

Integrating Gender and Nutrition within Agricultural Extension Services

TANZANIA

Landscape Analysis

Working document

March 2016



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Technical editing and production by Lacey Harris-Coble, Nargiza Ludgate, and Katy Heinz.

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Prepared by

Lacey Harris-Coble, University of Florida

Acronyms

ACT	Artemisinin Combination Therapy
ASDS	Agricultural Sector Development Strategy
ASP	Agricultural Sector Program
ATI	Agricultural Transformation Initiative
BFS	Bureau for Food Security
CAADP	Comprehensive Africa Agriculture Development Program
CDCS	Country Development Cooperation Strategy
DO	Development Objective
EAS	Extension and Advisory Services
FSDP	Fisheries Sector Development Program
FYDP	Five Year Development Plan
GDP	Gross Domestic Product
GNI	Gross National Income
GoT	Government of Tanzania
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
INGENEAS	Integrating Gender and Nutrition within Agricultural Extension Services
IR	Intermediate Result
IRS	Indoor Residual Spray
LGA	Local Government Authority
LLN	Long lasting insecticidal net
LSDP	Livestock Sector Development Program
MAFC	Ministry of Agriculture, Food security, and Cooperatives
MKUKUTA	Mkaki wa Kukuza Uchumi na Kupunguza Umakini Tanzania
MPI	Multidimensional Poverty Index
NGO	Non-governmental organization
NNS	National Nutrition Survey
ODA	Official Development Assistance
SAGCOT	Southern Agricultural Growth Corridor Of Tanzania
SSA	Sub-Saharan Africa
TAFSIP	Tanzania Agriculture and Food Security Investment Plan
Tanzania	United Republic of Tanzania
TDV	Tanzania Development Vision
USAID	United States Agency for International Development
USG	United States Government

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Introduction

The Integrating Gender and Nutrition within Agricultural Extension Services (INGENAES) project is funded through the Bureau for Food Security (BFS) of the United States Agency for International Development (USAID) to support the Presidential Feed the Future Initiative, which strives to increase agricultural productivity and the incomes of both men and women in rural areas who rely on agriculture for their livelihoods.

This landscape study provides an overview of Tanzania's agriculture and the status of country's extension system. It also provides information on the prevalence of poverty, nutrition and gender related issues in the country with special focus on rural areas. It summarizes Tanzania's current agricultural and nutrition policy, and provides a summary of several on-going projects by the United States Government (USG) and other donors in the country related to agriculture extension, and gender and nutrition impacts.

INGENAES supports the development of improved extension and advisory systems (EAS) to reduce gender gaps in agricultural extension services, increase empowerment of women farmers, and improve gender and nutrition integration within extension services by directly or indirectly assisting multiple types of stakeholders within a country, such as farmers, producer groups, cooperatives, policy makers, technical specialists, development NGO practitioners, and donors.

INGENAES efforts will strengthen the capacity of key stakeholders and providing the fora and networks for them to coordinate and reach agreement on policies and strategies to implement improved EAS that better meet the needs of men and women farmers. While INGENAES project will not directly monitor beneficiary impact, it will focus on changes in institutions that directly impact men and women who access agricultural information, training, technologies and nutrition information. Improved services empower women and engage men.

INGENAES will strengthen institutions by identifying their needs and strengthening their capacity to effectively integrate gender and nutrition sensitive information and activities into agricultural extension systems with the aim to promote gender equality, improved household nutrition, and increased women incomes and, subsequently, household food security. Based on the identification of four main gaps in extension services in terms of gender and nutrition integration, INGENAES activities can be divided into the following action areas:

- Build more robust, gender-responsive, and nutrition-sensitive institutions, projects, and programs capable of assessing and responding to the needs of both men and women farmers through extension advisory services (EAS);
- Identify and scale proven mechanisms for delivering improved EAS to women farmers;
- Disseminate technologies that improve women's agricultural productivity and increase household nutrition; and,
- Apply effective, nutrition sensitive, extension approaches and tools for engaging both men and women.

Indicative activities of the INGENAES project include: learning exchanges, assessments, curricula development, training into action, mentoring relationships, internship experiences, and networks that focus on identifying gender-responsive and nutrition-sensitive innovations that can be promoted by EAS organizations, and adopted by men and women farmers. Developing these outputs

collaboratively with agricultural extension experts and other partners will transform extension-relevant institutions working directly with men and women farmers.

In each country INGENAES needs to examine the relationships, identify the key change actors, build their capacity, and provide them the incentives to make changes (e.g., set new policies, employ new management practices, modify organizational structures, make changes in practice, adopt innovations). The key actors will vary from country to country, although policy makers, the Ministries of Agriculture and Health, NGOs and the private sector, and of course, women farmers, are likely to be involved in most countries. Key actors will be identified as part of the needs and scoping assessments. Thus, and in preparation of country level activities, the consortium gathers information and key contacts to develop a landscape study of the agricultural sector in that country, a simple description of the pluralistic extension system, nutrition related initiatives, and gender issues. As such, the landscape study is intended as a preparatory tool and handy reference document for work in country. Each landscape study will be updated periodically as INGENAES continues to engage in that country and identifies new key contacts, organizations, and initiatives.

Background

The United Republic of Tanzania (Tanzania) is an Eastern African country situated between Kenya and Mozambique along the Indian Ocean. Tanzania is bordered by eight countries: Kenya and Uganda to the north; Burundi, Rwanda and the Democratic Republic of Congo to the west; and Zambia, Malawi and Mozambique to the south. Tanzania has a total land area of 947,300 km² (364,900 mi²) or roughly twice the size of California (CIA World Factbook, 2015). Tanzania's land mass is comprised of two parts: a large mainland and the island archipelago of Zanzibar. Tanzania has a population slightly over 51 million and within that population there is a large amount of ethnic diversity (approximately 125 tribal groups; Dange, 2011). The religious beliefs of the population are divided almost evenly, with 30% Christian, 35% Muslim and 35% following indigenous beliefs. However, due to the history of Arab influence in Zanzibar, the population of Zanzibar is 99% Muslim (CIA World Factbook, 2015). Despite the large amount of tribal and religious diversity, Tanzania has avoided major ethnic or religious conflicts (Dange, 2011). The official languages of Tanzania are Kiswahili (Swahili) and English. Swahili is the lingua franca of Tanzania, while English is used for instruction in higher education, business operations, and government (CIA World Factbook, 2015).

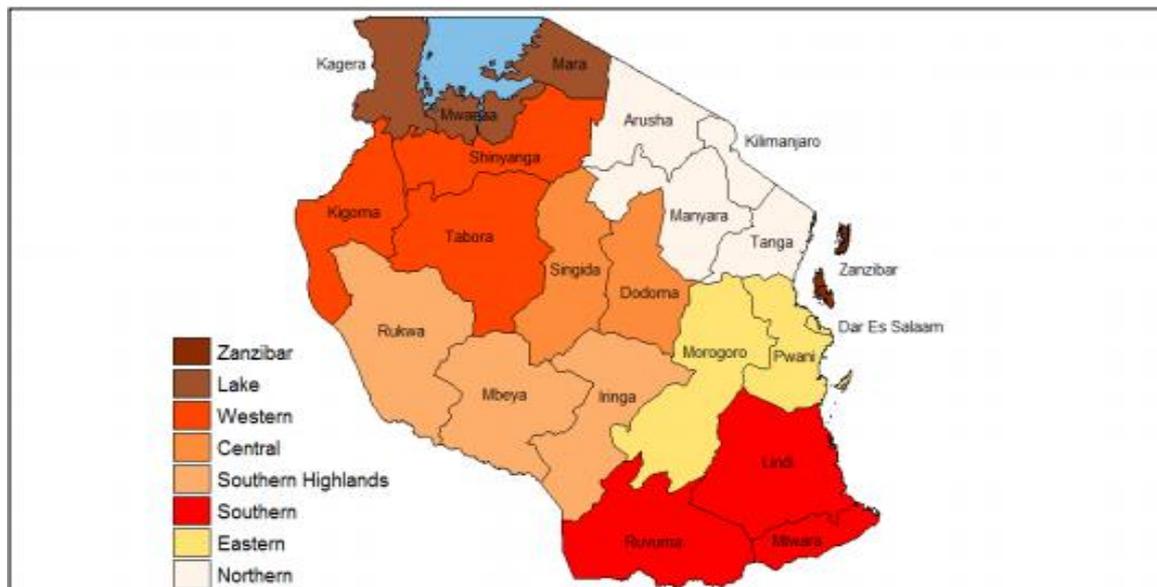
Mainland Tanzania can be categorized into four general topographic areas: the lowlands along the Indian Ocean coast, the broad central plateau, the high inland mountain and lake region near the northern border, and finally the highlands in the northeast (Ingham, 2015). Tanzania's climate varies from tropical along the coast to temperate in the highlands. Since Tanzania lies just below the equator in the Southern Hemisphere, the hottest period of the year occurs from November to February and the coldest part from May to August. The average temperature in the summer ranges between 25 and 30 degrees Celsius (77 – 87 degrees Fahrenheit) and the average temperature in the winter ranges between 15 and 20 degrees Celsius (59 – 68 degrees Fahrenheit; CIA World Factbook, 2015). There are two different patterns of rainfall in Tanzania, which is important to consider in agricultural projects. Unimodal rainfall¹ is observed in the southern, central and western parts of the country with the rainy season occurring from October to April. In the north of Tanzania the bimodal rainfall pattern is

¹ Unimodal rainfall refers to a single rainy season, while bi-modal rainfall refers to the occurrence of two rainy seasons

observed. This rainfall pattern is characterized by a short rainy season from October to November and a longer rainy season from March to May (Ingham, 2015).

