



“Care is Our Duty”



CHILD AND YOUTH PROTECTION AND GENDER EQUALITY POLICY

The Centre for Counselling, Nutrition and
Health Care (COUNSENUTH)

Plot No. 8 Sam Nujoma Road, Mikocheni B,
P.O. Box 8218, Dar es Salaam, Tanzania
Tel No.: 0766 555540

Contact Person: Shakila Mayumana – Executive Director

Email: info@cousenuth.or.tz / ed@cousenuth.or.tz

To be Endorsed by the COUNSENUth Board:

Name of the Chairperson: Prof. Bendantunguka Tiisekwa

Signature:



Date: 13th January 2024

COUNSENUth, 2023

THE CENTRE FOR COUNSELLING,
NUTRITION AND HEALTH CARE
(COUNSENUth)

Plot No. 8 Sam Nujoma Road, Mikocheni B

P.O. Box 8218, Dar es Salaam Tanzania,

Tel: (255) 22 277 5275

Mob: 0766 555 540

Web: www.counsenuth.or.tz

E-mail: info@counsenuth.or.tz

Disclaimer:

This Policy has been prepared exclusively for internal use at COUNSENUth. It should not be used, reproduced for any purpose in whole or in part, without prior explicit written consent from the COUNSENUth.



TABLE OF CONTENTS

LIST OF ABBREVIATIONS	3
1.0 BACKGROUND TO CHILD AND YOUTH PROTECTION AND GENDER EQUALITY	4
2.0 SCOPE	6
3.0 COUNSENUTH CHILD AND YOUTH PROTECTION AND GENDER EQUALITY POLICY	6
4.0 POLICY GOAL AND OBJECTIVES	8
5.0 GUIDING PRINCIPLES	9
6.0 CHILD AND YOUTH PROTECTION	9
6.1 GUIDING GLOBAL STATEMENTS AND PRINCIPLES	9
6.2 DEFINITIONS UNDER CHILD AND YOUTH PROTECTION ...	10
5.3 GUIDELINES FOR CHILD AND YOUTH PROTECTION	12
7.0 GENDER EQUALITY.....	15
7.1 GUIDING GLOBAL STATEMENTS AND PRINCIPLES	15
7.2 DEFINITIONS UNDER GENDER EQUALITY	18
7.3 COUNSENUTH GENDER GUIDELINES.....	19
8.0 IMPLEMENTATION, MONITORING AND REVIEW OF CHILD AND YOUTH PROTECTION AND GENDER EQUALITY GUIDELINES	21



LIST OF ABBREVIATIONS

COUNSENUTH	The Centre for Counselling, Nutrition and Health Care
MKUKUTA	Mpango wa Kupunguza Umasikini na Kuongeza kipato Tanzania
NSGRP	National Strategy for Growth and Reduction of Poverty
ALPS	Accountability, Learning and Planning System
PSEA	Prevention of Sexual Exploitation and Abuse
HR	Human Resources
ToR	Terms of Reference
SDG	Sustainable Development Goals
FCS	Foundation for Civil Society



1.0 BACKGROUND TO CHILD AND YOUTH PROTECTION AND GENDER EQUALITY

COUNSENUTH is committed to upholding The Universal Declaration of Human Rights, and all its employees and affiliates are required to comply with the entirety of key conventions, applicable key principles of which have been incorporated into these guidelines document. This document outlines the COUNSENUTH's commitment to protect Children and Youth throughout its programs that involve Children and/ or Youth from violence, abuse and any kind of exploitation. It describes the minimum guidelines to protect Children and Youth, and observance of gender rights, which are required to be adhered to by COUNSENUTH staff and its affiliates in carrying out its programs involving Children and/ or Youth; within gender rights. The Guidelines articulate the Centre's zero tolerance approach to the abuse and exploitation of Children and Youth; and gender-based violations and abuses and discrimination in its commitment to provide a safe environment for Children, Youth and women in all its operations.

