

Gender and Youth Assessment Report Mozambique & Tanzania

SUSTAIN Pro and SUSTAIN Eco



Photo: ADPP/SUSTAIN

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ACRONYMS

AfDB	The African Development Bank Group
COVID-19	Coronavirus disease
DHS	Demographic and Health Survey
FAO	Food and Agriculture Organization
GBV	Gender-Based Violence
GDI	Gender Development Index
HDI	Human Development Index
HDR	Human Development Report
IOF	Family Budget Survey
IUCN	International Union for Conservation of Nature
MADER	Ministry of Agriculture and Rural Development - Mozambique
MGCAS	Ministry of Gender, Children and Social Action - Mozambique
MOHCDEC	Ministry of Health, Community Development, Gender, Elderly and Children - Tanzania
NGO	Non-Governmental Organisation
NR	Natural Resources
SAGOCT	Southern Agricultural Growth Corridor of Tanzania
SUSTAIN Pro	Strategy for Growth Corridors in Africa

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Executive Summary

This Gender and Youth Assessment for Mozambique and Tanzania report provides evidence to help identify gaps, review trends, and identify where interventions are needed most. The report is based on a literature review, as well as focus groups and consultations with key stakeholders in the target landscapes of both countries (Báruè and Vanduzi in Mozambique and Kilombero, Ilemi and Sumbawanga in Tanzania). It illustrates specific forms of gender inequalities and youth challenges in the two countries, particularly in the context of socio-economic characteristics, and proposes ways that Sustainability and Inclusion Strategy for Growth Corridors in Africa (SUSTAIN Initiative) can drive gender- and youth-responsive action in the project target communities.

Specifically, the report concludes that:

- **There is significant inequality between women and men when it comes to access to, use, control over, and management of natural resources (land, agriculture, forests, water).** Factors hindering women's equality in this domain include exclusion from decision-making processes related to natural resources (NR), low literacy, lack of financial resources (credit) to increase their activity, lack of means of work, and environmental issues related to low production. Women have limited control over these constraints, for socio-cultural and socio-economic reasons. There is more work to be done to secure land tenure for households to increase both male and female land ownership, but particularly female. SUSTAIN can help promote dissemination of the legislation and necessary requirements in each country, to support bridging this gap in ownership.
- **Women and youth have limited opportunities to meaningfully engage in natural resources decision-making and leadership processes.** Rural women are dependent on natural resources for their livelihoods, but they are often excluded from decision-making processes related to NR, even when the decisions being made aim to address their needs. Inclusion of the voices and perspectives of young people, particularly in decision-making processes, often fails to acknowledge youth as distinct and independent actors. Their engagement largely depends on political, socio-economic, and cultural contexts, where social norms can result in multiple forms of discrimination against young women.
- **Women and youth face socio-economic barriers that affect their productivity.** Less access to natural resource benefits and to financial and educational services impacts the economic productivity of women and youth, and consequently the well-being of their families. Low levels of education leave most young men and women in vulnerable and informal employment, which makes income generation difficult and offers limited options to diversify and enhance their livelihoods and income.
- **Women and girls face harmful social norms that sustain gender-based violence (GBV).** Data presented in this document show that in both countries women and girls continue to face significant gender-based violence issues, upheld by harmful social norms that sustain GBV and by personal beliefs that maintain and tolerate GBV. Furthermore, young women and girls have less access to sexual and reproductive health and fewer opportunities to understand their rights. Project interventions must recognise this significant risk to women and put in place actions that prioritise women's safety and help transform gender norms and inequalities to reduce violence.
- **Availability of gender-disaggregated data and information to inform the gender analysis is a challenge.** It is important to gather and make available gender-differentiated data and information, to allow for appropriate assessment of the countries' situations (at the national and sub-national levels) based on evidence.

To respond to the challenges outlined in this report and the abovementioned conclusions, it is recommended that *Sustainability and Inclusion Strategy for Growth Corridors in Africa* take the following actions:

- **Project interventions should recognise that there are gender-based differences in the roles, responsibilities, and contributions of men and women.** The programme should take into consideration gendered aspects of traditions, public and private spaces, education, community roles, power dynamics, tenure rights, and access to resources. It should also understand how social and gender norms influence women's and men's economic performance and contributions, as a basis to design gender-transformative approaches. This means that the project should remove barriers and create enabling conditions to build women's capacity for productive and sustainable use of natural resources and, if necessary, adopt affirmative actions and proactive measures to ensure women and youth benefit from the project activities.
- **Promote meaningful participation and representation of women, youth, and other vulnerable groups in relevant local decision-making bodies, as well as in all decision-making processes associated with the programme.** Proactive and affirmative actions to engage women and youth as NR users and managers should be taken when necessary. More emphasis should be placed on gender-sensitive participatory mechanisms. To achieve this, the technical programme implementation team will need training in how to effectively engage women and youth in these processes. As with any stakeholder engagement process, supporting women's effective participation requires an enabling environment, capacity building, and implementation of appropriate systems of engagement. To ensure women's involvement, special attention should be paid to ensuring that events take place at convenient times and locations, considering the use of local languages, including women and local technicians in the implementing team, working with women to develop their own indicators of progress, etc.
- **Design interventions that assist women and youth to engage in nature-based livelihoods.** Create mechanisms to provide small grants, with no collateral, to develop sustainable agriculture or improve participation in the agriculture value chain, to improve and/or strengthen women's and youth's income generation (key for their empowerment), and to improve women's sustainable use of natural resources. Prioritise access to finance, inputs, and skills training (through knowledge Hub and the ToT programme) for women, and promote vocational training for women and youth to increase their skills, knowledge, and confidence. To improve value chain work for men, women, and youth, it will be necessary to ensure capacity building for all value actors (women, men, and youth).
- **Adopt proactive measures to support women and girls to become aware of their rights.** Support awareness-raising and training on legal instruments related to land and women's rights at the community level, and provide other legal support to increase their knowledge about legal frameworks and how to get ownership documents for a plot, and to increase gender sensitivity.
- **Contribute to the advancement of youth through project interventions.** Actively engage youth in all phases of project implementation, identifying priority actions to acknowledge, enhance, and mainstream youth engagement, for example in biodiversity conservation initiatives, agriculture technology, and business skills training to improve participation in the agriculture sector. Support strengthening communication advocacy on youth engagement and support, and engage existing youth community-based organisations (CBOs) and local civil society organisations (CSOs) to promote youth leadership and participation.
- **Strengthen communication advocacy on gender-based violence (GBV) prevention and support.** Engage existing CBOs and local CSOs to support sharing key information with women and girls related to GBV services available in each community, and how to seek support in a safe way. Promote awareness actions for the abandonment of harmful socio-cultural practices.

- **Adopt the collection of gender-disaggregated data.** Collection and analysis of sex-disaggregated data in the project implementation stage is crucial to facilitate gender analysis and gender-responsive monitoring and evaluation. This will also reveal whether the project successfully addresses women's and men's different priorities and needs and assess whether the programme has an impact on gender relations. This is important at both the beginning of the project (during design indicators) and at the end (to measure results).

1. Introduction

This gender and youth analysis was prepared for SUSTAIN Pro – Productive Landscapes for inclusive growth and SUSTAIN Eco – Ecosystem stewardship to balance sustainability and growth, two components of the SUSTAIN Initiative, which aims to develop sustainable food systems and healthy productive landscapes in Mozambique (Pro) and Tanzania (Pro & Eco). The initiative is funded by both NORAD and Sida, led by IUCN, and will be implemented with support from different implementing partners in each country.

The analysis aims to provide gender- and youth-sensitive data to support project managers and implementers in considering gender and youth issues at each stage of the project cycle. The assessment analyses the threats and provides suggestions for how to mainstream gender and meaningfully engage youth in both SUSTAIN Pro and SUSTAIN Eco. The SUSTAIN Initiative is based on the premise that understanding and employing the right types of financial and technical incentives for integrated landscape management (ILM) and the delivery of nature-based solutions (NbS) on the ground can effectively contribute to climate change adaptation and mitigation, enhancing the resilience of economies, people, and nature. SUSTAIN Pro has been designed as a 10-year initiative, with an operational plan for the first three years from 2022 to 2024. The delivery strategy encompasses (i) scaling-up solutions for sustainable agricultural production, (ii) restoring land health through multi-stakeholder partnerships, and (iii) investing in sustainable and inclusive value chains to drive systemic change. The programme will be implemented in the Southern Agricultural Growth Corridor in Tanzania (SAGCOT) and the Beira Agricultural Growth Corridor in Mozambique.

SUSTAIN Eco is a continuation of SUSTAIN 1 and was built as a complementary but distinct programme to SUSTAIN Pro. It will focus on improving coordination between governance structures at different levels; strengthening natural resource management through improved enforcement, capacity building, and standards and practices; and increasing investment in ecosystem protection and restoration. Inclusion and equity are central components of the programme, which seeks to combat poverty in its multiple dimensions by ensuring that benefits from ecosystems are shared equitably, sustainable livelihoods are facilitated, and participation and leadership of vulnerable groups are prioritised.

This assessment is structured as follows: Chapters 1-5 analyse the situation in each country, outlining the main challenges and opportunities linked to gender and youth. Chapter 6 provides specific recommendations to improve the participation of women and youth in sustainable agriculture, the agriculture value chain, and nature-based livelihoods, as well as respond to gender-based violence (GBV).

Methodology and Approach

This report illustrates the specific forms that gender inequalities take in the two countries, particularly in the context of socio-economic characteristics. The analysis identifies the main types of discrimination and violence that women face, as well as opportunities to support, increase, and improve their participation in the management of local natural resources (land and water).

The research methodology involved primary and secondary research, a literature review, interviews with key informants, a household survey, and focus group discussions (FGDs). In the target landscapes of both countries (Báruè and Vanduzi in Mozambique; Kilombero, Ihemi, and Sumbawanga in Tanzania), qualitative and quantitative data was collected using mixed methods, to provide an overview of the current socio-economic and ecological situation. Annex 1 presents a list of groups/entities in each country that were consulted during the process of designing the project. Guidance on gender-sensitive stakeholder engagement processes was used to ensure that gender was considered during the consultation processes (Annex 2).

