



**REGIONAL STRATEGIC PLAN TO END VIOLENCE
AGAINST WOMEN AND CHILDREN IN SHINYANGA
2020/2021-2024/2025**



APRIL, 2020



United Republic Of Tanzania

**REGIONAL STRATEGIC PLAN TO END
VIOLENCE AGAINST WOMEN AND CHILDREN
IN SHINYANGA (RSP-VAWC)
2020/2021-2024/2025**

APRIL, 2020

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It is our strong belief and conviction that the strategies set out in this Strategic Plan to End Violence Against Women and Children will effectively address VAWC and improve the livelihood of women and children in Shinyanga Region.

Acronyms

AAS	Assistant Administrative Secretary
CCW	Community Case Workers
CSO	Civil Society Organization
DCDO	District Community Development Officer
DSWO	District Social Welfare Officer
ECDs	Early Childhood Development Centers
EVAWC	Ending Violence Against Women and Children
ICS	Investing in Child and their Societies
FBO	Faith Based Organization
FGM	Female Genital Mutilation
GBV	Gender Based Violence
HBS	Household Budget Survey
HISA	Household Income and Saving Association
LGA	Local Government Authority
MDA	Ministry, Departments, and Agencies
MEO	Mtaa Executive Officer
MVC	Most Vulnerable Children
NPA-VAWC	National Plan of Action to End Violence Against Women and Children
PGCD	Police Gender and Children's Desk
PWD	People with Disabilities
PO-PSM	President's Office Public Service Management
RAS	Regional Administrative Secretary
RS-CDO	Regional Secretariat Community Development Officer
REO	Regional Education Officers
RITA	Registration, Insolvency, and Trusteeship Agency
RSP-VAWC	Regional Strategic Plan to End Violence Against Women and Children
RS	Regional Secretariat
RS-SWO	Regional Secretariat Social Welfare Officer
SDGs	Sustainable Development Goals
SWO	Social Welfare Officer
SWOC	Strength, weakness opportunities and challenge
TACAIDS	Tanzania Commission for AIDS
TASAF	Tanzania Social Action Fund
TFNC	Tanzania Food and Nutrition Centre
TWG	Technical Working Group
VAC	Violence Against Children
VAW	Violence Against Women
VEO	Village Executive Officer
WEO	Ward Executive Officer
WFT	Women Fund Tanzania
WHO	World Health Organization

Preface



The Five-year Regional Strategic Plan to End Violence Against Women and Children (RSP- VAWC 2020/21 – 2024/2025) has been developed by translating the National Plan of Action to End Violence Against Women and Children (NPA- VAWC 2017/18 – 2021/22) into action through Regional Strategic Plan to eradicate violence against women and children.

Violence against women and children is a daily reality for large number of women and children. In Tanzania its prevalence is high. Violence against women and children prevents our economy from attaining its full economic potential as it is diverting resources from their optimal use and it has significant negative impact on attaining: Sustainable Development Goals (SDGs) 2030, African Agenda 2063 - The Africa We Want, and the Tanzania Development Vision 2025 targets especially high quality livelihood and good governance and the rule of law. Violence also impacts negatively on economic growth and on poverty reduction initiatives. The Regional Strategic Plan to end Violence Against Women and Children intends to reinforce the government commitment to provide effective leadership for eliminating violence.

The RSP- VAWC emphasizes the actions needed for both preventing and responding to violence and recognizes that investing in violence prevention and response initiatives has a positive impact on inclusive growth. Thus, strengthening the impact of the diverse investments being made by government, development partners and stakeholders on the lives of women, children, and families subsequently on communities and Shinyanga Region as a whole is of paramount importance.

It is the responsibility of duty bearers to ensure that all women and children enjoy their right in the environment freely from all forms of violence. The achievement of maximum results from this Regional Strategic Plan requires strong partnerships and commitment.

Zainab R. Telack
Regional Commissioner -Shinyanga

Foreword



In pursuit of the Agenda 2030 Sustainable Development Goals (SDGs) and the African Union Commission's Agenda 2063: The Africa We Want and in order to deliver on the vision of a world where all children grow and live free from violence, the Global Partnership to End Violence Against Children was launched to help countries to work together to tackle violence, build political will to end violence, seize the opportunities presented by the SDGs and align partners for preventing violence.

The Regional Strategic Plan incorporates strategies based on the best available evidence to support duty bearers, service providers, and communities intensify their focus on prevention and response services that have the greatest potential in reducing violence against women and children. It is grounded in the Regional context and envisages improved coordination, delivery of quality services, implementation of viable prevention and response measures and application of innovative solutions to end all forms of violence against women and children.

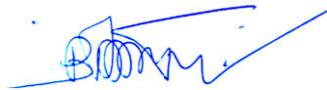
The RSP-VAWC was developed through a consultative and comprehensive process that galvanized stakeholders to conceive of an action plan that would consider the lessons learned, best practices, and new innovative measures to address violence against women and children in Shinyanga region. Stakeholders were taken through a series of discussions that looked at information gathered from desk reviews; evaluations of existing strategies, as well as new frameworks of thinking such as the seven (7) INSPIRE strategies set out by the Global Partnership to End Violence Against Children.

The RSP-VAWC represents a strategic shift in thinking about how to address the problem of violence against women and children. Instead of focusing on interventions that are issue based, we will now focus on building systems that both prevent violence against women and children in all its forms, and respond to the needs of victims and survivors. This undertaking requires not only a high level of coordination and cooperation among all duty bearers, but also entails taking concrete steps toward bridging the public and private spheres and reaching communities, families, and individuals – including children – and reshaping perceptions of violence as well as gender roles between men and women.

On behalf of the Regional Secretariat and its Management, we wish to thank the six Local Government Authorities and all those who have contributed in one way or another in making it possible to successfully complete preparation of Regional Five-Year Strategic Plan as seen in the list of names in Annex one. It is their continuous commitment, advice and support which made it possible for this assignment to begin and be completed expeditiously. Many thanks are directed to Hon. Zainab R. Telack the Regional Commissioner for Shinyanga Region.

Lastly, special thanks are extended to a team of consultants Dr. Henry Mollel, Dr. Lawrence Mushi and the Gender expert Ms. Annmarie Mavunjina Nkelame who facilitated the finalization of the Shinyanga RSP-VAWC strategic plan.

Special gratitude is also extended to Investing in Children and their Societies (ICS) and Women Fund Tanzania (WFT) who facilitated the process, their inputs and concern on Women and children that led to preparation of Regional Strategic plan which has taken on bold the issues and rights of Shinyanga women and children. The valuable contribution and commitment by all those who participated in the workshops cannot be over-emphasized.



Albert G. Msovela
Regional Administrative Secretary
Shinyanga

Definition of Key Concepts

‘Bukwilima’: Is a traditional practise among sukuma people during a wedding ceremony, where by girls are allowed by their parents to accompany the groom’s friends and have sex with them when they come home.

Child: A person below the age of eighteen years.

Child Abuse: Contravention of the rights of the child which causes physical, moral or emotional harm including beatings, insults, discrimination, neglect, sexual abuse and exploitative labour.

Child Neglect: Failure of a child’s parent or care giver to provide necessary care and means of sustenance to a child such as food, shelter, clothing, education, medical care. This includes failure to protect a child from violence by parent, guardian or childcare institution

Child Sexual Abuse: Contacts or interactions between a child and an older or more knowledgeable child or adult (a stranger, sibling or person in position of authority, a parent or a caretaker) when the child is being used as an object of gratification for the older child's or adult's sexual needs. These contacts or interactions are carried out against the child using force, tricks, bribes, threats or pressure.

Child Labour: Any work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or morally dangerous and harmful to children.

Family: Parental father, mother and children, adopted or blood related and other close relative including grandfather, grandmother uncles, aunties, cousins, nephews and nieces who live in a household.

Gender-Based Violence (GBV): Refers to any physical, psychological, sexual or economic violence perpetuated by a person against another on account of gender.

Intimate Partner Violence: Behaviour within an intimate relationship that causes physical, sexual or psychological harm to those in the relationship, including acts of physical aggression, sexual coercion, psychological abuse and controlling behaviours.

Physical Violence: Physical act of violence such as being slapped pushed, hit with fist (punched), kicked, or whipped, or threatened with a weapon such as a gun and knife.

Parent: A biological father or mother, the adoptive father or mother and any other person under whose care a child has been committed.

Parenting: The process of helping and supporting the physical, emotional, social, financial, and intellectual development of a child from infancy to adulthood. It is about raising a child regardless of the biological relationship.

Psychological Abuse: Verbal and non-verbal emotional abuse, which may be active or passive. This describes actions intended to inflict mental pain, anguish or distress on a person.

‘Samba’ is a traditional herb associated with spiritual belief that a girl child is exposed to medicine through showering to attract men sexually.

Sextortion: Is a situation which occurs when someone abuses their power to obtain sexual benefit or favour

Sexual Violence: Any sexual act, attempt to obtain a sexual act, or acts to traffic for sexual purposes, directed against a person using coercion, and unwanted sexual comments, harassment or advances made by any person regardless of their relationship to the survivor/victim, in any setting, including but not limited to home and work.

‘Shikome’: Is a traditional family meeting whereby a father has conversations with boys and a mother has conversation with girls.

Violence against Children: Is the intentional use of physical force or power, threatened or actual, against a child, by an individual or group that either results in or has a high likelihood of resulting in actual or potential harm to the child’s health, survival, development or dignity.

Violence against Women: All acts perpetrated against women which cause or could cause them physical, sexual, psychological, and economic harm, including the threat to take such acts; or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peace time and during situations of armed conflicts or of war.

The Concept of Gender: Gender refers to social differences, as opposed to the biological differences between men and women. These differences come about as a result of what men and women have learnt over time. Such differences are changeable over time and may have wide spheres of influence in cultures. It recognises that the values attached to being a woman or a man vary among cultures and change over time. Gender is a socio-cultural expression of particular characteristics and roles that are associated with certain groups of people with reference to their sex and sexuality.

Gender-based violence means any physical, psychological, sexual or economic violence perpetrated by a person against another on account of her or his gender. Gender based violence occurs in both the 'public' and 'private' spheres. Gender-Based Violence is violence derived from gender norms and roles as well as from unequal power relations between women and men. Violence is specifically targeted against a person because of his or her gender, and it affects women disproportionately. It includes, but is not limited to, physical, sexual, and psychological harm (including intimidation, suffering, coercion, and/or deprivation of liberty within the family or within the general community). It includes violence perpetuated by the state.

Gender equality: refers to the equal rights, responsibilities and opportunities for women and men and girls and boys to access and control social goods and resources. It implies that the interests, needs and priorities of both women and men are taken into consideration. **Gender equality** refers to the equal enjoyment by females and males of all ages and regardless of sex, socially valued goods, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not limited by whether they were born female or male.

Gender equity is the act and process of giving fair treatment to men and women according to their respective needs. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. **Gender equity leads to gender equality**, for example, an affirmative action policy that supports female-owned businesses may be gender equitable because it leads to equal rights between men and women.

Gender roles are described as being ‘socially constructed’. This means that gender roles are shaped by a multiplicity of social, economic, political, cultural and other factors, and will change with changes in these formative influences.

Empowerment refers to the expansion of people’s capacity to make and act upon decisions (agency) and to transform those decisions into desired outcomes, affecting all aspects of their lives, including decisions related to health. It entails overcoming socioeconomic and other power inequalities in a context where this ability was previously denied. Programmatic interventions often focus specifically on empowering women because of the inequalities in their socioeconomic status.

One stop centre: facilitating comprehensive and ethical care for survivors of gender based violence. It comprises of Medical practitioner, social welfare officer and Police gender and children desk officer.

Male Engagement is a programmatic approach that involves men and boys; a) as clients and beneficiaries, b) as partners and c) as agents of change, in actively promoting gender equality, women’s empowerment and the transformation of inequitable definitions of masculinity. In the health context, this comprises engaging of men and boys in addressing their own, and supporting their partners’ reproductive, sexual and other health needs. Men’s engagement also includes broader efforts to promote equality with respect to care giving, fatherhood, and division of labour, and ending gender-based violence.

Gender mainstreaming is the process of ensuring that women and men have equal access and control over resources, development benefits and decision-making, at all stages of the development process. The goal is to facilitate stakeholders to routinely integrate the interests of women as well as men at every stage of the programme cycle from planning to implementation and evaluation. **Gender Mainstreaming** is the process of incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional culture of an organization.

Sex refers to physiological attributes that identify a person as male or female. **Sex** refers to biologically defined and genetically acquired differences between males and females, according to their physiology and reproductive capabilities or potentialities. It is universal and mostly unchanging, without surgery.

Violence against women: Violence based on women's subordinate status in society. It includes any act or threat by men or male dominated institutions that inflict physical, sexual, or psychological harm on a woman or girl because of her gender. In most cultures, traditional beliefs, norms and social institutions legitimize and therefore perpetuate violence against women. These include physical, sexual and psychological violence such as domestic violence, sexual abuse, including rape and sexual abuse of children by family members, forced pregnancy, sexual slavery; traditional practices harmful to women, such as honour killings, burning or acid throwing, female genital mutilation, dowry-related violence, violence in armed conflict, such as murder and rape, and emotional abuse, such as coercion and abusive language. Trafficking of women and girls for prostitution, forced marriage, sexual harassment and intimidation at work are additional examples of violence against women.

Women Empowerment involves awareness raising, building self-confidence, and expansion of choices, increased access to and control over resources and implies women gaining power and control over their own lives. It facilitates women's articulation of their needs and priorities and a more active role in promoting these interests and needs.

PART I: INTRODUCTION

INTRODUCTION

1.1 Background

Violence is common and part of life for many women and children in the world. The Global 2015 Human Development Report shows that 35% of women globally have experienced physical, sexual intimate partner violence, which impacts on women's empowerment. 'According to the Global Partnership to end violence against women and children, one billion children experience violence every year all over the world and 1 in 10 children are sexually abused and 9 in 10 experience corporal punishment'¹

In Tanzania, almost four in ten women have experienced physical violence, and one in five women report experiencing sexual violence in their lifetime (from the age of 15), Spousal abuse, both sexual and physical, is even higher (44%) for married women. Based on the 2015 Demographic Health Survey, fifty-eight percent 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). Four in ten women have experienced physical violence since age 15.

The Violence against Children survey² found that nearly one in three girls and one out of seven boys experience some form of sexual violence before turning 18. Majority of children do not report their experiences, few seek services, and even fewer actually receive any care, treatment, or support if they do report. Rates of physical and emotional violence are high: among girls, 72% experience some form of physical violence, while for boys the figure is 71%. Emotional violence affects approximately one quarter of boys and girls. In addition, corporal punishment is lawful in Tanzania and regarded by many as a normal means of disciplining children. Although it is seen as a common method of child rearing in Tanzania, there is specific evidence that this widespread phenomenon results in the opposite of what is intended, i.e. anti-social rather than pro-social behaviour.

Exposure to violence during childhood leaves physical marks on the brain that can impact a person for the rest of their life. The brain is most vulnerable to trauma in the first two years of life, when many new neural pathways are still being formed, and again in the teenage years – when adolescents learn complex analytical skills and mature emotionally. In addition to physical, sexual, and emotional violence, Tanzania also has traditional practices that harm children and women. Tanzanian women marry young - almost five years earlier than men - at about 19 years of age. Overall, 27% of adolescent women age 15-19 are already mothers or are pregnant with their first child. Adolescent women with no education are five times more likely as those with secondary or higher education to have begun childbearing (52% versus 10%). Teenage childbearing also varies by economic status, ranging from 13% among adolescent women in the wealthiest households to 42% among those in the poorest households.³

¹www.end-violence.org

² VAC survey conducted in 2009 and launched in 2011

³ 2015-16 Tanzania Demographic and Health Survey and Malaria Indicator Survey, Key Findings,p.4

At regional level, children in Shinyanga constitute 53% of total population however at national level; Shinyanga is leading region with a high rate of child marriage by 59%.

Shinyanga is also ranked as number five with 34% of teen pregnancy (Tanzania Demographic and Health Survey and Malaria Indicator Survey, 2014).⁴ For the period of July, 2018 to June, 2019, there were 32 cases of early marriage were reported to different authoritative bodies of Police, and Local Government Authorities. The major reasons for early marriage were social and cultural harmful norms, peer influence, income poverty at family level and poor parenting.