The 2009 Tanzania Violence Against Children Survey revealed the extent to which children are sexually assaulted, raped, physically attacked, and emotionally abused. Close to three quarters of 13 to17-year-olds report having been slapped, punched, beaten or threatened with a weapon by a relative, authority figure or intimate partner. The practice of physical violence is deeply rooted in cultural beliefs and norms, and further reinforced by legal frameworks that legitimize physical discipline of children at home and in schools. Domestic violence is also generally accepted in families.

A quarter of children have been called bad names, made to feel unwanted or threatened with abandonment, all of which constitute emotional abuse. Abuse is rarely reported as the perpetrators are usually known to the abused child. Children also do not know where to go for care, treatment and support. Very few children have birth certificates, making it difficult to access social services and legal protection.



Early marriage (before the age of 18) is common in Tanzania. This exposes young girls to the risk of violence. However, in 2016 Tanzanian High Court judgement ruled these provisions unconstitutional and directed the government to raise the legal age of marriage to 18 years for both girls and boys. The parliament made illegal for anyone to marry primary and secondary school girls under any circumstances, the offender would be charged with 30 years' jail terms.

Tanzania demonstrated regular commitment to children's rights protection and ratified the Convention on the Right of the Child in 1991 and in 2009 passed a bill known as the Law of the Child Act which effectively domesticated the UN Convention of the Right of the Child and provided the legal framework through which the rights of the country's children can be protected. Child protection is now well-defined within Tanzania's regulatory framework and a comprehensive child protection system has been expanded to 51 local government authorities (24 with direct support from UNICEF). Service providers have been trained to deliver integrated and multi-sectoral services, combining social welfare, justice, health, education and community development.

The generation of reliable and broad-based evidence, such as the Violence Against Children Survey, has been critical to raising the government's awareness of child protection issues and generating commitment to action.

Additionally, the [National Plan of Action to End Violence Against Women and Children](#) was launched in December 2016, holding relevant ministries accountable at the highest levels. However, a lot still needs to be done by Government, all Institutions and civil society. COUNSENUTH being one, demonstrates its commitment through these Guidelines.



2. SCOPE

The Guidelines contained in this document apply to COUNSENUTH staff and Affiliate individuals or other organisations who are involved in carrying out COUNSENUTH led programs that aim at assisting Children, Youth and women. These Affiliates include, but are not limited to: Organisations, contractors, sub-contractors, including their employees, volunteers, directors, officers and others. The Guidelines aim at protecting Children and Youth; and promoting gender equality at all stages and level of design and implementation of COUNSENUTH programs and all its internal and external operations. The document reflects the Guidelines contained herein as minimum requirements and are subject to alignment with National guidelines or policies.

3. COUNSENUTH CHILD AND YOUTH PROTECTION AND GENDER EQUALITY POLICY

This policy set out COUNSENUTH's perspective and approach on Child and Youth Protection and Gender Equality. They represent a commitment by the whole organization to support and promote Child and Youth Protection and Gender Equality within its own internal operations and within its programmatic activities in Tanzania and internationally. The Policy seeks to build upon COUNSENUTH's experience in its work of protecting children, youth and women; promoting Gender Equality and serve as a guiding document for its work in this field. While these guidelines are intended for COUNSENEUTH as an independent organization, it is envisioned that they will be implemented in the spirit of partnership, collective learning and development that characterizes COUNSENUTH's relationships with its partners.

Child and Youth Protection and Gender Equality concerns have been embedded in COUNSENUTH's Vision and Mission which state that ***'COUNSENUTH works to improve the quality of life of women, children, adolescents/youth & other vulnerable groups by promoting the right to health, food and nutrition; education; gender equality, basic human and women's rights and empowerment, including ending violence***



against women, girls and children; through cost effective, innovative evidence-based actions that are locally appropriate; with advocacy for better governance, accountability and active engagement of citizens. As part of COUNSENUTH’s progressive work in the country, the Centre has come to realize that among underlying causes of ill health and malnutrition are the distribution of power and resources.

