



STATEMENT BY HON. MARGARET SIMWANZA SITTA, THE MINISTER FOR

COMMUNITY DEVELOPMENT, GENDER AND CHILDREN OF THE UNITED REPUBLIC OF
TANZANIA AT THE 53rd SESSION OF COMMISSION ON STATUS OF WOMEN

WEDNESDAY, 4 MARCH 2009

Madam Chairperson,

Allow me to express my delegation's confidence in your leadership to steer this meeting to its successful conclusion and assure you of my delegation support and cooperation.

We align ourselves with the statements read by H.E. Manto Tshabalala Msimang,

The government of the United Republic of Tanzania recognizes the importance of equal sharing of responsibilities between men and women and has taken several measures to address the situation. The constitution, laws as well as the employment policy categorically prohibits discrimination of women in the place of work, and provides for equal pay between men and women. In the Public Service, the Public Service Management and Employment Policy clearly stipulates that employers should provide flexible working hours and part time working that allow employees to provide a better service to clients and enable employees to fulfil

as the responsibility of women. Continuous education and advocacy to men and women, girls and boys to change the mindset is needed. It is not only men that have to change but women have to accept that men have a role and at the same time we need to dispense with the stereotype notion that men are not doing any caring work. In this regard we need to conduct research and collect sex and age disaggregated data to understand how men and women share responsibilities and the constraints faced by each. At the same time, time-use surveys have to be undertaken regularly so as to inform policy on the sharing responsibilities to enable appropriate interventions to be undertaken.

I wish however to underscore that the role of men and boys in challenging and in changing the unequal power relations is critical and hence we need to work with them in this endeavor. Men and boys need to appreciate the benefits that they will get by equally sharing responsibilities with women and girls. It is, however, important that initiatives to work with men and boys are placed in the overall context of promotion of gender equality. Furthermore the increased support to men and boys should not mean a reduction of necessary support to women and girls.

Madam Chairperson,

Equal sharing of responsibilities between men and women has also to go hand in