A desk review of relevant documents was undertaken to understand the target population social dynamics and context in the two countries. Some of the desk review documents included existing institutional and legal frameworks, statistical reports from the government and international organizations, demographic and health

surveys, third-party gender studies, qualitative reports and quantitative surveys from World Bank and United Nations documents, census data, and other analyses. The desk review helped with gathering qualitative and quantitative background information.



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2. Country Backgrounds

In Mozambique, women represent 52% of the population (27.9 million) and 49% of illiterate people in the country, with illiteracy rates among rural women at 62%.¹ Women in rural Mozambique encounter various challenges to empowerment as a result of traditions and difficulties in access to information, education, credit, employment, land, and services. They also play a secondary role in decision-making processes in the family, community, and workplace, although the Mozambican legal framework for gender equality generally provides for equal rights and obligations for women and men. In Tanzania, women represent 50.6% of the population (64.5 million), 18% of whom are illiterate.² The government is committed to promoting gender equality, and relevant laws and policies have a gender component, but there is still a need to review the laws to mainstream gender.

Table 1, which is based on the UNDP Human Development Report (HDR) 2020 ranking for 189 countries, shows different themes and information about human development statistics for the two countries. These statistics depict the state of human development before the COVID-19 pandemic, based on available data for 2019 and earlier years, and give a comprehensive picture of each country's human development at that point in time.

These rankings illustrate the level of inequality between women and men in a country, based on dimensions such as empowerment and the labour market, proportion (expressed as percentage) of seats held by women in the national parliament, percentage of the female labour force population ages 15 and older that are not in paid employment or self-employed, and percentage of women who have an account alone or jointly with someone else at a bank or other type of financial institution, or who report personally using a mobile money service.

Table 1. Human development statistics

	Human Development Index (HDI)	Gender Development Index (GDI)	Gender Inequality Index (GII)		Gender Gap	Women's Empowerment
Country	HDI Rank	GDI Rank by Group*	GII Rank	Share of seats in parliament	Total unemployment rate (female to male ratio)	Women with account at financial institution or with mobile-money service provider **
Tanzania	163	3	140	36.9	1.61	42.2
Mozambique	181	4	127	41.2	1.15	32.9

Source: Adapted from UNDP HDR, 2020

* **Gender Development Index groups:** Countries are divided into five groups by absolute deviation from gender parity in HDI values. Group 1 comprises countries with high equality in HDI achievements between women and men, group 2 comprises countries with medium to high equality in HDI achievements between women and men, group 3 comprises countries with medium equality in HDI achievements between women and men, group 4 comprises countries with medium to low equality in HDI achievements between women and men, and group 5 comprises countries with low equality in HDI achievements between women and men.

** % of female population age 15 and older

In Mozambique, young people under the age of 25 constitute two-thirds of the population (2017 census). In Tanzania, youth is a significant segment of the population in terms of socio-economic development, constituting 60% of the total labour force (ILFS, 2014). This relatively young workforce can be beneficial for a country if investment is made in the education, employment, and empowerment of youth, allowing young people to play a critical role in investing in, and helping define, the socio-economic development and future of the country.

Table 2. Youth development statistics

Country	YDI*	Literacy Rates		Prevalence of HIV		Youth Unemployment	
		Male	Female	Male	Female	Male	Female
Tanzania	0.559**	88%	89%	1.1%	1.9%	1.9	3.5
Mozambique	0.460***	76%	69%	2.7%	6.1%	8.1	7.9

Source: Adapted from: WB, USAID, <https://thecommonwealth.org/>

*Youth Development Index

**148 out of 181 countries

***173 out of 181 countries

¹ Censo INE, 2017

² <https://data.worldbank.org/indicator/>

Table 2 gives a picture of the two countries' youth development. The Youth Development Index ranks countries in terms of conditions for young people, with ratings from 0.00 (lowest) to 1.00 (highest). The ranking is based on education, employment, health, equality and inclusion, peace and security, and political and civic participation. It looks at 27 indicators, including literacy and voting rates, to illustrate the state of the world's 1.8 billion people between the age of 15 and 29.



Figures 1 and 2: Maps of Tanzania and Mozambique including neighbouring countries (maps from: nationsonline.org)

2.1 Mozambique

Demographic characteristics – According to the last population census, Mozambique's population is estimated at 27.9 million, with 68% of the population younger than 25. Most of the population, about 67%, live in rural areas. The census also indicates that about 67% of the population works in the agriculture, silviculture, fisheries, and mining sectors. According to the official Family Budget Survey (IOF),³ most female heads of households (76%) are farmers, while among men the proportion of farmers is almost 56%. A USAID⁴ study from 2019 suggested that extreme poverty and the HIV/AIDS epidemic have contributed to the precarious status of women and girls in the country. Low levels of education, high maternal health risks, pressure to marry at a young age, limited economic prospects, gender-based violence, and accepted cultural norms place women at a high disadvantage. In Mozambique, the unemployment rate in 2017 was 22%, with a notable difference between women (24%) and men (21%).⁵

Social and cultural characteristics – In Mozambique, women face human, social, and economic development challenges, including low literacy, high HIV prevalence, and a higher ratio of women than men living under the poverty line. Under the strong influence of a patriarchal culture, women are mostly engaged in subsistence farming and domestic work, and face challenges in expressing their opinions and participating in social activities. Sociocultural factors in Mozambique lead to discrimination against women and girls, who are often excluded from social, political, and economic life, putting them at a disadvantage in relation to men and boys. Aggravating

³ IOF 2014-15 family budget survey

⁴ USAID, 2019

⁵ ADB, 2018

factors include poverty, disabilities, living in a rural area, or an inability to speak Portuguese. Results from the Bárue and Vanduzi baseline study indicate that women are much more likely than men to say that their household had gone hungry in the past 12 months. This is possibly because women are more aware than men of the food situation in the household, although also more women responded from less well-off households. This is much more widespread in Vanduzi, where 28% had gone hungry, than in Bárue, where only 7% claimed to have been hungry.

According to the Ministry of Gender, Children and Social Action (MGCAS),⁶ socio-cultural factors constitute a major challenge to achieving gender equality in Mozambique, though these factors differ between provinces. In some provinces, there are still matrilineal lineages while others are patrilineal, and in others the practice of “lobolo”⁷ persists, especially in the south of the country. In other provinces, polygamy is more frequent (Manica, Tete, Cabo Delgado, and Nampula), and initiation rites and early marriage persist in some. The study also mentions that there are norms and barriers linked to gender stereotypes reinforced by socio-cultural aspects that affect different sectors. In education and health, factors such as child marriage, initiation rites, and the expectations of parents and communities about the role of girls and women, can negatively impact women and girls. The same factors influence access to positions of power in social, economic, and political life and access to and control of resources and formal and decent employment.

Mozambique has two main ethnic groups, a matrilineal system in the north and central parts of the country, and a patrilineal system in the south. According to FAO,⁸ under both patriarchal and matriarchal systems, men have the authority to allocate land and rights and make decisions about land tenure. Women largely gain access to and control over land through some form of relationship with men in the community – their fathers, husbands, uncles, or brothers. In recent decades, patrilineal norms have begun to replace customary practice in matrilineal societies on a large scale, and women have lost considerable power to their brothers, sons, and uncles, who are commonly identified as the head of the family and owner of the land.

Gender, youth, education, literacy, and training – According to MGCAS⁹, studies done in recent years in the country have revealed a “feminisation of poverty,” with 63% of female-headed households considered poor, versus 52% of male-headed households. The USAID¹⁰ study points out that few girls finish primary school (46%), even fewer finish secondary school (22%), and 56% of women are illiterate (upwards of 70% in rural areas). Although women comprise the bulk of the unskilled workforce, especially in agriculture (63%), women’s work is largely unpaid, and they face many obstacles and discrimination as a result of strongly held beliefs about gender roles. Data on economic activities also show that in Mozambique structural inequality affects relationships between men and women, as women work more than men and earn less than they produce. The African Development Bank (AfDB)¹¹ estimates youth unemployment at 41.7%, above the average for the rest of the continent. Furthermore, an estimated 87% of Mozambican youth are employed in vulnerable jobs, mainly in subsistence agriculture or in the informal sector. The USAID study also mentions that in Mozambique there are high rates of HIV infection in young women and adolescent girls (11%) when compared with men and boys of same age. This fact, combined with maternal, newborn, and child mortality rates, leads to a deplorable health situation for a large proportion of the country’s growing population.

⁶ MGCAS, 2016

⁷ The Lobolo ceremony is a custom cultivated to this day in southern Mozambique. According to this tradition, the bride’s family receives money for the loss of her marriage and the move to another house. The tradition of lobolo has been the subject of much controversy in Mozambique.

⁸ FAO, 2017

⁹ MGCAS, 2016

¹⁰ Ibid.

¹¹ AfDB, 2018

Results from the Bárùè and Vanduzi baseline study show that a quarter of people in Bárùè and almost a third in Vanduzi cannot read or write. There is a sizeable gender gap in these statistics, with only 42% of female respondents able to read and write, compared with 97% of male respondents. This level of illiteracy can constrain some of the communication methods available to SUSTAIN and its partners. Literacy has an impact not just on women’s ability to read communication materials, instructions on products and so on, but also in their confidence. It is important that any interactions with farmers ensure that the low level of literacy among women is considered and that their male counterparts in the household do not receive all the training and information.

Rural employment – In Mozambique rural women often manage complex households¹² and pursue multiple livelihood strategies. Their activities typically include daily management of land and other natural resources, processing and preparing food, working for wages in agricultural or other rural enterprises, collecting fuel and water, engaging in trade and marketing activities of small products such as horticulture, caring for family members, and maintaining their homes. Agriculture is the most frequent occupation in rural areas, both for women (63%) and men (43%). The practice of agriculture is more frequent among women and men without any level of education (61% and 53% respectively).¹³ Nearly 99% of the rural population is engaged in family farming, largely women and youth, which represents around 82% of the rural economy.¹⁴ According to the Ministry of Agriculture and Rural Development (MADER),¹⁵ agriculture in Mozambique is extremely vulnerable to land degradation and frequent climate hazards, especially severe droughts, devastating cyclones, and floods in the central and southern provinces. In 2019, Mozambique was affected by two consecutive tropical cyclones (Idai in March 2019 and Kenneth in April 2019). Chronic food insecurity is exacerbated by climate shocks and natural disasters. According to AfDB, overall, consecutive shocks such as cyclones, floods and droughts, food insecurity, and outbreaks (cholera, COVID-19), as well as conflict-related displacement, have increased the vulnerability of 7.9 million people in Sofala, Manica, Tete, and Zambezia (central provinces).

