



Enlightenment Candle



Tanzania Women Judges' Association

**CELEBRATING DIVERSITY AND SOLIDARITY IN GENDER
PARITY- 25 YEARS OF TAWJA'S EXISTENCE**

 **18-24 January, 2025**

 **Mount Meru, Arusha**

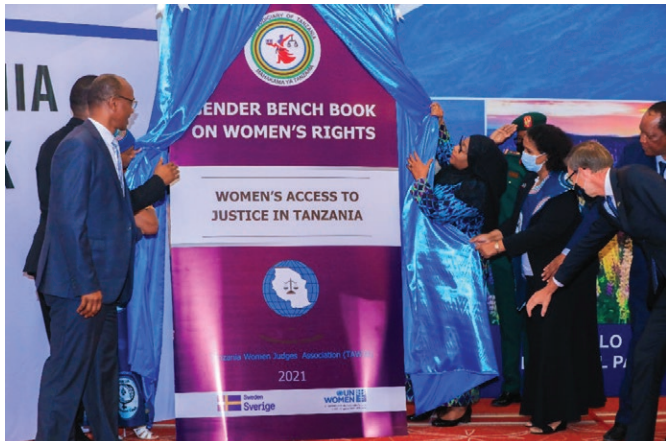


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MESSAGE FROM TAWJA's CHAIRPERSON

It is my great pleasure to invite you all to Arusha City, where Tanzania Women Judges' Association (TAWJA) was initially conceived. It was in 1995, when the late Justice Arline Patch, the founder member of the International Association of Women Judges (IAWJ) based in New York, visited Arusha and met with our founding member, Honourable Eusebia Munuo, Justice of Appeal (Rtd). The two had a meaningful conversation about establishing an affiliated association to the IAWJ. It is from that, where Hon. Munuo commenced ground work for formation and in it was until May, 2000 TAWJA was born. This 2025, TAWJA will be celebrating its Silver Jubilee coupled with activities running within five days of celebration.

The theme for the celebration **“Celebrating Diversity and Solidarity in Gender Parity – 25 Years of TAWJA’s Existence”** gears at exhibiting past quarter-century efforts made by TAWJA, in ensuring ‘Equal Justice for All’ which reflects its vision. Through its steadfast efforts, TAWJA has not only championed the cause of women’s and children’s rights but, also fostered a culture of inclusivity, where judges and magistrates, at different levels within our two Judiciaries, the Judiciary of Tanzania and that of Zanzibar join hands and work together, irrespective of their seniorities. TAWJA also collaborates with male colleagues to attain its goals, cognizant of the role of men in this endeavour.

We believe that TAWJA’s Silver Jubilee celebrations will be an exquisite forum for all of us to reflect the challenges which women have to overcome due to stereotyping, societal set up, traditional and cultural norms, economic and political barriers. Breaking down gender norms and dismantling discriminatory practices, is essential to advancing women’s empowerment. The entire five days celebrations, will attract our collective efforts to ensure that, we foster for a just and more inclusive society for a better tomorrow. Let us all re-double our efforts towards a future where every individual, regardless of gender, social status, religion colour or race enjoys equal rights and opportunities, making the world a better place to be.

I am looking forward to welcoming you all to Arusha, Tanzania in January, 2025 and I hope that you will find time to explore the beauty of Arusha City. Mount Kilimanjaro, the highest mountain in Africa, which is just about a stone throw away from Arusha city. There will be no regrets in attempting to climb it, I assure you. A visit to the Ngorongoro Crater and the Serengeti National Parks will make your stay, more meaningful as you appreciate the beauty of nature in Tanzania. Do not forget the great taste of Arabica Coffee, from the slopes of our mountains, Kilimanjaro and Meru.

Barke M. A. Sehel
Justice of the Court of Appeal
TAWJA Chairperson

TAWJA's SILVER JUBILEE CELEBRATION

The celebration is under the theme “*Celebrating Diversity and Solidarity in Gender Parity – 25 Years of TAWJA's Existence*”.