Regional local data reports show that for the period of July, 2018 to June, 2019, the number of GBV cases reported were 2836 among them 2503 were female and 333 males were abused. Whereas violence against children was 3227, girls who were reported to have abused were 2304 and 923 boys. The types of child abuse are physical violence, sexual violence, economical violence, psychological violence and neglect.

1.2 Rationale for Developing Shinyanga Strategic Plan

Addressing violence against women and children is a central development goal in its own right, and key to achieving other development outcomes for women, children, their families, communities, and nations. Efforts undertaken at the global level to address and end violence against women and children are strengthened by an ever-growing body of evidence pointing to a public health crisis of worldwide dimensions. At the international level, there is general recognition that ending violence against women and children is critical from a global development and right's attainment standpoint. The gravity of the situation of women and children affected by violence is reflected by Agenda 2030: The Sustainable Development Goals (SDGs), which has 6 targets referencing the need to better prevent and respond to violence.

The crisis of violence clearly has had long lasting human costs – physical and emotional scarring impacting overall quality of life. In addition, it also has a significant economic cost. Globally, the economic impact and cost of physical, emotional and sexual violence against children is between 3% and 8% of global GDP.

In Tanzania, containing violence in general is estimated to cost over USD 6.5 billion – 7% of the national GDP. This massive cost is many times higher than the cost of preventing violence. Tanzania aspires to become middle-income country by the year 2025. To achieve this, Tanzania will have to invest in preventing violence against women and children to allow the workforce to perform at the best potential, in addition to expanding opportunities for women to participate in economic endeavors (linked to SDG Goal 8 and 10).

Tanzania has committed itself to working towards Agenda 2030, and is a party to numerous regional and international instruments and declarations on child rights, gender equality, and women's empowerment, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention of the Rights of the Child and its Optional Protocols, and the African Charter on the Rights and Welfare of the Child. The state is equally committed to the Beijing Declaration and Platform for Action (1995) and its 12

⁴ Human Rights Watch report (HRW, report, 2014)

Areas of Critical Concern of which the government has concentrated efforts on four themes identified as country priorities: enhancement of women's legal capacity; economic empowerment of women and poverty eradication; women's Political empowerment and decision making, women access to education and employment. In contributing to the global strategy especially the inspire framework, the Ministry for Health, Community Development, Gender, Elderly and Children developed NPA-VAWC 2017/2018-2021/2022 as a Comprehensive National Plan to end VAWC

Shinyanga being of one the regions with a high rate of VAWC decided to cascade and develop its relevant regional strategic plan to end VAWC in line with the National Plan of Action to End Violence against Women and Children (NPAVAWC) 2017-2022. The Regional Secretariat noted that it would be of great value to come up with a plan, with clear priorities, provide guidance and coordinate efforts of the government and stakeholders to make Shinyanga free from violence against women and children.

The region is determined to coordinate efforts towards achieving development goals that all citizens have a right to live free from violence. The Region has also generated the critical evidence necessary to inform stakeholders and citizens that violence is a problem, and through the implementation of the eight (8) thematic areas relevant to the protection of women and children, has a basis from which to determine what initiatives need to be implemented to succeed in this regard. The RSP- VAWC will be a critical lens that coordinates efforts, evaluates lessons learned and best practices that make Shinyanga a safe region to live in and contribute to the national goals. This strategic plan provides guidance to the Shinyanga regional secretariat and other stakeholders including implementing partners to strategically address VAWC.

1.3 Approach to the task

The development of Shinyanga RSP-VAWC came after the inauguration of National Plan of Action to End Violence against Women and Children (NPA-VAWC) 2017/2018-2021/2022 at national level and in all the 26 regions of Tanzania mainland. The Regional Administrative Secretary (RAS) as the chairperson was instructed to appoint a secretary among the two professionals (Regional Community Development and Social Welfare officers) and collaborate with the selected secretary to formulate the committee. Thereafter, the training for Regional NPA-VAWC members was conducted. During training session, investing in Children and their Societies (ICS) and members agreed to develop the Shinyanga regional strategic plan that reflects the NPA-VAWC. Shinyanga Regional Secretariat in collaboration with implementing partners initiated the development of RSP-VAWC 2020/2021-2024/2025 with the support from Investing in Children and their Societies (ICS) who hosted and facilitated the task force and stakeholder's meetings. The next Stakeholders' meeting was conducted in June 2019. In this meeting the task force was formed and stakeholder's perspectives were documented for development of Shinyanga RSP-VAWC 2020/2021-2024/2025. There after the task force developed the first draft of RSP-VAWC 2020/21-2024/2025.

With support from Women Fund Tanzania (WFT) a team of consultants was engaged in supporting the task force in finalising the draft Strategic Plan. With the support from Consultants the second draft was developed and presented to Regional Stakeholders. After incorporation of inputs and comments from the Regional Stakeholders, the draft was presented to the national level stakeholders for awareness and approval. There after few

inputs and comments collected at the national level were incorporated to produce the final version of Shinyanga RSP-VAWC 2020/2021-2024/2025

1.4 Organization of the plan

The Shinyanga RSP-VAWC 2020/2021-2024/2025 has been arranged in five parts. The first part presents the introduction of RSP-VAWC 2020/2021-2024/2025, which includes background information, purpose of the Strategic Plan, Approach to the task, and organization of the plan. This part has also covered the Regional Enduring Commitments, which include the Regional Vision Statement, Regional Mission Statements, and Regional Core values, Regional Strategic Plan Goal and Institutional and Operational Environment.

Part two explains the current situation, which elaborates the major drivers of Violence Against Women and Children; the initiatives made and support available, SWOT analysis, strategic issues and priority areas. Part three presents strategic implementation of the plan and part four covers monitoring and evaluation plan of RSP-VAWC 2020/2021-2024/2025. The fifth part elaborates on institution arrangement and coordination for implementation of the RSP-VAWC strategic plan.

1.5. Regional Strategic Intent

In addressing VAWC the Shinyanga Region Secretariat formulated the vision to be attained, the mission to be adopted and the goal to be reached.

1.5.1. Regional vision statement

Women and Children in Shinyanga Region benefit from none violence and respect of human rights.

1.5.2. Regional Mission Statement

To end all forms of violence against women and children through comprehensive multi-sectorial collaboration at all levels.

1.5.3. Regional Core values

- i. Respect to women and children with regard to their rights and concerns
- ii. None discrimination in service provision
- iii. Confidentiality of client's information
- iv. Commitment in ending violence against women and children
- v. Adherence to ethical standards in service provision
- vi. Understanding and sharing feelings of clients in service provision and
- vii. Serving clients based on their individual needs.

1.6. The Goal of the Regional Strategic Plan

The costed Shinyanga Regional Strategic Plan of Action to end VAWC 2020/2021-2024/2025 is guided by the NPA VAWC 2017/18-2021/22. In response to the NPA VAWC goal, Shinyanga region is determined to eliminate violence against women and children and improve their welfare.

1.7. Institution and Operational Environment

The Regional Strategic Plan to end Violence against Women and Children (RSP-VAWC) 2020/2021-2024/2025 provides a unified multi-sectoral body to oversee implementation of the plan aimed at tackling VAWC. The plan will also enhance opportunities within the Region for sharing knowledge and good practices and enhance synergies.

The region has adopted a multi-sectoral approach in dealing with VAWC. Several institutions are involved in tracking and providing to VAWC services. Those institutions include; Regional Secretariat, Local Government Authorities, Police Force Specifically Police Gender and Children desks, social welfare office, health facilities, education facilities, judiciary, prison department, migration department and other legal service providers as well as the implementing partners (CSOs) whose role have been to support Government efforts. These institutions are overseen by Regional NPA-VAWC Committees cascading through to the council, ward and village level.

The role of institutions and committees designated to deal with VAWC are guided by existing instruments such as policies, laws, guidelines and strategies. Some of existing instruments include:

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979
- Law of the Child Act 2009,
- The Penal Code, Revised Edition, 2002
- The Employment and Labor Relations Act, 2004
- The People with Disability Act No. 9 of 2010
- Local Government (District Authorities) Act, Cap 287 RE 2002
- The Education Act, 2016
- The Law of Marriage Act, 1971
- The Finance Act, 2018
- The National Aging y of 2003
- People with Disability Policy of 2004
- Community Development Policy, 1996
- National Health Policy of 2007
- Child Development Policy 2008,
- Women Development and Gender Policy (WDGP) 2000
- National Plan of Action to End Violence Against Women and Children, (NPA VAWC) 2017/18 – 2021/22
- The National Policy Guideline for the Health Sector Prevention and Response to Gender Based Violence, 2011
- Management and response guideline to GBV and VAC survivors of 2012

In improving coordination of the GBV/VAC intervention at regional and council levels, NPA VAWC committees were established at regional, council and wards to facilitate effective implementation of VAWC interventions.

Tanzania has committed itself to working towards Agenda 2030, and is party to several regional and international instruments and declarations on child rights, gender equality, and

women rights, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its individual complaints procedure, the Convention of the Rights of the Child and its Optional Protocols, and the African Charter on the Rights and Welfare of the Child.

Tanzania is equally committed to the Beijing Declaration and Platform for Action (1995) and its 12 Areas of Critical Concern of which the government has concentrated efforts on four themes identified as country priorities: enhancement of women's legal capacity; economic empowerment of women and poverty eradication; women's political empowerment and decision making; and women's access to education and employment. The Ministry of Health, Community Development, Gender, Elderly and Children decided to consolidate the NPA-VAWC 2017/2018-2021/2022 which calls for Shinyanga Region to establish RSP-VAWC 2020/2021-2024/2025 in order to centralize information on violence against women and children for better reporting.

PART II: CURRENT SITUATION



CURRENT SITUATION

2.1 Introduction

The current situation analysis was conducted in order to get an in-depth understanding of the context in which VAWC occurs. The analysis was guided by 8 thematic areas adopted from INSPIRE framework provided in the National Plan of Action to End Violence Against Women and Children 2017/18-2021/22. The analysed areas include: household economic strengthening, norms and values, safe environment, parenting, family support and relationship, implementation and enforcement of law, response and support service, safe schools and life skills and coordination, monitoring and evaluation. In each area the current situation was reviewed including the aspects of what has been done and the support available was identified. This led to identification of strategic issues and priority areas for the plan.

In achieving human growth and social development, Shinyanga regional secretariat requires effective utilization of its strength and opportunities to address the existing weaknesses and challenges. Thus, SWOT/C analysis tool was used to identify different strength, weaknesses, opportunities and challenges that need to be addressed and exploited by all NPA VAWC actors. The analysis was followed by the analysis of stakeholders to uncover their areas of interest, areas of support as well as their expectations. Below is the current situation analysis based on the 8 identified thematic areas.

2.1.1 Household Economic Strengthening

The economic hardship in most of the families has been a driver to the increasing GBV and VAC in Shinyanga region. The main causes for economic hardship include; patriarchy, limited access to resources, inadequate education on income generation among women and men. Within Shinyanga region, women and children are the main labour force in the agriculture sector more than men but at the time of sale of the agricultural produce, men exploit the women and family by taking all the agricultural produce. Some of the men only return home after they have exhausted the proceeds of the harvest. In addition, women and children do not have say over livestock and land, which are considered to be assets that belong to men. The economic insecurity is a powerful trigger that can lead to increased intimate partner violence and other abuse and exploitation. Furthermore, the gender power imbalance and limited reproductive and sexual decision-making power amongst women is often interrelated with economic dependence and skewed gender norms. In addition, poverty is a stress trigger that places women and children at higher risk of violence.

In the areas of providing support to the families and eliminating poverty, the regional and council offices worked closely with the stakeholders on establishing and strengthening women saving groups and training families on financial management. Women were given loan opportunities and support to start small businesses that can increase their family income. Women were sensitized to join WORTH groups and HISA in order to raise their household economy.

LGAs provide spaces for women to conduct business within the community markets and developed supportive by laws to increase opportunities for women and men

to do conduct. The Region implemented the government directives in each Council and allocated 10 percent of its Own Source Revenue for provision of soft loans to Women, Youth and people with disabilities (PWDs) for July 2018-June 2019. The 75.9% of the fund (983,322,065) from councils own was distributed to Economic Groups from July 2018 to June 2019. The funds are distributed to the groups, which met the condition for soft loans in the financial year 2018/2019. The Region managed to provide soft loans to 14 groups with disabilities (PWD), 125 Women groups and 74 Youth group see table 1 below.

Table 1: Number of Economic Groups

Council Name	Distribution of 10 percent of OSR to Economic Groups from July, 2018 to June 2019				Number of Economic Groups accessed Loan			
	WDF	YDF	PWD	TOTAL	PWD	WDF	YDF	Total
Shinyanga MC	93,000,000	69,200,000	3,900,000	166,100,000	2	12	7	21
Kahama TC	320,500,000	228,000,000	15,000,000	563,500,000	7	97	42	146
Shinyanga DC	15,000,000	26,000,000	0	41,000,000	0	2	2	4
Ushetu DC	75,100,000	44,400,000	6,000,000	51,500,000	2	16	8	26
Kishapu DC	45,866,000	75,763,065	6,433,000	128,062,065	1	5	20	26
Msalala DC	14,000,000	15,160,000	4,000,000	33,160,000	2	2	0	4
Region	523,466,000	424,523,065	35,333,000	983,322,065	14	125	74	213

Source: Regional Commissioners Office, June 2019

In addition, women are sensitized to access loans through financial institutions such as Banks (CRDB, NMB, Tanzania Postal Banks), Credit Associations that exist in the regions such as BRAC, FINCA and through TASAF programme that provides support grants to vulnerable families.

However, there are still some gaps in community level and support from stakeholders in terms of providing opportunity for families to expand their income generating activities. Limited spaces and shortage of loans to individual women and groups have been some of the factors which affected household income strengthening. The region office and council provide coordination support to stakeholders interested in supporting strengthening the economy of the families.

2.1.2 Norms and Values

Norms and values are categorized in two parts positive and negative norms that the Sukuma people who are predominantly residents in Shinyanga abide to. But there are some positive norms known like “shikome” that emphasizes on parental care. In the evening the fathers have meetings with their sons and the mothers have hold meetings with their daughters but they sit in different venues and have a discussion about; daily activities, give roles to their children, warning them about bad behaviour amongst children. During the gathering, the cow dung is burn which is a sign of commitment to what a parent and child agreed at that particular time. This norm emphasizes on positive parenting and behavioural change to the children in the community.

Harmful traditional practices values and norms still exist and have contributed to the increasing of GBV in Shinyanga region. These Social norms and practices allow or encourage violence and when norms perpetuate unequal relations based on gender hence women and children are the primary victims. Women and children become more vulnerable to physical, sexual and psychological violence in their homes and in their communities. They are more likely to be victims of abusive practices, such as child marriage and patriarchy. Women not allowed in decision making, domestic work is considered as a role for women and girls, men are the owners of land and property, polygamy. Also, some of traditional ceremonies such as ‘Bukwilima’ and ‘Samba’ contribute to VAWC. As the result of harmful traditional practices, Shinyanga is one of the leading regions with 59% of early marriage followed by Tabora with 58% and Dodoma with 51% while Iringa is a least region with 8% of early marriage⁵.

The Government in collaboration with stakeholders provide community awareness activities to end all forms of harmful traditional practices and norms. Community dialogues, trainings and media interventions targeting men, religious leaders and traditional leaders have been conducted. By-laws from regional level to ward and village level were enacted to ensure the effectiveness of the response towards harmful traditional practices and related issues.

One of the priorities of the RSP-VAWC is to encourage and support women and children to stand against violence wherever and whenever they see it and effectively engage men in this process is an important area of focus. The established NPA VAWC committees from the village level to region level took a major role to coordinate of initiatives that address social norms that perpetuates gender segregation. The establishment of By-laws was done to contribute to the efforts of ending violence within the community and to modify harmful gender norms that perpetuate harmful traditional practices such as patriarchy and child marriage.

2.1.3 Safe environment

Shinyanga region is relatively peaceful and has the potential to establish and sustain safe and accessible spaces for women and children in the community. Incidents of violence against women and children happen in both public and private spaces despite the relatively peaceful environment in Shinyanga. Some of these public spaces include; schools, markets and open market places (‘gulioni’), at the work place (sextortion), public transport and religious places of worship. Some of the private spaces include homes.