Access to and control over assets and resources – In general, women have less access to and control over productive resources than men. Although women play an important role, both in agriculture and in household food security, they still face different social-cultural perceptions and socio-economic factors related to their right to access and control land and other natural resources. These discourage women’s participation in natural resource governance, associate public engagement with men, and contribute to disproportionate responsibilities in the domestic arena. By law, women in Mozambique have equal rights to own land and benefit. These are central tenets of Mozambique's land law, which affirms that “National individual and corporate persons, men and women, as well as local communities may be holders of the right of land use and benefit” (Article 10§1). Article 12 says that customary practices are only accepted if they do not contradict the Constitution. Despite these rights, women face the challenges of illiteracy and lack of access to information, which leads to a limited number of women who actually possess such registered land use rights. For example, women account for more than 60% of the labour force in agriculture, but make up only 25% of the landowners holding official user rights, which diminishes Mozambican women’s economic empowerment. According to a study by the National Institute of Statistics (INE),¹⁶ in terms of income control, a key dimension for women’s autonomy, 46% of women who work and have income decide on their own how to use their income, and 37% decide together with their spouses.

In terms of access to media, the INE data show that radio is the most used medium by men (42%), while television is the most used medium by women (27%). Almost two-thirds (65%) of women and 45% of men do

¹² The proportion of people in such households is somewhat higher, sometimes with three contiguous generations to one in which the members are all in the same generation but do not form a nuclear household.

¹³ MISAU & INE, 2015

¹⁴ AfDB, 2021

¹⁵ MADER, 2019

¹⁶ INE, 2011

not have access to social media. Furthermore, in terms of homeownership, only 14% of women have exclusive home ownership, compared to 28% of men.¹⁷

2.2 Tanzania

Demographic characteristics – Tanzania’s population is estimated at 51.8 million, with nearly 69% of people living in rural areas. In 2015, the literacy rate for adult females was 73%, compared to 83% for adult males.¹⁸ The population pyramid is bottom-heavy, with young people under 35 making up 77% of the total population and youth aged 15-35 constituting approximately 35% of the population.¹⁹ A large part of Tanzania’s labour force is employed in agriculture, 69% of women and 62% of men. In rural areas, this share rises to 90% of women and 85% of men. In general, women are engaged more in subsistence farming.²⁰

Social and cultural characteristics – Women are disproportionately affected by gender-related inequalities, including inadequate skills and knowledge; inequitable access to productive resources, especially land; inappropriate technologies; and inappropriate socio-cultural practices and beliefs²¹ that can exacerbate or perpetuate gender inequalities, such as early child marriage, gender-based violence (GBV), and the various taboos or practices that prevent women from controlling their own fertility. Women are responsible for reproductive and productive roles – cooking, farming, sending their children to school, and tending to the livestock – while the man holds all of the power in the household. Tanzanian society continues to be patriarchal, despite continuous efforts to mitigate challenges presented by traditional gender roles within the household.²² Female youth are also affected by cultural and social norms that lead to barriers to accessing and staying in school, and accessing finance, particularly in rural communities where women and girls are not allowed to own family property. Girls and young women are most vulnerable to social and gender norms that lead to early marriage, teen pregnancy, dropping out of school, risky behaviour, and discrimination in the workplace.²³

Gender, youth, education, literacy, and training – Adult literacy is higher for males (83.4%) than females (73.3%). However, the proportion of females who are literate increased at a higher rate (11.1%) between 2002 and 2012 than for males (5.9 %).²⁴ Enrolment in the Integrated Community-Based Adult Education (ICBAE) programmes, which were designed to raise literacy rates for adults and out of school youth, is low, indicating that many people lack the basic skills and literacy to enable them to engage profitably for their own livelihood enhancement and societal development. It is likely that many of these will be women, given their added caregiving responsibilities in the care economy.²⁵ Tanzanian youth continue to face high levels of unemployment; lack of access to quality education and health services, information, and opportunities; poverty; violence; a high rate of HIV/AIDS; and a general sense of disempowerment.²⁶ The economy is unable to generate enough youth employment opportunities for the available youth workforce, which accounts for more than 65% of the total labour force.²⁷

Results from the Kilombero, Ihemi, and Sumbawanga baseline study show that women are less likely to claim to be able to read and write than men. In 15% of households, the oldest female resident could not read or write.

According to the baseline study, in the Sumbawanga landscape, very few household participants have received any information, training, or help (e.g., from extension services) to support their farming in the past 12 months (15%), with slightly more men than women having received information. It is likely that gender biases are

¹⁷ Ibid.

¹⁸ <http://uis.unesco.org/en/country/tz>

¹⁹ USAID, 2020

²⁰ JICA, 2016

²¹ MoHCDGEC, 2016

²² Krietzman R., 2019

²³ USAID, 2020

²⁴ MoHCDGEC, 2016

²⁵ MoHCDGEC, 2016

²⁶ USAID, 2020

²⁷ Ibid

present in the provision of extension services, and in the households, which may dissuade women from seeking out extension services.

Rural employment – Agriculture and related sectors (fisheries, livestock, and forestry) remain the dominant sectors in the Tanzanian economy. The agriculture sector employs the majority of the population, 66% in 2014, with a larger proportion of women (69%) than men (63%). Women remain the major contributors to household food requirements. Women are also actively involved in the production of cash crops and in household activities.²⁸ In Tanzania, women and children are often responsible for water collection; 99% of women undertake water collection work. Although men may help with other work more than before, water collection is as yet deemed as a fixed role for women. The time needed for water collection differs in rural areas; in some areas women are forced to spend long hours fetching water. In dry areas that suffer from serious water shortages, for example, women may walk as many as five hours to collect water. The long hours needed for water collection have negative impacts: women are not able to engage in livelihood activities as much as men do, and girls are unable to go to school regularly because of this work and thus have difficulty following the classes.²⁹ Rural youth are primarily engaged in agriculture and encounter more challenges as they lack access to banks (most financial institutions are based in urban areas).³⁰ In the Sumbawanga landscape, during the baseline study, 72% reported farming production and sales as a source of household income and food (equal amongst men and women), followed by other agriculture-related businesses (29% of women and 34% of men), and petty trade – selling homemade products like beer and honey (22% of women and 8% of men). In Kilombero and Ihemi landscapes, farming production and sales is the main source of household income and food (89%) for both men and women, followed by petty trade (23% of women and 16% of men)

Access to and control over assets and resources – The share of female landowners within the total female agricultural population remains low, at 27%, compared to 73% for males. In agriculture, 90% of women (as compared to 60% of men) are dependent on rain-fed harvesting, and there is a smaller percentage of women as compared to men who take advantage of improved seeds, fertilizers, and pesticides; have access to the materials and implements for production; or can afford to hire labourers. Accordingly, agriculture performed by women tends to be less productive than by men.³¹ According to USAID,³² there are slight variations in how young women and young men access information. Young men are more likely than young women to get information through social media (83% for men vs. 70% for women). Young women are more likely than men to get news from radio/TV (92% for women vs. 84% for men), and hear news through community groups (28% for women vs. 15% for men).

2.3 Discussion

The above data show that gender inequalities in both countries persist, in terms of less access to education, finance, health services, water, sanitation, and social protection. Cultural and traditional beliefs contribute to women and young women being less educated than men and young men, although the female population is larger than the male. Literacy has empowering effects on women and contributes to transformative effects for them and their families. It also contributes to increasing their skills in the labour force and their ability to participate actively in consultations and decision-making processes and more broadly to contribute to the economy. Women's and young women's unequal access to education means that there will not be enough adequately qualified women and young women to enter and advance in the labour force.

In rural areas, women and youth are more involved in agricultural activities, where women play a vital role as producers. Participation of women in this productive sector, which is an important source of livelihood and income generation, is high. However, in spite of the significant participation of women in the productive sector, in terms of contributions to the socio-economic well-being of their family and their community, there are gender

²⁸ MoHCDGEC, 2016

²⁹ JICA, 2017

³⁰ USAID, 2020

³¹ JICA, 2017

³² USAID, 2020

gaps in access to and control of agricultural resources. Compared to men, women have less access to productive assets such as land, reflecting the gender hierarchy in rural communities. Gender inequalities can result in less food production and less income generation by women.

The distribution of traditional roles and responsibilities often requires rural women to collect water. Women and young women in rural areas have the major responsibility for household water supply and energy for cooking and heating, as well as for food security, and are negatively affected by drought, uncertain rainfall, and deforestation.³³ Throughout the baseline study in the Kilombero, Ihemi, and Sumbawanga landscapes, the women's focus group reported that firewood was the main source of energy used by households in those landscapes. However, they raised complaints that they have to walk a long distance in search of firewood, due to the high level of tree cutting in the community. Water collection is heavy labour with a heavy physical burden, requiring women to walk long distances (with harassment or sexual violence risks along the way), carrying water on their heads. Strong gender-related cultural norms lead to greater responsibility of women in reproductive roles. Extreme poverty and vulnerability to climate change have a major impact on the rural population, especially on women and girls, contributing to the precarious situation of women and girls. Being responsible for multiple tasks, and the time required to perform these tasks, contributes considerably to the workload for women compared to men. Men are more involved in irregular work such as opening the farm, selling agricultural produce, building or renovating the house, etc.