COUNSENUTH has therefore, increasingly been working to transform its programs to prioritize Child and Youth Protection and Gender Equality perspectives since its founding and has more recently actively mainstreamed youth and gender equality concerns in all its programs. COUNSENUTH acknowledges that Child and Youth Protection and women’s empowerment and the recognition of their rights are essential for sustainable development and can be empowering for everyone. COUNSENUTH also believes that working with Child and Youth Protection and Gender perspective means involving and engaging men and boys in order to improve the status of Women, Girls, Children and Youth. These conviction – along with the need for improved health for children, women and youth within the gender and human rights approaches and COUNSENUTH’s Motto of “Accountability and Good Governance”; have guided the development of the Centre’s Child and Youth Protection and Gender Equality Guidelines.

Nevertheless, gender inequalities have been marked as a fundamental cause of poverty. Women and girls do not enjoy the same status, power or access to and control over resources and education as men and boys. This situation is unacceptable. Principles of equity and social justice require us to work to ensure that everyone has equal opportunity for expressing and using their potential, irrespective of sex, age, race, color, class, religion, ethnic background, sexual orientation, HIV status or disability.

The linkages between Child and Youth Protection and Gender Inequality and poverty have also been addressed in National Policy frameworks i.e., Tanzania Vision 2025 and National Strategy for Growth and Reduction of Poverty (NSGRP) – MKUKUTA as shown in the quotes. *“In particular by the year 2025, racial and gender imbalances will have been redressed such that economic activities will not be identifiable by gender or race. All social relations and processes which manifest and breed inequality in all*



aspects of the society i.e., law politics, employment, education and culture will have been reformed". Tanzania Vision 2025. "Gender biases in favor of males for instance in term of land (property) or girl 'access to education add to the pain of poverty by reducing current and prospective earnings of female. In this regard eradicating these biases is a critical challenge (MKUKUTA)

COUNSENUTH is committed to Child and Youth Protection and Gender Equality' concerns, and we as an institution shall be channelling energy, effort and resources to the wellbeing and protection of children, adolescents/youth, women and girls.

4.0 POLICY GOAL AND OBJECTIVES

The Overall Goal of these Guidelines is to ensure safety and security of children and youth; as well as ensure equality of gender and empowerment of women and girls in all COUNSENUTH's operations and of those the Centre affiliates with.

Specific objectives are:

- ◆ To articulate COUNSENUTH's values and approach to Child Protection and Gender Equality, for both internal and external audiences.
- ◆ To define COUNSENUTH's strategies, accountability framework, and roles and responsibilities of staff and partners such that the organization can hold itself accountable for the full implementation of the Policy both in its work with external partners and its internal operations.
- ◆ To equip COUNSENUTH's management and staff with the tools needed to understand and support Child Protection and Gender equality through their attitudes, behavior and work within the organization and with partners.
- ◆ To ensure these guidelines are implemented and well monitored.



5.0 GUIDING PRINCIPLES

- ◆ Preventing Child and Youth Abuse and Promoting Child and Youth Protection and Gender Equality is a prerequisite to achieving COUNSENUTH's development goals.
- ◆ COUNSENUTH's programming addresses the underlying beliefs and cultural attitudes and practices that create and reinforce Child and Youth Protection and Gender Equality, and supports the empowerment of women, girls and all children, adolescents and youth as a key strategy towards achieving gender equality and COUNSENUTH vision of achieving the wellbeing of women, children and youth including the most vulnerable groups.
- ◆ COUNSENUTH helps to build the body of knowledge on Child and Youth Protection and Gender Equality throughout its work, partnerships and communicates that knowledge and learning with other organizations and partners.

6.0 CHILD AND YOUTH PROTECTION

6.1 GUIDING GLOBAL STATEMENTS AND PRINCIPLES

Article 19 of the UN Convention on the Rights of the Child asserts children's right to protection 'from all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has care of the child

The Universal Declaration of Human Rights recognizes fundamental human rights, the dignity and worth of people at any age and in the equal rights of men and women.

Abuse and exploitation of Children and Youth occur throughout the world and in all societies, and involves the physical, sexual and emotional abuse of Children and Youth. COUNSENUTH endorses



the principles and articles of The Universal Declaration of Human Rights and is committed to supporting and respecting the rights of Children and Youth and protecting them from harm. COUNSENTH takes its responsibility to protect Children and Youth from all forms of violence and will not tolerate any form of abuse or exploitation of Children and Youth in its programs and in the programs where COUNSENUTH collaborates.