Women and children have the right to move around freely without fear of violence since freedom of movement is a fundamental human right. They need a safe environment. However, the prevalence of VAWC in Shinyanga regions portrays that women and children are not in a safe environment due to the prevalence of VAWC in public and private spaces. According to the 2018 Shinyanga Police report, there were 164 rape cases, 15 attempted rape cases and 14 sodomy cases, 105 child pregnancy cases, 30 (girls) indecent assault cases and 12 cases for the use of abusive language. These statistics indicate that children especially girls are not safe in public and private spaces.

The lack of accountability at institutional level contributes to unsafe environment for women and children as evidenced by incidents of VAWC including the emerging issue of sextortion

⁵ Human Rights Watch report (HRW, report, 2014)

at the workplace and learning institutions. In addition, the low level of timely enforcement of laws such as the Law of the Child Act, 2009 despite the existence of key actors responsible for implementation of the law at regional, council level and community level.

The aspects of VAWC in relation to safe environment are affected by our lifestyle, regardless of our economic status. It also cuts across business environment for instance the Law of the Child Act of 2009 prohibits children to enter bars and night clubs but it is very hard for business owners to restrict the children since some of them go to these places accompanied by their parents and the business owners also need a profit.

Although NPA VAWC advocates for having a safe environment as a step towards preventing VAWC, it is noted that in Shinyanga, this thematic area has not been implemented effectively. In this Strategic Plan, it has been clearly reviewed and unpacked for key actors in the area of VAWC to be able to adequately comprehend it and incorporate it in their work. This factor has adversely affected efforts to establish a safe environment since the key actors on NPA VAWC and community members in the Region do not fully understand what should be done in order to ensure safe environment for women and children.

Although Shinyanga region has relatively adequate infrastructure in the urban areas such as streetlights and land use plans which can enhance a safe environment, the peri-urban and 'rural' areas lack adequate infrastructure and land use plans, which could have created a safe environment for prevention VAWC.

There are some interventions such as projects in the market place to address violence against women and children in public spaces within Shinyanga region. In Shinyanga Municipal council, a project for prevention of violence in the market place has been implemented in 5 markets (Ngokolo, Ibinzamata, Kambarage, Mjini and Lubaga).

Awareness raising initiatives on prevention and response to VAWC has been undertaken through utilisation of public forums to create awareness about violence issues that happen in public and private spaces. Some of these events include, commemoration of the 16 days of activism against gender-based violence, the day of the African child, international girl child day and women's day. There have been meetings with businessmen and women about laws governing children in public spaces.

2.1.4. Parenting, family support and relationship

The findings of the VAC survey⁶ and other available data support the need for parenting interventions for prevention of VAWC in Shinyanga. Parents and other adult relatives are the most commonly reported perpetrators of physical and emotional violence against children and women. This can be explained by a variety of social norms and beliefs related to gender, family privacy, male honour, and community expectations of children and women such as respect and obedience. Both marital violence and corporal punishment are generally accepted in Shinyanga⁷. Children and women may be punched, whipped, kicked, or threatened with abandonment by their caregivers as punishment or a disciplinary method. In addition to

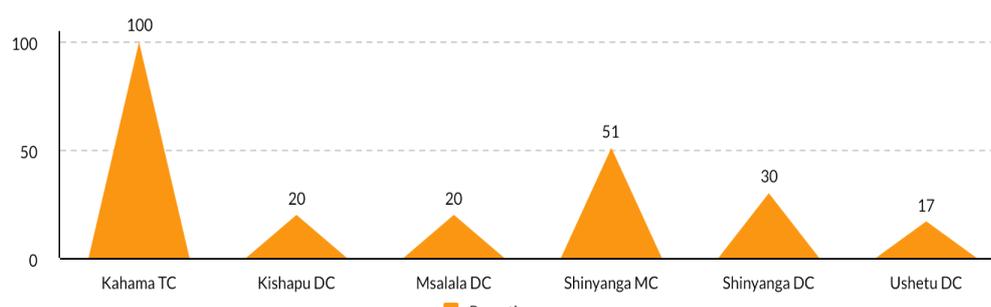
⁶ URT 2011, Violence Against Children in Tanzania Findings from a National Survey 2009

⁷ In Shinyanga 54% women and 38% men reported hitting a wife was justified in some circumstances; 33% of women reported sometimes or often being hit in the last 12 months; and 29% reported experience of emotional/physical/sexual violence ever (NBS Tanzania, 2010).

tolerant attitudes towards corporal punishment, the high prevalence of physical and emotional violence at the hands of a parent can be explained by high pressures and stresses experienced by parents. The current generation of parents in Shinyanga is facing major problems, including the HIV/AIDS epidemic, poverty, and large-scale developments (e.g., school, urbanization) that change traditional family and community care structure. Stress resulting from lack of income, health problems or other aspects of the family environment can heighten conflict and the ability of parents to cope or access support systems. Many parents feel overwhelmed and inadequate to raise their children; young children as well as teenagers and men feel overloaded to take care of their wives. In addition, parents play a key role in protection of their children and responding to cases of child abuse if needed. Physical violence by teachers is prevalent in schools and children report neighbours and strangers as the most common perpetrators of sexual violence. Nonetheless it is evident that children in Shinyanga are growing up in a high-risk environment. The Shinyanga regional and district women and child protection team to end VAWC are working to strengthen the child protection system, but many families still lack access to child and women protection services or are simply not aware of the services available as well their capacity to face parenting challenges is also low.

It is openly known that parenting mostly starts from the idea that all parents, caregivers and community at large want the best for their children. Being one of key intervention of this plan, positive parenting will reinforce positive parenting practices and empower parents to address the challenges that they face in bringing up their children. By increasing parents' knowledge of child development, developing their communication skills and effective age-appropriate parenting practices, parental stress will reduce and family relationships will be strengthened, which is likely to lead to healthier and safer home environments. The program can also be integrated in other economic empowerment programs that work with parenting groups on increased production and household income and therefore ensure participation of parents (including fathers) and mitigate both poverty and knowledge gap as a cause of stress and conflict in families. See figure 1 for parenting groups

Number of parenting groups in councils



In 2009, the Law of the Child Act was enacted and it is the responsibilities of the government, to protect and defend the rights of children. The government has also made good efforts in developing national parenting frameworks, guidelines and parenting manual to deliver parenting education being as part of strengthening families and to ensure the nurture and care environment for children is supportive. Some Shinyanga regional staff received capacity building on parenting education and thereafter delivered this intervention to communities. With regard to the Day care centre regulations of 2016, the government has emphasized the importance of establishing community day care centres but currently the region has only 5 (8%) registered day care centre out of 57, yet there is no community day

care centres established which could contribute to reducing VAC. The region also recognizes that ICS has been the champion in doing the great work of undertaking parenting interventions in Shinyanga region but it is yet to reach as many parents and caregivers to create big impact. This calls for other partners to invest in parenting interventions.

The regional Government of Shinyanga appreciates that there has been variety of child and women protection interventions implemented by stakeholders but many of them focus on response rather than prevention of VAWC and therefore yield limited effectiveness in addressing violence in the Shinyanga context as responding to violence does not guarantee good results and therefore more preventive programs are also needed.

Parenting interventions have shown promising effectiveness in preventing VAC hence the government developed the national parenting framework however it is still a draft stage pending approval for use by stakeholders. There is a national parenting education manual coupled with availability of trained government staff, stakeholders and development partners who are ready to support implementation of the interventions in Shinyanga. There is also high commitment of the regional government to coordinate and execute priorities in delivering parenting interventions.

2.1.5 Implementation and enforcement of law

Most of the reported cases to the police are not taken to court. For instance, between January and September 2019 a total of 470 cases were reported to police gender and children desk but only 159 cases were filed in court and 314 are still under police investigation. Similarly, in 2018 out of 473 reported cases on violence against children reported to the police and 146 cases are still under police investigation. Inadequate police investigation is associated with insufficient number of police officers and shortage of transport facilities.

A large number of filed cases in courts are still pending and this is associated with inadequate co-operation from the victims, victims' families and community members, disappearance of perpetrators, incomplete and incorrect filling of PF3 forms. In addition, some of law enforcers have not been oriented about VAWC issues and as a result most of the reported cases remain unconcluded. In 2019 out of 159 cases filed only 2 were dismissed, 21 were convicted and 136 are still under mention.



Most of judicial institutions are located far from human settlements, this leads to failure of the witness and victims to attend court sessions, which results, into high number of pending cases in court. In addition, the high costs of accessing justice and curbing corruption has prevented the victims to secure their rights and this has been associated with poor

implementation of legal procedures.

In addressing VAWC challenges Shinyanga Region Secretariat in collaboration with implementing partners have done a number of initiatives which include; Training on GBV and VAC to some of law enforcers, establishing NPA VAWC committee at Regional level and in 6 LGAs, 51 Wards and 8 Vilage/Mitaa levels. The gender focal persons at each LGAs have been selected to enhance gender mainstreaming in sectorial policies, plans, Budgets, programmes, and support development of interventions that are gender sensitive. The 14 police gender and children desks have been established and are functional. The region has initiated the effort to offset the challenge of PF3 form filling which recognizes the registered Medical Doctors and not otherwise.

The region has committed leaders who support the implementation NPA VAWC. There are also implementing partners who are committed to complement the government efforts towards ending VAWC. In addition, human resources who provide GBV and VAC services have been a major driver towards elimination VAWC in support of existing laws (Law of the Child, 2009), policy (Child policy of 2008, women development and gender policy of 2000, Health policy of 2007 and guideline (Management and response guideline to GBV and VAC survivors of 2012, NPA VAWC of 2017/18 – 2021/22).

2.1.6. Response and support service

Most of GBV/VAC incidences that are reported from grassroots level fail to reach the service areas such as to Social Welfare Offices, Police Gender and Children Desk due to low level of community awareness about the areas to report. This leads to most of cases to be handled at community level and the victims and survivors fail to get other important services. For instance there are some cases where a survivor needs to get services within 72 hours but the survivor arrives late and fails to get medical treatment such as PEP services and emergency contraceptive. In addition, the region is facing a shortage of Social welfare officers who are responsible in assessing survivors' needs, providing psychosocial support and serve as a link between the survivors and other services. There are only 24 SWOs in the region who are stationed at Region and Council level while none exist at Ward level.

In addition, there is an overwhelming problem of child labour in mining sector whereas in 2015 it was reported that 5,250 children were working in mining areas in Shinyanga DC-Mwakitolyo, Msalala DC and Kahama TC. Children in mining areas have been facing various forms of violence due to hazardous work. The children are deprived their right to education, access to medical services, shelter and proper food and clothing. Some of these children have been raped and sodomized. Child labour in mining sector has been associated with number of factors such as lack of parenting skills and inadequate care from parents and guardians, economic hardship at household level but also peer influence. The Councils in collaboration with implementing partners continue to provide parental skills to families and care takers. As per LCA of 2009 children are permitted to be employed in work which is not hazardous if they are 14 years but most of the employers are not aware about this. The Employment and Labour Relations Act, 2004 prohibits child labour. The Regional Secretariat and the Councils will continue to provide education on children rights to the employers as well as the community. An intervention to identify street children as well as children working in mining areas and their needs will be undertaken. Thereafter, provision of psychosocial

support and other services and reunifying with their families and schools will form part of the interventions.

By the time the Shinyanga regional strategic plan for VAWC was finalised, the region had not yet established safe houses which enable the victims to be safe in temporary place while waiting for the legal procedures and protection of evidence. Similarly to that fit person and foster care services to children were not well known in the community. This aspect contributed to the survivors returning in the community and as a result the evidence is lost. There are a few legal aid centres that provide legal services to VAWC survivors but the limited number of legal aid service providers hinders victims and survivors to access services. For instance, there are only 5-registered legal aid centres which operate in the region.

In collaboration with implementing partners, the Region secretariat and LGAs conducted awareness creation on ending VAWC, likewise supportive supervision on facility-based was conducted in health facilities (6 HFs per quarter). The capacity building focused on offering support related of GBV/VAC forensic kits to some of health facilities.

In addition to that, 3 GBV one stop centers and 2 Police Gender and Children desks were rehabilitated with the support of implementing partners. The rehabilitation of youth friendly services in some of Health facilities was undertaken with the support of implementing partners.

The existence of policy and guidelines facilitates provision of quality health and social welfare services to GBV/VAC survivors as per the required standards. The specific policy and guideline include; the Health policy of 2007, the availability of guidelines for management and response to GBV/VAC survivors of 2012, and existence of NPA-VAWC of 2017/18 – 2021/22;

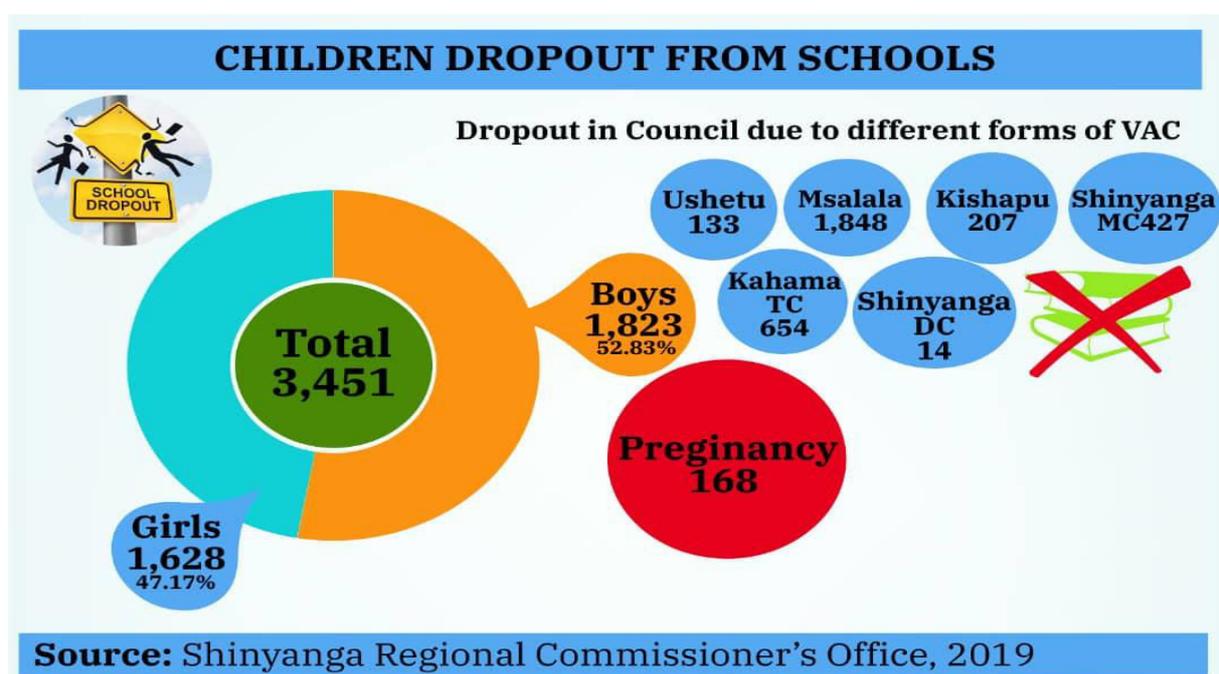
The availability of implementing partners who are committed to complement the government effort towards ending VAWC, in addition, designated staffs facilitate provision of GBV and VAC services. There are children homes which support temporary shelter for VAC survivors. In addition, the use of technology in spreading out the message on how to avoid violence incidents and how to report VAWC is helpful.

2.1.7 Safe schools and life skills

Safe schools and life skills are crucial for preventing and responding to violence against children. Life skills are part of the education curriculum in primary and secondary schools but practiced to a limited extent. Efforts undertaken to prevent violence in the schools and enhance life skills include; formation of violence against women and children committees ('MTAKUWWA committees), some schools have formed school clubs, other schools have opinion boxes and they have been connected to child and women protection teams (violence against women and children committees ('MTAKUWWA committees)) through training sessions and gatherings. Awareness rising in schools is undertaken through the school 'baraza' and life skills lessons. In addition, some schools participate in awareness creation initiatives for instance through commemoration of 16 days of activism and the day of the African Child.