Tanzania is classified as a low-income country with an estimated gross domestic product (GDP) of US\$49.18 billion in 2014 and a GDP per capita of US\$998.10 in 2014 (World Bank Data, 2015). Over the past decade Tanzania's GDP has grown at the impressive average annual growth rate of 7% per year, however this growth has not resulted in substantial poverty reduction (HDI, 2014). The poverty rate has only declined 5% from 2007 to 2012 from 33% to 28% respectively (HDI, 2014). Tanzania has traditionally been an agrarian society and agriculture is still the most important sector of the economy in terms of employment. Agriculture accounts for 32% of the GDP and provides livelihoods for approximately 80% of the population (HDI, 2014; World Bank Data, 2015). In 2012, Tanzania's poverty headcount ratio at national poverty line (% of population) was 28% and the rural poverty headcount at national poverty lines was 33%. The rural population accounts for 69% of Tanzania's total population and 80% of Tanzania's poor. (Rural Poverty Portal, 2015; TZ NNS, 2014). Another measure of poverty is the Multidimensional Poverty Index (MPI). In 2010, Tanzania's percentage of MPI poor was 66% of the population with another 21% vulnerable to poverty (OPHI, 2015). Net Official Development Assistance (ODA) given to Tanzania has increased by approximately US\$1 billion since 2011 to 2013 from US\$2.45 billion ODA to US\$3.43 billion. However, Tanzania's strong economic growth has kept ODA as a percent of Gross National Income (GNI) from increasing significantly. Net ODA as percent of GNI was 8% in 2011 and 8% in 2013 (World Bank Data, 2015).

Figure 1: Map of Tanzania



Source: NPS 2009 map from Daniel, 2013

Tanzania's capital city is Dodoma; while its largest urban center is Dar es Salaam. Tanzania's local government is composed of 30 regions, which are then divided into districts, divisions, wards², villages, hamlets³, and 10-cell units⁴. The regional administration supports local development initiatives by

² Roughly equivalent to US counties, see Annex I map

³ A subdivision of a village

⁴ A set of ten households

linking government ministries, departments, agencies and development partners to local government authorities (LGAs; FAO MAFAP, 2013).

From 2006 to 2013 Tanzania has maintained a population growth rate above 3% per year and in 2014 its population growth rate was 3%, which is among the fastest in the world (World Bank Data, 2015; CIA World Factbook, 2015). With this fast rate of population growth it is not surprising that Tanzania's population is very young. The median age of Tanzania's population is 17.5 years and 44.3% of the population is under 15 years of age (CIA World Factbook, 2015). The average life expectancy in Tanzania is 61.5 years, which is 4.65 years higher than the average life expectancy in Sub-Saharan Africa (SSA). Women's life expectancy is 2.73 years higher than men's (62.89 years and 60.16 years respectively; World Bank, 2015). Tanzania has a high rate of child marriage with four in ten women married by age 18. The median age for first marriage is 18.8 years for women and 24.3 years for men (DHS, 2010). The fertility rate in Tanzania has been slowly decreasing, in 2006 the fertility rate was 5.6 and by 2013 it declined to 5.2. Infant mortality rates have declined from 71 deaths per 1,000 live births in the period from 2001 to 2005 to 51 deaths per 1,000 live births in 2010 (DHS, 2010). Similarly, mortality rates for children under five and mothers have significantly fallen as well. The mortality rate for children under-five fell from 167 (per 1,000 live births) in 1990 to 52 in 2013. The maternal mortality ratio has been reduced by more than half from 910 (per 1,000 live births) in 1990 to 410 in 2013 (WHO, 2013).

The four leading causes of death in Tanzania in 2012 were HIV/AIDS, lower respiratory infection, diarrheal diseases and malaria, despite significant reductions in the mortality rate for these illnesses in the past decade. Deaths from HIV/AIDS have fallen from 318.0 (per 100,000) in 2000 to 153.6 in 2012. Over the same time period malaria deaths fell from 121.1 (per 100,000) to 43.7 (WHO, 2013). Malaria is endemic in Tanzania with transmission perennially as well as seasonal peaks. The morbidity and mortality of malaria has been significantly reduced since 2000 and this reduction is strongly linked to the scale-up of effective prevention and treatment measures such as long lasting insecticidal nets (LLNS), indoor residual spraying (IRS) and artemisinin-based combination therapy (ACT; WHO Malaria Profile).

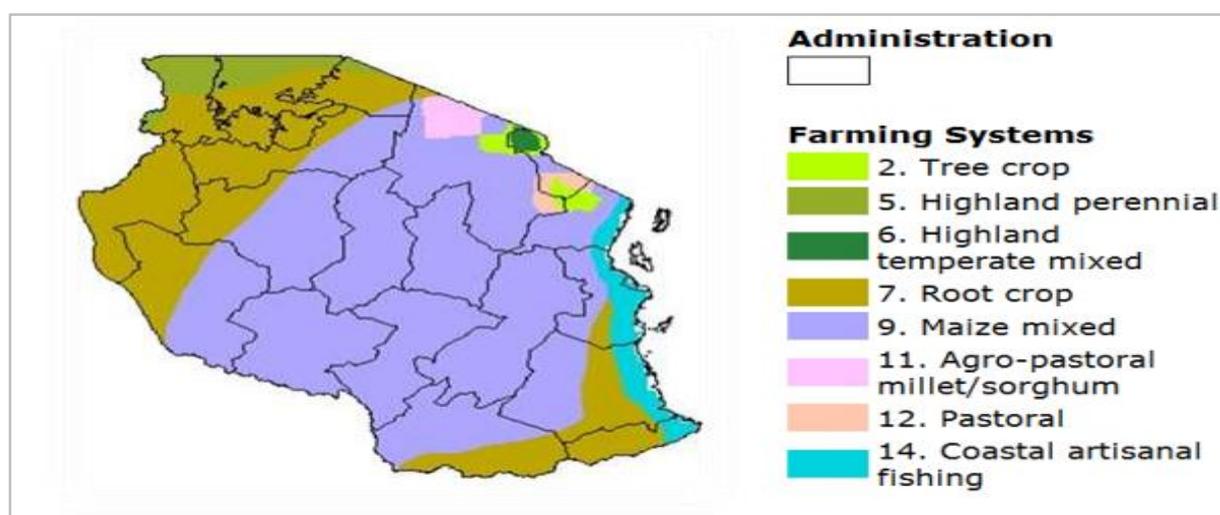
Tanzania has also made significant progress in fighting chronic malnutrition and stunting, but more work is certainly needed. Tanzania's 2014 National Nutrition Survey (NNS) found severe stunting in 12% of children under five, even though the national rate of stunting declined from 42% to 35% in children under five. There were significant regional differences in the rates of chronic malnutrition and stunting, which may be important for INGENAES activities to consider. Nine regions (Iringa, Njombe, Kagera, Dodoma, Ruvuma, Rukwa, Kigoma, Katavi and Geita) had stunting rates above 40% and three regions (Iringa, Njombe and Kagera) had stunting rates above 50% (TZ NNS, 2014).