6.2 DEFINITIONS UNDER CHILD AND YOUTH PROTECTION

Protection of Children and Youth: The responsibility, actions and measures taken to prevent and respond to Abuse, Exploitation and violence against Children and Youth.

Child (or Children) is defined as any person, of either sex who is under the age of 18 years (UN definition)

Youth is defined as any person, of either sex, who is above the age of 18 years and under the age of 35 years

Abuse includes **Physical Abuse, Sexual Abuse, Emotional Abuse and Exploitation.**

Physical Abuse is the deliberate application of force by any person (including Children, Youth or Other Persons) to any part of the body of the Child and/or Youth, which results or may result in non-accidental harm or injury to a Child and/or Youth. Physical Abuse may include shaking, choking, biting, kicking, burning, poisoning, holding a Child and/or Youth under water, or any other harmful or dangerous use of force or restraint.

Sexual Abuse occurs when a person (including Children, Youth or Other Persons) uses a Child and/or Youth for sexual purposes. Sexual Abuse includes fondling, intercourse, incest, sodomy, exhibitionism, and commercial

Exploitation through prostitution or the production of pornographic materials. Sexual Abuse may include, but is not limited to, permitting,



encouraging or requiring a Child and/or Youth to engage in any of the following activities (physical conduct of sexual nature, suggestive language, pornographic nature, or other actions) if they occur between a person (including Organisational personnel, Children, Youth or Other Persons) and a Child and/or Youth:

Emotional Abuse involves actions towards a Child and/or Youth that cause or could cause serious behavioural, cognitive, emotional, or mental disorders in the Child and/or Youth. Emotional Abuse also occurs when a person (including Children, Youth or Other Persons) makes verbal threats, socially isolates a Child and/or Youth, intimidates, Exploits, terrorizes, or routinely makes unreasonable demands on a Child and/or Youth. Exploitation refers to situations whereby an abuser makes unfair profit and/or takes advantage of unequal power and/or economic status of a Child and/or Youth.

Neglect/failure to provide occurs when a Child's parent(s)/legal guardian(s) or caregivers do not provide the requisite attention to the Child's emotional, psychological, or physical development when they have the means, knowledge and access to services to do so; or failure to protect the Child from exposure to danger.

Best Interests of Children and Youth: The principle of best interests applies to all actions concerning Children and Youth and requires active measures to protect their rights. These measures will promote Child and Youth safety; physical, emotional and developmental needs; well-being of Children and Youth; and support and assist Children and Youth to realize their rights. This includes their participation to ensure that their opinions are heard in matters affecting them.

Organization: All organizations and individuals who are involved in COUNSENUTH programs, which includes, contractors, sub-contractors, (including their employees, volunteers, directors and officers and any other personnel), as well as any consultants or affiliates that may work with such contractors or subcontractors, as applicable.



Organizational Personnel: Includes directors, officers, employees, volunteers, contractors, sub-contractors, consultants, and any other person who performs duties involving Youth either on a volunteer or on a paid basis, whether on a full-time, part-time or temporary basis, for the Organization

Other Person means any person, of either sex, who is older than Youth as defined herein, i.e. “Other Person” means a person who is aged 35 years of age or older.

5.3 GUIDELINES FOR CHILD AND YOUTH PROTECTION

COUNSENUth commits to observing the Protection of Children and Youth and gender equality through the following guidelines as minimum requirements:

- (a) **Prevention:** Prevention measures will include detailed screening procedures for all Organization Personnel who will meet Children and Youth, including references who support the applicant’s suitability to work with Children and Youth.

COUNSENUth will also develop the capacity of all personnel to appropriately prevent, detect and respond to Abuse and Exploitation of Children and Youth as reflected in these Guidelines; create awareness on national and international instruments applicable to these guidelines; develop good practice for minimizing the risks to Children and Youth as well as promote gender equality. Efforts will be made to ensure these guidelines and others are understood and are effectively implemented, including practice appropriate cyber-conduct.

