

Measuring Opportunities for Women in Peace Operations (MOWIP) in Tanzania Peoples Defence Forces.



Lieutenant Flora Tamba sharing her experience as a female military commander during the Leadership and Development for Women Military Commanders Course at the Tanzania Peacekeeping Training Centre, November 2025. Photo: Courtesy of TPDF

MPTF OFFICE GENERIC ANNUAL PROGRAMME¹ NARRATIVE PROGRESS REPORT REPORTING PERIOD: 24 SEPTEMBER – 31 DECEMBER 2025

Programme Title & Project Number	Country, Locality(s), Priority Area(s) / Strategic Results ²
<ul style="list-style-type: none"> Programme Title: Measuring Opportunities for Women in Peace Operations (MOWIP) in Tanzania Peoples Defence Forces. Programme Number <i>(if applicable)</i> MPTF Office Project Reference Number:³ 00141268 	<p><i>United Republic of Tanzania</i></p> <hr/> <p><i>Priority area/ strategic results</i> Gender Equality and Women Empowerment</p>

¹ The term “programme” is used for programmes, joint programmes and projects.

² Strategic Results, as formulated in the Strategic UN Planning Framework (e.g. UNDAF) or project document;

³ The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as “Project ID” on the project’s factsheet page the [MPTF Office GATEWAY](#)

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Participating Organization(s)
<ul style="list-style-type: none"> • UN Women
Programme/Project Cost (US\$)
Total approved budget as per project document: \$ 280,000 MPTF /JP Contribution ⁴ : <ul style="list-style-type: none"> • UN Women \$ 280,000
TOTAL: \$280,000
Programme Assessment/Review/Mid-Term Eval.
Assessment/Review - if applicable <i>please attach</i> <input type="checkbox"/> Yes <input type="checkbox"/> No Date: <i>N/A</i> Mid-Term Evaluation Report – <i>if applicable please attach</i> <input type="checkbox"/> Yes <input type="checkbox"/> No Date: <i>N/A</i>

GEWE Marker: 3 – Gender equality and women’s empowerment is the principal ultimate objective
Implementing Partners
<ul style="list-style-type: none"> • Tanzania Peoples Defence Forces (TPDF) • National Bureau of Statistics (NBS) • University of Dar es Salaam (UDSM)
Programme Duration
Overall Duration (<i>12 Months</i>)
Start Date ⁵ (<i>22 September 2025</i>)
Original End Date ⁶ (<i>24 September 2026</i>)
Current End date ⁷ (<i>24 September 2026</i>)
Report Submitted By
<ul style="list-style-type: none"> ○ Name: Katherine Gifford ○ Title: Country Representative a.i ○ Participating Organization (Lead): UN Women ○ Email address: katherine.gifford@unwomen.org

⁴ The MPTF or JP Contribution, refers to the amount transferred to the Participating UN Organizations, which is available on the [MPTF Office GATEWAY](#)

⁵ The start date is the date of the first transfer of the funds from the MPTF Office as Administrative Agent. Transfer date is available on the [MPTF Office GATEWAY](#)

⁶ As per approval of the original project document by the relevant decision-making body/Steering Committee.

⁷ If there has been an extension, then the revised, approved end date should be reflected here. If there has been no extension approved, then the current end date is the same as the original end date. The end date is the same as the operational closure date which is when all activities for which a Participating Organization is responsible under an approved MPTF / JP have been completed. As per the MOU, agencies are to notify the MPTF Office when a programme completes its operational activities.

LIST OF ACRONYMS

a.i. – *ad interim*

DCAF	Geneva Centre for Security Sector Governance
EIF	Elsie Initiative Fund
FFF	Fit-for-Function Framework
GEWE	Gender Equality and Women’s Empowerment
MOWIP	Measuring Opportunities for Women in Peace Operations
MoDANS	Ministry of Defence and National Service
MPTF	Multi-Partner Trust Fund
NBS	National Bureau of Statistics
TPDF	Tanzania People’s Defence Force(s)
TORs	Terms of Reference
TWG	Technical Working Group
UDSM	University of Dar es Salaam
UN	United Nations
UN PO	United Nations Peace Operations
UNSDCF	United Nations Sustainable Development Cooperation Framework
WPS	Women, Peace and Security

EXECUTIVE SUMMARY

This Annual Narrative Progress Report covers the period September to December 2025 for the Measuring Opportunities for Women in Peace Operations (MOWIP) programme implemented by UN Women Tanzania in partnership with the Tanzania Peoples Defence Forces (TPDF), and with technical and research support from the National Bureau of Statistics (NBS) and the University of Dar es Salaam (UDSM). While the reporting period spans the full calendar year, the programme became operational following the receipt of Elsie Initiative Fund (EIF) resources in September 2025. As such, progress during the reporting period reflects the preparatory phase of implementation.

