



WIC NEWS

The monthly Bulletin of the Women's Information Centre

WOMEN'S INFORMATION CENTRE

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FROM WIC'S MANAGEMENT

Dear readers,

We are happy to present you issue no 6 of the *wic News* bulletin.

In this issue you will find an interview in the section *The Ministry in Action*, with the new Director of Administration and Personnel (DAP), Mr. Thomas G.R. Sowani, who was the DAP in the Ministry of Communication and Transport, and has now joined the Ministry of Community Development, Gender and Children (MCDGC) since November 2003.

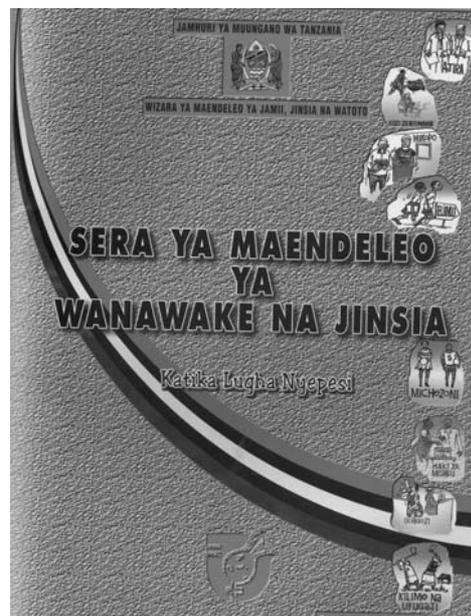
The second part of the *Ministry in Action* contains an article on the new version in simple language of the *Women and Gender Development Policy*.

In the section *ISSUES*, is a report on the stigma and hardship faced by women infected with HIV/AIDS in the family and the community, and about an e-learning initiative on reducing gender imbalance by the International Labour Organization (ILO).

The section *WIC Documentation Centre* provides as usual, suggestions for further reading and advice on interesting websites on issues related to this issue.

Enjoy the reading,

WIC Management



ISSUES

MANY HIV/AIDS POSITIVE WOMEN ABANDONED BY SPOUSES

Tanzania women living with HIV/AIDS are more likely to be abandoned by spouses and family members as compared to men. This is according to a new study by the Tanzania Media Women's Association (TAMWA) on HIV/AIDS and gender-based violence.

The study indicates that extended family members often blame married women for "bringing AIDS to the family", while the husbands opt for other women instead of caring for their "sick" wives.

The research was conducted between December 2003 and January 2004 in Temeke, Ilala and Kinondoni Municipalities of the City of Dar es Salaam. According to the study, women withhold their HIV status for fear of isolation due to lack of proper upkeep and to the psychological effects of stigma. A woman called Huruka said that her husband disturbed her after learning that she is infected with HIV and also accused her of infecting him. He later abandoned her and married another wife, while the family members abandoned her too. She had to beg to survive and cater for her children; well wishers and other societies that assist people living with HIV/AIDS came to help her. Huruka decided to test for HIV in 1992 after doctors discovered that her daughter, Maimuna, was infected. She persuaded her husband to accompany her to the HIV test but he refused. The results confirmed her fears that she was HIV positive and thus led to her rejection by close family members.

Though her daughter died in January 2004 at the age of 13, Huruka said that she is a hero who dared to pursue her education even after one school rejected her after learning that she was infected. To Huruka, Maimuna paved the way for other children who may be infected and want to continue with education. TAMWA has used the story of Huruka to demonstrate the violence suffered by women today because of HIV. The study was conducted to indicate the magnitude of violence suffered by women after revealing their HIV status and how it affects their health status.

Whilst community demands that women should take care of their sick husbands, the survey revealed that in-laws often stand on the side of their male children in cases where women are in worse condition than their spouses.