Agriculture

Although Tanzania's economy as a whole has enjoyed a strong rate of growth, the agricultural sector has persistently grown more slowly than other sectors of the economy, which has lessened the impact of economic growth on poverty reduction (FAO MAFAP, 2013a). Tanzania's total land area, 47% is comprised of agricultural land, 37% is forests and 19% is other. Within the agricultural land, 27% is permanent pasture, 14% is arable, and 2% is under permanent cultivation (CIA World Factbook, 2015). The majority of crops grown in Tanzania are food crops and maize is the primary staple crop (see Figure 2 for regional variation in farming systems). Maize, sorghum, millet, rice, wheat, sweet potatoes and cassava are grown on 85% of the land that is cultivated. The main cash crops produced in Tanzania are coffee, tea, cotton, cashew nuts and tobacco (FAO, 2011). Smallholder farmers account for 90% of the agricultural production. Farm plots for smallholder farmers typically range from 0.9 to 3.0

hectares and 70% of those plots are cultivated by hand (FAO, 2011). Although reforms of the agricultural sector have been attempted, they have not been able to reach rural areas adequately. The main constraints to increasing productivity in the agricultural sector are poor technology, dependence on irregular climatic conditions and declining land and labor productivity (FAO, 2011). Additional factors inhibiting agricultural productivity are: limited public expenditure on agricultural research and development; lack of agricultural financing; inadequate markets, market infrastructure and farm level value addition capacity; and lack of rural infrastructure such as rural roads, telecommunications and electricity (FAO MAFAP, 2013). Women, who make up 53% of the agricultural labor force in Tanzania, face additional challenges in agriculture (Palacios-Lopez et. al., 2015). Only 25% of women own land and when they do own land, their plots tend to be smaller. They also tend to own less livestock than men and have more difficulty accessing new technology, accessing credit and financial services, and receiving agricultural extension training and advice (FAO, 2014).

Figure 2: Farming Systems in Tanzania Map



Source: FAO map from Abt, 2012

Although Tanzania had food self-sufficiency between 88 and 112 percent from 2006 to 2014, local and seasonal food insecurity is still common (TZ NNS, 2014). In subsistence farming communities, which are common in Tanzania, periods of food insecurity tend to be highly localized temporally and frequently correspond with the time period before harvest (Hadley et. al., 2007). Poverty and food insecurity are the main causes of under-nutrition in Tanzania (USAID, 2014a).

Agricultural Challenges

Approximately 80% of Tanzania's population is employed in agriculture, but the agricultural productivity of Tanzania is among the lowest in Sub-Saharan Africa. In fact, since 1982 cereal yields (kg/ha) have not increased substantially and cereal yield per hectare in 2013 (1,418 kg/ha) was almost exactly the same as in 1982 (1,429 kg/ha) (World Bank Data, 2015). Low agricultural productivity has persisted in Tanzania due to an over-reliance on unpredictable natural precipitation, the widespread use of manual labor to work the land, and the limited use of improved seed and fertilizer (FAO MAFAP, 2013). Tanzania has 2.3 million hectares that are considered to have high agricultural potential and another 4.8 million hectares that are considered medium-potential that could be irrigated by rivers, lakes and groundwater sources. However, only 1.2% of the land with high agricultural potential is currently irrigated (FAO MAFAP, 2013). On average farmers in Tanzania use just 4.7kg of fertilizer per hectare compared to 9.3kg/ha on average in neighboring Mozambique, or 52.5kg/ha on average in Kenya (FAO, 2011).

Climate change is predicted to have the greatest affect on developing countries that depend heavily on agriculture. Within these countries the poorest and most vulnerable populations are likely to be affected the most. These groups have limited capacity and fewer resources to adapt to the impacts of climate change, compounding their existing vulnerabilities (OECD, 2003; Mendelson, 2006; Kok and DeConnick, 2007). Climate change may decrease food security through both direct impacts on production, and through indirect impacts on purchasing power due to decreased production (OECD, 2003). Climate change is also predicted to impact food security in the short-term and medium-term through the increased frequency of extreme weather events, and in the long-term through changes in average temperature and precipitation (OECD, 2003; Morton, 2007). Crop models under hot and or dry climate change scenarios predict decreases in maize production. These impacts vary considerably in magnitude and across regions, however, significant declines are predicted in the central, northeastern and Lake Victoria areas of Tanzania (Arndt et. al., 2012; Agrawala et. al., 2013). Declines in maize yields are particularly concerning for Tanzania given that maize constitutes 35-45% of calories consumed by poor households (Ardnt et. al., 2012).

Research indicates that climate change will impact poor women and children differently than men. Some models suggest that severe stunting in Sub-Saharan Africa may increase by 55% due to climate change (McKune et. al., 2015). Longstanding socioeconomic inequalities between men and women in Tanzania increase women's vulnerability to climate change (Shemsanga et. al., 2010). Interventions working to mitigate the effect of climate change on women should recognize that local gender roles, attitudes, norms and inequalities may influence vulnerability and climate change will disproportionately affect the nutritional status of the most vulnerable in the community or household (McKune et. al., 2015).

Securing rights to land is another challenge faced by many farmers in Tanzania, especially female farmers. Although the GOT provides individual land ownership through official land titles, most Tanzanians have not taken advantage of these land laws and most occupancy rights have not been registered in rural or urban areas (USAID, 2011). Even though Tanzania's official land laws are some of the most progressive in East Africa and explicitly prohibit discrimination to land ownership on the basis of gender, customary laws and tribal norms prevent women from exercising their full rights to land ownership. Thus, women hold only 20% of the registered land in Tanzania even though they have equal rights (USAID, 2011).

Nutrition

Maize is the staple crop of the Tanzanian diet and comprises the majority of the calories consumed each day. Maize provides nearly a quarter of daily calories for Tanzanians. Cassava is the second most important staple crop, followed by rice and plantain bananas. Dietary diversity is typically low and even more affluent household diets are heavily dependent on staple crops (ABT, 2012). Tanzania ranks 28th in the Global Hunger Index 2015 (where the 1st rank represents the most widespread hunger) with a GHI score of 28.8 out of 50, which is categorized as "serious" level by the International Food Policy Research Institute (IFPRI, 2015).

Figure 3: Crop Calorie Intake Chart

TABLE 2: TANZANIA FOOD CROP CALORIC INTAKE (2009)		
Ranking	Commodity	Calorie Share (%)
1	Maize	24.3
2	Cassava	10.5
3	Rice	9.1
4	Beans	6.1
5	Wheat	5.9
6	Sugar	4.1
Subtotal Food Crop share		60
Animal Products Share		6.6
Total Calories (kcal/capita/day)		2 137

Source: FAO, 2013

Estimates of women's contribution to agricultural labor range from 53% to 80% (Carpano 2010; Palacios-Lopez et. al., 2015). While it is clear that women are critical to household food production and security, the majority of women do not have decision-making power within their household. One survey suggests that in half of Tanzanian households men make all decisions regarding household purchases (UNICEF, 2010). Nationally, 35% of children in Tanzania suffer from chronic malnutrition. Additionally, 6% of women of reproductive age are considered underweight and 20% are considered overweight (TZ NNS, 2014). It is estimated that 16% of national maize production is lost due to post-harvest losses (PHL). Losses due to pests and insects account for nearly half of the total PHL (REPOA, 2013). Compared to other SSA countries, Tanzania has low rates of aflatoxin contamination. In 2010, it was estimated that aflatoxin exposure ranged from .02 – 50 ng/kgBW/day and that excess liver cancer incidence due to aflatoxin exposure was 0.0002–0.50 cases per 100,000 (Liu and Wu, 2010). By comparison aflatoxin exposure ranged in Kenya from 3.5-133 ng/kgBW/day and in Nigeria from 139-227 ng/kgBW/day (Liu and Wu, 2010). Typically crops must contain less than 30ng of aflatoxin in order to be traded in the world market (PACA, 2015).

Scaling Up Nutrition Movement

Tanzania joined the Scaling Up Nutrition (SUN) movement in 2011 (SUN, 2015). The SUN movement has four strategic processes it uses to reduce the prevalence of under-nutrition. These processes are bringing people together, coherent policy and legal framework, aligning programs around a Common Results Framework, and financial tracking and resource mobilization. In 2012, the beginning prevalence of stunting in children under five was 35% and the target prevalence for 2025 is 16%. This would require an average annual reduction rate of 6% per year (SUN, 2015).

Some key achievements of the SUN program are:

- Creation of the High Level Steering Committee in Nutrition (HLSCN): this multi-sectoral committee includes members from government ministries, NGOs and development partners,

higher learning institutions, faith-based organizations and the private sector to ensure a collective effort to improve nutrition across stakeholder groups.