During the final quarter of 2025, the programme established institutional, governance, and methodological foundations required for a credible and nationally owned MOWIP assessment. Key achievements included the establishment of governance and coordination mechanisms; clarification of institutional roles and responsibilities; initiation of ethics, safeguarding, and data protection processes; mapping of military zones, formations, and training institutions to be covered by the assessment; and early localization of MOWIP tools to the Tanzanian context. These early-stage results are critical to ensure the quality, independence, and utility of the assessment in subsequent phases.

The programme is aligned with Tanzania's first National Action Plan on Women, Peace and Security (2025-2029), the National Gender Policy (2023), and Tanzania's commitments as a major troop-contributing country to United Nations peace operations. While outcome-level changes are not yet expected at this stage, the programme has strengthened institutional readiness and cross-sectoral collaboration, positioning national stakeholders to generate robust evidence to inform future policy, planning, and reform efforts to advance women's meaningful participation in peace operations.

I. Purpose

The strategic purpose of this project is to accelerate Tanzania's progress toward gender-responsive peace and security institutions through a comprehensive barrier assessment within the Tanzania People's Defence Force (TPDF). Applying the Measuring Opportunities for Women in Peace Operations (MOWIP) methodology, the assessment will generate rigorous, context-specific evidence on the structural, cultural, operational, and policy-related barriers and enablers that shape women's meaningful participation in United Nations peace operations.

This initiative is a direct contribution to the Tanzania United Nations Sustainable Development Corporation Framework (UNSDCF) Enabling Environment Outcome, which commits to supporting Tanzanian institutions to become more inclusive, accountable, gender-responsive, and aligned with international human rights standards. It further advances UNSDCF Output 4.8, on building national capacity to uphold peace, safety, and stability, and fully supports UN Women's Strategic Note Output TZA_D_1.1.17, to strengthen state and non-state actors' ability to advance and implement the Women, Peace and Security (WPS) Agenda.

In the context of the official adoption of the first National Action Plan on Women, Peace and Security (2025-2029) and the National Gender Policy (2023), the TPDF barrier assessment provides a foundational evidence base to guide institutional reforms, monitor national commitments, and

institutionalize gender-responsive security sector governance. As Tanzania continues to serve as a committed troop- and police-contributing country with steady increases in women's participation, the need for tailored, actionable analysis has become even more urgent to address gender inequalities across deployment pipelines, leadership structures, and operational environments.

Strategic Rationale

The MOWIP assessment addresses critical gender gaps currently impeding Tanzania's WPS commitments including:

- **Limited gender-responsive data systems** within military structures, restricting the ability to track women's deployment pathways, retention patterns, and progression through command structures.
- **Persistent gender norms and institutional cultures** that shape perceptions of women's suitability for certain roles, affecting training opportunities, selection processes, and leadership visibility.
- **Policy and infrastructural limitations** such as inadequate accommodation facilities, equipment, or welfare provisions which directly impact women's safety, wellbeing, and ability to be deployed.
- **Underrepresentation of women in key roles**, especially among military observers and staff officers, despite global UN targets and Tanzania's growing commitments.

By addressing these issues, the project strengthens national capacity for gender-responsive peacekeeping, contributes to international human rights obligations, and reinforces Tanzania's positioning as a regional model for WPS implementation.

The Barrier Assessment Serves Four Strategic Functions

1. **Identify Barriers and Opportunities:** Through a systematic analysis of recruitment, training, deployment pathways, career progression, welfare systems, family-friendly policies, leadership culture, and operational environments, the assessment will map both constraints and enabling factors that influence women's participation and performance in peace operations. This includes examining gendered experiences related to safety, field conditions, and access to specialized roles.
2. **Inform Policy and Institutional Reform:** The evidence generated will support TPDF leadership, Ministry of Defence and National Service (MoDANS), and other security actors to design and implement targeted policy measures that address structural bottlenecks. Recommendations will guide revisions to deployment criteria, training curricula, retention strategies, performance evaluation systems, and gender-responsive infrastructure planning. These reforms are essential for meeting national WPS commitments and international UN benchmarks.
3. **Strengthen Evidence-Based Planning, Monitoring, and Reporting:** The project will establish a robust gender-responsive baseline for the TPDF, enabling systematic monitoring of

progress toward national, regional, and global targets including increased deployment of women as military observers, staff officers, and in leadership roles. This baseline will also support annual reporting under the National Action Plan on WPS and strengthen the government's accountability for results.