Interviewees narrated harrowing incidences of how they were chased from their matrimonial homes by relatives. The survey identifies lack of mass education to women as a major obstacle to their empowerment and to solving women's problems. It calls upon the government to increase the number of counseling and testing centers so that affected and infected people, boys and girls can receive appropriate and correct information.

TAMWA emphasized that women are oppressed because by conventional standards, they are expected to be caregivers, to work hard and feed the family and to assume responsibility when their husbands are ailing. Nobody considers who should care for them.

The study suggests that with proper education about HIV/AIDS, societies would appreciate that infected people may take a long time before they die and that the whole society must play a part in eradicating the virus. The survey is fortified by past findings of a research conducted by students of the Muhimbili University College of Health Sciences (MUCHS), which showed that disclosing the HIV status remains a difficult decision for many women in Tanzania especially those who test HIV positive. The research indicated that women who chose not to disclose their HIV status feared physical abuse and abandonment.

"The study indicates that extended family members often blame married women for bringing AIDS to the family while the husbands opt for other women instead of caring for their "sick" wives"

E- LEARNING TO REDUCE GENDER IMBALANCE

ISSUES

Tanzania and Uganda are venturing into e-learning gender training programs in a move to fill up widening gender imbalances in work places in the East African countries.

The Permanent Secretary of the Ministry of Community Development, Gender and Children (MCDGC), Ms Hilda Ausi Gondwe, disclosed this in Dar es Salaam during the graduation ceremony to award certificates to the participants through a videoconference facility at the Tanzania Global Development Learning Centre (TGDLC).

Ms Gondwe said that more efforts are needed to build and enhance the required capacities to make this approach effective. Furthermore she urged East Africans to take an active role in promoting equality and full participation of both men and women in places of work. She said "this is crucial in our development strategies, it can make a significant impact on the welfare of staff and eventually improve the living standards of those lagging behind". She added that there is a lot that remains to be done to bring about gender equality.

The Area Director of the International Labour Organization (ILO), Mr. Ali Ibrahim, in a speech read on his behalf by an ILO official, Mr. William Mallya, described the on-line gender-training program as innovative, efficient and cost effective, not only in creating awareness but also in enhancing knowledge-based skills on gender mainstreaming in the world of work. He said that this is the challenge that all ILO constituents face in the two countries.

Over 20 participants from the two countries and different government departments, agencies, ministries and private sector took part in the one year on-line training course on *Mainstreaming Gender Equality in the World of Work* under a broader International Labour Organization (ILO) project to promote gender inequality at work places.

The course, which started in April 2003, was organized by the Italian-based ILO International Training Centre and financed by the Netherlands and the Italian governments. For more information on the on-line course, visit the website that appears below and in the section *wic documentation centre*.

URL: <http://www.ilo.org/public/english/region/ampro/cinterfor/temas/gender/>

The screenshot shows a web browser window displaying the CINTERFOR website. The browser title is "Cinterfor's Untitled Document - http://www.cinterfor.org.uy - Microsoft Internet Ex...". The address bar shows the URL: <http://www.ilo.org/public/english/region/ampro/cinterfor/temas/gender/>. The website header includes the ILO logo and the text "International Labour Organization" and "CINTERFOR". Below the header is a navigation menu with tabs for "Cinterfor", "Competences", "Quality", "Trade unions", "Youth", "Gender", "SID", "Help", and "Español". The main content area features a quote: "Woman, training and work" and "Gender equality is both an objective and a catalyst in order to achieve our most important ideal: the attainment of decent work for men and women in liberty, dignity, equity and security conditions." attributed to Juan Somavía, Director General ILO. Below the quote is a "News !!!" section with a highlighted link: "WHY AND HOW TO INCORPORATE A GENDER PERSPECTIVE INTO OCCUPATIONAL TRAINING POLICIES. NOTES FOR A STRATEGIC CONCEPTUAL GLOSSARY". To the right, there is a section for "Formujer" (Formación y Oportunidades) with the title "Regional Programme to Strengthen the Technical and Vocational Training of Low-Income Women in Latin America" and links for "Description" and "Introduction".