In terms of ways of life or livelihoods, men and women have different tasks related to the production of goods for consumption or trade and income generation, and different opportunities to upgrade. In small-scale agriculture, men and women may face similar constraints to upgrading, for example difficulties in meeting irrigation needs and implementing good practices. Men's and women's capabilities and incentives to overcome constraints often differ, because of their unequal access to and control over natural and financial resources. Moreover, access to credit is a challenge for women compared to men. Despite the fact that legally there are no impediments to women accessing credit, traditional power relations between men and women and other socio-economic and cultural factors, such as limited access to information on credit and credit conditions, limit women's access to credit. Data show that, in both countries, women have fewer land-use rights compared to men. In countries where women make up the majority of the workforce on the land, the security of their rights over this key resource is a fundamental precondition of household food security and equitable economic development.

The amount of time that men and women dedicate to caregiving and housework is different, and disproportionately falls on women, who generally work longer hours than men. This limits opportunities for women and young women in terms of schooling (less time to study) and work, delays, and low productivity due to work overload and little rest time.

³³ Commission on the Status of Women, 2008; UNDP, 2009 in EAC Master Plan, 2011



Photo: Vanduzi District, Mozambique

3. Legal Environment for Gender Equality and Youth Engagement

Gender legal instruments provide an opportunity for gender mainstreaming in the political, social, and economic spheres. However, laws are not always sufficiently known by both citizens and the people responsible for their implementation/application. Customary patterns of access to and control of resources, as well as the relationship between women and men, generally give priority to men over women. The weak application of laws to ensure gender equality is detrimental, especially to women and girls. Tradition may be used to justify violence against women or the deprivation of land ownership, as traditionally the man owns the land. On the other hand, sometimes the results of the legal frameworks are not evident due to the lack of mechanisms for implementing, monitoring, and evaluating them.

3.1 Gender in countries' legal frameworks

In line with international norms and committees' recommendations and other legal instruments, both Mozambique and Tanzania have developed some legal instruments with a gender lens. The tables presented below show examples of some key legislation, policy, and commitment documents on gender equality in the two countries. According to different studies reviewed, while there is some legislation that is gender inclusive, there is a significant gap between policy intention and implementation with respect to gender considerations, particularly, in land legislation. There are challenges related to how women can exercise individual user rights for land without having to depend on others (access and control) and gaps in the legislation framework related to natural resources.

Mozambique

Policy	Remarks
Some Legislation on Gender Equality	
The revised Constitution of Mozambique established in 2004 and the amendments that followed	<ul style="list-style-type: none"> Stipulates that all citizens are equal, and several clauses emphasize gender equality. Article 35 stresses universality without discrimination (including sex), and Article 36 promises gender equality, while Article 122 stipulates promotion and support for women's participation, role, and empowerment in all spheres of the country's political, economic, social, and cultural life.
Gender Equality Policy and its Implementation Strategy (PGEI) (2002)	<ul style="list-style-type: none"> Stresses the importance of the advancement of women's status and empowerment, through four specific goals: (1) promotion of gender equality, (2) strengthening of coordination for gender mainstreaming, (3) enhancing implementation of priorities defined in the Beijing Platform, and (4) improvement of services for victims of GBV in all aspects.
The Family Law revised 2019	<ul style="list-style-type: none"> Establishes that the family is the fundamental element and basis of every society, a factor in the socialization of the human person. For patrimonial purposes, the singular, stable, free, and notorious union between a man and a woman is recognised as a family entity. Protects the family and its members against illegitimate offenses.

Law on Domestic Violence (2009)	<ul style="list-style-type: none"> Formulated specifically to prevent domestic violence, punish offenders, and protect victims. It is very significant in that it recognises domestic violence as a public crime.
Law for the Prevention and Combat of Premature Unions (2019)	<ul style="list-style-type: none"> Formulated to protect children from premature unions. Its object is the prohibition, prevention, and mitigation of premature unions, the penalization of its perpetrators, and the protection of children who are or were in these unions.
Gender in Legal Framework for Natural Resources	
Land Law (1997)	<ul style="list-style-type: none"> Promotes the rights of citizens and local communities, including women's rights. Prescribes that both men and women, as well as local communities, have equal rights to use and benefit from land - DUAT (articles 11 and 12).
National Water Policy, through Resolution no. 7/95, of 8 August	<ul style="list-style-type: none"> Based on respect between and equal rights for men and women. Facilitates greater provision of water to users, both in quantity and quality. Contrary to the 1995 policy, the new Policy places greater emphasis on women's participation.
Forest and Wildlife Law (Law No. 10/99)	<ul style="list-style-type: none"> The law is gender-neutral; it is not specifically aimed at either men or women and is assumed to affect both sexes equally.
Regulation of the Forest and Wildlife Law	<ul style="list-style-type: none"> The regulation refers to women, but just mentions women as one of the participants in the community consultation meetings.
Source: Adapted from MGCAS 2016, JICA, 2015; FAO, 2011	

Tanzania

Policy	Remarks
Some Legislation on Gender Equality	
The Constitution of Tanzania enacted in 1977 and the amendments that followed	<ul style="list-style-type: none"> Both forbids discrimination based on gender and guarantees equality and protection for all persons without discrimination.
Women and Gender Development Policy: WGDP (2000)	<ul style="list-style-type: none"> Aims to mainstream gender perspectives into policies, programs, and strategies, as well as create opportunities for women to participate in poverty reduction and development efforts. National Gender Development Strategy (NGDS) then serves as a document to further clarify the issues hindering gender equality in Tanzania and suggests necessary strategies.
Sexual Offences Special Provision Act 1988-SOSPA	<ul style="list-style-type: none"> Formulated specifically to protect women and children from sexual harassment and abuses. It recognises for the first time in Tanzania that rape is a crime whose perpetrators deserve strict punishment. The duration of punishment is a minimum of 30 years, and life imprisonment will be imposed if the victim is a girl under 10 years old.
Gender in Legal Framework for Natural Resources	
The 1998 Forest Policy; The Forest Act of 2002; and National Forest Programme 2001-2010 (NFP)	<ul style="list-style-type: none"> Recognise the importance of gender in forest management, noting that forests and trees are important to rural life and especially women and marginalized groups in relation to food security, rural energy supply, and household subsistence. One of the strategies of the NFP was to pay attention to gender balance in terms of income-generation opportunities, poverty reduction, decision making, and ownership of forest resources and products. Gender mainstreaming in the management of forests and forest products is thus seen as imperative.
Land Acts Nos. 4 and 5 of 1999 and their amendments	<ul style="list-style-type: none"> Prescribes that both women and men have equal rights for land ownership and use, and that discrimination against women using customary law will not be accepted. The amendments of 2004 that followed defined the value of land and the right of women to mortgage land without consent from their spouses, in order to access loans.
Village Land Act No.5	<ul style="list-style-type: none"> Curbs the application of customary laws if they deny women's rights to lawfully own land. Stipulates the need for women to be consulted when communal or family land will be sold, and recognises women's land ownership and mandates that half of village land council members be women.
Source: Adapted from MoHCDEC, 2016; JICA, 2017	

3.2 Youth framework

Mozambique

Policy	Remarks
Legislation	
Youth National Policy (2013)	<ul style="list-style-type: none"> Seeks to ensure that Mozambican youth live a long and healthy life, based on a combination of decent work and/or employment, compatible remuneration and decent housing, resulting from solid technical, professional, and vocational training combined with habits and practices of oriented citizenship.

National AIDS Strategic Plan (2021 - 2025)	<ul style="list-style-type: none"> The National Education Strategic Plan and Operational Plan for AIDS include sections dedicated to youth.
Youth Mechanisms	
Secretary of State for Youth and Employment	<ul style="list-style-type: none"> Is responsible for all matters related to youth. The government also established the inter-sectoral Committee for Support to the Development of Young and Adolescent People (CIADAJ), which includes representatives from all the key ministries, national NGOs, and religious organisations associated with adolescent and youth development. The National Youth Institute (INJ) conducts research to monitor and inform the government's efforts in youth policy.
The National Youth Council (CNJ)	<ul style="list-style-type: none"> Serves as a national forum for Provincial Youth Councils (CPJ), which unite numerous youth associations. Registered members of local youth organisations elect the officials of the Executive Committees of the CPJ to represent them at the CNJ. The elected president of the national council sits in the government's National Assembly. Mozambique is also party to the African Youth Charter.
Youth Parliamentarian Cabinet	<ul style="list-style-type: none"> The Youth Parliament is an advocacy platform on the rights and priorities of youth that is concerned with the growing corruption and partisanship of opportunities, social injustice, precarious living conditions, political exclusion, and poor access to bodies and decision-making processes at all levels, with a particular focus on young people

Tanzania

Policy	Remarks
Legislations	
National Youth Development Policy	<ul style="list-style-type: none"> Intends to create an enabling environment to build the capacity of young people and promote employment opportunities and access to social security. The policy focuses on a number of areas, including employment, healthcare, education, the role of local agencies, HIV/AIDS, disability, equality, financial services, juvenile justice, the informal sector, and ICTs.
Youth Mechanisms	
Prime Minister's Office for Labour, Youth, Employment and Persons with Disability	<ul style="list-style-type: none"> Youth Development is a division under the Prime Minister's Office for Labour, Youth, Employment and Persons with Disability, responsible for creating a conducive environment for promotion of youth involvement in social, economic, and cultural development initiatives, as well as enhancing youth mobilization, upbringing, and socio-economic empowerment. Youth development issues cut across many different areas, including employment, sustainable livelihoods, education and skills development, health, youth empowerment, and participation, among others.
National Youth Council ACT, (2015)	<ul style="list-style-type: none"> The objective is to provide a platform for implementation of youth issues at the ward, district, regional, national, and international levels.



Photo: Vanduzi District, Mozambique

4. Gender-Based Violence

Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. There are different kinds of violence, including (but not limited to) physical, verbal, sexual, psychological, and socio-economic violence.³⁴

4.1 Mozambique

In both patrilineal and matrilineal traditions, gender relations in Mozambique are characterised by women's subordinate status. The harmful attitudes, norms, and beliefs in both systems contribute to elevating the GBV numbers. According to the Demographic Health Survey (DHS),³⁵ 25% of women aged 18-49 had experienced physical violence or sexual violence. The survey also shows the physical consequences of spousal violence: 13% of women suffered eye injuries, sprains, dislocations, or burns as a result of physical violence and 23% were victims of sexual violence. Among women, leaving home without telling her husband was most cited as a reason for the husband beating his wife. Among men, arguing with the husband is the most frequently cited reason.

