



THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF COMMUNITY DEVELOPMENT,
GENDER, WOMEN AND SPECIAL GROUPS

INSTITUTE OF SOCIAL WORK

THE FIRST INTERNATIONAL CONFERENCE ON PEOPLE'S EMPOWERMENT AND WELLBEING

5th June 2026

PROGRAM AND BOOK OF ABSTRACTS

THEME: EMPOWERING PEOPLE AND TRANSFORMING
COMMUNITIES: PATHWAYS TO SUSTAINABLE
WELLBEING

VENUE: JULIUS NYERERE INTERNATIONAL CONVENTION
CENTRE (JNICC), DAR ES SALAAM

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HON. DR. DOROTHY GWAJIMA (MP)

**Minister of Community Development, Gender,
Women and Special Groups**

PREFACE

This Book of Abstracts offers a comprehensive collection of scholarly contributions for the 1st International Conference on People's Empowerment and Wellbeing (ICPEW 2026). Organized by the Institute of Social Work (ISW), this event takes place on June 5th, 2026, at the Julius Nyerere International Convention Centre (JNICC) in Dar es Salaam. Hon. Dr. Dorothy Gwajima, Minister of Community Development, Gender, Women, and Special Groups will inaugurate the conference. The conference serves as a multidisciplinary forum to address critical themes such as gender inclusion, child protection, digital transformation, mental health, and financial literacy, hosting over 250 delegates and about 75 abstracts from contributors across 11 nations, including Tanzania, Kenya, Uganda, Zimbabwe, Lesotho, South Africa, Namibia, Nigeria, Austria, Hungary, and Norway.

The Conference is enriched by a hybrid format featuring six keynote addresses from renowned global experts: Prof. Blanka Støren Vaczy from OsloMet – Oslo Metropolitan University, Norway, an expert on social policy and welfare digitalization; Prof. Nora Jakab from the University of Miskolc, Hungary, a specialist in civil law; Prof. Adalbertus Fortunatus Kamanzi from the University of Namibia, an expert in development studies; Eng. Prof. Zaipuna Obedi Yonah from the University of Dar es Salaam, Tanzania, an expert and ICT practitioner; Prof. Emma E.O. Chukwuemeka from Nnamdi Azikiwe University, Nigeria, a celebrated scholar in public administration; and Dr. Aramanzan Madanda from CARE International, Uganda, a senior gender technical advisor. All presented papers will be considered for the official Conference Proceedings, with the best selections peer-reviewed for publication in the Institute of Social Work Journal. These abstracts expected to catalyze the rigorous dialogue necessary to empower individuals and transform communities worldwide.

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CONFERENCE PROGRAMME

MORNING SESSION		ACTIVITY	VENUE	RESPONSIBLE
TIME				
07:00 – 08:10	Registration & Breakfast		Ruaha Hall	Organizing Committee/Protocol
08:10 – 08:30	Introductory Remarks		Ruaha Hall	Rector (ISW), Dr. Joyce Nyoni
08:30 – 09:00	Official Opening		Ruaha Hall	Guest of Honour, Hon. Dr. Dorothy Gwajima (Minister of Community Development, Gender, Women & Special Groups)
09:00 – 09:05	Group Photo		JNICC Forecourt	Organizing Committee/Protocol
09:05 – 09:35	1st Keynote Address “Leveraging Digital Transformation for Community Wellbeing and Sustainable Development in a Changing Society”		Ruaha Hall	Speaker: Prof. Speaker: Prof. Blanka Støren-Vaczy (OsloMet – Oslo Metropolitan University, Norway)
09:35 – 10:05	2nd Keynote Address “Sustainable Development in a Shifting World Order: A Decolonial Reimagining of Social Work and Community Empowerment”		Ruaha Hall	Speaker: Prof. Adalbertus F. Kamanzi (University of Namibia)
10:05 – 10:35	3rd Keynote Address “The Role of Artificial Intelligence in Advancing People’s Wellbeing and Community Development”		Ruaha Hall	Speaker: Eng. Prof. Zaiipuna O. Yonah (University of Dar es Salaam, Tanzania)
10:35 – 10:40	SHORT BREAK		JNICC Foyer	Protocol
10:40 – 11:10	4th Keynote Address “Organisational Restructuring: Diagnosing Problems and Advancing Solutions for People’s Empowerment and Equity”		Ruaha Hall	Speaker: Prof. Emma E.O. Chukwuemeka (University of Nigeria, Nsukka, Nigeria)
11:10– 11:40	5th Keynote Address “Navigating the Great Migration: Social Law and Labour Market Dynamics in the Context of People’s Empowerment”		Ruaha Hall	Speaker: Prof. Nora Jakab (Óbuda University, Hungary)
11:40 – 12:10	6th Keynote Address “Advancing Gender Inclusion and Women’s Empowerment in Developing Countries: Policies, Practices and Prospects”		Ruaha Hall	Speaker: Dr. Aramazan Madanda (CARE International, Uganda) Moderator:
12:10 – 13:30	Discussion on the topics presented by Keynote Speakers		Ruaha Hall	Convener/All Participants
13:30 – 14:15	LUNCH BREAK		JNICC Dining	All Participants

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AFTERNOON SESSION

PARALLEL SESSIONS — FROM 14:10 – 16:00 HRS | SESSIONS A, B & C

<p>SESSION A — RUAHA HALL</p> <p>Chair: Dr. Richard Sambaiga - University of Dar es Salaam</p> <p>Secretary: Dr. Boniphas Shimba - University of Dodoma</p>
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<p>SESSION B — HALL B</p> <p>Chair: Dr. Belingstone Mariki – Institute of Adult Education</p> <p>Secretary: Dr. Castissima Rengua - Institute of Social Work</p>

<p>SESSION C — HALL C</p> <p>Chair: Dr. Lucy Kiowi - Institute of Accountancy Arusha</p> <p>Secretary: Dr. Anderson Rwela - Ardhi University</p>

PARALLEL SESSION A — RUAHA HALL – TEN (10) MINUTES EACH PRESENTATION

Chair: Dr. Richard Sambaiga - University of Dar Es Salaam
 Secretary: Dr. Boniphas Shimba - University of Dodoma

TIME	ACTIVITY / PAPER TITLE	VENUE	RESPONSIBLE PERSONNEL
14:15 – 14:25	A1. Child Welfare Innovations to Support Children, Parents, and Professionals in Hungary	Ruaha Hall	Andrea Homoki & Andrea Rác (Gál Ferenc College, Gyula; ELTE Eötvös Loránd University, Budapest, Hungary)
14:25 – 14:35	A2. Beyond Victimhood to Women's Agency in the Informal Sector: Gender, Economic Empowerment and Healing in South Africa and Zimbabwe	Ruaha Hall	Guguletu Siziba & Dudziro Nhengu (University of KwaZulu-Natal, South Africa; Midlands State University, Zimbabwe)
14:35 – 14:45	A3. Gender Discrimination and Social Development in Nigeria: A Study of Enugu State-Nigeria	Ruaha Hall	Eneh Maximus Ikenna & Eze Chukwukadibia Chimauzom (Enugu State University of Science and Technology; Christian Chukwuma Onoh College of Education, Enugu, Nigeria)
14:45 – 14:55	A4. Influence of Managerial Support on Employee Motivation among Public Servants in Kenya	Ruaha Hall	Diana Nkatha Mwabu, Pamela Onyango & Jeniffer Birech (University of Nairobi, Kenya)
14:55 – 15:05	A5. Perceived Challenges Affecting Male Involvement in Postpartum Family Planning in Tanzania: A Case Study of Kinondoni Municipality	Ruaha Hall	Anitha Charles & Venance E. Kalumanga (Tanzania Institute of Project Management; ISW, Tanzania)
15:05 – 15:15	A6. Trust, Digital Health Data, and Mental Wellbeing in the AI Age: The Hungarian EESZT as a Case Study	Ruaha Hall	Nóra Jakab (Faculty of Law, University of Miskolc, Hungary)
15:15 – 15:25	A7. Entrepreneurship Orientations Dimensions on Retirees Business Performance: Comparative Study Analysis between Male and Female Retirees from Technical Institutions in Tanzania	Ruaha Hall	Lawrence J. L. Lubigili, Damari Tandasi & Geophrey Shipela (Tanzania Institute of Accountancy)

15:25 – 15:35	A8. Effects of Locus of Control on Students Adjustment to Institutions in Kenya	Ruaha Hall	Pamela Onyango & Jennifer Birech (University of Nairobi, Kenya)
15:35 – 15:45	A9. Socio-Cultural and Institutional Factors Influencing Women's Participation in Road Construction Projects in Tanzania: A Case Study of the Dar es Salaam BRT Phase III Project	Ruaha Hall	Raphael Asantemungu & Amina Shamte (Institute of Social Work, Tanzania)
15:45 – 15:55	A10. Empowering Children with Disabilities through Education: Prospects and Challenges of Children with Hearing Impairment in Tanzania	Ruaha Hall	Eugen Mtemi Philip (Archbishop Mihayo University College of Tabora)
15:55 – 16: 05	Practical Orientation of Social Welfare Services in Tanzania: Experiences by TASAF	Ruaha Hall	TASAF