"Tanzania and Uganda are venturing into e-learning gender training programs in a move to fill up widening gender imbalances in work places in the East African countries"

INTERVIEW WITH THE DIRECTOR OF ADMINISTRATION AND PERSONNEL (DAP)

THE MINISTRY
IN ACTION

In November 2003 Mr. Thomas Gabriel Roy Sowani, the former Director for Administration and Personnel of the Ministry of Communications and Transport was transferred in the same position to the Ministry of Community Development, Gender and Children (MCDGC) to replace Mrs. Navoneiwa Mmari who was transferred to the Ministry of Labour, Youth Development and Sports.

In an interview with WIC editor, Mr. Sowani said that he feels greatly honoured to be given the opportunity to contribute to the WIC monthly newsletter.

He said that when he was informed about the transfer to the MCDGC he was worried that may be his mission would have changed as a result, but he was happy to find out that his role and responsibilities had not changed.

Question: What are the functions of your department?

Answer: Briefly, the functions of my department are as follows:

1. Capacity building and Human Resources Development, including:-
 - In-service Training
 - Retooling
2. Personnel Administration
 - Recruitment, confirmations, promotions and retention
 - Salary administration
 - Retirement, terminal benefits
 - Labour relations, labour laws and administration
 - Staff records and information services
3. General Administration
 - Public relations
 - Office supplies, services and administration
 - Staff welfare (health, games and recreation, housing)
 - Estate development and maintenance
 - Procurement
 - Preparation and Coordination of the Ministry's budget



Mr. Thomas G. R. Sowani

Question: What are the main challenges of your new position?

Answer: In general the challenges of my new position compared with my previous one, are the following:

- Capacity building for the Ministry and its Training Institutions in terms of equipping and retooling, and human resources development for the sector.
- The need for integrating the Ministry's activities with those of the training institutions so as to effectively implement its policies, roles and mandate.

Mr. Sowani is married with four children, two boys and two girls. He holds a Master of Arts (Planning) degree obtained from the University of Nairobi, Kenya in 1981, and a Bachelor of Arts degree with honours in Social Work and Social Administration from Makerere University, Uganda in 1978.

**“Capacity building
for the Ministry
and its Training
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WOMEN AND GENDER DEVELOPMENT POLICY IN SIMPLE LANGUAGE

THE MINISTRY
IN ACTION

In 2000 the Ministry of Community Development, Gender and Children (MCDGC) produced a *Women and Gender Development Policy*. At the end of 2003 a new version, in simple language was produced and widely disseminated.

The Women and Gender Development Policy in simple language is designed with cartoons and in simple Swahili language in order for readers to get the message easily.

The objective of this policy is to ensure that targeted groups at all levels in society will be able to read, understand and implement the policy. Similar to the 2000 *Women Advancement and Gender Policy*, this simplified version guides the community to ensure that policies, plans, strategies and various development activities in each sector and institution at all levels are taking into account the issue of gender equality.

Implementation of this policy will take into account contributions of various sectors within the government, experts, NGOs, private sector and the public in general, both women and men. The preparation of this policy in simple language involved different stakeholders including public institutions, NGOs, international agencies and Swahili language experts.

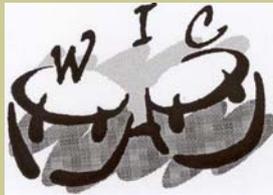
The MCDGC expresses its appreciation to all institutions and individuals who collaborated to finalize this translation. Special gratitude should go to the government of the Republic of Ireland for its enormous contribution that enabled this work to be done, as well as to Equity Tanzania, which prepared the policy in simple language.

The Ministry expects that this simplified version of the policy will be fully utilized and understood by all the people involved in preparations, designing and implementation of all national policies and plans both general and sectoral, in order to ensure that women development and gender equality is fully attained.