Another form of violence in Mozambique is early forced marriage. According to UNICEF,³⁶ Mozambique has one of the highest rates of child marriage in the world, affecting almost one in every two girls, and the second-highest rate in the eastern and southern African sub-region. Child marriage endangers girls, as child brides experience a higher incidence of domestic violence, marital abuse (including physical, sexual, or psychological abuse), and

³⁴ UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

³⁵ Mozambique IDS, 2015

³⁶ <https://www.unicef.org/mozambique/en/child-marriage-mozambique>

abandonment. Some 48% of women in Mozambique aged 20-24 were first married or in a union before the age of 18, and 16% before the age of 15.³⁷

4.2 Tanzania

According to TDHS and MIS³⁸ 42% of women who were ever married have experienced spousal violence, whether physical or sexual. Spousal violence is higher among women whose husband or partner has no education (53%) or gets drunk very often (74%), and whose father had beaten their mother (54%). The survey points out that four in ten women have experienced physical violence since age 15, and that experience of violence increases with age; 22% of women age 15-19 have experienced physical violence, compared to 48% of women age 40-49. Experience of physical violence is higher among women who are divorced, separated, or widowed (63%) than married (44%) or never-married women (16%). The most common perpetrator of physical violence among ever-married women is a current husband or partner (63%). Among never-married women, the perpetrator is most likely a teacher (23%). The survey reveals that 17% of women have experienced sexual violence, and that experience of sexual violence increases with age, from 11% of women age 15-19 to 18% of women age 40-49.

The survey also says that more than half of women who have experienced physical or sexual violence sought help to stop the violence. The most common sources of help for these women are the woman's own family (56%) and her husband or partner's family (42%). The survey mentions that 58% of women and 40% of men agree that a husband is justified in beating his wife for at least one of the following reasons: if she burns the food, argues with him, goes out without telling him, neglects the children, or refuses to have sex with him. The most common reason for both women and men to agree that wife beating is justified is a wife neglecting the children (48% and 31%, respectively).

4.3 Discussion

According to the World Health Organization, violence against women and girls is the most widespread form of abuse worldwide, affecting on average one-third of all women globally in their lifetime. The data indicated above shows that women and girls across the two countries experienced sexual violence and other forms of GBV. Women victims of GBV can face negative impacts on their physical and mental health.

Reports from the Demographic and Health Surveys (DHS), nationally representative surveys in the two countries, suggest that harmful social norms sustain GBV, including early and forced marriage. The survey reports suggest that harmful attitudes, norms, and beliefs contribute to GBV, as they are used to justify violence against women and girls. For example, attitudes about the acceptability of intimate partner violence or wife beating is justified for at least one of the following reasons: "if she burns the food, argues with him, goes out without telling him, neglects the children, makes major household purchases without telling him, or refuses to have sex with him."

Women's perception that beating by husbands is acceptable in order to preserve family respect, rather than prioritising the safety of women and girls, reflects harmful socio-cultural norms and traditions. These attitudes increase the rates of violence against women and girls, allow for tolerance of GBV against women and girls, blame the woman for the violence she suffers, and purport to preserve the family honour.

5. Gender and Youth Profiles in Each Country

The gender dimension of socio-economic inequality can be assessed based on educational attainment, income generation, participation in conservation and sustainable development, and participation in decision-making fora. In both countries, women seem to actively participate in productive activities (small-scale agriculture and

³⁷ IDS, 2015

³⁸ Tanzania Demographic and Health Survey and Malaria Indicator Survey 2015-2016

fisheries) and ecosystem conservation (forests). However, the same does not happen in terms of women's participation in decision-making processes or access to financial services.

According to the UNFPA, young people make up the largest and fastest growing proportion of the general population in East and Southern Africa. UNFPA also states that, if young people have opportunities to realise their potential, this youth population could be an opportunity to renew the continent's social and economic capital. But adolescents and youth, particularly girls, face many risks as they navigate their lives – unemployment and economic exclusion, unwanted pregnancies, high maternal deaths, sexually transmitted infections (STIs), and gender-based violence.

5.1 The situation of young people

Mozambique – A study by USAID³⁹ demonstrated that most young people try to survive in the informal economy in Mozambique, and in rural areas participate in traditional subsistence agriculture. The study highlights challenges faced by youth in Mozambique, including barriers to accessing employment linked to lack of availability of jobs and low quality of education, and the absence of entrepreneurial training and lack of financial support to initiate projects, all of which constrain their livelihoods. The study says that girls and young women students face sexual exploitation and abuse by male teachers, who act with impunity. The same study also says that young people are challenged by poor social services, like health care and education. Furthermore, youth have low engagement in the social, political, and civic life of the country and low access to information and communication technology (ICT).

Tanzania – A study by USAID⁴⁰ says that the informal sector dominates the Tanzanian labour market, with agriculture (small-scale and subsistence farming) employing almost 75% of youth. The study also mentions that, although girls and women are the primary users of natural resources at the village level, they are persistently marginalised in terms of household decision making, access to information, access to quality health and education, and broader livelihood opportunities. The same study also states that the most common missing assets that young people face include: quality education, business, and marketing skills; networks, finance and land; and youth-friendly health services. Furthermore, they face challenges starting families, finding employment, running businesses, spending their free time, feeling safe/unsafe, and engaging civically and politically, and female youth experience many forms of violence, including sexual and GBV and sexual harassment.

5.2 Women's and youth's voices and political representation

Mozambique – The proportion of seats held by women in the Mozambique national parliament is 42%. This year (2023), Mozambique achieved gender parity in the Council of Ministers, an historic milestone. There are now 11 women and 11 men – including the prime minister – holding ministerial posts in the Mozambican government. Mozambique joins a group of only 14 countries that have achieved gender parity at this level and is the third country in Africa to have 50% or more women in ministerial positions.

According to the Bárue and Vanduzi baseline study results, farmer producer groups and savings groups are the group types most widely known to be present in the area, followed by local committees and similar. On average, there appear to be more male than female members of farmer producer groups and more men on the management committees, although women are at least represented.

Results also show that, in terms of decision making related to livelihoods, both males and females participated in decision making about food crop farming (men 67% vs women 68%) and cash crop farming (men 58% vs

³⁹ USAID, 2020

⁴⁰ USAID, 2020 (Tz)

women 53%). Men were more likely than women to say that they participated in decision making about poultry raising (men 51% vs women 42%), livestock raising (men 50% vs women 38%), wage and salary employment (men 52% vs women 33%), and non-farm economic activities such as small businesses, self-employment, etc. (men 42% vs women 37%). Thus, the main areas where women have less say is wage and salary employment, and livestock.

According to an EISA⁴¹ study, youth in Mozambique are still relatively unstudied, especially in terms of their political engagement. The study says that current analyses underline some closure of the public space to participation, especially by youth. The study also says that there is poor participation of young people in formal spaces of governance, such as development observatories, consultative councils and forums for local development, community committees, electoral processes, petitions, and demonstrations. According to *Afrobarometer* data, young people have low electoral participation rates compared to adults.

Tanzania – In 2021, women made up almost 37% of the Tanzanian national parliament, with 18% in ministerial-level positions. This percentage is beyond the 30% quota that Tanzania’s constitution allocates to female politicians (hereafter ‘quota’). At the level of village and community governments, however, the average percentage of female leaders is no more than 7%. The fact that gender inequality is larger in rural areas than urban areas, and that the quota system that exists in urban areas is still lacking in rural areas, exemplifies the disparity in the participation of women in decision-making processes. For example, women in Tanzania play a critical role in collecting water, but they have had limited opportunities to voice their opinions on water resource management and administration, their participation in decision-making, or their needs.

Results from the baseline study in the Kilombero, Ihemi, and Sumbawanga landscapes indicate that men are significantly more likely than women to be involved in decision making about cash-crop farming and wage or salary employment. Men and women are almost equally likely to be involved in decisions about food-crop farming and livestock raising, and women are more likely than men to be involved in all or most decisions about poultry raising.

The study shows that, in the Sumbawanga landscape, women lean toward membership in savings groups (30% female and 6% male), while men tend towards memberships in government-related structures, such as the water, land, or village management committees. Water committees comprise an equal number of active men and women members. In contrast, village environment committees and land-use management committees were reported to have more men than women. Women thus constitute more active members in the savings groups and men in farmer groups. The same is mirrored in the management of these groups. In Kilombero and Ihemi, savings groups are perceived to include more women than men on their management committees, whilst for farmer producer groups there are more men than women. This also seems to be the case for local authorities such as village environmental committees.

According to TBI,⁴² there are still few opportunities for youth to participate in civic and political processes or to design interventions that address their concerns. They also say that delay in the operationalisation of the Tanzanian National Youth Council as a platform for expressing and promoting the youth agenda has minimised youth engagement in civic and governance spaces. Furthermore, while there have been growing efforts by the government and other stakeholders to increase civic education for youth through media (mainstream and online) and offline platforms, the concerns regarding lack of youth engagement in civic and governance processes are coupled with negative perceptions of youth and low levels of civic education among them. According to USAID,⁴³ youth crave opportunities for better civic and political engagement and respect from

⁴¹ EISA – Instituto Eleitoral para a Democracia Sustentavel em África, 2021

⁴² TBI (Tanzania Bora Initiative) in CEPPS – Strengthening Democracy Through Partnership - <https://cepps.org/story/cepps-partner-spotlight-tanzania-bora-initiative/>; FEB 2021

⁴³ USAID, 2020 (TZ)

adults, but opportunities are limited due to age discrimination, social and gender norms, nepotism, and a lack of meaningful youth engagement at the community level.

5.3 Women in agriculture

Mozambique – According to MGCAS,⁴⁴ the agricultural sector is characterised by low pay in Mozambique. Women remain in high numbers in the informal agricultural sector, in low-paying occupations, while men pursue higher pay in other sectors. The study also mentions that women's low pay can be explained by the fact that their work in agriculture is seen as an extension of their reproductive responsibilities and of producing for the subsistence of the family; while men are seen as the breadwinners of the family. There are also unequal power relations that do not allow women to negotiate the use of the marketing results. Furthermore, women farmers have little access to technological innovation (irrigation systems, for example) and suffer, along with other farmers, from the lack of infrastructure (access roads, transport) to access markets and carry out productive activities.