- Mainstreaming of nutrition in sectoral policies: nutrition-sensitive policies have been integrated into the sectoral policies for Health, AIDS, Agriculture, Social Welfare and Food Security.
- Implementation plan for the National Nutrition Strategy (NNS) has been created: the UN agencies and development partners have aligned their activities with the NNS.
- Government spending on nutrition has increased: however, despite government spending on nutrition nearly doubling from 2011 to 2013 (from 18 billion TZS to 33 billion TZS), only 20% of the NNS Implementation Plan is currently funded (SUN, 2015).

Progress that has been made in 2015 includes: a Nutrition Manifesto for political accountability across political parties; the Tanzania Food and Drug Authority works together with the Tanzania Bureau of Standards and the Tanzania Food and Nutrition Center to enforce food fortification regulations; a Nutrition Scorecard is being developed to collect data and increase accountability; and budget allocation for nutrition by the government and other development partners has increased (SUN, 2015).

Women's Status

Tanzania has strong legal provisions for women's rights and land ownership, however in practice these rights are often not upheld due to customary laws and tribal norms. The country has ratified nearly all of the major international human rights instruments including the Convention of Elimination of all Forms of Discrimination Against Women (Ellis et al, 2007). A special amendment to the constitution in 2000 outlawed discrimination on the basis of gender. The GOT has passed additional laws to support women, such as the two Land Acts of 1999 which establish women's equal rights to acquire, hold, use and deal with land (Ellis et al, 2007). Quotas are in place to ensure women's representation in government both at the local and national levels (Ellis et al, 2007).

Land tenure is a particularly important issue for women due the high percentage of women employed in agriculture (81%), especially in rural areas (98%) (Anderson and Gugerty, 2011). Although the formal legal system supports women's rights to land tenure, in reality these rights are often not upheld. Rates of female land ownership are low, only 20% of officially registered land in Tanzania is owned by women (Anderson and Gugerty, 2011). Additionally, the plots owned by women are, on average, half the sizes of plots owned by men (0.21-0.3ha for women compared to 0.61-0.7ha for men) (Anderson and Gugerty, 2011). The true rate of female land ownership is likely much lower given that the majority of land in Tanzania is unregistered and that women are even less likely to own land through customary law (USAID, 2011). Approximately 80% of Tanzania's tribal groups are patriarchal and the customary laws of these groups continue to discriminate against women, particularly in issues of land ownership and inheritance (IFAD, 2010). Typically when a woman is married her husband's family will give them land and a portion of that land is informally given to the woman to produce crops for the household. Although it is possible for women to hold land jointly with their husbands there is a strong cultural inhibition against women having property in their name (Anderson and Gugerty, 2011). Since women's primary way to access land is through marriage, women's land rights are often jeopardized in the case of widowhood or divorce. Some court cases over land ownership have been decided in favor of women, however rural women are often not aware of the legal actions they can take and such actions may be prohibitively difficult and expensive (Anderson and Gugerty, 2011).

In 2014 Tanzania's Gender Inequality Index score was 0.547, which ranked Tanzania 125rd out of 143 countries for gender equality. This score is based on five gender indicators: maternal mortality rate, adolescent birth rate, the percentage of parliament seats held by women, secondary education rate, and labor force participation. In some of these indicators Tanzania does well compared to other East African and Sub-Saharan African countries. For example, Tanzania does well for the percentage of parliament seats held by women (36%) and has a high rate of female participation in the workforce (88.1%). Tanzania has a maternal mortality rate of 398.0 (per 100,000 live births), which is lower than both the SSA (developing only) average of 547.0 (per 100,000 live births) and the low-income country average of 495.0 (per 100,000 live births) (World Bank Data, 2015). However, Tanzania has a high rate of adolescent births with 122.7 births per 1,000 women from 15 to 19. The high adolescent birth rate is due to the prevalence of early marriage, 40% of girls are married before their 18th birthday (DHS, 2010). The adolescent fertility rate has declined since 2006, but it is still higher than the SSA average (developing only) for 2014, the SSA average is 103.0 and the low-income country average is 98.2 (births per 1,000 women ages 15-19) (World Bank Data, 2015).

Although enrollment in primary school has reached gender parity, gender gaps in higher education still exist. Tanzania has a gross enrollment ratio of 89.5% in primary school and a primary completion rate of 75.9%. Girls actually have a higher rate of primary completion (79.8%) compared to boys (72.0%). Only a third of students go on to enroll in secondary school however (World Bank, 2015) and there are several institutional factors that contribute to the low secondary completion rate. Although the \$19 annual secondary school fees have been recently abolished, many schools also request parents to contribute \$100 per year (BBC, 2015). Also, the exams to enter and complete secondary school are very difficult and pass rates are around 50% or lower, thus only 6% of women have completed secondary education compared to 9% of men (UNDP HDI, 2014; Government of Tanzania, 2014). An ActionAid survey found that girls perceived poverty, pregnancy and early marriage as the three main obstacles to achieving their educational aspirations and these three obstacles may contribute to the gender gap in secondary school completion (ActionAid, 2011).

Tanzania has a National Strategy of Gender Development that covers twenty priority areas (United Republic of Tanzania, n.d.). The areas that overlap most with INGENEAS activities are: Institutional Framework, Food Security and Nutrition, Gender Mainstreaming, and Gender/Sex Disaggregated Data (see Annex 6 for a summary of the National Strategy of Gender Development).

EAS Institutional Framework

Agricultural Institutions

Tanzania's Ministry of Agriculture, Food Security and Cooperatives (MAFC) is composed of 12 units and 6 departments that are headed by the minister of MAFC. The six departments in MAFC are: research and development, training institutes division, crop development, national food security, agricultural land use planning and management, and the agricultural mechanization division (Kilimo, 2015). Agricultural extension agents fall under the crop management department. In 2012, Tanzania had 10,891 agricultural extension officers, of whom 6,925 were focused on crops and 3,966 were focused on livestock. The average ratio of agricultural extension officers to farming families was 1:630, although this ratio varies considerably by region. It is estimated that 75% of the agricultural extension officers are men even though women make up half of the agricultural labor force (ASHC, 2015). A study in 2013 suggests that due to the large number of farmers compared to extension officers, only 10% of farming households are reached by agricultural extension officers (ASHC, 2015). Agricultural extension officers also face challenges in reaching all the farming households in their ward due to inadequate access to reliable transportation, limited financial support to carry out demonstrations and

field experiments, lack of working facilities and low salaries (Daniel, 2013). These challenges may inhibit the diffusion of productivity-increasing agricultural technologies. While there are numerous NGOs⁵ in Tanzania that play a role in EAS, public extension officers provide more than 95% of agricultural extension services in Tanzania (ASHC, 2015). The provision of extension services is seen as a core function of the government, which explains strong role of the public sector in agricultural extension activities (ASHC, 2015). Rutatora and Mattee (2001) ranked the major agricultural extension providers in Tanzania in the following order:

1. Ministry of Agriculture and Cooperatives
2. Local government under the Ministry of Regional Administration and Local Government
3. NGOs
4. Donor-supported projects
5. Private agribusiness
6. Community-based organizations

The effective provision of agricultural extension services is particularly important for women farmers. Agriculture employs the majority of Tanzania women (81%) and nearly all women who live in rural areas (98%) (Anderson and Gugerty, 2011). Overall, women contribute 52% of all labor for agricultural production in Tanzania (Palacio-Lopez et al., 2015). However, female farmers face major challenges such as limited access to land and credit to purchase modern farming inputs (Isaya, 2015).

National Agricultural Investment Plan

Tanzania signed on to the African Union's Comprehensive Africa Agriculture Development Program (CAADP) in July 2010. In 2011, Tanzania created the Tanzania Agriculture and Food Security Investment Plan (TAFSIP), which is a ten-year investment plan that maps the investments needed in order to meet the CAADP target of 6% annual growth in the agricultural sector. The GOT has committed to allocating a minimum of 10% of its budget to the agricultural sector to meet this CAADP target (TAFSIP, 2011). For a visual representation of the programs in the TAFSIP framework refer to Figure 3 below and map in Annex 1. The programs at the top level under the TAFSIP are the Tanzania Development Vision (TDV) 2025 and Zanzibar's Vision 2020. These programs provide the long-term guidance with the objectives of achieving high-quality livelihoods, good governance and economic growth and these programs recognize the importance of agricultural development in achieving these objectives (FAO MAFAP, 2013). At the national level there are four medium-term programs for implementing the TDV 2025 and the Vision 2020. These programs are the National Strategy for Growth and Reduction of Poverty (MKUKUTA I) 2005/6-2009/10, MKUKUTA II 2010/11-2014-15, the Five-Year Development Plan (FYDP) 2011/12-2015/16, and the Zanzibar Strategy for Growth and Poverty Reduction (FAO MAFAP, 2013b). The objectives related to agriculture in the MKUKUTA I, MKUKUTA II, and the FYDP are outlined in Figure 3 below.