PARALLEL SESSION B — HALL B – TEN (10) MINUTES EACH PRESENTATION

Chair: Dr. Belingtone Mariki – Institute of Adult Education

Secretary: Dr. Castissima Rengua - Institute of Social Work

TIME	ACTIVITY / PAPER TITLE	VENUE	RESPONSIBLE PERSONNEL
14:15 – 14:25	B1. Barriers Encountered by People with Substance Use Disorder in Accessing Medication-Assisted Treatment in Tanzania: A Case of Itega MAT Clinic, Dodoma Municipality	Hall B	Venant Mligo & Peter Mgwawe (Mental Health Initiative and Youth Innovation; ISW, Tanzania)
14:25 – 14:35	B2. Exploring the Influence of Training Programs Accompanying Local Government Soft Loans on Youth Self-Employment: A Case Study of Ngorongoro District	Hall B	Upendo C. Mandara & Gilbert Mkisi (Institute of Social Work, Tanzania)
14:35 – 14:45	B3. Gender Decoupling under Structural Vulnerability in Child-Headed Households: The Case of Sukumaland, Tanzania	Hall B	Leah Mwaisango (Institute of Social Work, Tanzania)
14:45 – 14:55	B4. Gender-Based Representation in Top Leadership Positions in Zanzibar: A Perceptual Analysis	Hall B	Tatu M. Nyange (Department of Gender Studies, The Mwalimu Nyerere Memorial Academy, Tanzania)
14:55 – 15:05	B5. Perceived Contribution of Nature-Based Tourism to Local Peoples' Livelihoods in Tanzania: Reflection from Ruaha and Kilimanjaro National Parks	Hall B	Sabina Kabuga & Willy Maliganya (Ruaha Catholic University, Iringa; Mwalimu Nyerere Memorial Academy, Tanzania)
15:05 – 15:15	B6. Extended Producer Responsibility and Circular Economy in African Cities: A Case Study of Watercom in Dar es Salaam	Hall B	Tumaini Kibona & Venance E. Kalumanga (Institute of Social Work, Tanzania)

15:15 – 15:25	B7. The Influence of Financial Technology on Fostering Financial Inclusion and Business Growth in Tanzania: A Systematic Review	Hall B	Lwidiko Mnenwa Badi, Willy Maliganya & Haruni Jeremia Mapesa (The Mwalimu Nyerere Memorial Academy, Tanzania)
15:25 – 15:35	B8. Perceived Contribution of Nature-Based Solutions to Local Peoples' Livelihoods: Evidence from Protected Areas in Tanzania	Hall B	Kabuga S. & Willy Maliganya (Ruaha Catholic University; Mwalimu Nyerere Memorial Academy, Tanzania)
15:35 – 15:45	B9. Prevalence and Barriers to Socially Marketed Contraceptive Use among Women of Reproductive Age in Simanjiro District	Hall B	Kulwa Sengeka & Zainabu Rashidi (Social Welfare Officer, Simanjiro District; ISW, Tanzania)
15:45 – 15:55	B10. Re-imagining Community Transformation in Tarime District, Tanzania: Advancing Gender-Inclusive Pathways and Women Empowerment for Sustainable Wellbeing	Hall B	Advera Gibe (The Mwalimu Nyerere Memorial Academy)

PARALLEL SESSION C – HALL C – TEN (10) MINUTES EACH PRESENTATION

Chair: **Dr. Lucy Kiowi - Institute of Accountancy Arusha**

Secretary: **Dr. Anderson Rwela - Ardhi University**

TIME	ACTIVITY / PAPER TITLE	VENUE	RESPONSIBLE PERSONNEL
14:15 – 14:25	C1. Social Safety Nets and Household Welfare: Assessing the Moderating Role of Demographic Dynamics	Hall C	Zabibu Idrisa, Patience Kawamala & Devotha Mazengo (Institute of Social Work, Tanzania)
14:25 – 14:35	C2. The Impact of Work-Parenthood Balance on Career Development among Tanzanian Employees of Higher Learning Institutions: A Case of THTU	Hall C	Asia Rubeba, Salma Fundi, Roselyne Mathew Massam, Anna Mwinami Venance, Pamela Chogo, Neema Boniface Nnko & Rose Anael Mtei (University of Dodoma; ISW; College of Business Education; DIT; IAA; IRDP; TICD)
14:35 – 14:45	C3. Elderly Care and Poverty Reduction: Understanding Perception and Gender Dynamics in TASAF Cash Transfers Among Elderly Beneficiaries in Rural Tanzania	Hall C	Daniel Kabuka (Institute of Social Work, Tanzania)
14:45 – 14:55	C4. Human Resource Management Practices and Organizational Performance of Small-Scale Enterprises in Tanzania	Hall C	Nuru Ayub Kalufya & Buhinda Ekwabi (Institute of Social Work, Tanzania)
14:55 – 15:05	C5. Gender Dynamics in Sport Betting among Higher Education Institutions Students in Tanzania	Hall C	Elinami Godlove Nassari (Institute of Social Work, Tanzania)

15:05 – 15:15	C6. Qualitative Analysis Study through PRISMA Framework Gender Inclusion and Women's Empowerment in Tanzania: A Qualitative Analysis Study through PRISMA Framework	Hall C	Steward N. Lulamy (The Mwalimu Nyerere Memorial Academy)
15:15 – 15:25	C7. Does Innovation Matters in Leadership? The moderating Effects of Career Growth on Employee Engagement in Tanzania Public Secondary School	Hall C	Prisca F. Kimaryo & J. Sanga (Institute of Social Work and University of Dar es Salaam).
15:25 – 15:35	C8. Financial Exclusion and Care Burden: Gendered Economic Inequalities Among Women Raising Children with Autisms in Urban Tanzania	Hall C	Suzan Sylvester Assenga & Josue Mbonigaba (MNMA and Kwazul Natal University)
15:35 – 15:45	C9. Role of Social Media in Shaping Adolescents Social Behavior in Private Secondary Schools in Tanzania: A Case of Kinondoni District	Hall C	Salome Mwafongo & Peter Mgawe (Institute of Social Work, Tanzania)
15:45 – 15:55	C10. An Exploration of Social Support for Older People Living Alone in Rural Areas: A Case of Kising'a Village, Iringa, Tanzania	Hall C	Rusabi Hamisi Othumani (Institute of Social Work, Tanzania)
15:55 – 16:00	C11. Effects of Parental Divorce on Mental Health and Social Integration among Adolescent Students in Tanzania	Hall C	Zainabu Rashid (Institute of Social Work).

CLOSURE — ALL DELEGATES RECONVENE IN RUAHA HALL

16:00 – 16:10	SHORT BREAK — All Delegates Reconvene in Ruaha Hall	Ruaha Hall	Protocol / Organising Committee
16:00 – 16:10	Conference's Rapporteur Report (Key Observations)	Ruaha Hall	Conference Convener
16:10 – 16:20	Certificate of Attendance Issuance	Ruaha Hall	Rector, Institute of Social Work
16:20 – 16:30	Official Closure of the Conference	Ruaha Hall	Rector, Institute of Social Work (ISW)

BIOGRAPHIES OF KEYNOTE SPEAKERS



Prof. Blanka Støren-Vaczy (Ph.D.) (Norway)

"Leveraging Digital Transformation for Community Wellbeing and Sustainable Development in the Changing Society"

About the Keynote Speaker

Prof. Blanka Støren Vaczy works at OsloMet – Oslo Metropolitan University, where she specialises in social policy, the digitalisation of welfare services, labour inclusion, and organisational culture. She holds a PhD in Sociology from Eötvös Loránd University in Hungary and brings extensive academic and practical experience from the welfare sector. Her research is driven by a strong commitment to improving opportunities for inclusion among socially disadvantaged groups, including immigrants and people with disabilities. In recent years, she has increasingly examined how digitalisation reshapes welfare provision and social services, and how these changes affect service users as well as frontline workers. She is also actively engaged in exploring the use of artificial intelligence in higher education.

Dr. Støren Vaczy is deeply involved in international cooperation across the Global North and Global South. She serves as a long term guest lecturer at Eötvös Loránd University (ELTE) in Budapest and collaborates with several universities in Tanzania, including the Institute of Social Work in Dar es Salaam.



Prof. Adalbertus Fortunatus Kamanzi (Ph.D.) (Namibia)

"Sustainable Development in a Shifting World Order: A Decolonial Misreading and an Ubuntu Reimagining of Empowerment and Wellbeing"

About the Keynote Speaker

Prof. Adalbertus Fortunatus Kamanzi is a Professor of Development Studies. He works at the University of Namibia, where he teaches and coordinates the Development Studies programme, which offers MA, MPhil, and PhD degrees at both the Oshakati and Main Campuses. His research focuses on the critical interrogation of development discourses, with particular attention to how dominant narratives are read, misread, and mobilised in ways that (de)humanise development practice and theory. Kamanzi's scholarly work bridge's philosophy and Development Studies, drawing on African epistemologies, Ubuntu philosophy, and decolonial thought to question technocratic and externally imposed models of development. He is committed to advancing development thought that centres human dignity, relationality, and agency, and his work consistently engages debates on power, knowledge, governance, leadership, and social transformation in African and Global South contexts.



Eng. Prof. Zaipuna Obedi Yonah (PhD. R. Cons. Eng. (T), SMIEEE - Tanzania)

"The Role of Artificial Intelligence in Advancing Wellbeing and Sustainable Development in Developing Countries"

About the Keynote Speaker

Eng. Prof. Zaipuna Obedi Yonah, a Professor of Practice, is a distinguished academic, technology leader, and strategic advisor with extensive experience - spanning over four decades - in artificial intelligence, digital transformation, and national ICT infrastructure development. He previously served as Director of ICT in the Government of Tanzania, where he played a key role in the design and implementation of the National ICT Broadband Backbone (NICTBB) and the National Internet Data Centre (NIDC). Prof. Yonah is actively advancing AI-driven innovation for sustainable development, with a focus on human wellbeing, digital inclusion, and capacity building in developing countries. He serves as a mentor, researcher, and institutional leader, contributing to higher education, professional training, and policy dialogue across the region. His work bridges academia, government, and industry, promoting the responsible use of emerging technologies to accelerate socio-economic transformation and improve lives. Prof. Yonah's practice and work span academia (University of Dar es Salaam (UDSM): 1985-2000, 2025 to date as Adjunct Professor) and The Nelson Mandela Institution of Science and Technology (NM-AIST: 2013 - 2017); industry (TTCL: 1998 - 2008) and as a policymaker in the Government of the United Republic of Tanzania (2008 - 2013).