Results from the Báruè and Vanduzi baseline studies indicate that women are as likely as men to have received information from the Ministry of Agriculture extension officers that are the leading source in both areas. The next most common source of information related to agricultural practices are farmer groups or associations. Therefore, the associations and cooperatives that women are members of are not a primary source of information to these farmers. SUSTAIN Pro can explore how these can be entry points to provide training and information related to climate-smart agriculture.

In both districts, harvesting, participating in farmer group meetings, and weeding are the agricultural activities that both men and women participate in equally. Men are more responsible for operating machinery, and dealing with pesticides and fertilizers, compared to women.

Tanzania – The Tanzanian MoHCDEC reports that the gender gap in agriculture is a development challenge.⁴⁵ Women frequently have unequal access to key agricultural inputs such as land, labour, knowledge, fertilizer, and improved seeds. Women are also actively involved in the production of cash crops and in household activities. Major challenges affecting agriculture include low productivity of land, poor agricultural inputs, weak producer organisations, depressed prices for primary commodities in global markets, and insecurity of property rights to land and its use as collateral for credit. Women are also disproportionately affected by gender-related aspects that include inadequate skills and knowledge; inequitable access to productive resources, especially land; inappropriate technologies; and inappropriate socio-cultural practices and beliefs.⁴⁶

During the baseline study in the Ihemi, Kilombero, and Sumbawanga landscapes, women in the focus group discussion reported that they are always included in farm decision making, especially during preparation and farming, but after the harvest they are excluded from decisions by their husbands. This means that they are excluded from the process of controlling the resources and income that may come from the sale of agricultural products. Even with high involvement of women in decision making across a range of areas and the high involvement of women in farming, the ultimate decision-making falls primarily to men. Decision making in areas that seem to involve purchasing and handling of inputs, such as fertilizer, is also more biased towards men. The study results indicate that in Kilombero, Ihemi, and Sumbawanga, all farming-related activities except pesticide application and operating machinery are done by men and women equally. The study also revealed that farmers [both men and women] in the focus groups did not have a strong understanding about “sustainable land use and management.” Some associated sustainable farming with continuous farming throughout the year, while others associated it with irrigation farming.

⁴⁴ MGCAS, 2016

⁴⁵ MoHCDEC, 2016

⁴⁶ MoHCDEC, 2016

5.4 The agriculture value chain

Mozambique – According to a USAID⁴⁷ study carried out in the central and northern provinces, soy crop, although not traditionally consumed in Mozambique, is profitable for small-and medium-scale “emerging commercial” farmers, and women have been successfully integrated into different levels of the soybean value chain. The study also shows that groundnut production is dominated by smallholders, with women being very active in the value chain, including production. The pigeon pea value chain also offers strong potential for improving smallholders’ incomes and nutrition, particularly among women smallholders, with primary end market opportunities for pigeon pea sales to India. Furthermore, cowpeas are centrally important to smallholder nutrition and food security, and more than half of the households planting cowpea are headed by women. The crop is largely used for household consumption. Female producers are under-represented in horticulture markets. Even though horticultural crops are produced by a significant share of Mozambican farmers and offer significant income potential to smallholder farmers, there are high barriers to entry to profitable market channels.

Tanzania – According to analysis by AGRA,⁴⁸ in most places in Tanzania, beans are treated as women’s crops, as women play an important role in their production and in sales and have relatively good control over the benefits derived from this crop. However, the analysis demonstrates that women’s capacity to access high-yield seeds and other inputs such as fertilizer, pesticides, and post-harvest technologies is low. The same study says that the bulk of the sales are done immediately at harvest, with minimal processing, thus resulting in low incomes. Furthermore, there are very few organised collective actions both by informal groups and formal cooperatives, and the business and marketing skills capacity among those organised in groups/cooperatives is still very low.

A 2018 study⁴⁹ noted that there are weak linkages within the cassava value chain, which is highly gendered. Women were mainly involved in cassava harvesting, processing, and farm gate sales, and men played a prominent role in the control of resources, marketing, and income. In addition, women were not well-integrated in high-value urban and cross-border marketing nodes.

According to AgriGender,⁵⁰ higher nodes of the maize value chain are dominated by men, with women’s participation generally limited to maize production, and women face barriers to expansion of their business. The study says also that gendered decision-making patterns with regard to maize sales show regional variation, but that, overall, men are the primary decision makers.

5.5 Gender, land, and natural resources

Mozambique – In Mozambique women have unequal gender power relations, resulting in women having unequal access and control over productive and natural resources. According to a 2020 World Bank⁵¹ study, cultural norms and gender inequalities limit women’s control over land, despite the role played by them in food production. And despite their role in agriculture, women have low access to and control of productive resources. The study also says that issuance of land titles in the husband’s name is common throughout the country, and co-titling – registering the land in both the wife’s and husband’s name – is rare. The vast majority of men and women own land via customary law, around 44% in total, with a significant gap in favour of men.⁵² The same study states that the country has low coverage of drinking water, and it is likely that climate change is also already having an impact on water availability, with negative impacts in some areas on women and girls, who

⁴⁷ USAID, 2016

⁴⁸ AGRA, 2020

⁴⁹ Blessing Masamha, et al., 2018

⁵⁰ AgriGender, 2020

⁵¹ WB (world bank group), 2020

⁵² FAO, 2020

now have to travel long distances for water collection. Furthermore, women's and youth's benefit from and participation in decision-making processes, especially when related to accessing opportunities and management of natural resources, as well as political and local planning, is also limited.

Tanzania – A study conducted by the Tanzanian MoHCDEC says that insecurity of land tenure has led to a decline in the productive capacity of agricultural land, because of non-sustainable land-use practices, including poor land-husbandry practices. Many women are still vulnerable to land alienation/exclusion, which affects their ability to produce. This is despite the fact that the 1995 Land Policy, the Land Laws of 1999, and the subsequent Land Act and Village Land Act provide for women's rights to land. The policy and legal framework recognises the dual system of land tenure with customary and statutory rights of occupancy and makes provisions for registration of customary and statutory titles, as well as the application of the customary practice of inheritance, as long as practices are not contrary to the constitution or to the principles of justice. Women are also entitled to acquire title deeds in their own names. Discrimination by the same customary practices is however not uncommon when it comes to the disposal of land by sale or transfer by male patriarchs at the household level. In addition, women and men are often vulnerable to land alienation, because of state acquisition or state-supported projects or private businesses. Female-headed households suffer the most in such acquisitions.

The baseline study indicated that in Sumbawanga 71% of the respondents said the main farm plot belonged to them (69% women and 72% men). While 47% of those who claimed ownership had sole ownership, only 28% of women owned land on their own, versus 67% of men. 70% of women said they owned the land with a man, and 32% of men said they owned the land with a woman. The Kilombero, Ihemi landscape study results show that, despite the disparities in land ownership amongst men and women, a majority of respondents believe that women and men in their community are equally likely to own land. This means that lower land ownership among women is not considered a problem, and there may be a need for awareness-raising in this area. The patriarchal system, where community members believe it is men who should own land, is a big limitation on land ownership amongst women, as are the financial barriers to land ownership, such as not being able to access money to buy land. This was said to be declining, however, because of activity in the community to convince people that it is fine for women to own land. For example, in Iringa and Kilombero, our key informants said that in some villages women own land more than men, because of development projects that are empowering women.

5.6 Gender and rural finance

Access to credit is a challenge to women in rural areas compared to men. Socio-cultural norms, credit conditions, low education levels, and low access to information can significantly influence the extent of women's access to financial services, particularly in rural areas. Norms and traditional power relations between men and women can result in time and mobility constraints for women, because of their reproductive work. Limited access to information on credit, and credit conditions, limit women's access to credit. Gender gaps in education (e.g., lower level of financial education, less opportunity for specialized training and entrepreneurship programs) also contribute to the challenges women face in accessing financial services.

Mozambique – A study conducted by the UN Food and Agriculture Organization (FAO) in 2020 shows that the gender gap in individual ownership of a bank account is statistically significant, 2.8% for women and 11.8 % for men. The findings demonstrate that, although lack of financial inclusion is widespread for both genders, a rise in wealth results in increased acquaintance with the formal financial sector only for men. The study interpreted that this can be explained by a variety of factors, including higher rates of financial literacy among men, a financial regulatory framework that favours men, and a socio-cultural bias against lending to women. The report indicates that access to informal services is not overtly impacted by gender-based constraints, and the services most widely used are xitiques (an informal saving and credit arrangement based on mutual trust that is common in Mozambique). Xitiques are utilised by around 22% of both men and women, while about 12% of men and women use informal moneylenders. There is also a notable gap between rural men and women in possession of

a national ID document, regardless of their wealth level. The study also indicates that, although a general lack of access to digital finance affects the whole rural segment of the sample, women are especially affected by this, with almost 70% of the rural population and 62% of rural women being excluded from access to digital finance access. Further, in rural areas, 32% of men and 19% of women use of mobile phones for business and financial activities, and this difference increases as wealth levels rise.

The baseline study shows that, in Báruè and Vanduzi, there is extremely low awareness of organisations that provide loans to farmers in the landscape – only 13% say they know of one, and women are less likely to be aware than men. This may indicate that institutions are engaging more with men than women in the landscape. Nearly half of respondents have their own personal mobile money connection, though this is very male-biased, with 71% of men compared with 21% of women having such a connection. The study concluded that, without collateral, gender inequality is deepened in that women cannot access credit, which leads to difficulty obtaining land and other assets, and making investments in agriculture. The difficulties in access to credit are linked to the lack of identification documents, nonexistence of guarantees, difficulty in formalising business plans, and poor penetration of the banking system, among other aspects. Therefore, in Báruè and Vanduzi, as a result of extensive exclusion from formal credit systems, women usually resort to informal group saving mechanisms that involve the revolving credit system. In both districts, the ownership of mobile phones is higher among men (93%) than women (62%). A further 21% of women have access to a phone that they can use if they want; however, there are usually constraints associated with this kind of mobile phone access because of difficulties accessing the phone or paying for airtime.