In Shinyanga region, children who are still in school are prone to violence as seen in the high rate of child marriage and teen pregnancy in the region. According to VAC national survey⁸, Shinyanga was ranked as the region with the highest rate (59%) of child marriage, followed by Tabora region (58%), Mara (55) and Dodoma (51%).⁹ According to the Shinyanga regional report of 2018/2019, thirty two (32) girls who were below 18 years got married. This is a harmful practice, which contributes to violence against children and denies them their right to access education.

Violence against children in schools contributes to dropouts of children from school. It was noted that out of 3,451 school dropouts 1,116 were as a result of violence against children (VAC).



Despite the efforts undertaken to improve education in terms of quality and quantity, these efforts are being jeopardized by physical violence which leads to dropouts of children from school. It is narrated that out of the 3,451 dropouts, 1,116 dropped out due to violence against children (VAC). VAC is still prevalent despite the efforts of the six councils and non government organization fight to curb violence against children (VAC). VAWC affects the performance of children in schools. Some of the challenges that children in accessing essential support include;

- Lack of effective police investigation,
- Failure to prosecute and convict VAC perpetrators,
- Intimidation and discrimination,
- High cost to access justice and corruption,
- Limited availability of legal aid services and
- Lack of knowledge and awareness of human rights among law enforcers.

⁸ URT 2011, Violence Against Children in Tanzania Findings from a National Survey 2009

⁹ UNICEF 2012

The drivers of VAWC in Shinyanga include; harmful traditional practices, marital conflict, poverty at family level and lack of life skills especially among children, lack of appropriate parenting skills, parents, caregivers.

Shinyanga Regional Secretariat is committed to promoting access to education and life skills for children as seen in Table 4 the availability of education for children from primary to higher learning institutions within the region. In addition, the regional statistics on enrolment in primary school reflects the Shinyanga regional secretariat's efforts: The number of pupils in government school is 452,702 (281,918 boys and 170,784 girls) while for private school are 13,207 (6,787 boys and 6,420 girls) from pre-primary school to standard seven. Table 5 below illustrates the number of pupils who enrolled in primary school in 2019. It is evident that violence against children occurs in both government and private institutions. This means that interventions against children should encompass both private (131) and government 1,248) institutions.

Table 4: Education institutions available in the Region

Type of institution	Government Institutions	Private Institution	Total
1.Pre Primary Education	563	51	614
2.Primary Education	563	51	614
3.Secondary Education	118	27	145
4.Vocational Training	1	0	1
5. Focal development Colleges	0	2	2
6.Teachers Training Colleges	1	0	1
7. Universities	2	0	2
Grand Total	1,248	131	1,379

Source: Shinyanga Regional Commissioners Office, June, 2019

Table 5: Enrolment for Primary School in 2019

Council	Enrolment			Percentage		
	Boys	Girls	Total	Boys	Girls	Total
Kahama TC	6,288	6,429	12,717	85	86	86
Kishapu DC	5,332	5,201	10,533	90	95	92
Msalala DC	5,767	5,868	11,635	94	95	94
Shinyanga DC	7,044	6,338	13,382	85	80	83
Shinyanga MC	2,763	2,771	5,534	104	98	101
Ushetu DC	5,853	5,761	11,614	76	77	76
Total	32,633	32,129	64,762	86	86	86

Source: Shinyanga Regional Commissioners Office, June, 2019



2.1.8 Coordination

The Regional Secretariat and implementing partners are committed to support and coordinate the implementation of Regional Strategic plan to end VAWC through the NPA-VAWC stakeholder's meetings. The region in collaboration with implementing partners succeeded to conduct comprehensive supportive supervision to VAWC related projects implemented by stakeholders. A few NPA-VAWC Committees coordination meetings have been conducted at ward, council and regional level, only one NPA-VAWC stakeholder's meetings was conducted in October 2019. The region in collaboration with its partners has already established and support junior councils which work to address VAWC at all levels however few of them which receive direct support from partners are active.

Shinyanga region has encountered challenges in terms of coordination between the surrounding regions. As per 2019, the region lacked an integrated plan with neighboring regions to share the knowledge, experience and techniques to deal with perpetrators who escape to the nearby regions.

The region is faced with limited budget that constrained it to have a few trained NPA-VAWC committees particularly at ward level and the numbers of VAWC meetings conducted were inadequate. The region is still facing the challenge of inaccurate of data due to lack of integrated VAWC electronic information management system between actors. Currently each actor produces his/her own VAWC data. This leads to inconsistency of data reported by NPA-VAWC implementing actors. Likewise, there are no standard tools for VAWC data collection (M&E), which is sufficient to provide the relevant and required information.

In addition, there is no tracking system for students who are transferred from Shinyanga region to other regions as a result of 'underground' and ongoing of early and forced marriages. However, the region aims to offset all forms of VAWC but still there is no strong commitment among government actors of implementing NPA-VAWC which amounts to pending VAWC cases due to weak systems.

There are implementing partners who support VAWC interventions in Shinyanga region but their interventions are limited in terms of the number of services and setting due to donor-funded requirements.

2.1.9 Strengthening Research, data collection, analysis and reporting

In the past, it was not been possible to responsively track emerging trends on violence against women and children in Tanzania (United Republic of Tanzania, NPAVAWC, 2017-2022). This was due to lack of reliable and consistent baseline data to give information about the systems responsiveness and impact of interventions. There is an urgent need to develop indicators and tools for measuring trends in line with the new plans and agenda i.e, Target 16.2 of the SDGs, "end abuse, exploitation, trafficking and all forms of violence against and torture of children."¹⁰

The importance of research cannot be underestimated in interventions to address VAWC in Shinyanga region. However, there is research gap because interventions are undertaken without adequate research prior to undertaking program interventions. Research could be

¹⁰ NPAVAWC p.12

instrumental in establishing baseline information, the drivers of VAWC and evidence on what works and what may not work. In addition, inadequate gender disaggregated data at regional and national level has created an information gap. Shinyanga region had one research-based project implemented in Shinyanga District Council with support from Women Fund Tanzania. The project is known as Implementation support for National Plan of Action to end Violence against Women and Children. The project intended results envision mobilized, coordinated, collaborative, inclusive and impactful NPA-VAWC implementation processes resulting in a systemic approach to violence prevention in Shinyanga district. The related project result will be documentation of the systemic approach as an example of district-level implementation of the NPA guided by the INSPIRE evidence framework. Key implementation focuses on better coordination and collaboration amongst NPA-VAWC stakeholders' especially local government officials and grant making mechanism to support implementation initiatives. The accompaniment research functions for action led research towards experimenting VAWC/INSPIRE strategies for knowledge generation, documenting of lessons and best practices for replication and up scaling to ensure broader community participation and ownership of NPA implementation.

There is need to have research-based interventions in Shinyanga region especially in all the six councils so as to enhance evidence-based research interventions and document successful initiatives related to NPA-VAWC. This will also contribute to achieving the NPA-VAWC goals and SDGs 5.

2.2. Strategic Issues

The current situation provides an in-depth understanding of violence against women and children in Shinyanga Region. Table 6 presents strategic issues identified from the current situation.

Table 6: Strategic Issues

SN	Thematic areas	Strategic issues
1	Household Economic Strengthening	<ul style="list-style-type: none"> • Inadequate fund provision (soft loans) from councils own source collection to cover the large number of needy community members. • Low level of household entrepreneurship and financial management skills and knowledge. • Inadequate financial support services to the community. • Low income of household economy to those depending on seasonal agriculture which is affected by climate change hence low harvest. • Patriarchy system that own social and economic power and wealth (such as land, livestock and leadership).
2	Norms and Values	<ul style="list-style-type: none"> • Existence of harmful traditional cultural practices, which undermine women and children in society (e.g. early marriages and teen pregnancy). • Inadequate evidence to inform the contribution of cultural norms and values related to violence against women and children, for instance “SAMBA” which is traditional medicine applied on young girls to attract men and high bride price. • Illiteracy rates among community members coupled with the effect of cultural norms and values, which facilitate violence against women and children. • Patriarchy system and gender inequality.
3	Safe environment	<ul style="list-style-type: none"> • Low level of awareness amongst community about VAWC. • Lack of institutional accountability to mitigate VAWC.
4	Parenting, family support and relationship	<ul style="list-style-type: none"> • Inadequate evidence based parenting education and awareness. • Low level of male engagement in parenting. • Few government staff trained to deliver parenting education at community level.
5	Implementation and enforcement of law	<ul style="list-style-type: none"> • Inadequate knowledge of law enforcers on handling GBV/VAC cases. • Shortage of infrastructure that supports handling of GBV/VAC cases, for instances safe houses, GBV one stop centers, Police gender and children desk, juvenile courts, fit person services and electronic information management system between actors. • Inadequate enforcement of reported cases • Ineffectiveness of the law enforcement system to adequately address cases reported to the Police and filed in courts.
6	Response and support service	<ul style="list-style-type: none"> • Shortage of staff who handle VAWC • Budget constraints • Low community awareness about VAWC
7	Safe schools and life skills	<ul style="list-style-type: none"> • Inadequate life skills • High school dropout
8	Coordination Monitoring and Evaluation	<ul style="list-style-type: none"> • Budget constraints • Inadequate evidence-based research on VAWC. • Inadequate documentation of changes in harmful social norms and practices that lead to VAWC

2.3 Priority Areas

Based on the identified strategic issues, table 5 presents' priorities areas identified by stakeholders. These are areas identified by stakeholders to require interventions to address violence against women and children in Shinyanga Region.

Table7: Identified priority areas for each thematic area

SN	Thematic areas	Priority areas
1	Household Economic Strengthening	<ul style="list-style-type: none"> • Advocating for the increase of percentage of women, youth and people with disabilities accessing council loans. • Training women, men and youth on entrepreneurship skills (Enhance household income generating activities) Strengthen and scale up livelihood enhancement opportunities for out of school adolescent to facilitate household income generating activities Promote and support formation of women economic groups, VICOBA, HISA, SACCOS and AMCOS. • Provide community awareness on good agriculture approaches and skills. • Engage men, traditional and religious leaders to promote women's rights to own land and other productive resources.
2	Norms and Values	<ul style="list-style-type: none"> • Changing social norms and attitudes to protect women and children • Develop communication strategy to promote positive norms and values and address gender inequalities. • Conduct advocacy campaign to religious and influential leaders and policy makers to promote positive norms and values that protect women and children for social transformation. • Engage police force and LGAs to respond sensitively and appropriately to the women and children who are victims of violence • Conduct research on social cultural norms and values in relation to VAWC and gender • Community sensitization about the effect of cultural norms and values which facilitate violence against women and children. • Facilitate community dialogues on perceptions of violence and harmful practices. • Address gender inequality in the community and at the work place.
3	Safe environment	<ul style="list-style-type: none"> • Conduct community dialogues about how to create safe environment • Advocate for enforcement of laws and policies related to governance and accountability so as mitigate VAWC and encourage duty bears to be accountable • Enactment and review of bylaws and regulations • Identify risk areas and hang posters/sign for warning
4	Parenting, family support and relationship	<ul style="list-style-type: none"> • Generate evidence based parenting education and awareness <ul style="list-style-type: none"> ➢ Roll out parenting training to parents/caregivers-through group training ➢ Community awareness raising on positive parenting ➢ Integrate parenting training with economic empowerment initiatives/trainings ➢ Establish and strengthen community day care centers.

		<ul style="list-style-type: none"> • Male engagement on parenting <ul style="list-style-type: none"> ➢ Male mobilization and dialogues on positive parenting. ➢ Establish and strengthen fatherhood parleys on parenting • Capacity building of relevant government officials and CSOs staff at district and ward level on parenting interventions, • Inclusion of parenting intervention in annual districts plans.
5	Implementation and enforcement of law	<ul style="list-style-type: none"> • Increase knowledge and skills on implementation of NPA VAWC to law enforcers and VAWC committees.
6	Response and support service	<ul style="list-style-type: none"> • Community awareness on VAWC. • Strengthening institutional arrangement by providing favorable infrastructure, transport facilities and working tools.
7	Safe schools and life skills	<ul style="list-style-type: none"> • Roll out life skills education to teachers, children, school board members and none teaching staff. • To reduce teen pregnancy and dropout rate due to teen pregnancy and early marriage
8	Coordination Monitoring and Evaluation	<ul style="list-style-type: none"> • Create an integrated electronic system for record keeping of VAWC incidents • Conduct research on VAWC • Strengthening coordination, monitoring and evaluation system in the region

2.4 SWOT Analysis

The SWOT analysis provides information about strengths and weaknesses in the provision of services towards ending violence against women and children in Shinyanga Region. It also provides the available opportunities that can help strengthen the service provision systems and address obstacles that hinder strategies and interventions to end violence against women in Shinyanga as presented in table 8.

Table 8: SWOT Analysis

Thematic Area	Strength	Weakness
Household economic Strengthening	<ul style="list-style-type: none"> • Availability of WDF and YDF • Presence of Tanzania Social Action Fund (TASAF). • Availability of Stakeholders • Standards of operation/Guideline • Existences of financial institutions and entrepreneurship such as SACCOS and VICOBA, Banks and other microfinance. • Availability of resources like land, livestock, minerals and local dams. 	<ul style="list-style-type: none"> • Low rate of own sources collection for WDF and WDF is not provided as scheduled • Delay of funds provided for poor households • Inadequate training to experts • Inadequate resources • Inconsistence budget flow • Limited entrepreneur skills among women • Low level of understanding • Political influence • Lack of market information • Stiff conditions on loans by financial institutions • Existence of patriarchal system on ownership of household

		<p>economic activities</p> <ul style="list-style-type: none"> • Climatic variation which leads to uniformity in agricultural and livestock keeping
	Opportunity	Threat
	<ul style="list-style-type: none"> • Spread of financial institutions • Presence of business centre, e.g. Shinyanga municipal centre, Kahama Investment Center, Tinde, Didia, Iselamagazi, Salawe, Mwakitolio -Shinyanga DC and Munze at Kishapu DC • Demand of stakeholders • Need/enlargement of development fund 	<ul style="list-style-type: none"> • Culture and norms that block women to access land and properties • Marketing • Informal product • Loan defaulting
Social norms and values	Strength	Weakness
	<ul style="list-style-type: none"> • Availability of knowledgeable community members and volunteers to become change agents • Presence of expertise workers, implementing partner's and stakeholders • Influential people in the community, religious institutions and agents • Presence of law, rules and regulations prohibiting VAWC • Strong belief and respect to traditional leaders. • Availability traditional security e.g. 'Sungusungu' 	<ul style="list-style-type: none"> • Poor Implementation and ignorance of the law. • Inadequate training to experts • Inadequate resources. • Strong patriarchy system • Traditional harmful practices /beliefs • Polygamy • Sexual harassment (rape) • Early marriage and early pregnancy. • Community ignorance on the practice of bad norms and values.
	Opportunity	Threat
	<ul style="list-style-type: none"> • Existence of few better norms and values. • Security organs from the grass root. • Presence of change agents • Availability of traditional leaders • Implementation partners 	<ul style="list-style-type: none"> • Bride price • Men based system
Safe environment	Strength	Weakness
	<ul style="list-style-type: none"> • Conducive institutional framework in Shinyanga region (All the key government officials responsible to oversee implementation of safe environment are available in the region and at Council level i.e. SWOs, CDOs, Trade Officers, WEOs, Town Planners and Legal Officers) 	<ul style="list-style-type: none"> • Culture of silence around VAWC in public and private spaces. (People are not ready to talk about violence happening in work places e.g. sextortion. • Inadequate conceptualization of the concept of safe environment amongst community members and key VAWC stakeholders. • Absence of evidence based research findings that can inform key actors about appropriate interventions.
	Opportunity	Threat

