njombe and Kilimanjaro particularly in districts and wards to be engaged
- xxiv. Establish the percentage of female participants in USG-assisted programs designed to increase access to productive economic resources in Mbeya, Njombe and Kilimanjaro particularly in districts and wards covered to be covered

In addition to the above, the baseline survey will attempt to respond to the developed baseline questions that are annexed to this TOR. These baseline questions are only a guide and should not limit the consultant to be engaged to probe more questions during the baseline exercise.

b) The scope of the baseline survey

The scope of this baseline survey will include development of an inception report to detail the methodology and approaches, develop data collection tools, undertake the baseline survey (documents reviews and actual field visits for data collection), presentation of key findings in a stakeholders forum based on draft report, and preparation and submission of a final report. As pointed out, the baseline will be conducted in Mbeya, Njombe and Kilimanjaro where in each region two districts will be covered and in every districts 5 wards will be covered.

5. Baseline survey methodology and timeframe

a) Baseline survey design and Methodology

The baseline survey should employ mixed methods of baseline and participatory approaches. However, the Consultant is expected to articulate the proposed methodology based on his/her understanding of these Terms of Reference.

7: Timelines

The baseline survey will be carried within 45 days. The details of the timeframe within the parameters of the 40 days are outlined below;

Time	Activity
16-23 December 2020	Submission of inception report
24-27 December 2020	Review of applications and contracting
28 December 2021 - 05 January 2021	Tools developed and secure approval from TAWLA/ USAID Tanzania
5-10 January 2021	Desk Review
10-28 January 2021	Field data collection
30 January 2021	Submission of first draft report
31 January 2021	Presentation of findings in the validation meeting
05 February 2021	Submission of the final report

8: Expected outputs/ deliverables

The following are the key deliverables;

Baseline survey stage	Expected deliverable / output
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Preparatory stage (before field work)	<ul style="list-style-type: none"> - Data collection tools approved by TAWLA /USAID Tanzania. - Detailed plan on how the field work will be conducted including timelines - Inception report detailing design, methodology and approaches
Data collection stage	<ul style="list-style-type: none"> - Raw gathered data - Clip or audio recording if electronic devices have been used in data collection. - Original recording of the FGD and in-depth interviews
Data analysis	<ul style="list-style-type: none"> - Original syntax / database of SPSS analysis or other data analysis software used. - Original transcripts of all qualitative data (in Swahili) - Translation of original transcript in English language
Report writing stage	<ul style="list-style-type: none"> - Draft report for TAWLA / USAID Tanzania and stakeholders meeting - Final report incorporating the views of key stakeholders from the validation meeting - Power point presentation slides
Report submission	<ul style="list-style-type: none"> - Final Baseline report

9. Desired Qualifications and Experiences of the consultant

- I. At least have an advanced degree in the relevant field.
- II. Experience in community development projects particularly human rights, women's land rights, women economic empowerment and gender-based violence initiatives.
- III. Fluency in English and Kiswahili
- IV. Fair understanding of gender dynamics in Tanzania context and well understanding on the legal and policy framework related to human rights, gender-based violence as well as access to justice.
- V. Must be a Tanzanian or Tanzanian led company.
- VI. The consultant must demonstrate ability and experience to use virtual platforms for data collection as a mechanism to minimize risk related to COVID 19.

How to bid

Interested and suitably qualified persons must share their CV accompanied with a letter of interest detailing their qualifications and experience for the work as well as the inception report described to info@tawla.or.tz not later than 16h00 Tanzania Time on 23rdDecember2020