**Prof. Emma E.O. Chukwuemeka
B.Sc (Hons), M.Sc, PhD, F.Inst.ACT, ASCON, FAIAE, DPA,
FAAPAM, FCPA, PGDE(Nigeria)**

"Organisational Restructuring : Diagnosing the elephantine problems for advancing equity and inclusiveness for sustainable wellbeing"

About the Keynote Speaker

Prof Emma E.O. Chukwuemeka is a celebrated scholar and a Professor of Development Studies and Public Administration at Nnamdi Azikiwe University Awka. Prof. Chukwuemeka has a very strong background in human resource management and social sciences. He holds a Ph.D degree in Public Administration and Jumna resource Management obtained from University of Nigeria Nsukka. B.Sc (Hons) and M.Sc degrees in Political Science specializing in Public Administration. A Member of the Nigeria Political Science Association, Member Board of Trustees, International Center for Integrated Development Ikot Ekpene, Member Board of Trustees, Public Administration Association of Nigeria, Fellow of the Chartered Institute of Local Government and Public Administration of Nigeria, Associate Fellow of African Institute for Applied Economics, Fellow of the Chartered Institute of Administrators and Commercial Teachers, Fellow, African Association of Public Management (Kenya). He is also the Founder/Chairman Board of Trustees, El Jiboh Center for the Vulnerable and Social Remedy (a non-profit Organisation). Chairman Board of Trustees Nzuko Okpanku Lassa Development Initiative.



Prof. Nora Jakab (Ph.D.) (Hungary)

"Navigating the Great Migration: Social Law and Labor Market Dynamics in the Global South-North Shift,"

About the Keynote Speaker

Prof. Dr. Nóra Jakab is a professor of law at the Institute of Civil Law Sciences, Faculty of Law, University of Miskolc, Hungary. She also teaches at the Caucasus International University in Tbilisi, Georgia. She serves as an advisor on higher education quality assurance at the Hungarian Accreditation Committee and works as a scientific officer at the Research Organization Center of the University of Miskolc. Her research focuses on labour law and social law, with particular emphasis on sustainable employment in changing economic and social environments. She is a full member of the Ferenc Deák Doctoral School of Law and serves as the scientific secretary of the Miskolc Regional Committee of the Hungarian Academy of Sciences.



Dr. Aramanzan Madanda (Ph.D.) (Uganda)

"Advancing Gender Inclusion and Women's Empowerment in Development Countries: African Experience, Practice and Lesson"

About the Keynote Speaker

Dr. Aramanzan Madanda is Senior Gender Technical Advisor/Head of Gender at CARE International in Uganda. From 2019 to 2023, he led an Eastern Africa Learning Collaborative on Gender and Social Norms spanning 8 countries – Uganda, Kenya, Tanzania, Rwanda, Burundi, Ethiopia, South Sudan and Democratic Republic of the Congo - with linkages to the global communities of practice in South Asia, Nigeria, Francophone Africa and the Global North Advisor to the Government of Namibia. Extensively travelled with international experience on gender with UNFPA, Common Market for Eastern and Southern Africa (COMESA), African Union, the Commonwealth, and Inter Governmental Authority on Development (IGAD) among others. He taught gender at the Makerere University School of Women and Gender Studies from 2000 to 2012 where he founded a Gender and ICT programme.

Madanda is a researcher, and gender practitioner in both development and humanitarian contexts. He has a PhD in Gender Studies, a Master of Arts in Women Studies, a Post Graduate Diploma in Computer Science, and a Bachelor of Arts in Education – with Economics and History. He currently publishes a blog on gender and social norms.

Trust, Digital Health Data, and Mental Wellbeing in the AI Age:

The Hungarian EESZT as a Case Study

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Abstract

The digitalisation of public healthcare systems in the European Union has fundamentally changed the interrelations between people, state, and personal data. The development of centralised health data infrastructures has increasingly supported not only healthcare services but also the development of AI. The benefits of AI development on healthcare services are undeniable, but so are the risks to trust and mental wellbeing. The research question that this study addresses is whether it is possible to open national health data infrastructures to AI development without compromising citizen wellbeing. The research uses a qualitative case study approach to examine the Hungarian Electronic Health Services Space (EESZT), which is a centralised digital platform that integrates healthcare providers, pharmacies, and government bodies within national social security and health insurance systems. The research also discusses the Hungarian case in relation to the wider European debate on digital governance, reuse of health data, and sustainable wellbeing. The analysis reveals that moving from primary to secondary use of health data, which refers to healthcare provision and insurance management, to secondary use, which refers to AI development and prediction, has significant risks to citizen trust and wellbeing. The analysis also reveals that health data contain highly sensitive information about people's mental health status, disability, and social exclusion. If people perceive that their health data may be used for secondary purposes, they may avoid seeking healthcare and psychological services. In addition, AI may inadvertently reproduce stigmatisation and discrimination of people with mental health problems. The research argues that AI development and application in national health data infrastructures must be considered as sustainable wellbeing. The management of trust and wellbeing must be ensured to ensure that AI development and application contribute to sustainable wellbeing rather than compromising it.

Keywords: *Digital Governance; Secondary Data Use; Sustainable Wellbeing; Health Data Privacy; Citizen Trust*

Beyond Victimhood to Women's Agency in the Informal Sector: Gender, Economic Empowerment and Healing in South Africa and Zimbabwe

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Abstract

Despite significant advances in financial inclusion in South Africa and Zimbabwe, women, particularly those in female-headed households, continue to face economic hardship and trauma linked to insecure livelihoods and rising costs of living. While formal banking services have expanded, informal financial systems such as stokvels (collective savings groups), mashonisas and zvimbadzo (informal lenders) remain deeply embedded in women's daily financial management. This dual system raises critical questions about how women navigate financial vulnerability and empowerment in contexts where formal and informal finance coexist. Traditional financial theories suggest that access to formal banking should reduce reliance on informal systems. Yet evidence from South Africa and Zimbabwe shows the opposite: participation in stokvels, mashonisas and zvimbadzo has grown even as bank account ownership has expanded. Women often turn to informal systems not only for survival but also to build financial literacy, strengthen social capital, and support entrepreneurial ventures. However, these systems operate outside regulatory frameworks, exposing women to risks such as fraud, debt traps, and limited protections. This study draws on Sen's Capability Approach, situating women's financial practices within the broader question of substantive freedoms. Economic hardship and trauma restrict women's capabilities, but informal systems like stokvels can expand agency by fostering collective decision-making and resilience. Mobile money introduces a new dimension, potentially bridging formal and informal finance while reshaping women's financial choices. Using qualitative and comparative analysis, the study examines how urban and peri-urban women entrepreneurs in South Africa and Zimbabwe integrate mobile money with informal mechanisms. It explores whether mobile money enhances access to formal services or reinforces reliance on informal networks, and how this interaction influences women's financial wellbeing, inequality, and empowerment. Highlighting the persistence and adaptability of informal finance in Africa contributes to debates on inclusive financial policy. We argue that integrating mobile money with informal systems can reduce vulnerability and expand women's capabilities, but only if policies recognize the cultural and social realities shaping women's financial lives.

Keywords: *Women's empowerment, mobile money, stokvels, mashonisas, informal finance, trauma, capability approach, South Africa*

Enhancing Women's Socio-economic Conditions Through the Developmental Social Welfare Approach in Lesotho

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Abstract

Lesotho's developmental social welfare framework is founded on the social development approach, and its implementation considers the importance of including and empowering women in social welfare programmes. The article draws from the findings of a PhD thesis in which an applied mixed-methods research design was used to conduct the study. Parallel/concurrent mixed methods sampling techniques were used, where quantitative probability sampling and qualitative purposive sampling were used simultaneously. In the qualitative study, semi-structured interviews with 19 directors and managers of social welfare organisations, as well as document analysis was used. The quantitative study included 105 ground-level social workers who were interviewed through a survey administered via Qualtrics. Quantitative data were analysed using the Statistical Package for Social Sciences Version 24, and qualitative data were analysed thematically. The findings showed that social welfare organisations in Lesotho are integrating some key themes of developmental social welfare, particularly collaboration, human rights, and participation. However, economic empowerment remains underdeveloped, underscoring the importance of advancing women's empowerment and inclusion to enhance their well-being.

Keywords: *Developmental Social Welfare, Women's Empowerment, Lesotho, Research, Social Welfare Organizations*

Influence of Managerial Support on Employee Motivation among Public Servants in Kenya

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Abstract

Employee well-being is a global concern since organizations increasingly acknowledge that employees are important resources whose motivation, engagement and health directly impact on productivity and general performance. Workplaces confront increased incidences of depression, burnout, stress and other mental related problems which affect the effectiveness of employees and organizational costs. Consequently, large organizations have increased their wellness initiatives to cater for employee support systems. The current paper examines the influence of managerial support on employee motivation among public servants in Kenya. It focuses on employee diversity such as age, gender, level of education and economic status. The work is grounded upon Maslow's Hierarchy of Needs and Herzberg's Hygiene Theory which provides the hypothetical basis for conceptualizing motivation. The target population involves 350 public servants from 6 directorates in the State Department of Public Service and Human Capital Development. A Structured Likert Scale questionnaire was used to collect quantitative data from a sample size of 186 participants obtained through stratified random sampling technique. Qualitative data was also collected from key informants. Pearson Product Moment Correlation was used to assess relationships while regression was used to determine the effects of variables. Findings indicate that managerial support has strong and statistically significant positive influence on employee motivation. Therefore, managerial support is critical in strengthening motivation and psychological well-being. The study recommends that managerial support should be strengthened since it enhances employee motivation.