Tanzania – A study conducted by FAO in 2020 shows that the rural segment of the sample displays a conspicuously low degree of familiarity with formal financial institutions, and the number of men and women who use banks for their financial needs is extremely low as well. To satisfy either their credit or savings necessities, most women and men in rural Tanzania rely on friends and family. Although familiarity with various financial service providers (e.g., banks, credit and savings groups, and microfinance institutions) increases slightly as wealth rises, the use of savings services in rural Tanzania is fairly low. The use of banks in particular rises considerably with wealth (from 0.6% to 11.2% in the case of men). The study says also that Tanzania was one of the first countries in Africa to launch mobile money services in 2008, and it is currently evolving towards a mature, competitive market with an enabling and supporting framework. In 2017, 44.1% of adult men and 33.2% of women in Tanzania held a mobile money account (16.5 million registered accounts in total).⁵³ There is a gender-based difference in terms of mobile phone ownership: 74% of rural men own at least one mobile phone, compared with 63% of women.⁵⁴ According to the baseline study results, in the Sumbawanga landscape, men have much higher access to mobile phones (89% vs 59%) and mobile money connections (87% and 60%) and radio than women. This disparity is also reflected in radio ownership, where only 48% of women reported owning a radio against 71% of men. Men thus have far better access to means of communication and media than women.

The baseline study results show that in Kilombero, Ihemi, and Sumbawanga, the main reasons why women do not get loans for agriculture are because they are poor or have limited education and so consider themselves not trusted by financial institutions, because they do not have available collateral or do not have a regular income. However, these are also the reasons why men do not get loans, although men are more likely to be prevented due to lack of collateral rather than the trust of institutions.

5.7 Discussion

Socio-cultural practices have hindered opportunities for women and youth to participate in **decision-making** processes at family, community, and public levels. Women seem to have little voice in public deliberations on

⁵³ According to the Global Findex 2017 in FAO, 2020

⁵⁴ FAO, 2020

agricultural issues and natural resource management in both countries. Most decision making around agriculture, about what crops should be produced and sold, tends to remain under men's control. Political decision-making fora at the national level have less representation of women in Tanzania. Although the number of women in Mozambique's parliament grew to 42% in the last election and government membership achieved parity last year (50% women and 50% men), the challenge is to have those women improve their performance, particularly when it comes to gender issues. In both countries, there are still barriers that impact potential collaboration and constructive engagement of young people with traditional political and governance processes. Youth also face barriers to education, multiple forms of discrimination, and limited employment prospects and opportunities. Meaningful youth participation requires that young people have opportunities and capacity, and that they benefit from an enabling environment. Without the voices of women and youth in decision-making fora, particularly at the community level, their specific needs and priorities risk being ignored in consultation and planning processes.

Women from the two countries are extensively involved in **agricultural** activities. Women play a predominant role in agriculture as food producers for their family and trade. However, though land is a critical resource for both women's and men's participation in agriculture and rural development, women remain largely excluded from owning land. Their involvement in production activities is almost equal to that of men, but this does not translate into effective involvement in decision making at the household and community levels about what crops should be produced and sold. Women are actively involved in agriculture value chains, and most traders selling agricultural products in the local markets are women. However, their contribution often remains invisible. Although women play important roles in the agricultural sector, and contribute to the socio-economic support and well-being of their families, they have less access to and control over financial services, assets, productive resources, education, and decision-making processes, which relegate women to the lower ends of value chains. This reflects the gender hierarchy in communities.

The fact that women's productive work is not valued affects women, who are often guarantors of family food security and contribute significantly to the generation of family income. The devaluation of women's work is explained by many factors, including social relations between the two sexes, where women are often valued for their (social) reproductive role rather than as potential agents of transformation. This lack of appreciation may be a consequence of gender relations and the division of labour.

Access to credit is a challenge for women in rural communities compared to men. Despite the fact that legally there are no impediments to women accessing credit, traditional power relations between men and women and other socio-economic and cultural factors (strong socio-cultural norms, the gender gap in education, fewer productive resources, lack of assets, and no collateral to secure loans) limit women's access to financial services. Women in rural areas have lower levels of education than men, which can translate into lower levels of financial education and limited skills on management of small businesses, which can in turn lead to reduced confidence related to money matters that could further discourage women from seeking and making use of formal financial tools. There is also limited availability and institutional presence of rural finance options for women and men in rural areas, and socio-cultural norms can result in time and mobility constraints for women, particularly in rural areas, preventing them from reaching financial institutions. Women's triple roles (reproductive, productive, and community management roles) take up most of their day, reducing their time for interacting with local financial branches. Nevertheless, the emergence of Village Savings and Loans Associations has helped to narrow these gaps. The availability of these groups in rural areas varies from one country to another. Savings groups, which are heavily comprised of women, may be an entrance point to reach women in the landscape, and more activities such as farm training and finance could potentially be layered on to these groups.

In both countries, most of the population lives in rural areas, where the use and management of **natural resources** (NR) is important to their livelihoods. Men and women use forest products in different ways, due to their different gender roles and responsibilities. In general, women gather forest products for fuel, food, and

medicinal purposes, and men gather wood for sale or construction purposes. In each country, there are local initiatives to involve communities (both men and women) in NR management and conservation practices. Based on socio-cultural norms and practices, there are disparities in terms of access, rights, roles, responsibilities, and benefits between men and women over **land**. Most decision making about resource use and management is still dominated by men.

Although youth constitute most of the population and are somewhat educated, they face challenges in terms of access to quality education, health care, and decent employment opportunities. It is crucial to **advancing youth-driven solutions** that the project can look to work alongside young people to ensure they have the platform, opportunities, and skills to bring to life the future they desire. It has been shown that when youth are empowered and given the right opportunities, they can be effective drivers of change.

6. Conclusion and Recommendations

Based on a literature review and baseline assessments, this report has presented an overview of the challenges and opportunities faced by women and men and youth in Mozambique and Tanzania for enhancing gender equality and women's empowerment in the project sites of the *Sustainability and Inclusion Strategy for Growth Corridors in Africa (SUSTAIN Initiative)*. Derived from the conclusions below, the report recommends ways to drive gender- and youth-responsive action in the project sites, recognising that there is no one-size-fits-all, as each country has its own particularities in terms of gender dynamics, culture, and legal frameworks.

Specifically, the conclusions of this report are as follows:

- **There is significant inequality between women and men when it comes to access, use, control over, and management of natural resources (land, agriculture, forests, water).** Factors hindering women's equality in this domain include exclusion from decision-making processes related to natural resources (NR), low literacy, lack of financial resources (credit) to increase their activity, lack of means of work, and environmental issues related to low production. Women have limited control over these constraints, for socio-cultural and socio-economic reasons. There is more work to be done to secure land tenure for households to increase both male and female land ownership, but particularly female. SUSTAIN can help promote dissemination of the legislation and necessary requirements in each country, to support bridging this gap in ownership.
- **Women and youth have limited opportunities to meaningfully engage in natural resources decision-making and leadership processes.** Rural women are dependent on natural resources for their livelihoods, but they are often excluded from decision-making processes related to NR, even when the decisions being made aim to address their needs. Inclusion of the voices and perspectives of young people, particularly in decision-making processes, often fails to acknowledge youth as distinct and independent actors. Their engagement largely depends on political, socio-economic, and cultural contexts, where social norms can result in multiple forms of discrimination against young women.
- **Women and youth face socio-economic barriers that affect their productivity.** Less access to natural resource benefits and to financial and educational services impacts the economic productivity of women and youth, and consequently the well-being of their families. Low levels of education leave most young men and women in vulnerable and informal employment, which makes income generation difficult and offers limited options to diversify and enhance their livelihoods and income.
- **Women and girls face harmful social norms that sustain gender-based violence (GBV).** Data presented in this document show that in both countries women and girls continue to face significant gender-based violence issues, upheld by harmful social norms that sustain GBV and by personal beliefs that maintain and tolerate GBV. Furthermore, young women and girls have less access to sexual and reproductive health and fewer opportunities to understand their rights. Project interventions must recognise this significant risk to women and put in place actions that prioritise women's safety and help transform gender norms and inequalities to reduce violence.
- **Availability of gender-disaggregated data and information to inform the gender analysis is a challenge.** It is important to gather and make available gender-differentiated data and information, to allow for appropriate assessment of the countries' situations (at the national and sub-national levels) based on evidence.

To respond to the challenges outlined in this report and the abovementioned conclusions, it is recommended that *Sustainability and Inclusion Strategy for Growth Corridors in Africa* take the following actions:

- **Project interventions should recognise that there are gender-based differences in the roles, responsibilities, and contributions of men and women.** The programme should take into consideration gendered aspects of traditions, public and private spaces, education, community roles, power dynamics, tenure rights, and access to resources. It should also understand how social and gender norms influence women's and men's economic performance and contributions, as a basis to design gender-transformative approaches. This means that the project should remove barriers and create enabling conditions to build women's capacity for productive and sustainable use of natural resources and, if necessary, adopt affirmative actions and proactive measures to ensure women and youth benefit from the project activities.
- **Promote meaningful participation and representation of women, youth, and other vulnerable groups in relevant local decision-making bodies, as well as in all decision-making processes associated with the programme.** Proactive and affirmative action to engage women and youth as NR users and managers should be taken when necessary. More emphasis should be placed on gender-sensitive participatory mechanisms. To achieve this, the technical programme implementation team will need training in how to effectively engage women and youth in these processes. As with any stakeholder engagement process, supporting women's effective participation requires an enabling environment, capacity building, and implementation of appropriate systems of engagement. To ensure women's involvement, special attention should be paid to ensuring that events take place at convenient times and locations, considering the use of local languages, including women and local technicians in the implementing team, working with women to develop their own indicators of progress, etc.
- **Design interventions that assist women and youth to engage in nature-based livelihoods.** Create mechanisms to provide small grants, with no collateral, to develop sustainable agriculture or improve participation in the agriculture value chain, to improve and/or strengthen women's and youth's income generation (key for their empowerment), and to improve women's sustainable use of natural resources. Prioritise access to finance, inputs, and skills training (through knowledge Hub and the ToT programme) for women, and promote vocational training for women and youth to increase their skills, knowledge, and confidence. To improve value chain work for men, women, and youth, it will be necessary to ensure capacity building for all value actors (women, men, and youth).
- **Adopt proactive measures to support women and girls to become aware of their rights.** Support awareness-raising and training on legal instruments related to land and women's rights at the community level, and provide other legal support to increase their knowledge about legal frameworks and how to get ownership document for a plot, and to increase gender sensitivity.
- **Contribute to the advancement of youth through project interventions.** Actively engage youth in all phases of project implementation, identifying priority actions to acknowledge, enhance, and mainstream youth engagement, for example in biodiversity conservation initiatives, agriculture technology, and business skills training to improve participation in the agriculture sector. Support strengthening communication advocacy on youth engagement and support, and engage existing youth community-based organisations (CBOs) and local civil society organisations (CSOs) to promote youth leadership and participation.
- **Strengthen communication advocacy on gender-based violence (GBV) prevention and support.** Engage existing CBOs and local CSOs to support sharing key information with women and girls related to GBV services available in each community, and how to seek support in a safe way. Promote awareness actions for the abandonment of harmful socio-cultural practices.