At the sectoral level, Tanzania adopted the Agricultural Sector Development Strategy (ASDS) in 2001 to support the realization of TDV 2025 and to achieve the agricultural objectives of MKUKUTA I and MKUKUTA II. The ASDS has two strategic objectives, which are: to create a favorable environment for improving productivity and profitability in the agricultural sector; and to increase farm incomes to

⁵ For a list of all agricultural NGOs registered with the Tanzanian Government visit <http://www.tnnc.go.tz/ngoresults.php?category=Agriculture>

reduce rural poverty and to achieve household food security (FAO MAFAP, 2013). Under these two strategic objectives, five strategic areas are identified which are:

1. Strengthening the institutional framework;
2. Creating a favorable environment for commercial activities;
3. Enhancing public–private roles in strengthening supporting services;
4. Increasing market efficiency for inputs and outputs; and
5. Mainstreaming planning for agricultural development in other sectors (FAO MAFAP, 2013).

The ASDS is accompanied by sub-sectoral policies, which are: the Cooperative Development Policy (2002); the National Livestock Policy (2006); the Agricultural Marketing Policy (2008); the National Irrigation Policy (2010); the National Agricultural Policy (2011); and the Horticultural Development Strategy (2012-2021; FAO MAFAP, 2013). In 2009, the Tanzania National Business Council launched a public-private plan called *Kilimo Kwanza* (Agriculture First) with the aim of achieving a green revolution in Tanzania and increasing private sector participation in agricultural development (FAO MAFAP, 2013). In 2010, an international public-private partnership called the Southern Agricultural Growth Corridor of Tanzania (SAGCOT) was created with the objectives of promoting private investment in agriculture, developing commercial agriculture in the Southern Corridor and increasing agricultural productivity (FAO MAFAP, 2013).

Figure 4: Policy Framework for agricultural and food security in Tanzania

Long-term	Tanzania Development Vision (TDV) 2025		Vision 2020
Medium-term	National Strategy for Growth and Reduction of Poverty (MKUKUTA I) 2005/6–2009/10	MKUKUTA II 2010/11–2014/15	Five-Year Development Plan (FYDP) 2011/12–2015/16 Zanzibar Strategy for Growth and Reduction of Poverty
Sector-level	Agricultural Sector Development Strategy (ASDS) 2001		
Private investment framework	Kilimo Kwanza (Agriculture First) 2009		Agricultural Transformation Initiative
	Agricultural Sector Development Programme (ASDP) 2006–2012/13		Agriculture Strategic Plan 2002–2011 (revised in 2004 and 2008)
	Participatory Agricultural Development and Empowerment Project (PADEP)		Agricultural Service Support Programme
	District Agriculture Sector Investment Project (DASIP)		
	Agricultural Marketing Systems Development Programme (AMSDP)		
	Rural Financial Services Programme (RFSP)		
	Marine and Coastal Environment Management Project (MACEMP)		
Comprehensive Africa Agriculture Development Programme (CAADP) financing mechanism and framework	Tanzania Agriculture and Food Security Investment Plan (TAFSIP) 2011/12–2020/21		

Source: TASFIP, 2011

Feed The Future Multi-Year Strategy 2011-2015

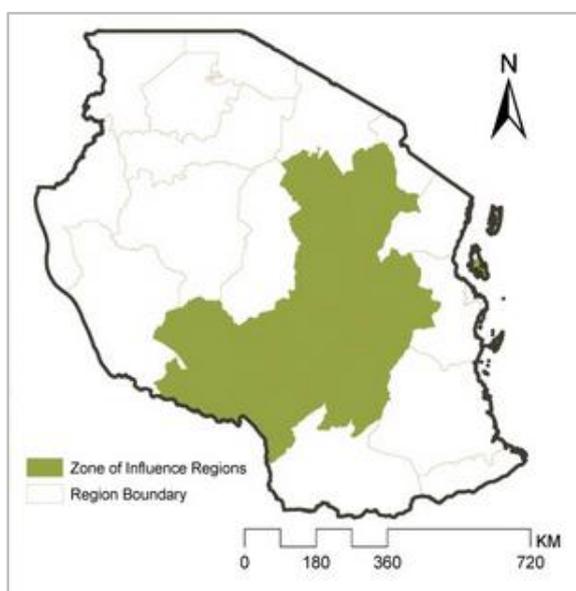
According to USAID's five year Feed the Future Strategy (2011-2015), Tanzania has the potential to greatly increase its agricultural production and development given its abundant land and water resources, motivated agricultural labor, and access to international markets through a major port (USAID, 2011). This opportunity for agricultural development in Tanzania is reflected in Feed The Future's objectives. Feed The Future has three high level goals in Tanzania:

1. Reduce the poverty rate and increase the agricultural sector growth rate from 3% to 6% by 2015 in the target areas. Feed The Future efforts towards this goal will contribute to the broader country CAADP objectives for Tanzania.
2. (High-level goal) Reduce the prevalence of stunting from 49% to 39% among children aged 6 to 59 months in the Feed The Future target regions of Dodoma, Manyara and Morogoro.
3. Reduce maternal anemia in these same target regions by 20% in five years.

Feed The Future also has three other impact targets in Tanzania. These targets are:

1. Give targeted assistance to 834,000 vulnerable women, children and family members (mainly smallholder farmers) to help them escape poverty and hunger
2. Improve the nutrition of 400,000 children to reduce stunting and child mortality; and
3. Improve the income and nutritional status of rural populations by strategic policy engagement and institutional investments.

Figure 5: Tanzania Feed The Future Zone of Influence



Source: FTF Tanzania

To achieve these goals, four core areas of investment have been identified. These four areas are: (1) systems transformations for the rice, maize and horticulture value chains through: a) agricultural production and processing and b) market access and national resource management; (2) nutrition, with major interventions targeting children under five and pregnant women; (3) agricultural support services and capacity building, including research and development and financial services; and (4) enabling policy environment, by addressing major binding constraints (USAID, 2011).

The first core area of investment is systems transformations for rice, maize and horticultural value chains. The rice value chain was selected as the primary value chain for investment because a regional analysis suggests that Tanzania has a comparative advantage in rice production in East Africa. This value chain has the potential for broad based growth since one in five farmers are involved in this value chain and the importance of rice in the Tanzanian diet is increasing (USAID, 2011). Morogoro and Zanzibar will be the focus of irrigated rice production. Maize was the secondary value chain selected due to its importance both in the Tanzanian diet and nearly two thirds of farmers are involved in maize production. Maize production chains will be promoted in Dodoma and Manyara. A complimentary

diplomatic strategy to address trade policies that have hindered maize production could position this value chain to experience a large amount of pro-poor growth (USAID, 2011). The horticulture value chain is important for investment because of the opportunity for increased income as well as the improvement of nutrition through increased dietary diversity. Dodoma, Manyara and Morogoro are the primary regions of focus for the horticulture and nutrition-related interventions (USAID, 2011).

Table 1: Feed the Future Target Regions

Value Chain	Region	Districts
Rice	Morogoro and Zanzibar	Mvomero, Kilombero and Zanzibar
Maize	Manyara and Dodoma	Kiteto and Kongwa
Horticulture	Arusha, Manyara, Kilimanjaro, Tanga, Coast, Dodoma, Iringa, Mbeya and Zanzibar	Arumeru, Babati, Karatu, Hai, Moshi-rural, Lushoto, Korogwe, Kibaha, Bagamoyo, Kisarawe, Mvomero and Zanzibar

Source: FTF (2011), p. 9

To address agricultural production and processing in the first core area of investment, Feed The Future has created several programs to achieve inclusive economic growth through increased agricultural productivity, expanded markets and trade, increased agricultural investment in activities related to agriculture and nutrition and increased jobs in the agricultural value chain (USAID, 2011). The Feed The Future programs aimed to achieve these outcomes are NAFKA – Staples Value Chain Development (Rice and Maize), Market Based Solutions to Reduce Poverty and Improve Nutrition, Sustainable Horticulture for Income and Food Security in Tanzania and the Tanzania Agriculture Productivity Program. These programs and their expected outcomes are summarized in the chart below (USAID, 2011).