Keywords: Organization, Managerial, Support, Motivation, Employee

Extended Producer Responsibility and Circular Economy in African Cities: A Case of Watercom in Dar es Salaam, Tanzania

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Abstract

As African cities confront an escalating plastic waste crisis, the transition from a linear to a circular economy has become both an environmental and economic imperative. In Dar es Salaam, Tanzania's principal commercial hub, the mismanagement of plastic packaging poses serious risks to urban infrastructure and marine ecosystems. This study examines the role of Extended Producer Responsibility (EPR) in advancing the Circular Economy (CE), with a specific focus on Watercom Tanzania Limited. Guided by an interpretivist paradigm and a qualitative case study design, the research explores how shifting end-of-life product management responsibility to producers influences the recovery and recycling of plastic waste. Data were collected through in-depth, semi-structured interviews, and observation methods with a purposive sample of 20 participants, including Watercom strategic managers, officials from the National Environment Management Council, and representatives of informal waste collection cooperatives. The findings indicate that EPR acts as an important catalyst for reorienting corporate practices from waste disposal toward resource recovery. However, a substantial implementation gap persists, characterized by heavy reliance on the informal sector and limited development of formal reverse logistics systems. Moreover, the absence of a mandatory national legislative framework has generated a free-rider problem that constrains wider corporate investment in circular practices. The study concludes that while voluntary EPR initiatives can deliver localized improvements and reduce landfill dependence, they are insufficient to achieve systemic circularity. It recommends the formalization of EPR regulations, the establishment of coordinated reverse logistics infrastructure, and the integration of informal waste pickers into the formal value chain as essential measures for strengthening sustainable plastic waste management in rapidly urbanizing African contexts.

Keywords: *Extended Producer Responsibility (EPR), Circular Economy, Plastic Waste Management, Watercom Tanzania*

Effect of Staff Mobility on Local Government Services Delivery. A Case of Mvomero District Council

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Abstract

Staff mobility has emerged as a pervasive phenomenon within Local Government Authorities (LGAs), undermining institutional performance in social service delivery. LGAs frequently encounter acute labor shortages as personnel transition to central government roles or other public institutions. This study examined the impact of staff mobility on the service delivery capabilities of the Mvomero District Council. Adopting a mixed-methods research design, the study integrated qualitative and quantitative approaches. Data were gathered from a sample of 115 randomly selected respondents and 15 key informants using structured questionnaires, semi-structured interviews, and Focus Group Discussions (FGDs). Quantitative data were processed via descriptive statistics using SPSS (Version 15.0), while qualitative insights were synthesized through content analysis. The findings indicate that organizational "push factors" specifically inadequate incentive packages, substandard working conditions, stagnant promotions, and limited professional development opportunities drive mobility. Consequently, high turnover negatively impacts LGA performance by exacerbating labor shortages, inducing resource wastage, diminishing employee morale, and eroding public trust. The study concludes that while inter-sectoral transfers are permissible under current government policy, their adverse effects necessitate robust mitigation. It is recommended that LGAs implement comprehensive retention strategies, including enhanced rural incentive packages, dedicated budgets for career development, and improved working environments. Furthermore, the government should harmonize remuneration across public institutions to minimize the fiscal disparities that trigger lateral migration.

Keywords: *Staff Mobility, Local Government Authorities, Service Delivery, Employee Retention Strategies*

Mental Health Knowledge among Higher Learning Students in Tanzania: A Qualitative Study at the Institute of Social Work

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Abstract

Mental health problems among higher learning students have become a growing public health concern globally and in Tanzania. Despite increased awareness, limited qualitative evidence exists on how students conceptualize mental health. This study explores mental health knowledge among students at the Institute of Social Work (ISW) using a qualitative hermeneutic phenomenological approach guided by the Social Construction of Reality Theory. Data were collected through in-depth interviews, key informant interviews, focus group discussions and document reviews involving students, counsellors, wardens, dean of students and academic staff. The findings show that mental health is predominantly understood in functional terms emotional stability, clear thinking and daily functioning while mental health problems are perceived as disruptions in normal functioning, often identified through visible behavioural changes. Students' knowledge is shaped by diverse sources, including peer networks, digital media, mass media and institutional actors, resulting in uneven levels of mental health literacy. Knowledge is strongly stratified by age and educational exposure, with more clinical concepts articulated by postgraduate students and professional staff. Cultural narratives, stigma and misconceptions remain influential in shaping interpretations and help-seeking patterns. The study concludes that mental health knowledge at ISW is socially constructed, dynamic and uneven, indicating the need for structured mental health literacy programmes, strengthened counselling visibility, supportive institutional policies and expanded research across higher learning institutions. Enhancing mental health education and support systems is vital for student wellbeing and for advancing national human capital development in Tanzania.

Keywords: *Mental Health Knowledge, Higher Learning Students, Social Construction of Reality*

Bridging the Gap: Challenges in Implementing Career Guidance and Their Implications for Gender Parity in Science Education

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Abstract

This study examined the challenges affecting the implementation of Career Guidance Services in secondary schools in Tanzania and how the challenges contribute to persistent gender disparities in participation and performance in science subjects. The study employed a qualitative approach, using Focus Group Discussions (FGDs) and Semi-Structured Interviews (SSI) to collect data from students, science teachers, teacher-counsellors, and school heads. Thematic analysis, following the six steps suggested by Braun and Clarke (2006), was used to analyse data from both FGDs and SSIs. The findings revealed six major barriers to the effective provision of gender-responsive career guidance services, including: unclear policy directives, inadequate professional preparation of teacher-counsellors, the absence of a comprehensive gender-responsive career guidance framework, limited integration of career guidance within the secondary school curriculum, insufficient physical infrastructure, and financial constraints. Further, a significant gap between existing educational policies and actual career guidance practices in schools was revealed, resulting in fragmented, inconsistent, and ineffective career guidance services. These limitations disproportionately affect female students, who require structured, gender-responsive guidance to overcome deep-rooted stereotypes, low confidence, and limited exposure to science careers. Lack of supportive environments, such as private counselling rooms, gender-responsive counsellors, and insufficiently funded career activities, further restricts girls' access to meaningful science-related career information and mentorship. Hence, this study recommends a comprehensive, gender-responsive career guidance framework, professional training for teacher-counsellors, curriculum integration, improved infrastructure, and sustainable financial investment to strengthen career guidance services in schools, to enhance students' academic and career development, and reduce gender disparities in science education.

Keywords: Gender Equity, Career Guidance, Science Education

Shattering the Silence: The “Die like a Man” Norm and the Future of Men’s Rights Advocacy in Africa. A Tanzanian Case Study

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Abstract

The study aims to investigate the socio-cultural phenomenon of the "Die like a Man" norm in Tanzania and its influence on the broader discourse of men’s rights in Africa. Specifically, it explores how traditional expectations of stoicism, coupled with the burden of heavy physical and cultural duties, prevent men from articulating systemic challenges such as food insecurity, mental health crises, and legal vulnerabilities. Employing a qualitative research design, the study utilizes a Masculinity Studies framework to analyze the intersection between traditional gender roles and the modern human rights landscape. Data collection involves a thematic analysis of socio-legal documents and literature regarding male-dominated labor sectors and incarceration rates in Tanzania. Key findings reveal that Tanzanian men are bound by a "provider-protector" mandate requiring them to undertake hazardous heavy duties such as artisanal mining and manual labor without complaint. Cultural roles, including the Kichwa cha Familia (Head of the Family), demand that men absorb domestic shocks in total silence. This "enforced silence" often leads to "unlawful habits" as men resort to desperate measures to fulfill these heavy expectations, resulting in disproportionate incarceration. The study concludes that the "Die like a Man" norm strips men of their right to vulnerability, treating them as indestructible rather than individuals in need of protection. Recommendations include developing gender-sensitive social protection programs that encourage men to seek help, and policy interventions that recognize the specific occupational hazards and psychological burdens placed on men. Redefining masculinity to include emotional transparency is essential for achieving true gender-inclusive social justice.

Keywords: *Masculinity, Men's Rights, Tanzania, "Die like a Man" Norm, Socio-economic Vulnerability, Gender Roles, Cultural Stoicism.*

Role of Social Media in Shaping Adolescents Social Behavior in Private Secondary Schools in Tanzania, A Case of Kinondoni District

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Abstract

The objective of this study was to examine the role of social media in shaping adolescents' social behavior in private secondary schools in Tanzania. The study was carried out at St Marry's International Schools in Kinondoni Municipality, Dar es Salaam Tanzania. The school was selected because it is one of the old private schools which has adopted modern educational technology, including internet access, computer labs and digital learning tools, which gives students more exposure to social media. The study is grounded in Albert Bandura's social learning theory (1977). The study used exploratory design with a qualitative research approach. Purposive sampling was used to select 27 participants which includes 13 adolescents aged 14–17, 5 parents, 1 social welfare officer and 8 teachers. Data were obtained through interviews and focus group discussion and analyzed through thematic analysis. The findings reveal that social media content has Positive and negative role on adolescents' social behavior changes. The positive changes include strengthening peer bonding, enhanced self-expression, and access to formal and informal learning opportunities. However, negative changes such as displacement of face-to-face interaction, peer pressure, early sexual behavior, changes in dressing style, and imitation of gender discrimination were also reported to be influenced by social media. The study recommends that there is a need of collaborative interventions from policy makers, researchers, social welfare officers', teachers and parents, to promote parental guidance, age-appropriate content regulation for adolescents and strengthening social media literacy to foster safer and more responsible social media use.