- (b) **Acknowledgement:** Employees of COUNSENUth or collaborators will be required to sign a form confirming that he/she agrees to comply with the policy on the Protection of Children and Youth and gender equality for the Organization and that he/she understands that disciplinary action will be taken against anyone found guilty of contravening these guidelines.



- (c) **Gender Equality and Non-Discrimination:** COUNSENUTH will ensure that all policies and procedures to protect Children and Youth consider gender equality and non-discrimination requirements. Recognizing that women and men may face different risks relating to their safety and protection and that all Children and Youth have the equal right to protection, education, resources, recognition, decision making, leadership, participation; etc, irrespective of: race; colour; sex; language; sexuality; disability; religion; political or other opinions; national, social or indigenous origin; property; birth or other status
- (d) **Participation of Children, Youth and Women:** COUNSENUTH will always work with Children, Youth and Women when addressing their concerns. Children, Youth and women must not be treated as simply objects of concern but rather listened to and taken seriously and treated as individual people with their own views.
- (e) **Response and Follow Up:** All measures taken to respond to Abuse or Exploitation including reporting, shall respect the rights of Children and Youth, local laws and take into account the best interests of the Child and/or Youth, as applicable, and endeavour to ensure no further harm comes to the Child and/or Youth. Efforts to work in conjunction with other service providers, specialists, parents, legal guardians, caregivers and others will be explored when appropriate upon the consent of the Child and/or Youth in question. All records of abuse will be kept within the files of the Organization in accordance with the privacy and confidentiality policies of the Organization.
- (f) **Sanction and Discipline of Organizational Personnel:** The Organization will include within their policies a statement indicating that where an allegation is made that Organizational Personnel has committed Abuse of a Child or Youth, the accused personnel will be immediately suspended from all duties to protect Children and Youth from further potential harm; and when convicted of Abuse, the said personnel will be immediately terminated as an employee or volunteer, and shall not be permitted to enter onto the premises or participate in activities of the Organization following termination.



- (g) Informed Consent and Protection of Personal Information:** COUNSENUTH will provide Children and Youth with all necessary details to make an informed decision regarding their participation in programs, including any voice recordings, video or photographs of Children and/or Youth. Personal information and/or images of Children and Youth will only be used after informed consent has been obtained in writing from the Child, Youth, and/or their parent(s) / legal guardian(s). Personal information regarding any Child or Youth, whether or not such information is obtained as part of the programs involving Children or Youth, will not be disclosed to any third party, except in accordance with the policies of the Organization or as required by applicable local laws.
- (h) Conduct of Organizational Personnel:** COUNSENUTH will ensure that its personnel avoid any behaviour or conduct that compromises the rights, safety and Protection of Children and Youth within its operations.

Organizational Personnel MUST NEVER:

- i. Abuse or exploit a Child or Youth or behave in any way that places a Child or Youth at risk of harm
- ii. Exchange money, gifts, employment, goods or services for sex with a Child or Youth, including sexual favours or other forms of humiliating, degrading or exploitative behaviour or any other behaviour that could be deemed exploitative of a Child or Youth
- iii. Have a Child or Youth they are working with stay overnight at their home unsupervised or sleep in the same room or bed with a Child or Youth
- iv. Do things for Children or Youth of a personal nature that they can do for themselves
- v. Offend, insult, humiliate or degrade a Child or Youth or perpetrate any form of Emotional Abuse
- vi. Discriminate or provide favourable treatment to one Child or Youth



- vii. Discipline a Child or Youth using any form of physical contact, or emotional or psychological pressure, abuse or intimidation
- viii. Engage in extended hugging, tickling or coaxing of a Child of opposite sex or same sex but of younger age by Organizational personnel
- ix. Be alone with a Child in a secluded place.
- x. Including all related actions and behaviours which may compromise the rights and Protection of Children and Youth and undermine their gender rights.