- **Adopt the collection of gender-disaggregated data.** Collection and analysis of sex-disaggregated data in the project implementation stage is crucial to facilitate gender analysis and gender-responsive monitoring and evaluation. This will also reveal whether the project successfully addresses women's and men's different priorities and needs and assess whether the programme has an impact on gender relations. This is important at both the beginning of the project (during design indicators) and at the end (to measure results).

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8. Annexes

8.1 List of consulted groups/entities in Manica Province, Mozambique

District	Locality	Community	Farmer Association / Cooperative
Barue	Nhazonia	Nhazonia	Psicultores de Nhamuzarara
			Associação Vida Nova
		Chindengue	Cooperativa Samora Machel
Vanduzi	Belas	Belas	Associação 07 de Abril 1
			Associação 7 de Abril 2
			Associação Munharare
			Associação Campo 4
			Associação Nhaumbwe
			Associação Nhamudururo
	Moniquera	Moniquera	Associação Futuro melhor
			Associação Limbicane necurima
			Associação Juntos venceremos a fome
Specific KIs or Secondary Sources (District Agricultural & Environment Officer, ADEM, ...)			

8.2 List of consulted groups/entities in Kilombero, Ithemi and Sumbawanga Landscapes, Tanzania

Focus-group Discussions

<i>Organization name</i>
Male farmers Kisawasawa - Ifakara
Female farmers Kisawasawa - Ifakara
Male farmers Mgama - Iringa
Female farmers Mgama - Iringa
Male farmers Nankanga - Sumbawanga
Female farmers Nankanga - Sumbawanga

Note: Participants were from farmers groups/cooperatives/associations in the landscapes.

<i>Organization name</i>	<i>Type</i>
DAICO – Iringa DC	Government
SAGCOT – Ihemi Cluster	Government/CSO
DNRO - Sumbawanga	CSO
TFS Ifakara	Government
DAICO - Ifakara	Government
TANAPA – Udzungwa National Park	Government
Forest Officer – Iringa DC	Government
Environment Officer – Iringa DC	Government
Wildlife and natural resources officer – Iringa DC	Government
Land Officer – Sumbawanga	Government
Town and Village planning officer - Kilolo	
Forest Officer - Kilolo	Government
District Forest Conservation Officer - Sumbawanga	Government
DNRO – Ifakara	Government
Natural resources and environment officer Kilolo	
Forest Commissioner – Uanda Reserve Forest	
SAGCOT – Kilombero Cluster	Government/CSO
Forest and Crop Officer - Kilolo	Government
Land Officer - Kilolo	Government
Forest Conservation Officer – Mbizi Forest	
TFS – Mpimbwe	Government
Kilombero Sugar Complany	CSO
DikLukala Rice Processor	CSO
Reforest Africa - Project Manager	CSO
Program officer – AWF	

8.3 Guidance for Gender Consideration in Consultation Processes



Gender Consideration in Consultation Processes in Sustainability and Inclusion Strategy for Growth Corridors in Africa (SUSTAIN Pro)



As with any stakeholder engagement process, supporting the effective participation of women requires an enabling environment, capacity building and the implementation of appropriate systems of engagement. Men and women have different views of reality based on their different tasks, roles, responsibilities, interests and perspectives. Therefore, in order to achieve a true understanding of local conditions in productive landscapes communities, it is important to ensure equal participation of men and women in consultation and decision-making processes, even though this is not always possible, to ensure that stakeholders' opinions, needs and concerns on gender equality are reflected adequately in the final decision/intervention.

To ensure women's involvement in consultation processes, special attention must be paid to:

- Include women and local technicians in the work team
- Collect all data differentiated between men and women
- Consider the use of the local language
- Ensure that the information is presented in such a manner that it is understood by the respondent
- Choose locations and times that are convenient for both men and women
- Include issues that are of interest to women to initiate discussions

Note: A perspective of gender mainstreaming in statistics implies that all statistics are produced taking into account gender roles, access and control over resources, differences and inequalities in society. Therefore, in consultation missions it is important to **collect all data in a sex-disaggregated manner**. It will help to analyse information collected regarding different effects of an intervention on both men and women.

A. How does gender stakeholder consultation work?

In order to ensure the effective and meaningful participation of women, it is necessary to carry out phases of preparation and planning, as well as to take steps to ensure that the participation process is gender sensitive. Below suggests some practical entry points for action:

Preparation

- Map the community to identify potential beneficiaries and understand social constraints / barriers to women participation

Planning

- This includes defining the purpose of the consultation and topics to be covered, identifying those that have to be consulted and paying attention to ensuring **gender balance** and an **adequate representation of women and women's groups**
- Ensure that relevant women's groups, including indigenous women's networks, have access to all relevant information related to consultation processes

Participation

- Ensure that there is an enabling environment for women to participate actively
- Carry out gender sensitive consultations (design dependent on social/ cultural considerations)
- Promoting gender balance within groups and workshops (it is accepted that women should make up at least 30% of a body to ensure effective results)
- Considering women only groups¹ and consultations

¹ Women only groups – **Advantages:** More women are likely to participate more often; and Greater confidence among women in the outcomes of the decision-making process. **Disadvantage:** May have a less diverse knowledge and information base than mixed groups

Note: It is important to note that have equal participation of women and women’s organizations in consultation processes may requires proactive and affirmative action. Establishing partnerships with ongoing women’s engagement processes or organizations representing women can facilitate mobilization and the dissemination of relevant information.

A. Identifying potential stakeholders with gender perspective

Government	NGO’s/CSOs	Community Groups	Producer Groups
○ Ministry of Gender	○ NGOs working on gender issues	○ Indigenous peoples organizations	○ Farmers /agricultural and Fisheries organizations
○ Similar government bodies	○ Women’s groups/organization	○ Youth organizations	○ Forestry organizations
	○ Environmental groups	○ Local community associations	○ Water user associations
	○ Rights-based groups		○ Workers and trade unions

Bellow a briefly checklist to see if the consultation processes bring together a group of women and men with the aim of understanding their opinions, sharing knowledge on a specific issue and finding solutions to community problems:

- Is the Stakeholder Engagement Plan inclusive and provides for active participation of a wide range of stakeholders – particularly women, women’s CBO and indigenous peoples?
- Have women and men been provided equal opportunities in terms of participation and decision-making throughout the identification and design of the project?
- Do stakeholders include representatives of groups/organizations with gender perspective?
- Is there equitable representation of women/men among stakeholders?
- Is there a strong, respected voice of women as well as men?
- Do stakeholders represent women/men whose livelihoods, food security, well-being most impacted by Climate Change?
- Have results of the consultations been documented (**disaggregated by gender**, where relevant)?

B. Gathering and managing information during consultation processes

During the consultation processes, it is important to take in account these gender related issues:

- Collect sex-disaggregated data
- Collect participant list (sex and age disaggregated)
- Emphasize women’s equitable and meaningful participation
- Reveal the extent of access and control over resources by women and men in addition to quantitative aspects

In an Assessment of social or environmental impacts perspective

- Being aware of Gender Based Violence (GBV) risks is fundamental to adhering to safeguards as well as to potentially developing necessary response mechanism.
- Verify if there is restrictions on women's ability to use, develop or protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services.
- Assess if changes in biophysical conditions in the project area triggered by climate change expected to impact people's livelihood. Are some groups more vulnerable than others (e.g., women or marginalized/ vulnerable groups)?

A. Key components of good appreciative consultation

For a good collecting information process in a gender sensitive way, it is important that all team staff who is going to collect data do the following:

Prepare well:

- *Choose the right environment.* Preferably, conduct the interview in a comfortable space and is not too small, and that is without disturbances. **For women**, take into account their time and mobility constraints that may require them to stay close to home (domestic responsibilities and other sociocultural issues). It is suggested to have women as interviewer and local staff (who probably have easy access to local women) in the consultation team; consider the local language using translator (rural women often don't speak English).

Have the right attitude:

- *Give women and men time and space to take things at their own pace.* Some people warm up immediately, others take time. If the interviewee doesn't get inspired until the end of the interview questions, you can repeat the earlier questions.

Ethical Consideration

- *Ethics:* processes shall provide due regard for the welfare, beliefs, and customs of those involved or affected, avoiding conflict of interest. Stakeholder rights and interests shall be respected, particularly with regard to **respecting culture and customs, fundamental values**, the right to or not to participate, and ensuring confidentiality of individual stakeholders.
- Remember to **avoid exposing women** to unwanted attention and to approach them in a culturally—appropriate manner.

B. Example of Classic Gender Analysis Questions 1

- Who does what? How? Where? When? Why? (Labour)
- Who uses what? How? Where? When? Why? (Access)
- Who controls what? How? Where? When? Why? (Decision-making and control = power)
- Who knows what? How? Where? When? Why? (Information = power)
- Who benefits from what? How? Where? When? Why? (Benefit-sharing)
- Who is included in what? How? Where? When? Why? (Participation)

¹ Source: FAO Training Guide