Keywords: Social Media, Adolescent Social Behaviour

The Influence of Financial Technology on Fostering Financial Inclusion and Business Growth in Tanzania: A Systematic Review

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Abstract

This study systematically reviews existing literature to assess the influence of financial technology (FinTech) in fostering financial inclusion and enhancing business growth in Tanzania. Using a comprehensive search strategy across multiple academic databases, 5,534 articles were initially retrieved, and relevant studies were screened and analyzed to address the key objectives of accessibility, usage, business impact, and adoption challenges in FinTech. The findings indicate that FinTech has significantly improved access to financial services, particularly through mobile money, agency banking, and digital lending platforms, enabling both individuals and businesses in rural and urban areas to engage with formal financial systems. Moreover, FinTech has facilitated greater use of financial products and services, including savings, credit, and insurance, although adoption depth is constrained by digital literacy, trust, and awareness. In terms of business growth, FinTech has enhanced efficiency, improved cash flow management, and formalized micro, small, and medium enterprises (MSMEs), though challenges such as interoperability issues, infrastructure gaps, and regulatory uncertainties remain. The review further identifies major barriers to FinTech adoption, including weak network coverage, high data costs, low trust, and limited digital literacy, which require coordinated efforts from policymakers, regulators, and service providers. The study concludes that while FinTech holds substantial potential to advance financial inclusion and support economic growth, targeted interventions, digital literacy programs, and supportive policy frameworks are critical to maximizing its impact in Tanzania. These findings offer valuable insights for researchers, policymakers, and practitioners aiming to strengthen inclusive digital finance ecosystems.

Keywords: *Financial technology, financial inclusion, business growth, digital finance, Tanzania, adoption barriers*

Exploring the Role of Integrated Child Protection Systems in Promoting Holistic Wellbeing: Cognitive, Emotional, and Physical Development of Children in Vulnerable Communities in Lesotho

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Abstract

Children in Lesotho face multiple vulnerabilities, including high poverty rates, limited access to quality education and health care services, malnutrition and HIV/AIDS. These factors compromise their holistic (cognitive, emotional and physical) development. Children are exposed to risks of neglect, abuse and exploitation, and rights violations. While child protection policies and legislations exist, their integration with developmental and rights-based approaches remain limited. This study investigates how integrated child protection systems can promote holistic wellbeing of children in Lesotho, ensuring that protection is not only reactive but also developmental and rights based. This study seeks to examine the effectiveness of existing child protection structures in Lesotho in supporting children's cognitive, emotional and physical development. It explores the role of caregivers, schools, and community organizations in safeguarding children's rights, and identifies the gaps and opportunities for strengthening integrated child protection systems to promote holistic wellbeing. The study adopted a qualitative research design, using semi structured interviews and focus group discussions with social workers, educators, caregivers, and community leaders in Maseru District. The data was analyzed thematically to capture lived experiences, perceptions, and systemic challenges in child protection and development. The study revealed that while formal child protection policies exist, implementation is fragmented and under resourced. Community based initiatives play a critical role in fostering emotional security and resilience, yet they lack adequate support. Schools provide cognitive stimulation but often fail to integrate psychosocial support. Healthcare services address physical wellbeing but remain disconnected from broader child protection frameworks. In conclusion, integrated child protection systems in Lesotho must move beyond fragmented interventions to embrace a holistic, rights-based approach. Strengthening collaboration among social services, schools, healthcare providers, and communities is essential to ensure children's cognitive, emotional, and physical wellbeing.

Keywords: *Child development; Child protection; Child rights; Holistic wellbeing*

Financial Exclusion and Care Burden: Gendered Economic Inequalities Among Women Raising Children with Autism in Urban Tanzania

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Abstract

Autism Spectrum Disorder imposes substantial and often hidden economic costs on households, particularly in low- and middle-income countries. In Dar es Salaam, limited access to specialized services and weak social protection systems intensifies these burdens. Drawing on gender theory and health economics, caregiving responsibilities are disproportionately borne by women, constraining their labor market participation and reinforcing structural financial inequalities. Despite growing global attention to autism, the intersection of caregiving and financial exclusion remains insufficiently examined in African urban contexts. This study investigates how caregiving responsibilities shape the economic experiences of women raising children with autism, with particular attention to financial exclusion and access to formal credit. A qualitative design was employed using in-depth interviews with mothers of children diagnosed with autism spectrum disorder in urban communities of Dar es Salaam. Participants were purposively selected from the registry of the national hospital and conducted for interviews. Data were analyzed using thematic analysis supported by NVivo 15. Findings reveal a dual burden of intensive unpaid care work and financial exclusion. High expenditures on education, therapy, and transport place sustained pressure on household resources. At the same time, women face systemic barriers to accessing formal financial services, including irregular income, lack of collateral, and risk perceptions by lenders. These constraints limit their ability to smooth consumption, invest in care, or pursue income-generating opportunities. Reliance on informal networks emerges as a coping strategy but remains unreliable and insufficient, reinforcing cycles of vulnerability. This study provides lived evidence on the gendered economic consequences of autism in an urban African context. It demonstrates how financial exclusion amplifies the caregiving burden, with implications for both household welfare and broader community resilience. Policies have to go beyond health-sector interventions to include gender-responsive financial inclusion strategies, such as caregiver-sensitive lending, targeted microfinance, and integrated social protection. Addressing these structural barriers is critical for empowering women and advancing inclusive development.

Keywords: Autism, Gender inequality, financial exclusion, Economic burden, Qualitative research, Dar es Salaam, Tanzania

Beyond the Physical Injury: A Qualitative Analysis of Social Stigma Among Women with Obstetric Fistula at CCBRT Hospital, Tanzania

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Abstract

This study evaluated the multifaceted effects of social stigma among women with obstetric fistula (OF) seeking medical treatment at CCBRT Hospital in Dar es Salaam, Tanzania. While the physical trauma of fistula is well-documented, the "social wound" remains a significant barrier to holistic recovery. Specifically, the research examined how stigma influences marriage and intimacy, family participation, and community interactions. The study employed a qualitative research approach and a phenomenological research design to capture the lived experiences of the participants. Data were collected from fifteen informants through in-depth interviews, focus group discussions (FGDs), and secondary documentary reviews. The gathered information was processed using thematic analysis, adhering to Braun and Clarke's six-phase framework to ensure rigorous interpretation of the subjective realities of the survivors. Key findings revealed a devastating social effect: majority of participants experienced divorce or abandonment, driven by the inability to maintain sexual intimacy and fulfill domestic roles. Family participation was marred by verbal abuse and secondary stigmatization, leading to severe psychological distress, including self-inflicted stigma and suicidal ideation. Furthermore, community interactions were severely restricted due to the loss of employment and the collapse of small businesses because of perceived unhygienic status. The study concludes that the social consequences of are as debilitating as the physical injury itself. It is recommended that the Ministry of Health and NGOs integrate comprehensive psychosocial counselling and economic empowerment programs into clinical repair protocols. Community-based sensitization is also vital to dismantle misconceptions and facilitate the successful reintegration of survivors.

Keywords: *Obstetric Fistula, Social Stigma, Phenomenology, Psychosocial Impact, Tanzania*

Child Welfare Innovations to Support Children, Parents, and Professionals in Hungary

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Abstract

The Hungarian child protection system was established in 1997, with a focus on providing comprehensive support for the well-being and protection of children, promoting support for children within their families, and protecting the rights of all children aged 0-18. Currently, 24,000 children live away from their families, 28,000 children are under protection while still living with their families, and around 110,000 children are at risk each year due to financial, family life or behavioral problems (Fülöp 2024). In our presentation, we report on the implementation and results of innovative, family-preserving services based on complex methodologies, which were first developed and implemented in various parts of Hungary by professionals working in family and child welfare centers in the capital, larger county seats and rural areas. These model programs were launched in 2019 and are still ongoing, work with solution-focus (Gyarmati-Kiss, 2024, 2025). Their target group includes children and youth who are at risk, disadvantaged, or live in specialized child protection services (Rubeus Association, 2019-2025). In our presentation we will briefly discuss the structure of the Hungarian child protection system and the shortcomings of the state structure (Rácz 2016, Rácz-Sik 2020), and then, reflecting on this, we will present the most important innovative elements of these model programs, whose primary goal is to build on personal and family resources, make the signal system more effective in order to support the retention of children in their families and their well-being and provide professionals with an effective set of tools (Bányai 2018, Homoki-Rácz 2020). We monitored the achievement of the model programs' goals in each cycle using research based on a complex methodology (child resilience assessment, correlated with parental competence development (Homoki 2023), interviews, on-site observation of social interventions). According to the experiences of the program and research measuring its effectiveness, there is a great need for such programs nationwide. In addition to specific educational and other professional programs, what is most needed is assistance that stabilizes the financial situation of families and helps them through crisis situations.

Keywords: *Child welfare and child protection innovations, child resilience, parental competence development*

Assessing the Impact of Gender Equality in Education on Graduates Equal Employment Opportunities

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Abstract

This study aims to assess the impact of gender equality in education on graduates' equal employment opportunities in Morogoro municipality, Morogoro region. The study employs an interpretivist research philosophy. Furthermore, this study applied a qualitative research approach and case study design. The researcher collected data through the restricted interview and focus group discussion. The study indicates that currently, gender employment opportunities is treated equally to both male and female. The study findings indicates that the access to education is equally and fairly implemented with no bias. Furthermore, employment opportunity is also equally to both men and women. The only challenges that exist are based on women salary to have no contribution to family roles and responsibility compared to men. From the findings, it was noted that women salaries are untouchable by men. Some men feel surrendering the families. On the other hand, women with salary opt to live alone in the sense that can manage the family. This has resulted to single parenting style. The findings indicate families that father and mother earn salary have tendency to escape the family roles. It also kills the true love among partners whereby wife roles and duties are left to house girls or maid while wives are claiming to be very tight with their employment. Children lack family and parental close care. The study concludes that gender equality in education on graduate equal employment opportunities have led to conflicts and family disintegration to some extent. The government needs to rescue and influence parenting style for future better nation.

