Tanzania

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Based on this approach, Tanzania scores **84.4 out of 100**. The overall score for Tanzania is higher than the regional average observed across Sub-Saharan Africa (69.9).

**Tanzania - Scores for Women, Business and the Law 2020**

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</thead>
<tbody>
<tr>
<td>100</td>
<td>100</td>
<td>100</td>
<td>80</td>
<td>60</td>
<td>75</td>
<td>60</td>
<td>100</td>
<td>84.4</td>
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</tbody>
</table>

**Relative Strengths**

When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s pay, and laws affecting the size of a women’s pension, Tanzania gets a perfect score.

**Areas for Improvement**

However, when it comes to constraints related to marriage, laws affecting women’s work after having children, constraints on women’s starting and running a business, and gender differences in property and inheritance, Tanzania could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Tanzania is on the indicator related to laws affecting women’s work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Tanzania may wish to consider making paid leave of at least 14 weeks available to mothers, and making paid parental leave available.

**Recent Reforms (2018-2019)**

No reforms impacting the WBL2020 indicators have been observed during the past two years.
### Mobility
- **Can a woman choose where to live in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located
- **Can a woman travel outside her home in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located
- **Can a woman apply for a passport in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** Tanzania Passport and Travel Documents Act, Arts. 3, 12, and First Schedule; Passport application procedures
- **Can a woman travel outside the country in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located

### Workplace
- **Can a woman get a job in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located
- **Does the law prohibit discrimination in employment based on gender?**
  - **Answer:** Yes
  - **Legal Basis:** Employment and Labour Relations Act, Sec. 7
- **Is there legislation on sexual harassment in employment?**
  - **Answer:** Yes
- **Are there criminal penalties or civil remedies for sexual harassment in employment?**
  - **Answer:** Yes

### Pay
- **Does the law mandate equal remuneration for work of equal value?**
  - **Answer:** Yes
  - **Legal Basis:** Employment and Labour Relations Act, Sec. 7
- **Can women work the same night hours as men?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located
- **Can women work in jobs dangerous in the same way as men?**
  - **Answer:** Yes
  - **Legal Basis:** (See website for details by job)
- **Are women able to work in the same industries as men?**
  - **Answer:** Yes
  - **Legal Basis:** (See website for details by industry)

### Marriage
- **Is there no legal provision that requires a married woman to obey her husband?**
  - **Answer:** Yes
  - **Legal Basis:** No applicable provisions could be located
- **Can a woman be head of household in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located
- **Is there legislation specifically addressing domestic violence?**
  - **Answer:** No
  - **Legal Basis:** No applicable provisions could be located
- **Can a woman obtain a judgment of divorce in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located
- **Does a woman have the same rights to remarry as a man?**
  - **Answer:** Yes
  - **Legal Basis:** The Law of Marriage Act, Sec. 112(2)

### Parenthood
- **Is paid leave of at least 14 weeks available to mothers?**
  - **Answer:** No
  - **Legal Basis:** Employment and Labour Relations Act, Sec. 33
- **Does the government pay 100% of maternity leave benefits?**
  - **Answer:** Yes
  - **Legal Basis:** National Social Security Fund Act, Sec. 45
- **Is there paid paternity leave?**
  - **Answer:** Yes
  - **Legal Basis:** Employment and Labour Relations Act, Sec. 34
- **Is there paid parental leave?**
  - **Answer:** No
  - **Legal Basis:** No applicable provisions could be located
- **Is dismissal of pregnant workers prohibited?**
  - **Answer:** Yes
  - **Legal Basis:** Employment and Labour Relations Act, Sec. 37

### Entrepreneurship
- **Can a woman sign a contract in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** Law on Marriage Act, Art. 56
- **Can a woman register a business in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located
- **Can a woman open a bank account in the same way as a man?**
  - **Answer:** Yes
  - **Legal Basis:** No restrictions could be located

### Assets
- **Do men and women have equal ownership rights to immovable property?**
  - **Answer:** Yes
  - **Legal Basis:** The Law of Marriage Act, Sec. 56
- **Do sons and daughters have equal rights to inherit assets from their parents?**
  - **Answer:** No
  - **Legal Basis:** Local Customary Law (Declaration No. 4) Order, Schedule 2
- **Do female and male surviving spouses have equal rights to inherit assets?**
  - **Answer:** No
  - **Legal Basis:** Local Customary Law (Declaration No.4) Order, Schedule 2
- **Does the law grant spouses equal administrative authority over assets during marriage?**
  - **Answer:** Yes
  - **Legal Basis:** The Law of Marriage Act, Sec. 58
- **Does the law provide for the valuation of nonmonetary contributions?**
  - **Answer:** Yes
  - **Legal Basis:** The Law of Marriage Act, Sec. 114 (2)(b)
| Pension | Are the ages at which men and women can retire with full pension benefits equal? | Yes | Women: National Social Security Fund Act, Secs. 2 and 23  
Men: National Social Security Fund Act, Secs. 2 and 23 |
|---------|---------------------------------------------------------------------------------|-----|---------------------------------------------------------------|
|         | Are the ages at which men and women can retire with partial pension benefits equal? | Yes | Women: National Social Security Fund Act, Sec. 27  
Men: National Social Security Fund Act, Sec. 27 |
|         | Are the mandatory retirement ages for men and women equal? | Yes | Women: No applicable provisions could be located  
Men: No applicable provisions could be located |
|         | Are periods of absence due to child care accounted for in pension benefits? | Yes | National Social Security Fund Act, Sec. 27 |