“The objective of this policy is to ensure that all targeted groups at all levels in society will be able to read, understand and implement the policy”

Sample of illustrations in the opened pages of ‘WGDP’ in simple language





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The views expressed in
this bulletin do not
necessarily represent
the views of the
Ministry of Community
Development, Gender
and Children

WIC DOCUMENTATION CENTRE

The WIC Documentation/Centre is pleased to inform its readers about the newly acquired conference proceedings document organized by UNAIDS. This most current document released in February 2004, is obtained freely from the Internet as a press release. UNAIDS initiative at the Global Coalition on Women against AIDS launched recently in London, recognizes the vulnerability of women and girls to HIV infection and the impact of AIDS linked to underlying gender inequalities and societal norms that need to be challenged. New efforts are focused on strengthening women's and girls' capacity and resilience, as well as their position in their families and societies at large.

ABSTRACTS OF KEY DOCUMENTS RELATED TO THIS ISSUE

1. *The global coalition on women and AIDS: conference proceedings, by UNAIDS, 2004.*

This is a conference proceedings document by The Global Coalition on Women and AIDS, an informal grouping of partners and organizations working to mitigate the impact of AIDS on women and girls worldwide. The papers presented and discussions held sought to build global and national advocacy to highlight the effects of HIV and AIDS on women and girls and stimulate concrete and effective actions. Some of the papers included in the document are: HIV prevention and protection efforts are failing women and girls; Care, women and AIDS; Microbicides women and AIDS; AIDS and female property/ inheritance rights as well as Violence against women and AIDS.

2. *Women's information services and networks: a global source book, By Royal Tropical Institute, The Netherlands, 1999.*

This book provides the reader with a guide to a multitude of women's information centres and women archives, their activities as diverse as their geography. It begins by exploring the impact of information technology, including the potential of electronic networking. It also gives a directory of information centres; an annotated bibliography and a web resource list, thus enabling a wide public to keep up-to-date on sources of information on and by women.

3. *Sera ya Maendeleo ya Wanawake na Jinsia katika lugha Nyepesi, Kimetolewa na Wizara ya Maendeleo ya Jamii, Jinsia na Watoto, 2003.*

Sera ya Maendeleo ya Wanawake na Jinsia katika lugha nyepesi, inafafanua Sera ya Maendeleo ya Wanawake na Jinsia ya mwaka 2000. Sera hii imeandaliwa kwa kutumia vikatuni na Kiswahili chepesi ili kuweza kuwavutia walengwa na kufikisha ujumbe kwa lugha nyepesi unaolenga uingizaji wa masuala ya jinsia katika njanja zote za maendeleo. Madhumuni ya sera hii ni kuhakikisha kuwa kila mlengwa, katika ngazi zote ataweza kuisoma, kuelewa na kuitekeleza. Pia inatoa mwelekeo kwa jamii kuhakikisha kuwa sera, mipango, mikakati na shughuli mbalimbali za maendeleo katika kila sekta na taasisi katika ngazi zote zinazingatia usawa wa jinsia.

USEFUL LINKS

1. http://www.unaids.org/en/events/coalition_women_and_aids.asp#

This is the official website for UNAIDS, the joint UN Programme on HIV/AIDS. This is the main advocate for global action on the epidemic. It leads, strengthens and supports an expanded response aimed at preventing transmission of HIV, providing care and support, reducing the vulnerability of individuals and communities to HIV/AIDS, and alleviating the impact of the epidemic. It also have links to International Women's Day, UN Special Session on AIDS and World AIDS Day 2004.

2. <http://www.ilo.org/public/english/region/ampro/cinterfor/temas/gender/>

This ILO site advocates for global gender perspective in the working environment. This particular site has a lot of classified information on woman, training and work, with links such as Gender and ICT, Women, HIV and the World of work, Youth, trade Unions and Employment. A lot of free training materials for downloading are also available.