Keywords: Gender, Gender equality, Education, Graduates, Equal employment opportunities

Imperatives of Informal Livelihoods on People's Empowerment and Wellbeing among Peri-Urban Communities in Dar Es Salaam, Tanzania

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Abstract

This study investigates the critical yet often overlooked imperatives of informal livelihoods on people's empowerment and wellbeing within the peri-urban communities of Mwasonga Ward, Kigamboni Municipality, Dar es Salaam. Anchored in Amartya Sen's Capability Approach and Community Empowerment Theory, the research conceptualizes empowerment as collective agency and governance participation, while treating wellbeing as a multidimensional construct encompassing income security, health access, and social cohesion. Employing a cross-sectional mixed-methods design, the study utilized simple random sampling to select 120 households across four streets, supplementing household surveys with focus group discussions and key informant interviews. Data analysis was performed using MS Excel and SPSS 20.0, utilizing descriptive statistics and binary logistic regression to identify significant livelihood variables. The findings reveal that peri-urban growth in Tanzania is characterized by limited infrastructure, insecure land tenure, and a high prevalence of informal activities, such as petty trade, transport operations, and small-scale agriculture, which serve as primary survival mechanisms. While binary logistic regression indicates that these livelihoods enhance short-term income and social networks, they simultaneously constrain sustainable community development due to inherent income instability, inadequate social protection, and limited institutional support. These structural barriers reduce the community's capacity to influence formal planning and invest in public goods. Consequently, the study urges the adoption of community-centered policy responses, including participatory urban planning, land tenure regularization, and the expansion of microfinance and cooperative enterprises. By integrating informal workers into formal social protection systems and instituting inclusive urban transformation strategies, policymakers can better align informal economic activities with holistic empowerment and collective wellbeing frameworks at local, regional, and national levels.

Keywords: *Peri-urban development; Informal livelihoods, Community empowerment; Multidimensional wellbeing; Tanzania*

The Role of Government Social Pension in Poverty Alleviation among the Elderly in Tanzania: Evidence from Selected Districts in Morogoro Region

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Abstract

This study aimed to examine the role of social pension in poverty alleviation among the elderly in Tanzania, using Morogoro Urban and Mvomero districts in Morogoro Region as case studies. Specifically, the study sought to examine the institutional framework of the social security system in Tanzania, assess informal social security coping strategies among the elderly, analyze the extent of impoverishment between pensioners and non-pensioners, and determine the contribution of pension benefits to poverty reduction among elderly households. The study employed a cross-sectional research design and used both quantitative and qualitative approaches. A multistage sampling technique was applied to select 160 elderly respondents aged 60 years and above from selected villages and streets in the two districts. Data was collected through structured questionnaires, focus group discussions, key informant interviews, and documentary review. Quantitative data were analyzed using descriptive statistics, correlation analysis, t-tests, and multiple regression analysis with the help of SPSS, while qualitative information was analyzed through descriptive interpretation. The findings revealed that pension receipt had a significant influence on household income, expenditure, and asset ownership among the elderly. Pensioners generally had higher expenditure levels and better economic wellbeing compared to non-pensioners. Correlation analysis indicated a moderately strong relationship between pension income and household expenditure, poverty level, and asset value. However, despite the positive contribution of pensions, most elderly people remained below the basic needs poverty line, particularly those who did not receive pension benefits. The study concludes that social pensions play an important role in improving income security and reducing poverty among the elderly, but coverage remains limited in Tanzania. The study recommends the establishment of a dedicated social pension system for the elderly, expansion of pension coverage, adoption of mobile payment systems to reduce transaction costs, and introduction of pension indexation mechanisms to maintain the real value of benefits over time.

Keywords: Social Pension, Poverty Alleviation, Elderly Welfare and Income Security

Perceived Contribution of Nature-Based Tourism to Local Peoples' Livelihoods in Tanzania: Reflection from Ruaha and Kilimanjaro National Parks

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Abstract

Nature-based tourism holds significant potential for both economic development and conservation efforts in Tanzania, particularly in renowned tourist destinations such as Ruaha National Park (RUNAPA) and Kilimanjaro National Parks (KINAPA). This study investigated the benefits of nature-based tourism at Ruaha and Kilimanjaro National Parks in Tanzania and their contribution to local people's livelihoods from the Sustainable Livelihoods Approach (SLA) theoretical framework. Through a case study design informed by an interpretivism perspective, qualitative data was collected from residents living adjacent to the parks, including various stakeholders involved in tourism-related activities. Document reviews, key informant interviews, observations, and focus group discussions were conducted to gather insights into the mechanisms shaping community benefits and the distribution of tourism-generated income. The findings reveal that nature-based tourism has brought notable economic benefits to local communities, evidenced by increased employment opportunities and income generation. However, challenges such as limited participation of indigenous people in tourism-related employment, inadequate remuneration, unequal distribution of benefits, and environmental degradation pose significant concerns. Thematic analysis of the data highlights key themes related to livelihood diversification, community empowerment, and the role of institutions in fostering sustainable tourism development. Recommendations are provided for policymakers, park authorities, and local communities to enhance the positive impacts of nature-based tourism while addressing its associated challenges. The study underscores the importance of sustainable tourism practices that prioritise community involvement, seamless and efficient pay, equitable benefit sharing, and environmental conservation to ensure the long-term viability of nature-based tourism initiatives.

Keywords: *Tourism, Wildlife, Livelihoods, Ruaha National Park, Kilimanjaro National Park*

Challenges Associated with the Implementation and Effectiveness of Fit Persons Practice in the Care of Vulnerable Children in Tanzania: A Case of Mtwara Mikindani Municipality

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Abstract

This study examines the challenges associated with the implementation and effectiveness of the Fit Person practice in Mtwara Mikindani Municipality, Tanzania, a model established under the Law of the Child Act to provide temporary family-based care for children experiencing abuse, neglect, or exploitation. Grounded in Ecological Systems Theory and utilizing an interpretivist qualitative design, the research involved 24 purposively selected participants, including Fit Persons, social workers, and community leaders, with data gathered through in-depth interviews and focus group discussions. Analysis via Braun and Clarke's thematic approach revealed four primary obstacles to the model's success: severe financial constraints, psychological and emotional distress, community misunderstanding and stigma, and inadequate institutional support. Findings highlight that Fit Persons endure significant economic burdens and emotional strain when managing traumatized children, exacerbated by a lack of consistent financial assistance and limited follow-up from social welfare officers. The study concludes that while the Fit Person model is essential for promoting family-based care and community integration, its long-term sustainability is undermined by these systemic and structural gaps. To ensure comprehensive care for vulnerable children, the research recommends strengthening financial support mechanisms, providing essential psychosocial services, enhancing community awareness to reduce stigma, and improving institutional coordination between local government and caregivers.

Keywords: Fit Person Practice; Vulnerable Children; Child Protection Systems; Family- Based Care

Effects of Locus of Control on Student Adjustment to Institutions of Higher Learning in Kenya

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Abstract

Globally, the number of students pursuing university education is increasing. Studies indicate that students experience mental health challenges during transition. In the initial year of college, they encounter challenges which include academic difficulty, personal problems, difficulty in forming friendship and being away from home. The psychological factors affecting adjustment among students depend on how they navigate psychosocial development. This study examines the effect of locus of control on academic buoyancy and adjustment among first year university students. Target population comprises 1700 first year students in the public university of Nairobi in Kenya. Thus, 20% of study population gave a sample size of 340 first year students at the selected university, which was obtained using stratified proportionate sampling method. This sample of 340 first year students was involved in quantitative and qualitative data collection. The study was guided by Julian Rotter's locus of control theory which refers to the extent to which people believe they can dominate their lives in spite of external forces. The results indicate that learners have strong internal locus of control, implying that they are more responsible for their initiatives and outcomes. Additional findings indicate a moderate agreement among students about their sense of agency and self-determination. Such consistency may reflect a shared experience of academic and personal responsibility common among students navigating the early stages of university life. The findings may equip stakeholders in education with programs which target transitional issues among first year students, hence empowering them to deal with mental health challenges.

Keywords: *Transition, Locus of Control, Students, University, Education*

Role of Community Service Orders in Reducing Recidivism among Tanzanian Offenders

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Abstract

Community Service Orders (CSOs) have been implemented in Tanzania as a non-custodial sentencing alternative intended to reduce prison overcrowding and enhance offender rehabilitation and reintegration. However, limited qualitative evidence exists on their effectiveness in preventing recidivism. This study assessed the effectiveness of CSOs in reducing re-offending in Dar es Salaam, Tanzania. A qualitative case study design was adopted involving a total of n = 15 respondents, comprising offenders who completed CSOs, social welfare officers, probation officers, and community supervisors. Participants were purposively selected based on their direct involvement in the implementation and experience of CSOs between 2023 and 2025. Data were collected through in-depth interviews. Recidivism was explored through participants reported behavioural changes and post-completion experiences within 12 months. Thematic analysis was employed in this study. The key findings include. Respondents that indicated that CSOs contributed to reduced re-offending among beneficiaries, offenders reported improved family relationships and positive community acceptance compared to custodial sentences, participants highlighted acquisition of vocational and life skills during community placements, probation officers and supervisors emphasized that close supervision and community involvement strengthened compliance, the respondents also identified challenges such as limited resources, inadequate supervision logistics, and inconsistencies in program implementation. The study concludes that CSOs demonstrate significant potential in preventing recidivism and promoting social reintegration in Tanzania when effectively supervised and adequately resourced. The study recommends strengthening institutional capacity, standardizing operational procedures, enhancing monitoring mechanisms, and expanding community-based rehabilitation programs to improve sustainability.