7. GENDER EQUALITY

7.1 GUIDING GLOBAL STATEMENTS AND PRINCIPLES

Women and girls, everywhere, must have equal rights and opportunity, and be able to live free of violence and discrimination. Women's equality and empowerment is one of the 17 Sustainable Development Goals, but also integral to all dimensions of inclusive and sustainable development. In short, all the SDGs depend on the achievement of SDG 5, whose goal is to "Achieve gender equality and empower all women and girls by ending all forms of discrimination against all women and girls and eliminating all forms of violence against all women and girls" and focusing on pursuing the main goal of real and sustained gender equality in all aspects of women and girls' lives which includes (1) ending gender disparities, (2) eliminating violence against women and girls' lives, (3) eliminating early and forced marriage, (4) securing equal participation and opportunities.

A human rights-based approach implies a conscious and systematic integration of human rights and human rights principles in all aspects of life. In particular, when applied to programming, a human rights-based approach shall include a focus on the promotion of equality and non-discrimination, ensuring the participation and inclusion of disadvantaged groups, and strengthening state accountability concerning its human rights obligations.



Human rights and gender Equality are core components of COUNSENUTH work. The integration of equality, human rights, gender, and social determinants are integral part of COUNSENUTH policies, programmes; and institutional arrangements have been made to uphold the recommendations made in SDG # 5, that seek to empower women and men, reduce inequalities between and among populations and promote human rights.

According UN Women Report, 49 countries still lack laws protecting women from domestic violence, 39 countries bar equal inheritance rights for daughters and sons. Based on data from 87 countries, 1 in 5 women and girls under the age of 50 will have experienced physical and/or sexual violence by an intimate partner within the last 12 months. Harmful practices, such as child marriage, steal the childhood of 15 million girls under age 18 every year (UN Women report). Women do 2.6 times more unpaid care and domestic work than men. While families, societies and economies depend on this work, for women, it leads lower earnings and less time to engage in non-work activities. In addition to equal distribution of economic resources, which is not only a right, but accelerates development in multiple areas, there needs to be a fair balance of responsibility for unpaid care work between men and women. Only 52 per cent of women married or in a union freely make their own decisions about sexual relations, contraceptive use and health care. More women have entered political positions in recent years, including through the use of special quotas, but they still hold a mere 23.7 per cent of parliamentary seats and in the Private Sector women globally occupy less than a third of senior and middle management positions (UN Report).

For example, in some regions of Tanzania up to 40% of girls under the age of 18 become pregnant. This is a major drawback to their education attainment; 4 out 10 women older than 15 years, experience physical violence (44% for married women); and one out of five women experience sexual violence (FCS Report 2018). About 70% of farmers in Tanzania are women but do not own resources or have control over produce. Although access to education is now equal for both sexes, performance for girls is much lower at Primary school level and higher education (FCS Report 2018).



Some of the key causes of gender inequality in Tanzania include Un-even access to education; poverty; lack of employment equality; job segregation due to women's reproductive and gender typed roles; inadequate legal protections; poor medical care; and low political representation.

Tanzania has made a significant progress in promoting gender equality, although many disparities remain. The Constitution of the United Republic of Tanzania **endorses gender equality and equity** and guarantees full participation of women and men in social, economic and political life. The Government has signed several international and regional agreements on protection of women, and in coordination with the civil society. The government is taking steps towards the revision of national legislation to ensure that: there is no discrimination against women; to promote informative campaigns on women's rights and condemn violence against women. It has operationalized this commitment through the 2000 National Women and Gender Policy and the National Strategy for Gender and Development (NSGD, 2002) which identifies major constraints and interventions in achieving gender equity for sustainable human development in the country.

In bringing about **gender equality** the Government has in place the National Development Vision 2030 that states among other things that **Tanzania** should ensure the attainment of **gender equality** and the empowerment of **women** in all socio-economic and political relations, and culture by the year 2030; and a Five-Year National Plan of Action under the Ministry of Health, Social Welfare, Gender, Elderly and Children (MOHSGEC) to address gender equality. Some of the actions taken include empowering women and girls to exercise their sexual and reproductive health and human rights. Promoting legal and policy strengthening and/or reform; strengthening national capacities to prevent and respond to gender-based violence (GBV), including practices that harm women, such as female genital mutilation, childhood pregnancies and marriage.