	<ul style="list-style-type: none"> • Existence of legal and policy framework that provides for a safe environment. • Government political will at national, regional and council level. • Existence of By-laws enactment processes that can be used by District Councils to make By Laws. • Availability of development partners that can support evidenced based research to inform interventions. 	<ul style="list-style-type: none"> • Resistance from perpetrators of VAWC • Fear from duty bearers/institutions that will be held accountable for any act of violence that occurs in their setting
Parenting, family support and relationship	Strength	Weakness
	<ul style="list-style-type: none"> • Availability of national parenting education manual. • Availability of trained government staff on parenting at regional level who can be used to train others at district and ward level. • Regional commitment to support parenting initiatives. 	<ul style="list-style-type: none"> • Limited funds especially from government to facilitate parenting interventions. • The demand for provision of parenting skills is high compared to the number of trained staff
	Opportunity	Threat
	<ul style="list-style-type: none"> • Existence of parents groups as an entry points to deliver parenting training. • Existence of stakeholders who are interested to support implementation of parenting • Existence of economic empowerment programs where parenting training can be integrated. 	<ul style="list-style-type: none"> • Social norms and values that promote violent behavior at homes or communities • Boys preference for education access as compared to girls
Implementation and enforcement of law	Strength	Weakness
	<ul style="list-style-type: none"> • Availability of mass media • Presence of law experts • Presence of courts • Increase in observing rule of law • Confidentiality • Availability of national laws, bylaws and guidelines. • Presence of skilled and knowledgeable personnel. 	<ul style="list-style-type: none"> • Inadequate training on law enforcers • Poor knowledge on law issues • Prolonged procedure for attainment of rights of the VAWC survivors • Remoteness of courts • Poor implementation of juvenile court procedure • Community negligence on existence laws. • High level of community dynamics and movement.
	Opportunity	Threat
	<ul style="list-style-type: none"> • Availability of law enforcement bodies • Availability of Social medias • Existence of local/community radio stations 	<ul style="list-style-type: none"> • Corruption • Directives and orders • Misuse of social media • Lack of retention homes and juvenile court
Response and support service	Strength	Weakness

	<ul style="list-style-type: none"> • Availability of service providers • Availability of health facilities • Availability of gender and children desk • Access to One Stop Centre, Police, Gender and Children Desk, SWO, Hospitals • Availability of training tools and guidelines. • Strong existence of system and structure • Availability of children homes • Availability of children councils 	<ul style="list-style-type: none"> • Inadequate training for the service providers • Inadequate community awareness • Inadequate number of social welfare officers • Unavailability of safe houses • Inadequate numbers of one Stop Centre Services • Women and children feel unsafe • Low level of community collaboration. • Shortage of skilled personnel and working tools. • Inadequate knowledge about reconciliation councils
	Opportunity	Threat
	<ul style="list-style-type: none"> • Availability of Police gender desk and children desk and GBV One stop centre • Political will • Availability of laws, policies and guidelines that guide provision of GBV/VAC services. • Government commitment. 	<ul style="list-style-type: none"> • Inadequate budget for GBV/VAC services • Inadequate transport • Inadequate legal aid services • Fit persons services not yet known in the community • Knowledge gap on GBV/VAC laws in the community • Failure of GBV/VAC survivors to appear for service provision
Safe schools and life skills	Strength	Weakness
	<ul style="list-style-type: none"> • Availability of teachers who are selected by children to serve as guidance and counseling teachers and patrons. • Existence of established clubs in school that allow discussion of VAC and life skills. • Availability of teachers who offer counseling and support services. • The existence of active of school 'baraza' councils (30 members) in some schools. • The existence of Parents and Teachers Association which discuss and make decisions on issues such as VAC as per the education guidelines. • The establishment of Police Gender and Children desk. • The availability of Bylaws to prevent VAC. 	<ul style="list-style-type: none"> • Inadequate enforcement of laws and policies • Lack of adequate life skills training among teachers and school children. • Inadequate capacity among teachers to effectively execute life skills • Unsafe infrastructure in schools such as lack of safe fence around the schools • Long distance to access education from home to schools
	Opportunity	Threat

	<ul style="list-style-type: none"> • Government commitment to support schools to create a safe environment (There is a curriculum in place) • Existence of development partners who are ready to support VAWC. • Free education at primary and secondary level • Satellite schools ('shuleshikizi') 	<ul style="list-style-type: none"> • Cultural practices that prohibit execution of appropriate life skills practices
Coordination Monitoring and Evaluation	Strength	Weakness
	<ul style="list-style-type: none"> • Availability of government expertise • Availability of VAWC committee • Availability of VAWC committee coordinator • NPA-VAWC guidelines • Create accountability • Create strong information • Active performance • Strong human resources. • Available M & E plan. • Available working tools and reporting tools • Presence of development partners who are interested in supporting research related to VAWC 	<ul style="list-style-type: none"> • Inadequate tools for data collection • Inadequate information management system • Inadequate trainings • Poor participation • Shortage of fund to conduct supportive supervision. • Shortage of working tools. • Absence of transport facilities to reach remote areas.
	Opportunity	Threat
	<ul style="list-style-type: none"> • Availability of implementation partners to support GBV/VAC services • Political will • Committed religious leaders • Government commitment • Lack gender disaggregated data on VAWC 	<ul style="list-style-type: none"> • Lack of resources to effectively implement VAWC activities • Government may not have an adequate budget line for the research

2.5 Stakeholders Analysis

This strategic plan is designed to serve as a framework to guide government and other stakeholders in the design and implementation of interventions related to ending violence against women and children. Table 9 identified some of stakeholders who have been or can be approached to facilitate and support interventions on ending violence against women and children in Shinyanga region.

Table 9: Stakeholders Analysis

Stakeholder	Type/ Nature of the Stakeholder	Areas of Interest	Area of Support	Area of Operation
Investing in Children and their Societies (ICS-Africa)	INGO	Family strengthening, Economic empowerment, Ending Violence against children in and out school, Life skills Capacity building and Research	Child protection systems strengthening, Skillful Parenting Education, Awareness creation, Capacity building and sub grantee, Advocacy, Financial literacy skills and HIV prevention	Shinyanga MC, Shinyanga DC, Kahama TC
Women Fund Tanzania (WFT)	Trusteeship	Children and Women rights	Coordination, Capacity Building, Building Strategic alliance, Grant making and Research	Shinyanga DC
CAMFED	INGO	Household Economic strengthening, Norms and values, Parenting family support and relations, safe schools and life skills, Coordination Monitoring and Evaluation	Grant making, Coordination, Parenting education, Awareness creation and education support	6 District Councils
Regional and Local Government Authorities	Government	Coordination, service provision and law enforcement	Coordination and services	6 Councils
Police gender and children desk	Government	Legal aid	Legal services and investigation	6 Councils
Judiciary	Government	Legal services	Legal services	6 Councils
Prisons	Government	Legal services	Strengthen the security of the Public by overseeing the criminal Sentences, criminals in jail and views on policies on crime reduction.	6 Councils
Chief government chemist	Government	Service	Facilitate effective Legal proceedings For fair justice, By the timely provision of expert advice	6 Councils
Junior Councils	Government	Children	Advocating for children's rights	6 Councils
Elders Councils	Government	Elders	Advocating for the rights of the elderly	6 Councils

SHIVYWATA	Association	People with disabilities	Coordination, capacity building and advocacy	6 Councils
TAYOA	NGO	Youths	Advocacy and community awareness	
Tanzania Red Cross Society	NGO	Child protection, Most Vulnerable Children	Capacity building and service delivery	33 wards, 3 – Councils
Save the Children	INGO	Child Protection	Capacity building and service delivery	50 wards, 5 Councils
Agape	NGO	Child Protection, Gender and SRH,	Community awareness, charity and legal aid	6 wards, 3 Councils
TVMC	NGO	GBV/VAC	Community awareness	7 Wards, 1 Council
KIHOWEDE	NGO	SRH, Child Protection and Women Rights	Community awareness	
OPE	NGO	GBV/VAC	Community Awareness, Economic Strengthening	1 Ward, 1 Council
YWCA	FBO	Women and Girls Leadership	Advocacy, Community sensitization and Governance	3 Wards, 1 Council
WEADO	NGO	Advocacy and Community Development	Community sensitization and Advocacy	3 Wards, 1 Council
AMREF	NGO	Sexual and reproductive health	Advocacy and service delivery	All ward -1Council
AGPAHI	NGO	HIV/AIDS, clinical GBV	Service delivery and coordination	6 Councils
World Vision	INGO	NUTRITION	Advocacy	30 wards, 3Councils
PACESH	NGO	Legal Aid	Legal aid services and awareness	17 wards, 2 Councils
Rafiki SDO	NGO	HIV/AIDS, CP and Economic strengthening	Community awareness and capacity building	
Thubutu Africa Initiatives	NGO	GBV/VAC	Community awareness	10 wards and 1 council
Kivulini	NGO	GBV/VAC	Community awareness	5 villages, 3 wards and 1 council(SHY D) 10 Village ward 6 (Kishapu)
RUDI	NGO	GBV/VAC	Community awareness	4 villages, 2 wards and 1 council
SHIDEPHA+	NGO	HIV/AIDS, CP and Economic strengthening	Community awareness	
Life Line	NGO	Economic strengthening	Soft loans and community sensitization	5 ward, 2 council
BIDII Tanzania	NGO	Economic strengthening	Soft loans and community sensitization	3 ward, 1 council

Intra-Health	NGO	Clinical GBV	Support services	5 Councils
HUHESO	NGO	Media and GBV	Community sensitization	
TAWLAE	NGO	GBV/VAC	Community sensitization	2 Councils 6 Wards
Yawe	NGO	GBV/VAC	Community sensitization	
YWL	NGO	GBV	Community sensitization	
PAWWCO	NGO	GBV/VAC	Community sensitization	
TADEPA	NGO	Health and social welfare	Service provision and sensitization	3 Councils
Companies and financial and institutions	PROFIT MAKING COMPANIES	Corporate social responsibility (CSR)	Economic empowerment, Microfinance support/loans, support services	6 Councils
UN Women	UN Agencies	ASRH	Economic strengthening	2 Councils
UNFPA	UN Agencies	Sexual and reproductive health and GBV/VAC	Capacity building, grant support and coordination	1 Council
Pact TZ	NGO	Child protection, Most Vulnerable Children	Coordination	6 Councils
JSI	NGO	Health and Social Welfare systems strengthening	Capacity building	6 Councils
Under the Same Sun (UTSS)	NGO	Ending violence against People with Albinism	Capacity building and Community awareness	2 Councils
FHI360	NGO	GBV and OVC	Coordination	5 Councils
Local media and newspapers	Institute	Community	Advocacy and Community awareness	6 Councils
Local Community Leaders		Community	Community awareness, Referral services to survivors and victims of violence	6 Councils
Religious Institutions	Institute	Community	Community awareness, Referral services,	6 Councils
Economic Groups				6 Councils
Children's homes	Private	Most Vulnerable Children/VAC Survivors	Shelter and other basic needs	6 Councils
Fit Persons		Parenting, response and support services	Childcare and parenting	6 District Councils

PART III: STRATEGIC IMPLEMENTATION

STRATEGIC IMPLEMENTATION OF PLAN

3.1 Introduction

This section presents the eight strategic objectives and the related strategies and activities. The strategic objectives are generated based on the actual situation of violence against women and children in Shinyanga region but in line with thematic areas stipulated in the National Plan of Action to End Violence Against Women and Children 2017/18-2021/22. It also provides the expected timeframe for implementation of each set activities and the estimated cost for implementation of the activities and expected sources of fund. It is important to notice that, the actual cost of implementation of the activity will be developed during actual implementation of the activity to accommodate variation in price fluctuation influenced by economic change. It is thus expected that the estimated cost will be either plus or minus the estimated costs based on the economic situation during actual implementation.

3.2 Thematic Area 1: Household Economy Strengthening
 Strategic Objective: Improve household economic empowerment by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Household economic Strengthening	Empowering men, women, girls and boys in the pursuit of social economic opportunities	Conduct 10 bi-annual meetings with LGAs regional and council level on increased access to WDF, YDF and PWDF soft loans.	RS/LGAS/IPS						60,000,000/	Development Partners/Government
		Assess existing women and youth economic groups to access financial support/loans	RS/LGAS/IPS						15,000,000/=	Development Partners/Government
		Provide seed capital to facilitate scaling up household economic strengthening through income generating activities (IGAs) to women Economic groups and youth economic groups							500,000,000/=	Development Partners/Government
		Train, promote and support formation of 30,000 women/youth economic groups and to link them with macro and micro-finance institutions.	RS, LGAs, IPs						300,000,000/=	Development Partners/Government

		Promote producers empowerment and market linkages for economic groups.	RS/LGAS/IPs							150,000,000	Development Partners/Government
		Engage men, traditional and religious leaders to promote women's rights on land and property ownership	RS/LGAs/IPs							156,000,000	Development Partners/Government

3.3 Thematic Area 2:
Strategic Objectives:

Norms and Values

Enhance community awareness on respecting positive norms and protection of women and children against Violence by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Norms and Values	Increasing community awareness on respect of gender equality and protection of women and children against violence.	Develop communication strategy and IEC materials for addressing gender inequalities and promote positive norms and values.	RS/LGAs/IPs						100,000,000	Development Partners/Government
		Conduct sensitization meetings with religious leaders, traditional leaders, policy makers and influential people to promote positive norms and values that protect women and children in the community.	RS/LGAs/IPs						150,000,000/=	Development Partners/Government
		Conduct reflection meetings with VAWC service providers (Police Force, health providers and LGAs) to review the accessibility and effectiveness of the services provided to survivors of violence.	RS/LGAs/IPs						150,000,000	Development Partners/Government
		Conduct formative research to collect existing data and identify social norms drivers	RS/LGAs/IPs						200,000,000/=	Development Partners/Government

		that contribute to VAWC.									
		Facilitate 1500 community dialogues on perceptions of VAWC in relation to harmful practices.	RS/LGAs/IPs							60,000,000	Development Partners/Government

3.4 Thematic Area 3

Safe Environment

Strategic Objective:

Improve safety in public spaces to mitigate risks of VAWC by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost (TZS)	Sources of Fund
				1	2	3	4	5		
Safe Environment	Enhance institutional accountability to prevent VAWC in public spaces	Identify high-risk areas and set up posters that address VAWC in six LGAs.	Community Development Officer						30,000,000/=	Development Partners/ Government
		Design, print and display posters in high-risk areas in six LGAs.	Communications officer						30,000,000/=	Government/Implementing partners/Development Partners
		Conduct Regional annual VAWC stakeholders review meetings to discuss success, challenges and set strategies to prevent VAWC in public spaces in six LGAs.	Regional Administrative Secretary (RAS) District Executive Directors (DEDs) in six LGAs.						100,000,000/=	Government/Implementing partners/Development Partners
		Enact by laws and 'regulations' on VAWC	Regional legal officer District legal officer						110,000,000/=	Government/Development partners
		Conduct awareness raising sessions and dialogues about sextortion in public places and learning institutions in six LGAs	PCCCB						120,000,000/=	Government/Development partners
		Conduct the process	Labor officer						150,000,000/=	Government/Development partners

		of labor inspection in formal and informal work places on quarterly basis in six LGAs.								
	Awareness creation among community members and law enforcers in six LGAs.	Conduct community dialogue sessions within the community about VAWC and safety in public spaces.	Community Development Officer						150,000,000/=	Government/Development partners
		Conduct awareness raising sessions with stakeholders who conduct their business in public spaces.	Trade Officer						150,000,000/=	Government / Development partners
		Capacity building session with law enforcers on VAWC in public spaces.	Regional Administrative Secretary (RAS) Council Executive Directors (DEDs) in six LGAs.						150,000,000/=	Government / Development partners

3.5 Thematic Area 4: Parenting Family Support and Relationship

Strategic Objective: Improve parenting and care givers practice for VAWC mitigation in communities by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Parenting Family Support and Relationship	Imparting positive parenting knowledge and skills among parents and care givers	Identification and mobilization of parents/care givers into groups in six LGAs	Community development officer						200,000,000	Government/ Development partners
		Training parents and care givers on positive parenting skills in six LGAs.	Community development officer						500,000,000	Government/ Development partners
		Conduct community dialogue sessions and campaigns on positive parenting in six LGAs.	Community development officer						350,000,000	Government/ Development partners
		Develop, print and disseminate IEC materials on positive parenting in six LGAs.	Communications officers						240,000,000	Development partners
		Conduct 156 community radio programs on positive parenting in six LGAs.	Communications officers						156,000,000	Government/Development partners/Companies under corporate social responsibility
		Establish and operationalize pilot community owned day care centers	Social welfare officer						180,000,000	Government/Development partners/Companies under corporate social responsibility
		Training of trainers on positive parenting and VAWC for caregivers in community owned day care centers,	Social welfare officer						120,000,000	Government/Development partners/Companies under corporate social responsibility