4. **Enhance Coordination and Multi-Institutional Engagement:** The assessment process promotes collaboration between TPDF, MoDANS, UN Women, the Ministry of Community Development, Gender, Women, and Special Groups, and other relevant actors. By strengthening joint analysis and shared ownership, the project supports a harmonized approach to WPS implementation, contributing to the UNSDCF's vision of an inclusive and coherent enabling environment.

In overall, this project aims to create a transformative and sustainable enabling environment where uniformed women can participate meaningfully, safely, and equitably in peace operations. By embedding gender responsiveness within institutional systems, performance standards, and operational structures, Tanzania strengthens its contributions to global peacekeeping and demonstrates leadership in advancing the Women, Peace and Security Agenda. Through national ownership, evidence-driven decision-making, and the rigorous MOWIP methodology, the initiative positions Tanzania to model best practice across the region and globally bridging commitments with action and ensuring that progress toward gender equality in peace operations is both measurable and lasting.

II. Results

i) Narrative reporting on results:

During the reporting period, the programme made progress in establishing the institutional, technical, and governance foundations required to deliver a high-quality barrier assessment for the Tanzania People's Defence Force (TPDF). Although the implementation period in this report focused on the preparatory phase, it contributed to shifts in institutional readiness, partnership buy-in and cohesion, and methodological alignment necessary for future outcome-level change. Achievements included strengthening national capacity to jointly conduct a gender-responsive security sector assessment through extensive orientation on the MOWIP methodology and donor requirements, building trust and shared understanding across TPDF, NBS, UDSM, and UN Women. These efforts ensured that the programme is positioned to generate credible evidence on the barriers affecting women's participation in peace operations and contributed meaningfully to establishing the enabling environment necessary to advance Tanzania's commitments under the Women, Peace and Security (WPS) agenda. This foundational work is also laying critical groundwork of trust to ensure that assessment findings and recommendations are owned by national institutions, thereby increasing the likelihood of their uptake and implementation.

Outcome: Increased country-specific knowledge of barriers to the deployment of uniformed women peacekeepers to UN peace operations.

Progress during the reporting period contributed incrementally to the achievement of the intended outcome of increased country-specific knowledge on barriers to the deployment of uniformed women peacekeepers, in line with the preparatory nature of this phase. As of 31 December 2025, field data collection had not yet commenced; therefore, measurable changes against outcome indicators were not available. Nevertheless, the programme advanced critical preconditions required for future outcome-level results, including strengthened institutional ownership, technical readiness, and systems alignment. Governance and coordination arrangements were established to support nationally led, methodologically sound implementation, reinforcing coherence, accountability, and shared responsibility among participating institutions. In parallel, technical and compliance preparedness was strengthened to enable the future application of a context-appropriate MOWIP assessment and to ensure that ethical, safeguarding, and data-protection standards are in place prior to data collection. Collectively, these preparatory actions enhanced institutional readiness and collaboration, creating the enabling conditions for outcome-level change to materialize in the subsequent reporting period.

Output 1.1: MOWIP Successfully implemented

(A comprehensive report identifying the key barriers and opportunities for the meaningful participation of women from the Tanzania People's Defence Force (TPDF) in UN Peace Operations (UN PO), including specific recommendations for overcoming challenges and enhancing engagement.)

Progress toward a comprehensive report identifying key barriers and opportunities for women's meaningful participation in UN Peace Operations advanced through the achievement of critical intermediate outputs that form the foundation for generating the final report. Governance structures were established, including the Steering Committee and TWG, providing oversight, technical guidance, and structured coordination. Partnership roles were clarified and operationalized according to UN Women partnership policies, improving alignment and reducing ambiguity among implementing and research partners. Project readiness was strengthened through confirmation of programme funds during the November 2025 Steering Committee meeting, enabling the transition from planning to implementation. Ethics, safeguarding, and data protection processes were initiated to ensure full compliance. A national mapping exercise across six military zones was completed to inform sampling, and MOWIP tools underwent translation and contextual adaptation into Kiswahili to improve accessibility and data quality. These achievements represent an estimated 15% progress toward the completion of Output 1, corresponding to the expected level of advancement in a preparatory phase.

Output 1.2: Enhanced awareness of military personnel and other key actors on the MOWIP findings

During the reporting period, activities under Output 1.2 had not yet commenced, as dissemination and awareness-raising actions are sequenced to follow completion of the MOWIP assessment and availability of validated findings. Consequently, progress against the output indicators will be reported in the next reporting period.