To address the issues of market access and natural resource management in the first core area of investment, Feed The Future has developed programs in the areas of engineering, irrigation, rural roads and climate change adaptation. The engineering component provides design, monitoring and evaluation for the irrigation and rural roads components. Through the rehabilitation of existing irrigation structures and the development of new ones the expected outcomes of the irrigation component are: 47,000 ha of irrigated land, improved productivity, increase of annual staple crop production by 25% in five years, and 100% of irrigation schemes operated by entrepreneurs without donor support by 2015 (USAID, 2011). The expected outcomes of the rural roads component are over 3,000 km of upgraded feeder roads to facilitate linkage with irrigation and markets and reduced time to market. Finally, the climate change adaptation component will increase resiliency in the agricultural sector to climate change through water management. Some of the expected outcomes of this component are: vulnerability assessments of Feed The Future development regions, increased capacity for research on decision support tools for the agricultural sector, improved climate and weather forecasting and improved water management systems (USAID, 2011).

Under Feed The Future and the Global Health Initiative the second core area of investment will be addressed through the Flagship nutrition program, called *Improving Nutrition in Tanzania*, which was implemented in July 2011 (USG, 2010). This program aims to reduce the rates of chronic malnutrition in children under five and maternal anemia. The program aims to do this by activities in the following areas: building institutional capacity; improve nutrition behaviors; increase access to a diverse diet; deliver improved maternal nutrition services; and document strategies for nutrition-focused

development. The expected outcomes of this program are to reduce child stunting and maternal anemia by 20% in targeted areas in five years (USAID, 2011).

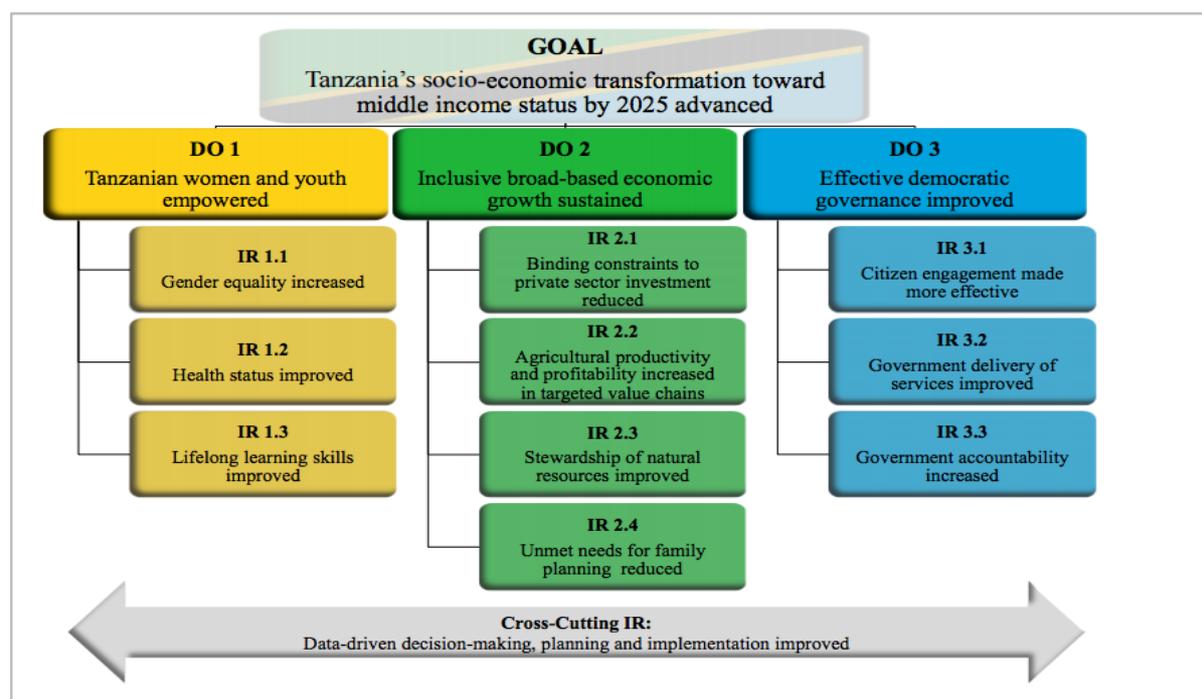
In the third core investment area, capacity building, there are three Feed The Future programs developing sustainability through a new generation of leadership. These programs are Support to CAADP Post Compact Activities, African Leadership Training and Capacity Building, and Sokoine University of Agriculture Capacity Building. The Support to CAADP Post Compact Activities is meant to make sure that the Agricultural Sector Development Program (ASDP) is mainstreamed into the CAADP process, that an investment plan for CAADP is developed, that a public-private sector engagement mechanism is created and that key ASDP/CAADP goals are attained by 2015 (USAID, 2011). The African Leadership Training and Capacity Building program is meant to provide short-term training on issues related to Feed The Future activities such as food security, value chains, agribusiness, and strategic planning. The expected outcomes of this program are the increased capacity of Tanzanian professionals, increased capacity of key government officials in areas relating to food security, and the training of over 150 public and private sector actors in areas relating to the development of the CAADP investment plan. Finally, capacity at Sokoine will be developed through collaborative research by a faculty exchange program between Sokoine and U.S. land grant universities and by training 100 masters and 20 PhD students from Sokoine University (USAID, 2011).

The final core area of investment in the Feed The Future multi-year strategy is an enabling policy environment. A policy partnership will be developed between the government, private sector and research institutions to ensure the proper implementation of agricultural development programs through the Enabling Policy Environment for Agricultural Sector Growth Program. The expected outcomes of this program are policy analyses on key Feed The Future topics, capacity development for policy research, policy forums for transparent dialogue, and key partnerships between the government, private sector and research institutions (USAID, 2011).

USAID Country Development Cooperation Strategy 2015-2019

There are significant overlaps between the Country Development Cooperation Strategy (CDCS) strategy and INGENEAS project priorities. The CDCS recognizes that despite strong economic growth, poverty remains an issue in Tanzania. This report is also very much in line with INGENEAS program activities because it states that Tanzania is unlikely to achieve its inclusive growth objectives without empowering women. The importance of empowering women to achieve the 2025 goal of middle-income status is demonstrated by the development hypothesis of the CDCS, which is, “if Tanzania empowers its women and youth, sustains inclusive broad-based economic growth, and makes governance more effective, then its transformation toward achieving middle income status by 2025” (USAID 2014, 7). This development hypothesis corresponds to three development objectives aimed at women’s empowerment, inclusive economic growth and governance respectively. These objectives share some overlap with INGENEAS program objectives, particularly Development Objective (DO) 1, Tanzanian women and youth empowerment, and Intermediate Result (IR) 1.2, health status improved. DO 2, inclusive broad-based economic growth sustained and IR 2.2, agricultural productivity and profitability increased in targeted value chains are also very similar to INGENEAS program goals. The CDCS identifies several assumptions and risks that could affect the success of this development plan. The most notable assumptions are the continuation of effective policies for economic growth by GOT and continued political stability. The most notable risks are rapid population growth, cultural resistance to changes in attitudes and power structures to empower women, declining ODA, government corruption and political tensions in the 2015 elections.