	Male engagement in positive parenting	Mapping existing formal and informal meeting areas and groups of men in six LGAs.	Community development officer						30,000,000	Government/Development partners/Companies under corporate social responsibilities
		Train NPA VAWC actors on male engagement in six LGAs.	Community development officer						70,000,000	Government/Development partners
		Train men on positive parenting and VAC prevention	Community development officer						215,000,000	Government/Development partners
		Recruit and train male engagement champions in six LGAs.	Community development officer						140,000,000	Government/Development partners
	Build capacity of VAWC actors on positive parenting interventions.	Training of trainers on positive parenting for government officials, CSOs, religious leaders and community leaders in six LGAs.	Community development officer						120,000,000	Government/Development partners
		Government and IP Learning visits to other stakeholders in six LGAs.	Regional Administrative Secretary						80,000,000	Government/Development partners
		Annual award ceremony for champions of positive parenting from the six LGAs.	Regional Administrative Secretary						75,000,000	Government/Development partners
		Documentation and dissemination of best practices	Planning department						200,000,000	Government/Development partners

3.6 Thematic Area: 5 Implementation and Enforcement of Laws

Strategic Objective: Strengthen law enforcement institutions and systems to attract utilization of available services and execute reported cases timely by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Law Enforcement System Strengthening	Build capacity of workforce involved in the implementation of law enforcement to respond to VAWC	Train 200 law enforcers on handling VAWC cases, reintegration and rehabilitative support services.	Regional Secretary-NPA-VAWC						80,000,000	Development Partners/Government
		Conduct quarterly meetings which will fast-track cases related to VAWC	High court Registrar High Court Judge Resident Magistrates Police Gender and Children Desk State Attorneys and Prosecutors						30,000,000	Development Partners/Government
	Awareness creation on VAWC existing laws	Conduct quarterly community sensitization meeting on the laws related to VAWC and right to bail to the offenders in 6 LGAs.	Council Secretary-NPA-VAWC						80,000,000	Development Partners/Government
		Develop IEC material on mitigation of VAWC for 6 LGAs.	Regional communication department						100,000,000	Development Partners/Government
	Improve infrastructure and facilities that support handling of GBV/VAC	Procure 6 vehicles, 12 motor cycles for police gender and children desk and court magistrates for effectively VAWC cases handling.	Regional Secretary-NPA-VAWC						1,236,000,000	Development Partners/Government
Procure working tools (15 Computers & 10		RPGCD						50,000,000	Development Partners/Government	

		Printers and Stationeries							
		Rehabilitate 6 gender and children desk	RPGCD					180,000,000	Development Partners/Government
		Construct 3 juvenile courts in three district councils of Kahama, Kishapu and Shinyanga	High court Registrar High Court Judge Resident Magistrate					240,000,000	Development Partners/Government
		Construct one remand home in Shinyanga Municipality	High court Registrar High Court Judge Resident Magistrate					75,000,000	Development Partners/Government

3.7 Thematic Area: 6
Strategic Objective:

Response and Support Services

Improve response and support service for VAWC survivors by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Enhance support service and quick response to VAWC	Resources, tools and infrastructure to respond and support VAWC services	Construct and equip 3 GBV One Stop Centers to provide quality response services to GBV/VAC survivors by 2022	Council Executive Directors						600,000,000	Development Partners/Government
		Construct and equip six safe houses by 2025 (The safe house should include fit persons)	Council Executive Directors						360,000,000	Development Partners/Government
		Construct and equip Social Welfare offices to ensure quality provision of social welfare services for survivors of VAWC by 2023	Council Executive Directors						80,000,000	Development Partners/Government
	Capacity building on response to VAWC cases	Advocate for and empower religious institutions/Houses of worship to establish safe homes for women and children at risk of violence	Council Executive Directors						300,000,000	Development Partners/Government
		Recruit and capacitate fit persons, to provide emergency alternative care for VAWC survivors or women and children at risk of violence	Social Welfare Officer						25,000,0000	Development Partners/Government
		Train front line workers (SWOs, Police, Health Workers, Teachers, Magistrates, Anti-Human Trafficking Officers) on their specialized technical	RSWO						50,000,000	Development Partners/Government

		packages (CP, GBV, Court proceedings, and psychosocial support) in six LGAs by 2025							
		Support LGAs to strengthen community rehabilitation services for children and women at risk of violence in six LGAs.	RSWO					40,000,000	Development Partners/Government
		Provide support interventions that address effective and timely response services to women and children (including children living and working in the street, women and children with albinism, elderly people who are prone violence as suspects of witchcraft and child labor.)	Social Welfare Officer					50,000,000	Development Partners/Government

**3.8 Thematic Area 7:
Strategic Objective:**

Safe Schools and Life Skills

Strengthen inclusive safety and accessibility of learning environment for girls and boys by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Safe Schools and Life skills	School safety assessment plan	Conduct school safety audit in six LGAs.	Regional Education officer						330,000,000	Government
		Develop and execute school safety plans in six LGAs.	Regional Education officer						150,000,000	Government
		Schools and community day care centers to develop child protection policies in six LGAs.	Social welfare officer						40,000,000	Development partners
		Set up user friendly/inclusive infrastructure in schools and early day centers with facilities such as toilets, changing rooms for girls and 'rump' for people living with disabilities in six LGAs.	Regional education officer						600,000,000	Government and Development partners
	Build capacity of teachers and none teaching staff on life skills	Training of ToTs on life skills, SRH and VAC in six LGAs.	District Reproductive Health Officer						40,000,000	Government Development partners
		Provide sanitary pads in schools in six LGAs.	District Education officer						120,000,000	Government Development partners
		Roll out life skills and VAC prevention through education sessions in schools in six LGAs.	District Education officer						180,000,000	Government Development partners
		Conduct dialogue sessions with teachers on positive forms of discipline in schools in	District Education officer						500,000,000	Government Development partners

		six LGAs.								
		Training of teachers and none teaching staff on psychosocial support.	District Medical Officer and Social welfare office						150,000,000	Government Development partners
	Strengthen system of reporting VAC in schools	Training teachers, Parents Teachers Associations (PTA) on standard operating procedures of setting up opinion boxes in schools in six LGAs.	District Education officer for Primary and Secondary Schools						300,000,000	Government Development partners
		Provide referral services for VAC survivors in schools (VAC service providers such as Police Gender and Children Desk, 'MTAKUWWA committee and legal aid service providers) six LGAs.	Head teachers						100,000,000	Government and Development partners

3.9 Thematic Area 8: Coordination Monitoring and Evaluation

Strategic Objective: Strengthen coordination and monitoring and evaluation for effective monitoring of VAWC by 2025

Service Area	Strategy	Activities	Responsible	Implementation Timeframe					Estimated Cost	Sources of Fund
				1	2	3	4	5		
Coordination, monitoring and evaluation in ending VAWC at all level	Enhance coordination of VAWC	Conduct four regional biannual VAWC stakeholder meetings by 2025	RCDO						170,000,000	Development Partners/Government
		Conduct Regional, LGAs Ward and Village/Mitaa NPA-VAWC meeting by 2025	Secretaries- NPA-VAWC						800,000,000	Development Partners/Government
		Train and equip the VAWC protection committees at Ward and Village/Mtaa level in 6 LGAs by 2025	Secretaries- NPA-VAWC						900,000,000	Development Partners/Government
		Support VAWC Secretariat to coordinate implementation of NPA VAWC interventions at all levels.	Secretaries- NPA-VAWC						150,000,000	Development Partners/Government
		Conduct supportive supervision at community level and health facilities on VAWC service providers in six LGAs.	Secretaries- NPA-VAWC						250,000,000	Development Partners/Government
	Strengthen the M&E system for VAWC	Develop standard M&E tool, in order to facilitate	RICTO						70,000,000	Development Partners/Government

		monitoring and reporting on NPA VAWC							
		Conduct baseline survey on VAWC and disseminate results in six LGAs	RCDO					350,000,000	Development Partners/Government
		Conduct midterm review on VAWC and disseminate results in six LGAs.	RCDO					350,000,000	Development Partners/Government
		Conduct end line survey on VAWC and disseminate results in six LGAs.	RCDO					350,000,000	Development Partners/Government
		Conduct three implementation research in six LGAs.	RCDO					350,000,000	Development Partners/Government
		Develop an integrated VAWC electronic information management system.	RICTO					150,000,000	Development Partners/Government
		Support documentation and dissemination of M&E products and material including lessons and best practices in the implementation of VAWC interventions	Secretaries- NPA-VAWC					60,000,000	Development Partners/Government
		Facilitate routine monitoring and evaluation for the Implementation of NPA-VAWC	Secretaries- NPA-VAWC					120,000,000	Development Partners/Government

**PART IV:
MONITORING AND
EVALUATION**

MONITORING AND EVALUATION OF THE PLAN

4.1. Introduction

This part presents activity targets and indicators set for each of the eight strategic objectives to facilitate monitoring and evaluation in the implementation of strategic objectives. It also provides means of verification and sources of information. Indicators are critical to facilitate tracking of progress during implementation and providing input for continuous improvement.

Monitoring and evaluation will be done within normal routine processes during implementation of the plan. The Baseline will be done prior to implementation of the strategic plan. A mid-term review will be conducted in the middle of implementation cycle of the strategic plan to assess and document progress. Finally, an end term/end line survey will be undertaken at the end of the implementation cycle of the strategic plan to assess and document achievements and progress made.

4.2 Thematic Area 1: **Household Economy Strengthening** Strategic Objective: Improve household economic empowerment by 2025

Activities	Targets	Indicators	Means of Verification	Sources of Information
Conduct 60 bi-annual meetings with LGAs at regional and council level on increased access to WDF and YDF soft loans.	60 meetings with LGAs at regional and council level on increased access to WDF, YDF and PWD soft loans conducted by 2025.	# of meetings on WDF, YDF and PWD conducted	<ul style="list-style-type: none"> Minutes of meetings, 	Regional and Council reports
Assess existing women and youth economic groups to access financial support/loan	Existing women and youth economic groups assessed on access to financial support by 2023.	% of existing women and youth economic groups assessed.	<ul style="list-style-type: none"> Assessment Report Profile of women and youth economic groups. 	Regional and Councils quarterly/annual reports
Provide seed capital to facilitate scaling up	30,000 Women Economic groups and youth economic	# of women economic groups and youth economic groups	<ul style="list-style-type: none"> Project report. 	Regional and Councils quarterly/annual reports

household through income generating activities (IGAs) to women economic groups and youth economic groups	groups are provided with seed capital by 2025.	provided with seed capital.		
Form, train and link 30,000 women/youth economic groups to macro and micro-finance institutions.	30,000 of women and youth economic groups formed, trained, and linked to macro and microfinance institutions by 2025.	# of women and youth economic groups formed, trained, and linked to macro and microfinance institutions	<ul style="list-style-type: none"> • Training reports, • Financial institutions reports 	Regional and Councils quarterly/annual reports
Conduct forums to promote producers and link them to economic groups and markets.	30 forums conducted to promote producers and link them to economic groups and markets by 2025.	# of forums conducted to promote producers # of producers and linked to the markets. # of producers reached to participant economic groups.	<ul style="list-style-type: none"> • Forums reports, • Various investment reports 	Regional, National, International forums periodic reports
Conduct sensitization meetings with men, traditional and religious leaders to promote women's land and property rights.	60-sensitization meeting conducted with men, traditional and religious leaders to promote women's land and property rights by 2025.	# of sensitization meeting conducted. # of men, traditional and religious leaders who have participated in sensitization meetings.	<ul style="list-style-type: none"> • Activity reports 	Regional and Councils quarterly/annual reports

Thematic Area 2: Norms and Values

Strategic Objective: Enhance community awareness on respect on gender equality and protection of women and children against VAWC by 2025

Activities	Targets	Indicators	Means of Verification	Sources of Information
Develop Communication Strategy and IEC materials addressing gender inequalities and promote positive norms and values.	1 Region and 6 councils Communication Strategy developed for addressing gender inequalities and promote positive norms and values by 2020.	# of Region and # of councils Communication Strategy developed and disseminated.	<ul style="list-style-type: none"> • Regional annual/quarterly report • Councils annual/quarterly report • IEC checklist • Vendor verification report • Procurement reports 	IPs and Government quarterly/ annual procurement reports
	36,000 of IEC materials	# of IEC materials produced		

	produced and disseminated to address gender inequalities and promote positive norms and values by 2025.	and disseminated		
Conduct sensitization meetings with religious leaders, traditional leaders, policy makers and influential people to promote positive norms and values that protect women and children in the community.	30 of sensitization meetings conducted with religious leaders, traditional leaders, policy makers and influential people to promote positive norms and values that protect women and children in the community by 2025	# of sensitization meetings conducted	<ul style="list-style-type: none"> • Activity report • Regional/Councils annual/quarterly report 	IPs and Government quarterly/ annually procurement reports
Conduct reflection meetings with VAWC service providers (Police force, health and LGAs) to review the accessibility and effectiveness of the services provided to victims and survivors of violence.	30 of reflection meetings conducted with VAWC service providers (police force, health and LGAs) to review the accessibility and effectiveness of the services provided to victims of violence by 2025	#of reflection meetings conducted	<ul style="list-style-type: none"> • Activity report • Regional/Councils annual/quarterly report 	Government and IPs periodic reports
Conduct formative research to collect existing data and identify social norms drivers that contribute to VAWC.	Formative research conducted to collect existing data and identify social norms drivers that contribute to VAWC by 2022	# of formative research conducted	<ul style="list-style-type: none"> • Research report • Regional/Councils annual/quarterly report 	Government and IPs periodic reports
Facilitate 1500 community dialogues on perceptions of VAWC in relation to harmful practices.	1500 community dialogues facilitated on the perceptions of violence and harmful practices by 2025.	# of community dialogues facilitated.	<ul style="list-style-type: none"> • Activity report • Regional/Councils annual/quarterly report 	Regional and IPs periodic reports

Thematic Area 3: Safe Environment

Strategic Objective: Improve safety in public spaces to mitigate risks of VAWC by 2025

Activities	Targets	Indicators	Means of Verification	Sources of Information
Identify high risk areas and set up posters that prevent VAWC in six LGAs	High risk areas identified in 6 councils and posters set up the areas identified by 2025.	# of council which have conducted high risk areas assessment	<ul style="list-style-type: none"> • Implementing partners report • List of risk areas identified 	<ul style="list-style-type: none"> • Assessment/identification reports • Actions plans to mitigate identified risks

Design, print and display posters in high risk areas in six LGAs.	60 posters displayed in high risk areas in six LGAs (after designing and printing) by 2025.	# of postures designed, printed and displayed in high risk areas	<ul style="list-style-type: none"> Implementing partners report List Posters displayed in risk areas 	<ul style="list-style-type: none"> Posters and messages Procurement minutes
Conduct Regional annual VAWC stakeholders review meetings to promote enforcement of existing laws that prevent VAWC in public spaces in six LGAs.	5 Regional annual VAWC stakeholders review meetings conducted with 60 stakeholders by 2025.	# of annual stakeholders meeting conducted #of stakeholders attended	<ul style="list-style-type: none"> Implementing partners report List of participants, 	<ul style="list-style-type: none"> Annual stakeholders meeting reports Annual program reports Agreed Action plans
Enact by laws and ‘regulations’ on VAWC.	6 By-Laws (1 per council) and ‘regulations’ on VAWC enacted by 2025.	# of By laws enacted, approved and put into enforcement	List of approved By laws	<ul style="list-style-type: none"> Report on By laws enactment By law approval minutes
Create awareness about sextortion in public places and learning institutions.	36 awareness session on sextortion conducted by 2025	# of sessions conducted # of sextortion case reported, documented and handled	<ul style="list-style-type: none"> List of participants, session photos Case register 	<ul style="list-style-type: none"> Activity completion reports Case register Case studies
Conduct the process of labour inspection in formal and informal work places.	120 inspection labour inspections conducted by 2025	# of inspection conducted # of cases handled	<ul style="list-style-type: none"> List of public spaces inspected List of issues/cases identified 	<ul style="list-style-type: none"> Labour inspection reports Actions plans to mitigate issues identified after inspection
Conduct community dialogue sessions within the community about VAWC and safety in public spaces.	36 community dialogue sessions on VAWC and safety in public spaces conducted by 2025.	# of session conducted # of cases reported and handled	<ul style="list-style-type: none"> Implementing partners report List of participants, Session photos Case register 	<ul style="list-style-type: none"> Activity completion reports Case studies
Awareness sessions with stakeholders who conduct their business in public spaces.	36 awareness raising sessions conducted with stakeholders whose businesses are in public spaces.	# of session conducted # of cases reported and handled	<ul style="list-style-type: none"> List of participants, Session photos Case register 	<ul style="list-style-type: none"> Activity completion reports
Capacity building session with law enforcers on VAWC in public spaces.	Capacity building session conducted for 240 law enforcers on VAWC in public spaces.	# of law enforcers trained # of case reported and handled by trained law enforcers	<ul style="list-style-type: none"> List of participants Action Plans 	<ul style="list-style-type: none"> Training reports Monitoring visit reports