Delays, Challenges, Lessons Learned and Best Practices

The programme experienced implementation delays due to national elections held in October 2025, which disrupted scheduling and affected planned orientation sessions and the sequencing of early field-related activities. These circumstances required rapid adaptation, as national calendars shifted, and availability of key personnel was reduced. To mitigate these delays, the programme adopted a phased implementation approach that prioritized activities not dependent on field presence, such as establishing governance structures, formalizing partnerships, advancing ethics and data-protection processes, and completing methodological preparations. Activities requiring high-level access or direct engagement with military units were rescheduled to maintain continuity. Risks identified include the potential for continued delays in ethics approval and competing national obligations affecting personnel availability; these are being monitored through Steering Committee mechanisms.

Lessons Learned & Best Practices

Lessons learned included the importance of structured governance mechanisms, with the Steering Committee and TWG providing the architecture for oversight, technical alignment, and timely problem-solving. This lessons points to the foundation created by strong coordination structures and how this enables a multi-institutional assessment. Early and strategic stakeholder engagement proved essential in securing buy-in from senior TPDF leadership and focal points, facilitating data access, and building awareness of the assessment approach. Preparation for ethics and data-protection compliance emerged as an effective trust-building measure, increasing confidence among personnel who will later participate in the assessment. A notable best practice was the collaborative involvement of UDSM and NBS, whose complementary academic and statistical expertise enriched methodological rigor and contextual relevance, enhancing the credibility of the assessment framework.

Qualitative assessment

Overall progress during the reporting period is assessed as satisfactory, given the preparatory nature of activities and the strong emphasis on building the institutional, methodological, and compliance foundations necessary for a high-quality national assessment. The programme benefited from strong partnerships among TPDF, UN Women, NBS, and UDSM, which reinforced national ownership, strengthened credibility, and ensured that the emerging assessment reflects Tanzania's WPS priorities. Cross-cutting considerations including gender equality, inclusion, accountability, and capacity-building were integrated in all preparatory activities, helping ensure sustainability and relevance of results.

Next steps

The next reporting period will focus on consolidating partnerships, strengthening technical capacity, and beginning full implementation of the MOWIP assessment. Priorities include finalizing partnership agreements covering ethics, data protection, financial management, and reporting obligations;

securing formal access letters for research teams across all TPDF structures; and delivering DCAF-led technical training sessions on MOWIP for the Steering Committee, research teams, and enumerators. Additional steps include completing the Kiswahili MOWIP summary, localizing the FFF framework, adapting survey indicators, programming survey software, and finalizing the sampling framework. A pilot survey will be conducted to test tools and methodologies, followed by full-scale data collection across six military zones. A comprehensive monitoring plan will guide progress, ensure quality assurance, and maintain alignment with timelines and compliance standards. This will be followed by data analysis and report writing, validation of findings, and the launch and dissemination of the final report.

ii) Indicator Based Performance Assessment:

Due to the early stage of implementation, data collection against outcome and output level indicators was not yet undertaken during the reporting period. Baseline values remain unchanged. Preparatory outputs achieved in 2025 directly contribute to Output 1.1 of the approved Results Framework and are essential prerequisites for the achievement of outcome level targets in subsequent reporting periods. Data collection and reporting against indicators are planned for 2026 following the commencement of full-scale assessment activities.

Impact Area/ Outcome/Output	Indicators	Baseline	Target	2026 Result	On/Off Target
OUTCOME 1. ⁸					
Increased country-specific knowledge of barriers to the deployment of uniformed women peacekeepers to UN peace operations.					
Output 1.1 MOWIP Successfully implemented (A comprehensive report identifying the key barriers and opportunities for the meaningful participation of women from the Tanzania People's Defence Force (TPDF) in UN Peace Operations (UN PO), including specific recommendations for overcoming challenges and enhancing engagement)	Indicator 1. MOWIP Report Launched	0	1	To be reported in the next report	On Target
Output 1.2 Enhanced awareness of the military personnel and other key actors on the MOWIP findings	Number of knowledge products	0	6	To be reported in the next report	On Target
	Number of social media posts for the online campaign	0	15	To be reported in the next report	On Target

⁸ Reporting on Outcome indicators might not be possible at the beginning of the project in its first year but as the project progresses, it is important to demonstrate how the outputs are contributing to or impacting the outcome indicators.

III. Other Assessments or Evaluations (if applicable)

No assessments, evaluations, or studies were completed during the reporting period.

IV. Programmatic Revisions (if applicable)

No programmatic revisions to objectives, outcomes, or outputs were undertaken during the reporting period.

V. Resources (Optional)

Financial reporting will be provided separately and in accordance with the agreement with the MPTF Office. Financial management and procurement processes were initiated following the receipt of EIF funds in September 2025. No additional resources were mobilized during the reporting period.