Figure 6: USAID CDCS Strategy



Source: USAID CDCS Tanzania 2015-2019

Projects by USAID, Other USG Agencies & International Donors

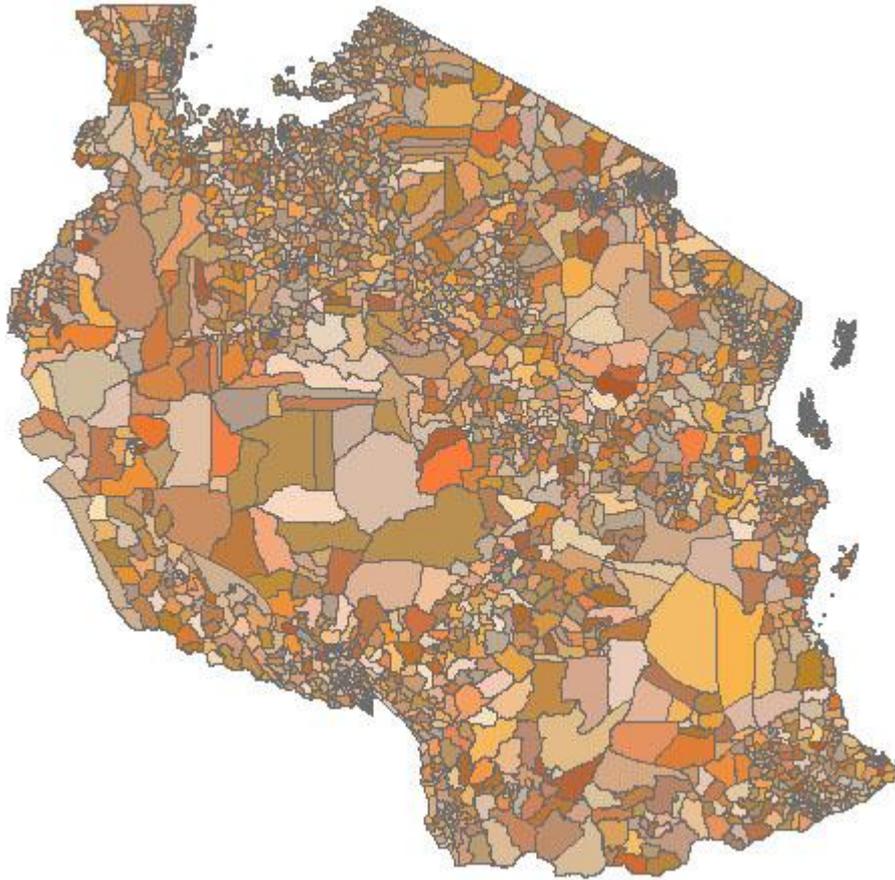
USAID has a long history of funding development projects in Tanzania, beginning in 1961. The first USAID programs focused on funding education in Tanzania, most notably Morogoro Agricultural College (now Sokoine University). While still retaining a focus on education, later USAID projects branched out into the areas of community development, conservation and infrastructure. In the 1970s, large-scale agricultural projects became USAID's focus in Tanzania. The 1980s saw HIV/AIDS emerge as a crisis and programs were developed to prevent and treat the condition. Additionally, agriculture and infrastructure projects were continued to improve the status of the rural poor. In the 1990s USAID turned its focus to the protection of natural resources, democratic governance and fair elections, tax revenue and village resources. The 2000s saw health initiatives come to the forefront with great success, most notably the President's Emergency Plan for AIDS Relief and the President's Malaria Initiative. Given the long and productive track record of USAID projects, Tanzania continues to be the focus of current initiatives such as FTF, the Global Health Initiative, and the Partnership for Growth and the Global Climate Change Initiative (USAID, 2015b).

Conclusions

Although Tanzania has made significant progress in the past decade in terms of GDP growth, health improvements, and agricultural development there is still much work to be done. Nearly a third of Tanzanians live in poverty and the rate of stunting in children under five is 35%. With the majority of Tanzanians employed in agriculture, growth in this sector is a promising route for poverty reduction. In order to achieve the ambitious goals of growth in the agricultural sector, it is necessary to empower women. While discrimination against women is technically illegal, customary laws and practices that discriminate against women are still common. Women also have limited access to the capital, labor and agricultural extension services that are necessary for agricultural development.

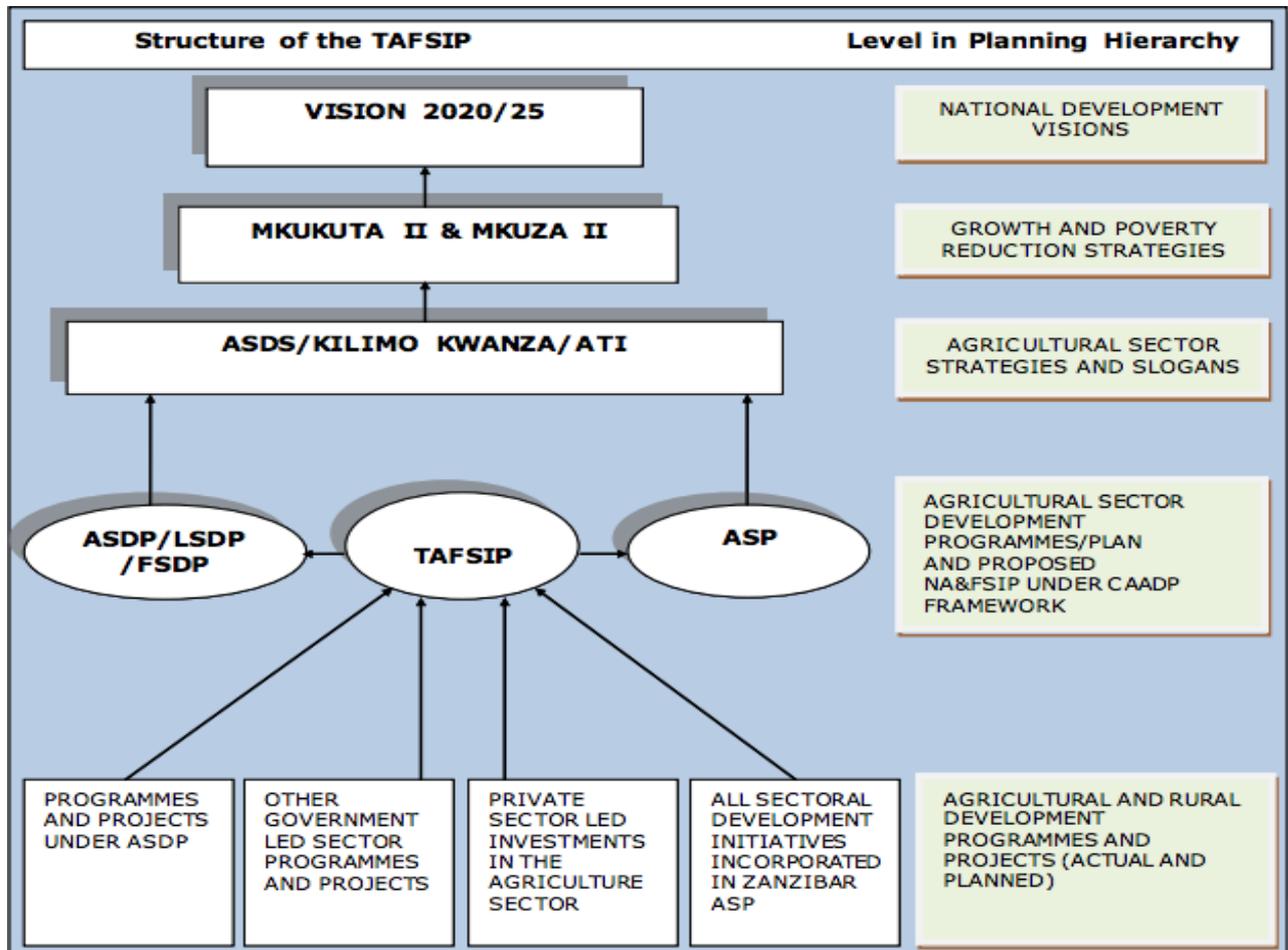
INGENEAS is well positioned to make an impact in Tanzania by focusing on women farmers, increasing agricultural productivity and improving nutrition. These activities are aligned with the goals and priorities of the GoT, which has made a commitment to agricultural development and has programs in place at multiple levels under the TAFSIP framework. Additionally, these activities align with the USAID Feed the Future strategy focused on public-private partnership and nutrition. INGENEAS will be able to contribute to Tanzania's National Strategy for Gender Development through research, sex disaggregated data collection, gender-sensitization training, and agriculture and nutrition programs.

Annex I: Map of the Wards of Tanzania



Source: IRLI, 2007

Annex 2: Overview of GoT Development Programs



Source: TAFSIP, 2011

The Tanzania Agriculture Investment Plan (TAFSIP) is a ten-year investment plan with the objective of achieving 6% per annum growth in the agricultural sector in accordance with the Comprehensive Africa Agriculture Development Program (CAADP) objective. The Agricultural Sector Development Strategy (ASDS) began in 2001 and it has two objectives: to create a favorable environment for agricultural development; and to increase farmer's incomes. The Agricultural Transformation Initiative (ATI) is an agricultural development program for Zanzibar. The sectoral strategies for agricultural development are the Agricultural Sector Development Program (ASDP), Livestock Sector Development Program (LSDP), and the Fisheries Sector Development Program (FSDP). Zanzibar also has the Agricultural Sector Program (ASP).