Thematic Area 4: Parenting Family Support and Relationship

Strategic Objective: Improve parenting and care givers practice for VAWC mitigation in communities by 2025

Activities	Targets	Indicators	Means of Verification	Sources of Information
Identification and mobilisation of parents into groups.	150,000 parents mobilized into groups by 2025.	# of parents mobilized into groups Number of groups formed	<ul style="list-style-type: none"> List of participants Report of mobilization process 	<ul style="list-style-type: none"> Activity reports Regional and Council quarterly report Implementing partners report
Training of trainers on positive parenting for government officials, CSOs, religious leaders and community leaders	215 Trainers trained on positive parenting skills by 2025	# of Parenting ToT trained	<ul style="list-style-type: none"> List of participants Training of trainers report 	<ul style="list-style-type: none"> Training reports Regional and Council quarterly report Implementing partners report
Training parents on positive parenting skills	150,000 parents trained on positive parenting skills by 2025	# of parents attending parenting sessions # of parents/caregivers who have identified risks associated with child abuse and take actions to address these risks # of parents/caregivers who know what action to take when there is a suspected case of child abuse.	<ul style="list-style-type: none"> Report of the training session on parenting skills Parents attendance on parenting session Session photos 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report Training reports Case studies and success stories ToT session reports
Conduct community dialogue sessions and campaigns on positive parenting.	60,000 community members reached through community dialogue on positive parenting by 2025.	# of community members who attended community awareness session. # of reported and handled cases on violence against children in the community.	<ul style="list-style-type: none"> List of participants List of cases handled Community meeting minutes 	<ul style="list-style-type: none"> Regional and Council quarterly report Activity reports Community meeting reports
Develop, print and disseminate IEC materials on positive parenting.	20,000 IEC materials printed and disseminated by 2025.	# of IEC materials developed, printed and disseminated	<ul style="list-style-type: none"> IEC materials 	<ul style="list-style-type: none"> Regional and Council quarterly report IEC materials and messages
Conduct 156 community radio programs on positive parenting.	156 sessions 87000 community members reached through community	# of community radio sessions conducted # of community members	<ul style="list-style-type: none"> Feedback calls Session audio clips 	<ul style="list-style-type: none"> Regional and Council quarterly report Session reports

	radio by 2025	responded # of cased reported and handled		<ul style="list-style-type: none"> Aired messages
Establish and strengthen community owned day care centres.	130 community owned day care canter established by 2025	# of community owned day care centres established and strengthened	<ul style="list-style-type: none"> List of day care centers List of children attending day care center 	<ul style="list-style-type: none"> Regional and Council quarterly report Session reports Community owned day care centers activity reports
Training on positive parenting and VAWC for day care givers in community owned day care centres.	260 caregivers in community owned day care centres trained on positive parenting by 2025	# of day caregivers trained # of children attending day care centers	<ul style="list-style-type: none"> Training reports Attendance list 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report
Mapping existing formal and informal meeting areas and groups of men.	1710 places identified within the areas where men meet formally and informally by 2025	# of men meeting areas mapped	<ul style="list-style-type: none"> Implementing partners mapping report Men meeting areas identified 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report Mapping reports
Train NPA VAWC actors on male engagement	50 VAWC actors trained on male engagement by 2025	# of actors trained on male engagement	<ul style="list-style-type: none"> Implementing partners report Attendance list 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report Training reports
Train men on positive parenting and VAC prevention	42,740 men trained on positive parenting and VAC prevention by 2025	# of men actively participating in parenting role	<ul style="list-style-type: none"> Implementing partners report Training report Attendance list 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report Activity reports Case studies Story telling
Recruit and train male champions	342 male champions recruited and trained by 2025	# of male champions trained # of male influenced by champions and actively participating in parenting role	<ul style="list-style-type: none"> Training reports Attendance list 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report Case studies
Government and IP learning visits to other stakeholders	Learning visits conducted by 30 stakeholders from government and IP by 2025	# of learning visit conducted	<ul style="list-style-type: none"> Learning visit report List of participants Implementing partners report 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report Exchange visit report
Annual award ceremony for champions of positive parenting	5 annual award ceremonies conducted by 2025	# of annual event conducted	<ul style="list-style-type: none"> List of participants List of parents awarded best parents 	<ul style="list-style-type: none"> Implementing partners report Event reports

Documentation and dissemination of best practices	2 comprehensive evidence based research conducted by 2025	# of research conducted	<ul style="list-style-type: none"> • Research findings 	<ul style="list-style-type: none"> • Regional and Council quarterly report • Implementing partners report • Research reports
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Thematic Area 5: Implementation and Enforcement of Laws

Strategic Objective: Strengthen law enforcement institutions or systems to attract utilization of available services and execute reported cases timely by 2025

Activities	Targets	Indicators	Means of Verification	Sources of Information
Train 80 law enforcers on handling VAWC cases	80 of law enforcers officers trained on handling VAWC in the region by 2025	% of law enforcers officers trained on NPA package # of trainings conducted	<ul style="list-style-type: none"> • Training report • Certificate of participation 	Regional Quarterly Report
Conduct quarterly meetings to fast-track cases related to VAWC	20 meeting quarterly meetings conducted to fast track cases related to VAWC conducted by 2025	Number of meeting on conducted	<ul style="list-style-type: none"> • Training report 	Judiciary and Police Quarterly Report
Conduct quarterly community awareness meetings on the laws related to VAWC and right to bail to the Offender at 6 LGA	120 community awareness meetings conducted in all LGAs within Shinyanga region by 2025 (These meetings should also be aired on local radios to bring more awareness in the community.)	% of community members sensitised about laws related to VAWC	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report
Develop IEC material related to VAWC	Number of IEC materials printed and distributed to the community	Number of printed IEC materials	<ul style="list-style-type: none"> • Issue voucher • Form (There should be forms to sign if one has received the materials) 	CDO monthly report
Procure the 6 vehicles and 12 motor cycles for police gender and children desk and court magistrates for effective VAWC cases handling	6 vehicle, 12 motor vehicle for police gender and children desk and court magistrates procured by 2025	Number of vehicle and , motor cycles procured	<ul style="list-style-type: none"> • Payment voucher • Record of procurement procedures. 	Asset Register

			<ul style="list-style-type: none"> Signed delivery note and issue voucher on receipt of the vehicles 	
Procure working tools (15 Computers & 10 Printers and Stationeries)	Computers & Printer and Stationery procured by June 2025	Number of Computers & Printer and Stationery procured Receipt Delivery note	Payment voucher	Asset Register
Rehabilitate 6 gender and children desk	6 gender and children desk rehabilitated by June 2025	Number of gender and children desk available Rehabilitation reports	Building Contract	Quarterly Report
Construct 3 juvenile courts in three district of Kahama, Kishapu and Shinyanga	3 new juvenile courts constructed by June 2025.	Number of juvenile courts available. Construction report	Building Contract	Judiciary and Magistrate Quarterly Report
Construct one remand home in Shinyanga Municipal council	One remand home constructed by June 2025	Remand home house. Construction report	Building Contract	Judiciary and Police Quarterly Report

**Thematic Area 6:
Strategic Objective:**

Response and Support Services

Improve response and support services for VAWC by 2025

Activities	Targets	Indicators	Means of Verification	Sources of Information
Construct and equip 3 GBV One Stop Centers to provide quality response services to GBV/VAC survivors by 2022	3 GBV One stop centers constructed and equipped by 2022	Number of one stop centers constructed and equipped	<ul style="list-style-type: none"> Building Contract 	Regional Quarterly Report
Construct and equip 2 safe houses by 2025	2 safe house constructed by 2025	Number of safe houses established	<ul style="list-style-type: none"> Building Contract Construction report Engineer certificates 	Regional Quarterly Report
Construct and equip 6 Social welfare offices to ensure quality provision of social welfare services for victims/survivors of VAWC	6 social welfare offices constructed and equipped by 2023.	Number of offices constructed and equipped	<ul style="list-style-type: none"> Building Contract Construction report Engineer certificates 	Regional Quarterly Report

by 2025				
Advocate for and empower religious institutions/Houses of worship to establish safe homes for women victims/at risk of violence	Establishment of homes for women victims of violence by 2025.	% Increase in safe homes for women victims of violence	<ul style="list-style-type: none"> • Training report • Sensitization report 	Regional Quarterly Report
Recruit and capacitate 60 fit persons, to provide emergency alternative care for children survivors or at risk of violence	60 fit persons recruited and trained.	Number of fit persons recruited and trained	<ul style="list-style-type: none"> • Training report • Recruitment report 	Regional Quarterly Report
Train front line workers (SWOs, Police, Health Workers, Teachers, Magistrates, Anti-Human Trafficking Officers) on their specialized technical packages (CP, GBV, Court proceedings, and psychosocial support) by 2025	Training on specialized technical package for frontline workers conducted by 2025.	% of frontline workers trained	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report
Support LGAs to strengthen community rehabilitation services for children and women victims or at risk of offending by 2025.	LGAs support on community rehabilitation services for children and women by 2025.	% of rehabilitation services for children and women.	<ul style="list-style-type: none"> • Payment voucher • Report of services delivered 	Regional Quarterly Report
Provide support interventions that address effective and timely response services to women and children (including children living and working in the street, women and children with albinism, elderly people elderly people who are prone violence as suspects of h witchcraft and child labor).	Intervention on response services for women and children	% of response service for women and children provided	<ul style="list-style-type: none"> • Quarterly report 	Regional Quarterly Report

Thematic Area 7: Safe Schools and Life Skills

Strategic Objective: Strengthen inclusive safety and accessibility of learning environment for girls and boys

Activities	Targets	Indicators	Means of Verification	Sources of Information
Conduct school safety audit	School safety audit conducted in 340 schools by 2025	# of school conducted safety audit	<ul style="list-style-type: none"> Safety audit reports List of safety issue identified List of schools conducted safety audit 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report Safety audit reports Actions plans developed to mitigate issues identified
Develop and execute school safety plans	340 schools with safety plans developed and executed by 2025	# of schools developed safety plans # of school executed safety plans	<ul style="list-style-type: none"> School safety plans List of schools with safety plans Implementing partners report 	<ul style="list-style-type: none"> Regional and Council quarterly report Implementing partners report School safety plans
Schools and community day care centers to develop child protection policies	340 schools and 130-day care center with child protection policies in place by 2025	# of schools and day care centers developed child protection policies # of schools executing child protection policies	<ul style="list-style-type: none"> Final approved child protection policies Minutes for Approving Implementing partners report Activity Reports for entire process of developing child protection policies 	<ul style="list-style-type: none"> Copies of child protection policies Reports for entire process of developing child protection policies Regional and Council quarterly report
Set up user friendly/inclusive infrastructure in schools and community day care centres such as toilet facilities, changing rooms for girls, and rump for people living with disabilities.	340 schools and 130-day care center with user friendly/inclusive facilities for children with disability by 2025	# of schools and community day care centers with friendly facilities for disabled children	<ul style="list-style-type: none"> Implementing partners report Site visit/Observation in School and day care facilities Implementing partners report. 	<ul style="list-style-type: none"> School inspection reports School audit reports District education report
Training of ToT on life skills, SRH and VAC	ToT conducted for 130 trainers on life skills, SRH and VAC by 2025	# of ToT teachers and non-teaching staff trained on life skills and SRH	<ul style="list-style-type: none"> Implementing partners report. List of participants, List of participants trained by ToTs 	<ul style="list-style-type: none"> District education report Activity reports ToT reports

Provide sanitary pads in schools.	340 schools provided with sanitary pads for girls by 2025	# of schools providing sanitary pads #girls in school provided sanitary pads	<ul style="list-style-type: none"> • Implementing partners report. • List of school provided with sanitary pads • List of girls provided with sanitary pads 	<ul style="list-style-type: none"> • District education report • School reports • Monitoring reports
Roll out	Life skills and VAC prevention education sessions rolled out in schools to 340 schools, 2500 teachers and 300,000 children by 2025.	# of life skills and VAC prevention related session conducted in schools # of teachers and non-teaching staff trained on life skills, SRH and VAC prevention # of teachers trained on SRH # of schools reached with life skills, SRH and VAC prevention sessions # of children trained on life skills, SRH and VAC # cases reported and handled	<ul style="list-style-type: none"> • Implementing partners report. • List of participants, • Session photos 	<ul style="list-style-type: none"> • District education report • Activity completion reports • Case studies • School visit reports
Conduct dialogue sessions with teachers on positive forms of discipline in schools	Dialogue sessions on positive forms of discipline in schools conducted with 2500 teachers by 2025.	# of sessions conducted # children confirming teachers no longer use corporal punishment	<ul style="list-style-type: none"> • List of participants, • Confirmation from children 	<ul style="list-style-type: none"> • District education report • Activity completion reports • School monitoring reports
Training of teachers and none teaching staff on psychosocial support.	2500 teachers and none teaching staff trained on psychosocial support by 2025.	# of teachers trained on PSS # of children provided with PSS	<ul style="list-style-type: none"> • Implementing partners report • List of participants • List of children provided with PSS 	<ul style="list-style-type: none"> • Training reports • Monitoring visit reports
Training 2720 teachers, children, Parents Teachers Associations (PTA) and LGAs teaching staff on VAWC and standard operating procedures of	Training conducted for 2720 teachers, Parents, Teachers Associations (PTA) and LGAs on VAWC and standard operating procedures of	# of teachers and parents trained on SOP for setting opinion boxes # of school with opinion boxes # of cases reported	<ul style="list-style-type: none"> • List of participants • PTA minutes • Cases register • Installed opinion boxes 	<ul style="list-style-type: none"> • Training reports • PTA meeting reports • Reports on cases reported and handled

setting up opinion boxes in schools	setting up opinion boxes in schools by 2025.			
Provide referral services for VAC survivors in schools (VAC service providers such as Police Gender and Children Desk, 'MTAKUWWA committee, legal aid service providers and health facilities.)	Referral services provided to VAC survivors in schools by 2025.	# of cases referred # of cases completed	<ul style="list-style-type: none"> • List of referrals handled and completed • Referral register • Implementing partners report 	<ul style="list-style-type: none"> • Case referral reports • Quarterly Regional and District Police Reports on crimes

Thematic Area 8: Coordination Monitoring and Evaluation

Strategic Objective: Strengthen coordination and monitoring and evaluation for effective monitoring of VAWC by 2025

Activities	Targets	Indicators	Means of Verification	Sources of Information
Conduct regional biannual VAWC stakeholders meeting by 2025	Regional stakeholders meetings conducted by 2025	Number of meetings conducted	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report
Conduct Regional, LGAs Ward and Village/Mitaa NPA-VAWC meeting by 2025	NPA VAWC meetings conducted at all levels by 2025	Number of meetings conducted	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report
Train and equip the VAWC protection committees at Ward and Village/Mtaa level at 6 LGAs by 2025	Conduct training to NPA VAWC committee at village and ward level	Number of members of VAWC committees trained	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report
Support VAWC Secretariat to coordinate implementation of NPA VAWC interventions at all levels	Coordinate implementation of NPA VAWC interventions	% of support given to VAWC Secretariat	<ul style="list-style-type: none"> • Payment voucher 	Regional Quarterly Report
Conduct supportive supervision at a community level and health facilities on VAWC service providers	Undertake supportive supervision community level and health facilities	Number of supportive supervision conducted	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report
Develop standard M&E tool, in order to facilitate monitoring and reporting on NPA VAWC	Development of M&E tools for M&E reporting	Availability of M&E tools	<ul style="list-style-type: none"> • M&E tool • Report format 	Annual report
Conduct baseline survey on VAWC and disseminate results.	Conduct the baseline survey on VAWC	Availability of data	<ul style="list-style-type: none"> • Research report • Baseline survey report • Baseline documents 	Research documents Baseline survey report Baseline documents