The gender gap index score for Tanzania kept stable at **0.71 (in 2020)**, meaning that females were 29 percent less likely to have the same opportunities as males in the country. Due to national efforts Tanzania ranked among the better performing countries in Sub-Saharan Africa



(UN Report 2021). COUNSENUTH aims to continue contributing to these successes.

Gender inequality contributes to inadequate health, nutrition and food insecurity among women and children and especially in rural communities where illiteracy is high. Higher levels of gender inequality are associated with higher levels of under nutrition, both acute and chronic under nutrition and health risks and higher illiteracy among women and girls. Effective gender strategies mainstreamed in health, nutrition and education interventions have the ability to transform unequal norms and behaviors, empower women and girls, and engage men and boys as partners and agents for positive development outcomes. Addressing development from a gender perspective has a range of positive effects because healthy women can fulfill their multiple roles, generating incomes, ensuring their family's health including having healthy children more effectively.

7.2 DEFINITIONS UNDER GENDER EQUALITY

Gender equality means that women and men have equal conditions for realizing their full rights and potential in all areas like nutrition, health, resources distribution, leadership position, equal acquisition in education, skills and development etc. Achieving gender equality will require specific measures designed to eliminate gender inequities. The NGO Symposium *Health for All women and men: a gender perspective*, held in Geneva in October 1997, recognized that:

“ . . . the concept of gender refers to women's and men's roles and relationships which are shaped by social, economic, political and cultural factors rather than by biology. Gender, moreover, is a dynamic concept which examines the nature of these roles and relationships between women and men in the context of the perspectives and beliefs of society. These socially constructed roles and relationships have a direct bearing on the health and well-being of both sexes. A gender perspective helps identify the inequalities between women and men which in the field of health can lead for both to increased illness or death from preventable causes. A gender approach to health examines how gender differences determine access to benefits and the way in which technology, information,



resources, and health care are distributed. It provides the foundation for maximizing human resources in development because the result of equal access to resources, benefits, and opportunity to all will be a more enlightened, educated, healthy and independent society. Society will therefore be better placed and equipped to contribute to development. On the contrary the denial of opportunity and access to benefits and resources to women who make up more than half the world's population will continue the inadequate use of this valuable human resource”

Gender equity means fairness and justice in the distribution of benefits, power, resources, and responsibilities between women and men.

Empowerment is about women and men taking control over their lives: being able to perceive alternatives, make choices, and fulfill those choices. It is both a process and an outcome, and it is collective and individual.

Gender mainstreaming is “... the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in any area and at all levels.

Gender parity is a statistical measure that compares a particular indicator among women, like average income, to the same indicator among men. Average income isn't the only indicator to be looked at through a gender parity lens: Measuring gender parity, especially how it changes over time, gives policy makers and researchers a sense of whether we are progressing or regressing in any given area, and this is an important tool for anyone working toward gender progress.

Gender stereotype is a generalized view or preconception about attributes or characteristics, or the roles that are or ought to be possessed by or performed by women and men. A gender stereotype is harmful when it limits women's and men's capacity to develop their personal abilities, pursue their professional careers and make choices about their lives.

7.3 COUNSENUTH GENDER GUIDELINES

Gender Equality concerns the whole organization and all staff, volunteers and affiliates. Gender Equality as cross-cutting issue shall be systematically



integrated into all aspects of COUNSNEUTH's work and key organizational policies, systems and practices, including human resources, recruitment, performance appraisal, training, budgeting, resource development, communication and decision-making. Specifically, COUNSENUTH shall commit to:

- (a) **Advocacy:** One of the most important roles that NGOs undertake is advocacy. COUNSENUTH's aims and objectives are to improve the lives of the most vulnerable and therefore, women, children and youth; and the communities in which and with which we work. COUNSENUTH shall advocate to Government and all stakeholders on the need to protect women's rights as human rights, by exposing violence against women, by promoting the needs of the girl child and by promoting and developing a comprehensive, holistic and rights-based approach to programming. The Centre will achieve this by preparing position papers, lobbying documents, and contacting the media by means of press releases and press conferences and arranging press visits and encounters.
- (b) **Training:** COUNSENUTH will also conduct sensitization meetings, training and seminars at all levels and sectors to create awareness on gender approach to programming. Schools, Parliaments and communities shall be key entry points for advocacy.
- (c) **Taking a Gender Sensitive Approach to Programming:** Gender Equality shall always be an integral part of COUNSENUTH's programs.
- (d) **Being a Catalyst:** By encouraging the various Government departments that are normally male dominated to prioritize gender concerns in national and local level planning. The Centre shall involve different NGOs and other partners and together support government to address gender rights within health, education, and other development areas in order to benefit both men and women in the society.



