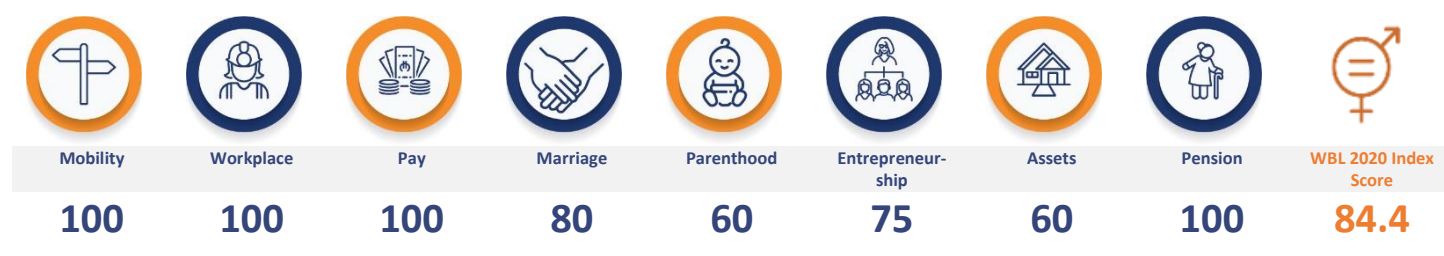


Tanzania

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. Data refer to the laws and regulations that are applicable to the main business city (Dar es Salaam). Different rules may apply in other jurisdictions so local legislation should be reviewed. 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



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.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	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?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Employment and Labour Relations Act, Sec. 7
	Is there legislation on sexual harassment in employment?	Yes	Sexual Offences Special Provisions Act, 1998, Sec. 12(138.D-(1)(3)); Employment and Labor Relations Act, 2004, Sec. 102(3)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Sexual Offences Special Provisions Act, 1998, Sec. 12(138.D-(1)(3)); Employment and Labor Relations Act, 2004, Sec. 102(3) <i>Civil:</i> Sexual Offences Special Provisions Act, 1998, Sec. 12(138.D-(1)); Employment and Labor Relations Act, 2004, Sec. 40(1)(c)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Employment and Labour Relations Act, Sec. 7
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
	Does the law prohibit discrimination in access to credit based on gender?	Yes	No applicable provisions could be located
Marriage	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	The Law of Marriage Act, Sec. 112(2)
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	Employment and Labour Relations Act, Sec. 33
	Does the government pay 100% of maternity leave benefits?	Yes	National Social Security Fund Act, Sec. 45
	Is there paid paternity leave?	Yes	Employment and Labour Relations Act, Sec. 34
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Employment and Labour Relations Act, Sec. 37
Entrepreneur.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Law on Marriage Act, Art. 56
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	The Law of Marriage Act, Sec. 56
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Local Customary Law (Declaration No. 4) Order, Schedule 2
	Do female and male surviving spouses have equal rights to inherit assets?	No	Local Customary Law (Declaration No.4) Order, Schedule 2
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	The Law of Marriage Act, Sec. 58
	Does the law provide for the valuation of nonmonetary contributions?	Yes	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