Conduct midterm review on VAWC and disseminate results.	Conduct the midterm survey on VAWC	Availability of data	<ul style="list-style-type: none"> • Research report • Mid –term review report 	Research documents Mid –term review report
Conduct end line survey review on VAWC and disseminate results.	Conduct the end line survey on VAWC	Availability of data	<ul style="list-style-type: none"> • Research report • Endline survey report 	Research documents Endline survey report
Develop an integrated VAWC electronic information management system between actors.	Develop an integrated electronic information management.	Availability of system	<ul style="list-style-type: none"> • Electronic information management system 	Annual report
Support documentation and dissemination of M&E products and material including lessons and best practices in the implementation of VAWC interventions.	Dissemination of M&E product and material	% of M&E products	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report
Facilitate routine monitoring and evaluation for the Implementation of NPA-VAWC.	Routine M&E for implementation of NPA-VAWC	% of field visits	<ul style="list-style-type: none"> • Training report 	Regional Quarterly Report

PART V: COORDINATION

COORDINATION AND ROLES OF STAKEHOLDERS IN THE IMPLEMENTATION OF THE VAWC STRATEGIC PLAN

5.1 Introduction

The Regional Strategic Plan to end Violence Against Women and Children (RSP-VAWC) provides a unified multi-sectoral body to oversee implementation of the plan aimed at tackling VAWC. It will also enhance opportunities within the country for sharing knowledge and good practices and enhance synergies. The plan will be coordinated and implemented within the existing government structures and it will be supported by all stakeholders and partners who support government efforts to end VAWC in the region. The institution arrangement and coordination for implementation of RSP-VAWC are stipulated below:

At the regional level, there will be Annual Stakeholders' Meeting (ASM) chaired by Regional Commissioner (RC). The Bi Annual stakeholders' meeting is a forum that brings together all players of the RSP-VAWC to review the progress and challenges faced during implementation of the plan. The consultative meeting will develop way forward on addressing the challenges faced; the current/emerging VAWC issues and future plans will be comprehensively discussed including endorsement of thematic studies and reviews conducted during the period which are relevant to the implementation of RSP-VAWC. The proceedings of the annual consultative meeting will be recorded by the secretariat. In addition, Regional quarterly VAWC committee meetings will be conducted.

Local Government Authorities (LGAs) will implement their part of the programme under the leadership of the Council Directors in accordance with existing LGAs' financial and other regulations and rules. Day to day management, facilitation and backstopping will be the responsibility of the Council VAWC Secretary. The reporting mechanism will follow the existing government structure whereby the LGAs submit through the Regional Secretariat their quarterly and annual financial and narrative/physical reports to PO-RALG.

The implementation of the RSP-VAWC is grounded in two main principles: greater control by lead agencies in cooperation with support agencies; and alignment with government systems and procedures, especially the systems that govern planning and budgeting.

The coordination structure of the RSP-VAWC will operate at local level. There will be VAWC Committees to address RSP-VAWC issues that affect women and children.

5.2 Regional Secretariat Level

The Regional Secretariat will coordinate all RSP-VAWC interventions at regional level and will be chaired by the Regional Administrative Secretary. The Regional RSP-VAWC Committee includes the RS Community Development Officer, the RS Social Welfare Officer, the Regional Police Commander, the Regional AAS Local Government Officer, Regional Education Officer, the Regional Medical Officer, AAS

Planning and Coordination, RS Legal Officer, the Regional Immigration Officer, the Regional Prison Officer, the Regional Labour Officer, the Resident Magistrate-In-Charge, representatives from umbrella CSOs and networks, FBOs and representatives from women, economic groups, junior council, a representative from People with disability, a representative from youth economic groups, state attorney, RS - Trade Officer, representative from religious leaders, RS - Nutrition Officer and a representative from private sector The committee will meet quarterly to discuss progress, challenges and lessons learned based on the RSP- VAWC. The specific roles of the committee include the following;

- a) Monitor and evaluate implementation of RSP-VAWC in all Councils in the region;
- b) Ensure that all Council plans and budgets include RSP-VAWC interventions;
- c) Provide technical backstopping to LGAs in the region on effective implementation of RSP-VAWC;
- d) Consolidate regional RSP-VAWC progress reports and submit to PO-RALG for further consolidation; and
- e) Convene the regional stakeholders' annual meeting.
- f) Capacity building to VAWC implementers and VAWC committee on implementation of NPA VAWC and RSP-VAWC

5.3 Council Level

At the Council level, the CSP-VAWC Protection Committee will be chaired by the Council Director and will include the Council Community Development Officer, Council Social Welfare Officer, the Council Planning Officer, Council Education Officer Primary and Secondary, the Council Medical Officer, Officer Commanding District, the Council Resident Magistrate, the District Prison Officer, the Council Legal Officer, the Council Labour officer, representatives of CSOs, FBOs, Junior Councils, women economic groups and representative of religious leaders, Council Agricultural Officer, Council Immigration Officer, Council Trade Officer, Council Cultural/ Information Officer, Council Nutrition Officer, representative from People with disabilities and a representative of influential people.

This committee will meet on quarterly basis to discuss progress reports from implementing partners at Council level and provide guidance on improving implementation. The committee will submit CSPVAWC progress reports to Social Service Committee in the respective Council. The roles of the CSP-VAWC Protection Committee will be as follows:

- a) Monitor and evaluate implementation of CSP -VAWC in all wards and villages/mitaa;
- b) Ensure identification of intervention, preparation of plan and budget allocations for coordination and implementation of CSP -VAWC interventions;
- c) Advocate and accordingly advice decision makers to prioritize CSP VAWC

- interventions in Council plans and budget
- d) Provide timely reports on CSP – VAWC progress to the Regional Secretariat
 - e) Support the development of a well-trained CSP -VAWC workforce across the council;
Monitor and evaluate the implementation of CSP –VAWC annual plans at ward and village/street levels;
 - f) Keep records of VAWC related initiatives, incidences and actions taken;
 - g) Raise the profile of CSP -VAWC with LGA leadership and other key stakeholders through targeted advocacy and regular reporting;
 - h) Facilitate effective collaboration between all partners responsible for CSP -VAWC implementation; and
 - i) Facilitate joint supervision of the implementation of CSP -VAWC.

5.4 Ward Level

The WSP-VAWC Protection Committee at ward level includes: Ward Executive Officer; Community Development Officer; Social Welfare Officer; Ward Education Officer; Clinical Officer; Police; Magistrates; representatives of CSOs and religious leaders, women’s economic groups, representatives of Junior Councils, representative from vulnerable groups, representative from people with disabilities, and influential people. The committee will submit WSP-VAWC progress reports to the Ward Social Service Committee. This committee will meet on quarterly basis to discuss the progress, challenges and lessons learned through implementation of the WSP-VAWC. Specific roles of the Ward Protection Committee at ward level will be to:

- a) Monitor and evaluate implementation of WSP-VAWC at ward level;
- b) Identify, compile and update a list of CSOs, FBOs and other key stakeholders at ward level supporting WSP -VAWC interventions;
- c) Develop and implement WSP-VAWC interventions in villages;
- d) Ensure WSP-VAWC interventions are integrated into village/mtaa development plans;
- e) Raise the profile of VAWC within the ward and village leadership and other key stakeholders through advocacy and regular reporting;
- f) Facilitate effective collaboration between all partners responsible for WSP-VAWC in the ward;
- g) Mobilize resources to support WSP-VAWC activities;
- h) Keep records of VAWC related initiatives, incidences and actions taken;
- i) Prepare and submit timely reports on WSP -VAWC progress to the Council Director; and
- j) Provide joint supervision on WSP-VAWC at ward level.

5.5 Village/Mtaa Level

This committee will comprise of the following members: The Village/Mtaa Executive officer, Health care workers, counselling and guidance teachers, community police (‘Polisi Jamii’), religious leaders, influential people (men and women), extension

staff, two children representatives from Junior Council, community case workers and two women economic groups' representatives.

The committee members will meet quarterly to discuss VSP-VAWC issues and concerns, and agreed on the way forward on how best VAWC issues can be adequately addressed.

The roles of the village VAWC Protection Committee will include the following;

- a) Identify NPA-VAWC high risk areas in the village and develop strategies/plans to reduce VAWC;
- b) Report and refer VAWC cases that occur in the village;
- c) Provide initial support to victims of VAWC;
- d) Sensitize community members on effects and impacts of VAWC;
- e) Educate community members on women's and children's rights;
- f) Raise the profile of VAWC amongst the village and hamlet leadership and other key stakeholders through advocacy and regular reporting;
- g) Facilitate effective collaboration between all partners responsible for preventing and responding to VAWC in the village/mtaa including schools;
- h) Support NPA-VAWC activities in their respective areas of jurisdiction;
- i) Mobilize resources to support NPA-VAWC activities;
- j) Keep records of VAWC related initiatives, incidences and actions taken;
- k) Timely reporting on NPA-VAWC progress at the ward level; and
- l) Conduct joint supervision on NPA-VAWC implementation in all the hamlets.

Appendix. 1: List of Regional Stakeholders participated in validation meeting of Shinyanga SP-VAWC

NO	NAME	ORGANIZATION NAME	TELEPHONE NUMBER	EMAIL ADDRESS
1.	Joachim Otaru	Regional Secretariat	0753161932	joachimotaru@yahoo.com
2.	Rehema Katabi	Thubutu Africa Initiatives	0767575725	rehemakatabi@gmail.com
3.	Kudely Sokoine	Invest in Child and their Society (ICS)	0786624092	Kudely.Sokoine@icsafrica.org
4.	Glory Mbia	Women Fund Tanzania	0752056969	Glorymbia@wft.or.tz
5.	Alex Mpasa	Regional Secretariat	0757419235	mpasaalex14@gmail.com
6.	Prof.Herry A. Mollel	Lead Consultant-Mzumbe University	0763452120	mollelh@hotmail.com
7.	Dr.Lawrencia Mushi	Consultant-Mzumbe University	0765862684	lkato1809@gmail.com
8.	Julius Tungura	Msalala District Council	0754942101	julitungural@gmail.com
9.	Nyasige Mugabo	Msalala District Council	0766600562	nyasigemugambo@gmail.com
10.	Anna Mtefo	Ushetu District Council	0767187290	annamtelo@gmail.com
11.	Abrahamani Nuru	Kahama Town Council	0763153252	kibakayaabuu@gmail.com
12.	Vivian Mwendo	Police Gender Desk-Shinyanga District	0755371921	
13.	Morigan Mwita Kichere	Ushetu District Council	0754031290	morgankichere@yahoo.com
14.	Timothy Sosoma	RHMT	0754513734	jtsomy2000@yahoo.com
15.	Ally Juma	D\CPL-Regional Police Office	0767092595	ag.ally.juma@gmail.com
16.	Julius Mathew	KIWOHEDE	0755725987	juliusmathew75@gmail.com
17.	Adv. Salehe Hassan	Shinyanga District Council	0753585805	hasan.salehe@yahoo.com
18.	John Eddy	YWCA	0764809474	eddyjohn108@yahoo.com
19.	Eliasenya Nnko	WEADO	0754572677	nkkoeliassenya108@yahoo.com
20.	Veronica Massawe	Young Women Leaders	0757211447	Veronicamassawe7@gmail.com
21.	Eunice Mayengela	Kivulini organization	0753777472	mayengelaeunice@yahoo.com
22.	Emmanuel Nyalada	AGAPE-ACP	0765783943	Agapeshy07@yahoo.com
23.	Hildegarda Chombo	AGAPE AIDS control Program	0743456767	Hildechombo@gmail.com
24.	Venas M. Revocatus	AGAPE AIDS control Program	0736162716	malithelivenas@gmail.com
25.	Magrath Mambali	World Vision Tanzania	0763479540	Magreth_mambali@wvi.org
26.	Simon M. Jilanga	Msalala-DC	0754870660	Simonjilang34@mail.com
27.	Emanuel D. Mollel	Kahama-TC	0756819980	Emammolled999@gmail.com
28.	Joyce K. Manoni	The Voice of Marginalized Community	0744692537	Manonijoyce1995@mail.com
29.	Elypendo John	Shinyanga DC	0767550075	elylovej@yahoo.co.uk
30.	Francisca Peter	Paralegal Aid Center Shinyanga	0753908087	Komfrancy2@gmail.com
31.	Victoria Maro	Regional Police Gender Desk	0754912507	mankamaro@yahoo.com
32.	Aisha M. Omari	Shinyanga District Council	0753185728	aishamwinshari@gaim.com
33.	Angel Mwaipopo	Shinyanga Municipal Council	0769517506	angelmwaipopo@yahoo.com
34.	Theogomius Ligonja	Shinyanga Municipal Council	0753005085	ligonjategms@yahoo.com
35.	Flora Mshana	Kahama Town Council	0755796040	mshanaflora@yahoo.com
36.	Alphance s. Kasanyi	Regional Secretariat Department	0754654891	kasanyialfonce@gmail.com

37.	Wango Chaulo	PACT-Tz	0786822511	Wachaulo@pactworld.org
38.	Pastor P.Mfoy	Regional Secretariat Department	0754906792	promfoy@yahoo.com
39.	Gasper Misungwi	AMREF Health Africa	0755324866	Gasperry.misungwi@amref.org
40.	Eunice Mosha	CUSO International	0715206832	Eunice.mosha@cusointernational.org
41.	Anmarie Mavenjina Nkelame	Consultant-Gender expert Hadasa Associates Tanzania	0784933683	am.nkelame@gmail.com

Appendix: 2. List of Participants for the National Convening of Shinyanga SP-VAWC held in Dodoma

NO.	NAME	ORGANIZATION NAME	TELEPHONE NUMBER	E-MAIL ADDRESS
42.	Mwajina Lipinga	PO-RALG	0767663864	lmwajina@yahoo.com
43.	Margareth Mussai	PO-RALG	0713300555	Magss2014@yahoo.com
44.	Emmanuel Burton	MoHCDGEC	0716008820	eburtm@gmail.com
45.	Seto Ojwando	MoHCDGEC	0655945136	ojwandoseto@gmail.com
46.	Aloyce H. Kway	Prime Minister's Office	0713833620	aloyce.kway@pmo.go.tz
47.	Venance N. Manori	MoEST	0754287461	vnmanori@gmail.com
48.	Emanuel J. Ndolosi	MoEST	0756510855	ndolosiema12@gmail.com
49.	Mapunda John	MoHCDGEC	0767208030	
50.	Juliana Ntukey	MoHCDGEC	0787199078	julianatheodory@yahoo.com
51.	Stephen Motambi	PO-RALG	0767405659	motambisj@yahoo.com
52.	Julita Masanja	MoHCDGEC	0713365050	
53.	Tedson Ngwale	Shinyanga RS	0786601184	ngwale.tedson@gmail.com
54.	Alex Mpsa	Shinyanga RS	0757419235	mpasaalex14@gmail.com
55.	Kudely Sokoine	ICS	0786624092	kudely.sokoine@icsafrica.org
56.	Sabrina Majikata	ICS		Sabrina.majikata@icsafrica.org
57.	Gloria Mbia	WFT	0752056969	glorymbia@wft.or.tz
58.	Neema Msangi	WFT	0714494890	neemamsangi@wft.or.tz
59.	Prof.Abraham Mollel	Consultant- Mzumbe University	0763452120	mollelh@hotmail.com
60.	Anmarie Mavenjina Nkelame	Consultant-Hadasa Associates Tanzania	0784933683	anmariemavenjinatz@gmail.com
61.	Dr.Lawrencia Mushi	Consultant Mzumbe University	0765 862684	lkato1809@gmail.com

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