The celebration will showcase the diversity of experiences and the shared commitment in advancing ‘justice and equality’ through the unique role TAWJA's members play within and outside Tanzanian society. This celebration is a testament to the perseverance and dedication of all those who have contributed to TAWJA's mission over the years. The stories will not only inspire fellow members but, also contribute to broader discussions on gender equality and representation globally.

TANZANIA WOMEN JUDGES' ASSOCIATION

Tanzania Women Judges' Association (TAWJA) is a professional association, non-profit and non-governmental organization founded in 2000. It is an affiliate to International Association of Women Judges (IAWJ). TAWJA membership includes sitting and retired women judges and magistrates of all levels in the Judiciary of Tanzania. Male trainers are also recognized as honorary members of TAWJA.

Its main objective is advancing women's rights and equal justice for all. To make progress in fulfilling its objective, the five-year TAWJA's Strategic Plan articulates five critical areas of intervention to be achieved by 2030.

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To make progress in fulfilling its objective, the five-year TAWJA's Strategic Plan articulates ten critical areas of intervention to be achieved by 2029/ 2030. These are;

- i. Advancing Human Rights and Equal Justice for All in particular for Women and Girls and other vulnerable groups in Tanzania Mainland and Zanzibar,
- ii. Promote Women's Access to Justice
- iii. To enhance Professionalism for all women judicial officers at all levels and to disseminate information affecting women judicial officers.
- iv. Empowering Women on the Bench to overcome Gender Bias in the Laws and their Application
- v. To design and support programs and activities to discourage and eradicate all forms of violence and abuse in the society, with a focus on violence against women, children and other vulnerable groups.
- vi. To participate in National, Regional and International Conferences, judicial exchanges, for a, seminars, and training programmes for the benefit of women judicial officers to increase their exposure and understanding of the

broad range of social, economic, and cultural factors affecting and or influencing women in their roles in the administration of justice.

- vii. To conduct studies, research, judicial exchange and training on women, child and family issues and exchange such information with other gender agencies.
- viii. To inform and educate the public about the role of the judiciary in promoting and protecting equal rights for all and rights of women and children and the other vulnerable groups.
- ix. To cooperate with the International Association of Women Judges in the furtherance of its objectives;
- x. To encourage cooperation and collaboration between women judicial officers of all nations

In implementing its activities, TAWJA has been working closely with various stakeholders and collaborators including; the the Judiciary of Tanzania and that of The Revolutionary Government of Zanzibar; the Ministry of Constitutional and Legal Affairs; the Ministry responsible for Health, Social Welfare and Community Development, the Institute of Judicial Administration (IJA), and various Non-Governmental-Organizations, such as, the Tanzania Judges and Magistrates Association (JMAT), Tanganyika Law Society (TLS), Tanzania Women Lawyers' Association (TAWLA), Mama Samia Legal Aid, Zanzibar Maisha Bora Foundation (ZMBF), Women in Law and Development in Africa (WiLDAF), Tanzania Gender Networking Program (TGNP), Women's Legal Aid Centre (WLAC), Legal Services Facility (LSF), Legal and Human Rights Centre (LHRC) etc.

Since its founding, in the year 2000, TAWJA has also been in close collaboration with the UN Women (UNIFEM by then), the Irish Embassy, The Royal Dutch Government through Millenium Goal III (MDG 3), the United Nations Democracy Fund (UNDEF) through Jurisprudence on the Ground Program (JOG), the Norwegian Government and the US Embassy, all in quest of fulfilling the planned activities. For instance, with the support of the Government of Sweden, UN Women partnered with TAWJA in a project titled "*Strengthening the court system in management of Violence Against Women (VAW) cases*" with the aim to ensure a gender sensitive judicial system and thereby developed a Gender Bench Book (GBB) on Women's Rights for Tanzania Mainland. GBB is among the major milestones that, TAWJA has so far achieved for the past twenty-five years, a tool for judicial officer and other law agencies for gender sensitivity. Other successful stories will be shared by our founding member, Hon. Munuo, the first woman to pierce the ceiling of the highest court in Tanzania, the Court

of Appeal of Tanzania, let alone the first Chair of the organization.