Keywords: *Community Service Orders; Non-custodial Sentencing; Recidivism Prevention; Offender Rehabilitation; Dar es Salaam*

Theories of Power and Access in Indigenous Land Use: The Case of the Akiye People in Tanzania

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Abstract

Indigenous land governance in Tanzania is shaped by complex interplay of policy, ecology, and power. This article examines the Akiye people's land use rights through the combined lenses of political economy, political ecology, and the theory of access. Political economy highlights how state policies, market pressures, and donor interventions reconfigure indigenous livelihoods, privileging conservation and agribusiness over customary tenure. Political ecology illuminates the discursive framing of forests and wildlife as national assets, which legitimizes restrictions on Akiye practices while marginalizing their ecological knowledge. The theory of access extends the analysis beyond formal rights to reveal the mechanisms' social identity, political patronage, technology, and capital through which the Akiye gain or lose practical control over land and resources. Drawing on historical review, policy analysis, and qualitative insights, the study demonstrates that the Akiye's exclusion is not solely a matter of legal dispossession but arises from overlapping political, ecological, and economic processes that systematically erode indigenous autonomy. The findings underscore the inadequacy of rights-based approaches that fail to address the structural conditions of access and call for governance reforms that integrate indigenous knowledge systems, safeguard customary tenure, and ensure equitable participation in decision-making. By situating the Akiye case within broader debates on indigenous rights in Africa, the article contributes to theoretical and policy discussions on land governance, showing how the integration of political economy, political ecology, and access theory provides a more comprehensive understanding of power relations in contested landscapes.

Keywords: *Indigenous land rights, Political economy, Political ecology, Theory of access, Akiye people, and Land governance in Tanzania*

Does Innovation matters in Leadership? The moderating effect of Career Growth on Employee Engagement in Tanzania Public Secondary School

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Abstract

This paper examines the moderation effect of career growth on its relationship between innovative leadership and employee engagement in Tanzania public secondary schools. A survey design was used, and data were analysed through Structural Equation Modelling using SPSS with AMOS 23. Structured questionnaires were used to collect data from 386 respondents. The study reveals that, leadership innovation influences employee engagement for both organizational commitment and job involvement. However, career growth weakens the relationship between innovative leadership and employee engagement. Anchored on Social Exchange Theory (SET), the study disclosed the root cause of the moderation effect of career growth on its relationship between innovative leadership and employee engagement hence multidisciplinary contribution mingling on education and human resources management facets in the local context of Tanzania. It further disclosed the existing cause-effect relationship between innovation in leadership and employee engagement under the moderation of career growth but didn't cover the role of artificial intelligence as an innovative tool to ease teaching whilst encouraging employee engagement in schools. Therefore, future study should cover the role of artificial intelligence on employees' engagement in schools. The study recommends leaders ought to be innovative. Further, policy making should be emphasizing on training and promotion. Furthermore, the study contributes to the wellbeing of community by facilitating employee engagement of teachers through career growth whilst bearing in mind they are the ones responsible for imparting knowledge to the society at lower level.

Keywords: *Innovative Leadership; Employee Engagement; Career Growth*

Re-imagining Community Transformation in Tarime District, Tanzania: Advancing Gender-Inclusive Pathways and Women's Empowerment for Sustainable Wellbeing

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Abstract

Sustainable community wellbeing in many rural areas of Tanzania remains constrained by persistent gender inequalities embedded in socio-cultural norms, economic structures, and institutional practices. In Tarime District, disparities in access to productive resources, decision-making power, education, and economic opportunities continue to limit women's full participation in development processes. These inequalities not only undermine women's rights and agency but also restrict broader community transformation and long-term sustainability. This study reimagines community transformation by advancing gender-inclusive pathways and women's empowerment as central strategies for achieving sustainable wellbeing. Grounded in gender and development theory, the research examines how inclusive governance, equitable resource distribution, economic participation, and community-driven initiatives can reshape local power relations and foster resilience. It critically explores how structural barriers such as unequal land access, limited financial inclusion, and gendered division of labor intersect to reproduce marginalization. At the same time, the study highlights emerging opportunities where women's leadership, collective action, and entrepreneurship contribute to improved household welfare, social cohesion, and local development outcomes. Using a mixed-methods approach that integrates quantitative household surveys with qualitative interviews and focus group discussions, the study captures both statistical trends and lived experiences within communities. The findings aim to generate context-specific evidence to inform policymakers, development practitioners, and local leaders in Tarime District and beyond. Ultimately, the study argues that sustainable wellbeing cannot be realized without transforming gender relations and embedding women's empowerment at the core of community transformation strategies.

Keywords: *Gender Inclusion; Women's Empowerment; Community Transformation; Sustainable Wellbeing; Tarime District, Tanzania*

Perceived Challenges Affecting Male Involvement in Postpartum Family Planning in Tanzania: A Case Study of Kinondoni Municipality

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Abstract

This study aimed to explore the multi-faceted challenges hindering male involvement in postpartum family planning (PPFP) within the Kinondoni Municipality, Tanzania, to inform better reproductive health interventions. The study adopted qualitative approach rooted in a phenomenological paradigm, the study employed an exploratory research design. Purposive sampling was used to select 25 participants, comprising 15 male partners, 5 Reproductive and Child Health (RCH) nurses, and 5 Community Health Workers (CHWs). Data were collected through in-depth semi-structured interviews and documentary reviews. Thematic analysis, facilitated by NVivo software, was used to process the data until thematic saturation was reached. The findings reveal that male involvement is significantly obstructed by a profound lack of awareness and the prevalence of misinformation regarding contraceptive side effects and fertility. Furthermore, healthcare provider gaps emerged as a critical barrier; many men reported feeling excluded or marginalized by clinic environments that prioritize women. Traditional gender norms, which frame family planning as a female responsibility, and a lack of male-targeted outreach materials in community spaces further entrench these barriers. The study concludes that low male participation in PPFP in Kinondoni is not merely a result of individual choice but is driven by systemic exclusion within the health sector and deep-seated cultural myths. Without active male engagement, the effectiveness of maternal health initiatives remains compromised. The study recommends that the Ministry of Health should develop male-friendly clinic protocols and outreach programs in non-traditional spaces like markets. Additionally, healthcare providers should receive training on couple-counselling techniques to transition PPFP from a female-centric service to a shared family responsibility.

Keywords: Postpartum Family Planning, Male Involvement, Reproductive Health, Kinondoni Municipality, Tanzania

Entrepreneurship Orientations Dimensions on Retirees Business Performance: Comparative Study Analysis between Male and Female Retirees from Technical Institutions in Tanzania

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Abstract

The study investigated on the impact of entrepreneurship orientation dimensions on retirees' business performance, a comparative study analysis of male and female retirees. The study came about following the gap prevailing over male retirees performing more in business than female retirees. To reveal what is behind the scene, the study employed positivistic research philosophy and explanatory research design. Moreover, 206 sample of male retirees (119) and female retirees (62) was involved and to drive to this sample size the study used multistage strata sampling technique. The collected data using questionnaire were cleaned and later analyzed using inferential statistics methods. The results of analysis were: -male retirees businesses found to be more performing than those owned by female retirees. Moreover, male retirees revealed to be more innovative, risk takers and proactive as compared to female retirees the cause of their businesses performing more than female retirees' businesses. It is from these results; thus, the current study recommends on diverse entrepreneurship orientation (EO) program to effectively and uniquely acquaint female retirees with entrepreneurial behavior in equitable manner as male retirees. A diverse EO is the one which capitalize on gender differences existing between males and females in most of African societies causing females to lag behind in engaging on entrepreneurial activities.

Keywords: *Entrepreneurship orientation dimensions, Male retirees, Female retirees, Business performance.*

An Evaluation of Domestic Legal Compliance on Immigrant Labour Rights in Tanzania: A Case of Civil Construction Companies in Dar Es Salaam

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Abstract

This study examines the extent to which domestic legal systems in Dar es Salaam, Tanzania, uphold the rights of immigrant labourers, with a focus on selected civil construction companies. Specifically, the study analyzes how remuneration benefits, social benefits, and working environment factors influence the protection and realization of immigrant labour rights, which serve as the dependent variable. The construction sector, characterized by high levels of informality, occupational risks, and a diverse workforce of local and immigrant labourers, presents significant challenges to legal compliance and enforcement of labour rights. A descriptive research design was employed under a positivist research approach. Data was collected using a five-point Likert scale questionnaire administered to a sample size of 180 respondents. Multiple linear regression analysis was conducted to evaluate the predictive influence of remuneration benefits, social benefits, and working environment on compliance with immigrant labour rights. The findings reveal statistically significant and positive relationships between all three independent variables and the dependent variable. Specifically, remuneration benefits ($\beta = 0.312$, $p < 0.001$), social benefits ($\beta = 0.284$, $p < 0.001$), and working environment ($\beta = 0.267$, $p < 0.001$) were identified as key determinants of legal compliance in the treatment of immigrant workers. The results indicate that construction companies that provide fair remuneration, adequate social protection, and safe, equitable working conditions are more likely to comply with national labour laws, including the Employment and Labour Relations Act, as well as international standards promoted by the International Labour Organization. The study concludes that safeguarding immigrant labour rights is not only a legal obligation but also a strategic imperative for promoting ethical labour practices and sustainable development within the construction industry. It recommends strengthening workplace inspections, enhancing training programs, and implementing policy reforms to improve compliance and protection of immigrant workers.

Keywords: Civil Construction Companies, Immigrant Labour Rights, Domestic Legal System.

Gender Decoupling under Structural Vulnerability in Child-Headed Households. The Case of Sukumaland- Tanzania

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Abstract

This study examines how structural vulnerability reshapes the relationship between gendered labour and gendered meaning in child-headed households (CHH) in Sukuma communities in rural Tanzania, based on ethnographic fieldwork. It conceptualises gender as a dual system in which labour practices and interpretive meanings may become structurally decoupled under conditions of household breakdown. Moreover, drawing on ethnographic evidence, the study shows that boys and girls engage interchangeably in caregiving, domestic labour, income generation and emotional support. These practices significantly disrupt normative gender divisions of labour. However, gender meanings remain stable, caregiving continues to be associated with femininity and provisioning with masculinity. Therefore, this study argues that structural vulnerability produces a systematic decoupling between gendered labour and gendered meaning. This challenges linear assumptions in gender theory that behavioural change necessarily produces ideological transformation. Instead, the study demonstrates that gender operates through asynchronous temporal logics in which practice adapts rapidly while meaning systems remain structurally resilient.