Annex 4: Feed the Future Projects in Tanzania

Program	Key Contact and Link	Description	Expected Outcomes
NAFAKA – Staples Value Chain Development (Rice and Maize)	Caitlin Lindsey clindsey@acdivoca.org http://acdivoca.org/our-programs/project-profiles/tanzania-tanzania-staples-value-chain-nafaka	This program will facilitate the competitiveness of the smallholder-based rice value chain, and balance these impacts on growth with broader efforts to reduce poverty through investments aimed at improving the competitiveness and productivity of the maize value chain	Improved competitiveness and trade of the maize and rice value chains Improved value chain productivity
Market Based Solutions to Reduce Poverty and Improve Nutrition	Christine Ohresser-Joumard Christine_Ohresser-Joumard@abtassoc.com http://abtassociates.com/Projects/2011/Market-Based-Solutions-to-Reduce-Poverty-and-Improve.aspx	This program will strengthen the capabilities of the agro-processors operating in the FTF targeted geographic areas for the staple grains of rice and maize and a range of horticultural products to build sustainable enterprises and expand and diversify the production and marketing of nutritious processed foods	Increased competitiveness of the agro-processing sector to take advantage of marketing and trade opportunities Improved agro-processor access to information and training on improved processing technologies, finance, food safety standards, and business management practices Enhanced commercial linkages and partnerships between processors and small farmers for supplies of commodities Increased access to and consumption of high quality nutritious food by people living with HIV/AIDS (PLHA) and pregnant/lactating mothers and fortified weaning food for babies Strengthened institutions and industry groups supporting the agro-processing sector.
Sustainable Horticulture for Income and Food Security in Tanzania	Technoserve http://www.technoserve.org/our-work/stories/tag/Tanzania	This sustainable agriculture program aims to increase demand by expanding market opportunities for smallholder horticultural producers and processors in domestic, regional and international markets	Increase in farmers' incomes Increase in farmer capacity to operate commercially through two farmer-owned Market Service Centers built to achieve economies of scale in postharvest handling, marketing and distribution

			<p>Increase in demand for smallholder production</p> <p>Increase in saleable volumes</p>
Program	Key Contact and Link	Description	Expected Outcomes
Tanzania Agriculture Productivity Program	<p>FINTRAC</p> <p>http://www.fintrac.com/past-projects</p>	<p>This program aims to increase smallholder farmer incomes through enhanced productivity and improved domestic and export marketing of agricultural products</p>	<p>Increase in household income for participants of targeted intervention, thereby contributing to the MDG goal of halving the number of people below the poverty line</p> <p>Increase in number of men and women farmers engaged in environmentally sustainable horticulture</p> <p>Increase in export revenue from direct agricultural trade in horticulture products in target areas</p> <p>Improved access and control of income and decision-making power of women in the production and marketing process</p> <p>Promotion of the strengthening of local institutions and their participation in the production and marketing processes as well as strengthened collaboration with Local Government Authorities for sustainability</p>

Annex 5: Other donor projects/activities

Donor/Project	Description	Key Contact	Link
IFAD- Marketing Infrastructure, Value Addition and Rural Finance Support Programme	<ul style="list-style-type: none"> ● Increase access of poor rural people financial services ● Increase access to sustainable agricultural input and output markets 	Franciso Pichon Country Director f.pichon@ifad.org	http://operations.ifad.org/web/ifad/operations/country/project/tags/tanzania/1553/project_overview
IFAD – Agricultural Sector Development Program	<ul style="list-style-type: none"> ● Improve farmers' access to and use of agricultural knowledge, technologies, marketing systems and infrastructure ● Promote private investment based on an improved regulatory and policy environment 	Franciso Pichon Country Director f.pichon@ifad.org Mwamita Jumo Country Officer m.jumo@ifad.org	http://operations.ifad.org/web/ifad/operations/country/project/tags/tanzania/1420/project_overview
IFAD- Rural Micro, Small and Medium Enterprise Support Program	<ul style="list-style-type: none"> ● Improve the awareness of rural entrepreneurs of market opportunities ● Improve the coordination and cohesion of selected value chains ● Strengthen public and private sector institutions to provide efficient and effective support to rural enterprises 	Franciso Pichon Country Director f.pichon@ifad.org Mwamita Jumo Country Officer m.jumo@ifad.org	http://operations.ifad.org/web/ifad/operations/country/project/tags/tanzania/1363/project_overview
IFAD – Agricultural Sector Development Program: Support for Pastoral and Agro-Pastoral Development	<ul style="list-style-type: none"> ● Helping farmers identify and manage their own development needs ● Improving livestock production through research and technology ● Improving marketing systems and infrastructure for livestock products ● Strengthening national and local government institutions to improve services to livestock farmers ● Promoting a participatory approach to natural resource management within local administrations 	Franciso Pichon Country Director f.pichon@ifad.org Mwamita Jumo Country Officer m.jumo@ifad.org I.N.L Kaduma Principal Livestock Economist dpps-hims@maji.go.tz	http://operations.ifad.org/web/ifad/operations/country/project/tags/tanzania/1306/project_overview

	<ul style="list-style-type: none"> Investing in improved health care and water management 		
FAO Integrated Production and Pest Management	<ul style="list-style-type: none"> The program aims to help smallholder farmers increase cotton production sustainably and improve household incomes. At the same time it encourages farmers to reduce the use of pesticides 	<p>Programme Coordination ippm@fao.org</p>	<p>http://www.fao.org/agriculture/ippm/projects/tanzania/en/</p>

Annex 6: Areas of Gender Concern

Areas Of Gender Concern summarized from the Tanzania National Strategy for Gender Development (United Republic of Tanzania, n.d.)

Bolded selections are similar to INGENEAS project priorities

Area	Objectives	Strategies
1. Institutional Framework	Capacity building of Ministries, Departments, Institutions and LGA	- Gender-sensitive trainings
2. Decision-making and power	Career development programs for women and girls, capacity building for female Parliamentarians and councilors	- Support women in political participation, trainings for women leaders, and creation of a career development program
3. Legal and Human Rights	Repealing discriminatory laws, sensitizing law enforcers, increase legal knowledge of communities, raise awareness of women's rights	- Amend laws related to marriage, inheritance, and children's rights, research discriminatory provisions of customary law, gender-sensitization training, disseminate laws
4. Education	A mechanism to guarantee equal educational opportunities for girls and boys	- Expand education infrastructure, introduce gender basic course for teachers, increase enrollment and completion rate for girls, change community perceptions of girl's education
5. Training	A mechanism for equal access to training and increase enrollment of women in vocational training and university	- Encourage women to take up male-dominated trades, develop more trades that are gender-friendly, promote community education, make training information more widely available
6. Economic Empowerment	Have economically empowered women and increase their economic opportunities	- Encourage women and men to form economic groups to access credits for income-generating activities, provide women with entrepreneurship training
7. Employment	Increase business skills, have more women in high political and administrative positions, eliminate gender discrimination at work	- Provide access to credit and business training, confidence training for women, sex-disaggregated employment data, improve occupational health and safety policies
8. General and Reproductive Health	Increase women's access to healthcare and reproductive services	- Public immunization and health campaigns, increase coverage of reproductive health services, improve health facilities equipment, drugs and human resources
9. HIV/AIDS	Change attitudes and behavior towards HIV/AIDS	- Promote the Community Based Strategy for Protection of Women and Men Against HIV/AIDS, implement gender-sensitive programs on HIV/AIDS prevention

10. Food Security and Nutrition	Increase availability, accessibility and utilization of adequate food, raise nutrition standard of women and men, strengthen and expand primary school feeding program	- Provide nutritional education to communities, promote primary school feeding in all districts, incorporate cooking and nutrition into educational curriculum
11. Division of Labor	Have families practice equitable division of labor and resources	- Campaign against discriminatory traditions, sensitize men to participate in household chores
12. Information, Education and Communication	Have more gender sensitive media programs	- Strengthen media with gender information and programs in urban and rural areas, strengthen media actors with gender training
13. Appropriate Technology	Increase use of appropriate technologies in communities	- Increase awareness of technologies, establish procedures for access and distribution and training for operation and maintenance, promote user-friendly and sustainable technologies
14. Environmental Protection and Conservation	Increase environmental protection and conservation	- Sensitize communities on gender balance in environmental management, provide tools and facilities for environmental protection and conservation
15. Access and Ownership of Resources	Have men and women empowered through equal and equitable allocation of resources	- Sensitization training for communities and service providers, appropriate mechanisms for equal provision of loans to women and men
16. Gender Mainstreaming	Establish and strengthen mechanisms for gender mainstreaming, mainstream gender in all sectoral policies, programs and strategies	- Capacity building, strengthen gender institution setups for promoting gender equality, review and formulate gender sensitive policies and programs
17. Gender/Sex Disaggregated Data	Have gender disaggregated data at all levels	- Facilitate data collection, analysis and utilization, establish a database of gender disaggregated data
18. Social Security	Establish gender sensitive social security and protection schemes	- Enable Councils to establish social security services, establish gender responsive social security protection schemes
19. Community Participation	Promote community participation	- Motivate and empower men and women to participate in budgeting, planning and managing resources, promote participatory methodologies
20. Customs and Traditions	Sensitize and free society of harmful practices and traditions	- Sensitize women and men to abandon harmful practices such as female genital mutilation and early marriages, promote family planning

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