The Silver Jubilee celebrations will bring together TAWJA members, affiliate members from other jurisdictions, high-level Government officials, policy makers, legislators, civil societies organizations, women rights organizations (WROs), advocates, government agencies, Non-Governmental Organizations dealing with human rights, UN Agencies such as UN Women, UNDP and UNICEF, development partners such as USAID, EU, Embassies and High Commissions, women led OPD, banks and other financial institutions. The celebration is an exquisite forum offering an opportunity for participants to share and exchange experiences and knowledge in advancing and promoting women's and children's rights.

PROGRAMME OUTLINE

18th January, 2025:

Arrival of Participants in Arusha

8:00 hrs – 18:00 hrs: Registration at Mount Meru Hotel, Arusha.

DAY ONE: 19th January, 2025 Marathon “Solidarity in Gender Justice Starts Here: Engage and Educate”

(Open for registered participants only)

Objective: This marathon is aimed to engage, inspire and create awareness to the members of the public to take action against gender-based violence (GBV) towards women and children in Arusha but a message to the country as a whole. Arusha is prevalent in early child marriages, female genital mutilation (FGM) and women marginalized, barring them the fundamental right to own land. Funds raised from the marathon shall focus on addressing the above challenges by establishing Gender Justice Clubs in six secondary schools, namely; Ilboru Secondary School, Arusha Secondary School, Kimandolu Secondary School, Kaloleni Secondary School, Muriet Secondary School and, Sinoni Secondary School. Selected students for each school will be trained to guide their colleagues on identifying all forms of GBV, how and where to report GBV and, other violence incidents. They will also be equipped with necessary life skills including setting up personal goals and taking care of their health and hygiene. The schools are a mixture of both female and male students for effective outcomes.

06:00 hrs–07:00 hrs: Arrival of Marathon runners at Mount Meru Hotel (the route might change)

07:00 hrs-07:15 hrs: Half Marathon (21.1 km run) kick starts

07:20 hrs-07: 30 hrs: 10 km runners kick starts

07:30 hrs-07: 40 hrs: 5 km runners kick starts

08:30 hrs–09:00 hrs: Stretching exercise for all runners

09:00 hrs –09: 15 hrs: Welcoming speech by TAWJA Chairperson

09: 20 hrs – 09: 30 am: Remarks by the Guest of Honour

- 09: 35 hrs – 10: 15 hrs:** Award of Medals to marathon winners by the Guest of Honour
- 10:20 hrs – 10: 45 hrs:** Group Photo

PARALLEL ACTIVITIES

09:00 hrs – 18:00 hrs: Exhibitions at Mount Meru Hotel from 19th to 22nd January, 2025

(Open to the public and all media)

Objective: The exhibition will provide an excellent platform to the exhibitors and the public at large to meet and connect with different actors in human rights. Educational materials and advice will be provided to the general public visiting the pavilions.

Afternoon: Courtesy call to Arusha Regional Commissioner and a visit to orphanage and hospital children's wards will also take place.

18:00 hrs – till midnight: Arusha Cultural Night (Guest of Honour Hon. Minister of Legal and Constitutional Affairs)

(Participation is by invitation only)

DAY TWO: 20th January, 2025

Official Opening of TAWJA's 25 Years Celebration

(Participation is by registration only)

07:00 hrs - 08:30 hrs: Arrival and Registration

08:30 hrs - 08:35 hrs: Arrival of Chief Justice of Zanzibar

08:35 hrs – 08:40 hrs: Arrival of Chief Justice of Tanzania

08:45 hrs - 09:00 hrs: Arrival of Guest of Honour

09:00 hrs – 09:06 hrs: National Anthem of the United Republic of Tanzania and the National Anthem of the East Africa Community.