8.0 IMPLEMENTATION, MONITORING AND REVIEW OF CHILD AND YOUTH PROTECTION AND GENDER EQUALITY GUIDELINES

COUNSENUITH is committed to advancing Child and Youth Protection and Gender Equality in all its work force. Effective implementation of the Guidelines will require senior-level commitment and validation and organizational support for activities to advance the knowledge and skills of staff for efficient implementation. Managers will be expected to institutionalize mechanisms for building capacity among their staff, providing information, training, and technical support needed to assure the effective implementation. The Programs' Department will coordinate the formulation and implementation of the mainstreaming initiative work, and develop a short, medium, and long-term plan for implementation, with an effective monitoring and evaluation mechanism to track the progress of the Centre's efforts.

Specifically:

- i. Senior management will take the necessary steps to ensure the Guidelines are translated into action in both technical and management aspects of programs. They shall transmit the Guidelines to technical and administrative staff and monitor their consistent and effective application throughout the work for which they are responsible.
- ii. The staff shall be accountable to the Executive Director and the COUNSENUITH Governing Board for the successful incorporation of the Guidelines into all work and operations of the Centre.
- iii. The Guidelines shall apply to all work of the Organization, to include but not limited to research; policy and program planning, implementation, monitoring, and evaluation; human resource management; and program budgeting.
- iv. Day to day implementation and monitoring of these guidelines are designated to the Director of Programs and Human Resource



Officer who will review the guidelines at least every three (3) years, where possible.

- v. Successful realization of these Guidelines will require consistent and active participation of all COUNSENUH staff, Board Members, volunteers, interns, consultants and affiliates.



9.0 REFERENCES

- a. Eric Guga et al (2009). Mapping of formal and Informal Child Protection Structures, Systems and Services in Tanzania, Dar es Salaam
- b. ESRF, Deborah Semkwiji (2012). Policy Brief, Child Sensitive Budgeting: A critical Review of the Tanzania 2011/2012 Budget. Policy Brief (4/2012), Dar es Salaam
- c. Foster-Carter, A (1985). The Sociology of Development, Causeway Books, Ormskirk
- d. ICF Macro, Kokuteta B. Mutembei, (2011). Situation Analysis on Child Labour in Tanzania Mainland and Zanzibar, Supported by the US Department of Labour
- e. ICS (Africa Regional Office) and C-Sema, (2011). Feasibility Study on Child Help Lines, Dar es Salaam
- f. ILO, C., Madihi M., Mtwana S., (2002). Kadonya. Child Labour in the Informal Sector: A Rapid Assessment, Geneva
- g. Ministry of Community Development, Gender and Children (2010); Maelezo kuhusu Taarifa ya Utekelezaji wa Maagizo ya Kamati ya Kudumu ya Bunge ya Maendeleo ya Jamii Yaliyotelewa Juni 2009, Dar es Salaam
- h. UNICEF undated document on Child Protection.
- i. Tanzania National Gender Policy 2013
- j. Mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts Ministry of Gender, Children and Social Protection National Gender Policy, 2015
- k. UN Sustainable Development Goals
- l. Foundation for Civil Society Report on Evaluation of achievement of the SDGs in Tanzania (FCS, 2018)





**THE CENTRE FOR COUNSELLING, NUTRITION
AND HEALTH CARE (COUNSENUTH)**

Plot No. 8 Sam Nujoma Road, Mikocheni B

P.O. Box 8218, Dar es Salaam Tanzania,

Tel: (255) 22 277 5275

Mob: 0766 555 540

Web: www.cousenuth.or.tz

E-mail: info@cousenuth.or.tz