09:06 hrs – 09:10 hrs: Prayers from Religious Leaders

REFLECTION ON 25 YEARS OF TAWJA: MILESTONES AND ACHIVEMENTS

09:10 hrs - 09:15 hrs: Welcoming Remarks by TAWJA Chairperson

09:15 hrs – 09:20 hrs: Greetings from Arusha Regional Commissioner

09:20 hrs - 09:40 hrs: Goodwill messages from TAWJA Development Partners (each 5 minutes)

09:40 hrs – 09:50 hrs: Trailblazers: **Stories from TAWJA members - Challenges and triumphs**

Objective: A short video - members sharing inspiring success and challenging stories; faced and triumphs achieved through their journeys in the legal profession, dealing with issues like gender bias, resilience, work-life balance, and professional growth and mentorship.

09:50 hrs – 10:00 hrs: Greetings from Hon. Minister, Constitutional and Legal Affairs

10:00 hrs – 10:20 hrs: A word from Hon. Chief Justice of Tanzania

10:20 hrs – 10:50 hrs: Key Note Speech by the Guest of Honour

10:50 hrs – 10:55 hrs: Vote of Thanks by Hon. Chief Justice of Zanzibar

10:55 hrs – 11:30 hrs: Group Photos

11:30 hrs – 11:45 hrs: HEALTH BREAK

11:45 hrs - 12:20 hrs: Panel Discussions: **‘Shaping Gender Parity in the Judiciary’**

Objective: The panel discussion will comprise of Justice of the Court of Appeal or Judge of the High Court; a retired Justice of the Court of Appeal or retired Judge of the High Court who pioneered the establishment of TAWJA; a Registrar or Magistrate mentored by TAWJA and a representative from the Judiciary of Tanzania or Zanzibar champion in gender issues. The session will provide participants with a comprehensive evolution of gender parity in the judiciary through the work of TAWJA, covering historical context, current challenges, successes, and strategies for future progress.

Generally, it will provide participants with a brief overview of the importance of gender parity in the judiciary, an overview of the historical context of gender representation in the judiciary in Tanzania before the establishment of TAWJA, milestones and challenges in achieving gender parity over the past 25 years, statistical overview of the current gender composition in Tanzanian judiciary, initiatives and work done by TAWJA in promoting gender parity in the Judiciary, systemic and cultural barriers faced by women judges, highlight and share success stories of notable achievements in advancing gender parity, identify role models and their impact on promoting diversity

in the judiciary, propose strategies to accelerate progress towards full gender parity.
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12:20 hrs - 12:30 hrs: Plenary

12:30 hrs - 13:15 hrs: Dialogue on **Global Perspectives on Access to Justice and Violence Against Women and Children**

Objective: The Sustainable Development Goals (SDGs) number 5 aims at eliminating all forms of violence against all women and girls in public and private spheres, including trafficking, sexual orientation/harassment/violence and other types of exploitation, focusing on eliminating harmful practices such as ‘early child marriages, forced marriages, sextortion and female genital mutilation. Furthermore, SDG 6 emphasizes the rule of law and, ensuring equal access to justice for all, including promoting and enforcing laws and policies that protect women and children from violence and exploitation, aiming at ending abuses, exploitation, trafficking, and all forms of violence against children.

This structured dialogue will provide participants with underlying and on-going challenges and barriers, in achieving justice due to cultural, political, and social factors. The discussion also aims at fostering awareness and promoting actionable insights on unique challenges in addressing violence against women and children. The panellists will share successful strategies and initiatives that have gradually reduce violence against women and children from different regions. They will also explore the role of education, advocacy, community engagement, and the importance of regional and international collaborations, in advancing gender equality with specific case studies on partnerships between organizations, governments, and civil society. They will share the strategies they deploy in building and sustaining global networks for curbing gender-based violence.

13:15 hrs - 13:30 hrs: Plenary

13:30 hrs - 14:30 hrs: LUNCH

18:00 hrs – 22:30 hrs: Networking Cocktail at Kibo Palace Hotel (**Participation is by invitation only**)

DAY THREE: 21st January, 2025

STRENGTHENING SOLIDARITY IN GENDER PARITY

(Participation is by registration only)

08:30 hrs - 09:00 hrs: Registration

09:00 hrs - 09:30 hrs: A Conversation with Hon. Prof. Juma, CJ (or Hon. Othman, ex-CJ): **Men as Allies in Gender Parity Discourse: The Social Context and Negative Masculinity**

Objective: This conversation will explore various dimensions of how men can contribute in advancing gender parity while addressing and challenging negative aspects of masculinity. Hon. Chief Justice (or Ex CJ) will share his personal experience with vivid examples of positive steps taken in supporting and strengthening gender equality within the Judiciary of Tanzania.

09:30 hrs - 09:45 hrs: Plenary

09:45 hrs – 10:00 hrs: A short video of a celebrated male journalist r on gender-based violence

10: 00 hrs - 10:30 hrs: HEALTH BREAK

10:30 hrs - 11:15 hrs: Panel Discussions: **Gender Parity as an Economic Need: For Who Does the Bell Toll**

Objective: SDG 10 recognizes that reducing both within- and between-country inequality, requires equitable resource distribution, investing in education and skills development, implementing social protection measures, combating discrimination, supporting marginalized groups, and fostering international cooperation for fair trade and financial systems. The gender gap is not just a concern for women; it affects entire economies and societies. Empowering women economically not only lifts women out of poverty but, also creates a ripple effect that, benefits future generations. Promoting gender parity is essential for social stability and cohesion. In many societies, gender inequality leads to social unrest and conflicts. By addressing these disparities and promoting gender equality, governments can foster more inclusive and resilient societies. The panellists will share their experiences in supporting efforts in bringing the gender gap.

11:15 hrs - 11:30 hrs: Plenary

11:30 hrs - 12:15 hrs: Dialogue on Gender and Judicial Excellence

Objective: The dialogue intends to steer up awareness on gender issues which are often dismissed as women's issues or only thought to be relevant in cases related to the family or when women are litigants, stereotypes. The the Code of Conduct and Ethics for Judicial Officers Government Notice Number 1001 of 2020 published on 20th November 2020 set out six values that make up the basis of judicial excellence, namely; 'Independence, Impartiality, Integrity, Propriety, Equality and Competence and Diligence. To fully meet these expectations of judicial conduct, judges and magistrates must continue to educate themselves, ensure that there are adequate procedural protections in place and examine their own conduct on the set out values.

12:15 hrs – 13:00 hrs: Plenary

13:00 hrs – 14:00 hrs: LUCH BREAK

14:00 hrs – 18:00 hrs: Visit to Ilboru Secondary School, Arusha Secondary School, Kimandolu Secondary School, Kaloleni Secondary School, Muriet Secondary School and Sinoni Secondary School to provide training on gender-based violence and officiate Gender Justice Clubs.

DAY FOUR: 22nd January, 2025

TAWJA's Bi-annual General Meeting (BGM) to held at MOUNT MERU HOTEL

(Closed meeting for TAWJA paid up members only)

08:00 hrs – 08:30 hrs: Members' Registration

08:30 hrs - 16:00 hrs: (Separate Program)

19:00 hrs -midnight: Gala Dinner (Participation is by registration only)

DAY FIVE: 23rd January, 2025

Excursions

(Participation is by registration only)

Pick up from Grand Melia, Mount Meru, Kibo Palace and Golden Crest Hotels only at 05:00 hrs

NB: The annotated agenda is subject to change.



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