Keywords: *gender theory; structural vulnerability; child-headed households; decoupling; care work; masculinity; childhood; Sukumaland; Tanzania*

Elderly Care and Poverty Reduction: Understanding Perception and Gender Dynamics in TASAF Cash Transfers Among Elderly Beneficiaries in Rural Tanzania

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Abstract

Population ageing and rural poverty pose increasing social policy challenges in Sub-Saharan Africa. In Tanzania, the Tanzania Social Action Fund (TASAF), implemented under the Productive Social Safety Net (PSSN), aims to reduce poverty among poor and vulnerable households, including elderly people. Despite this intervention, poverty persists among elderly beneficiaries in rural areas, raising concerns about the program's effectiveness in addressing their lived realities. Existing studies primarily assess TASAF at the household level, with limited qualitative attention to elderly beneficiaries' perceptions and gender dynamics in access to and control over cash transfers. This study employed a qualitative phenomenological design to explore how elderly beneficiaries in Masasi District, Mtwara, perceive the impact of TASAF cash transfers on poverty reduction. Semi-structured interviews and key informant interviews were conducted with 20 elderly beneficiaries, 3 family members, and 3 key informants. Data was analyzed thematically, guided by Social Ecological Theory to examine how individual, family, community, and institutional factors shape experiences. Findings indicate that TASAF serves as a critical lifeline, enabling elderly beneficiaries to meet immediate basic needs, including food, healthcare, and clothing, while supporting dependents. However, insufficient transfer amounts and irregular payments limit long-term poverty reduction. The study also revealed persistent gender disparities: although women were often registered beneficiaries and primary recipients of transfers, men frequently retained greater control over household financial decisions. The study concludes that while TASAF provides essential short-term protection against extreme poverty, it remains limited in promoting sustainable economic empowerment and addressing deep-rooted gender inequalities. The findings suggest the need for increased transfer amounts aligned with living costs and the adoption of gender-sensitive approaches, including consideration of universal and non-contributory old-age pension reforms.

Keywords: Ageing, Cash transfers, Poverty reduction, Rural poverty, TASAF, Social Protection, Gender

The Impact of Work-Parenthood Balance on Career Development among Tanzanian Employees of Higher Learning Institutions: A Case of THTU

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Abstract

This study investigates the impact of work-parenthood balance on career development among academic and non-academic staff within Tanzanian higher education institutions affiliated with the Tanzania Higher Learning Institutions Trade Union (THTU). The research focuses on two primary objectives: exploring the effectiveness of institutional support systems in assisting working parents and examining how specific childcare challenges influence employees' career progression. Utilizing a mixed-methods approach, the study integrates quantitative data from structured questionnaires with qualitative insights from key informant interviews and documentary reviews. A sample size of approximately 422 participants will be selected using a combination of Cochran's method for proportions and both probability (systematic and simple random) and non-probability (purposive) sampling techniques. Data analysis will involve descriptive statistics to summarize career outcomes, while bivariate analysis including correlation and chi-square tests will assess associations between variables. Furthermore, multiple linear regression will be employed to measure the impact of psychological factors on career development, complemented by thematic and content analysis for qualitative data. To ensure rigorous findings, the study implements expert reviews, pilot testing, and Cronbach's alpha for internal consistency. By adhering to strict ethical standards, the research aims to provide evidence-based recommendations to policymakers and university administrations. Ultimately, the study seeks to highlight the necessity of robust work-life balance frameworks that accommodate parenthood, thereby enhancing career development opportunities and fostering a more inclusive professional environment within the Tanzanian higher education sector.

Keywords: *Work-balance; parenthood; career development; childcare; higher learning institutions; THTU; employees*

Effects of Parental Divorce on Mental Health and Social Intergration among Adolescent Students in Tanzania

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Abstract

This study examined the effects of parental divorce on the mental health and social integration of adolescent students in Tanzania using a phenomenological design with 34 participants from Ilala Municipality, Dar es Salaam. Data collected through interviews and focus group discussions were analyzed thematically, revealing key mental health challenges, including difficulty adapting to new residences, inadequacy of school facilities, self-isolation, and lack of parental care. Many adolescents struggled with disrupted living arrangements, unfamiliar environments, and separation from peers, contributing to stress, poor concentration, and declining academic performance. In terms of social integration, findings showed challenges in adjusting to new school environments, increased social withdrawal and isolation, and a heightened risk of social exclusion and stigma, largely due to disrupted social networks and psychological distress such as sadness, loneliness, and low self-esteem. Financial hardships further limited access to essential needs, particularly affecting female adolescents through inadequate hygiene support, while increased household responsibilities reduced opportunities for social engagement. Guided by Erik Erikson's Psychosocial Development Theory, these challenges were found to interfere with the Identity versus Role Confusion stage; however, resilience, peer support, and collaboration among parents, schools, and communities emerged as important protective factors promoting positive adjustment. Overall, the study concludes that parental divorce significantly undermines adolescents' mental health and social integration and highlights the need for stronger parental involvement, enhanced school-based psychosocial support, and community mentorship programs.

Keywords: Parental divorce, Adolescents, Mental health, social integration, Secondary education.

Mental Health Problems and Help-Seeking Behaviors among Higher Learning Students in Tanzania: The Case of the Institute of Social Work

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Abstract

This qualitative study examined help-seeking behaviours among higher learning students experiencing mental health problems at the Institute of Social Work (ISW) in Dar es Salaam, Tanzania. Although international and national evidence shows a high burden of depression, anxiety and psychological distress among university students, many do not seek professional support, and little is known about their pathways to care in specific institutional contexts. Guided by the Social Construction of Reality framework, the study explored how students understand mental health problems, which sources of help they use, and what factors constrain or enable their help-seeking. Data were generated through in-depth interviews and focus group discussions with students, counsellors, wardens, the Dean of Students and academic staff, and analysed thematically. Four major themes emerged: formal help-seeking through counselling units, the Dean of Students' office and supportive lecturers; informal and self-help strategies involving peers, family, religious leaders and online resources; powerful barriers including stigma, fears about confidentiality, low visibility of services and gender norms that discourage men from seeking help; and key enablers such as positive counselling experiences, peer-led support, and early identification and intervention. Overall, ISW students recognized the existence of formal services but relied primarily on peers and other informal sources, turning to professionals mainly when problems had escalated. The findings highlight the need to strengthen the visibility, accessibility and youth-friendliness of campus mental health services, expand peer-based initiatives, and integrate mental health literacy and anti-stigma activities into higher education policies and programmes in Tanzania. These actions could reduce unmet need.

Keywords: *Help-seeking Behaviours, Mental health, Barriers and enablers, Social Construction of Reality*

Entrepreneurial Training Moderation on the LGA Seed Money– Women Fish Vendors' Livelihood Nexus in Tanzania

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Abstract

This study examines the impact of Local Government Authority (LGA) seed money on the livelihood status of women fish vendors in Tanzania, with a focus on the moderating role of entrepreneurial training (ET). Guided by a positivist research philosophy, the study employs a deductive approach and quantitative methods to objectively examine causal relationships. Drawing on Micro-Credit Theory and Human Capital Theory, it explores how access to seed money, coupled with entrepreneurial training, influences overall livelihoods of fish vendors as beneficiaries. A cross-sectional survey was conducted among 337 women fish vendors who secured LGAs seed money via their groups across three LGAs, Kigamboni Municipal Council, Ilemela Municipal Council, and Mwanza City Council. The study used proportionate and stratified random sampling and data analyzed via PLS-SEM. Findings reveal that access to seed money has a strong positive effect on livelihood status ($\beta = 0.899$, $t = 17.386$, $p < 0.001$), whereas entrepreneurial training alone has a minimal direct impact ($\beta = 0.031$). However, ET significantly strengthens the effect of finance on livelihoods ($ET \times FI \rightarrow LS$: $\beta = 0.018$, $t = 12.189$, $p = 0.001$). The study underscores that integrated interventions combining seed money with high-quality entrepreneurial training in areas such as marketing and sales, sales management, and record keeping yield sustainable livelihood improvements and recommends policy support through mentorship, institutional backing, and capacity-building initiatives.

Keywords: Seed Money, Fish Vendors, Entrepreneurial Training, Livelihoods, Local Government Authorities, Tanzania

Human Resource Management Practices and Organizational Performance of Small-Scale Enterprises in Tanzania

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Abstract

Small-scale enterprises (SSEs) are central to employment creation, income generation, and community wellbeing in Tanzania. Despite their importance, many SSEs experience persistent performance challenges associated with weak human resource management practices. This study examines the influence of employee training, compensation management, and recruitment and selection practices on organizational performance among SSEs, with particular emphasis on workplace empowerment and sustainable wellbeing. Guided by Resource-Based View, the study employed a quantitative cross-sectional survey design focusing on bakery enterprises in Kinondoni District, Dar es Salaam. Data were collected from 230 employees and managers using structured questionnaires and analysed using Structural Equation Modelling with AMOS. The results indicate that compensation management and recruitment and selection practices have a significant positive effect on organizational performance, highlighting the role of fair rewards and merit based staffing in enhancing employee motivation and productivity. Conversely, employee training practices exhibited a negative but statistically significant relationship with performance, suggesting misalignment between training design and organizational needs. The study concludes that HRM practices can either enhance or constrain employee empowerment depending on their quality and contextual fit. It recommends the adoption of needs-based training, equitable compensation systems, and transparent recruitment processes to promote sustainable performance and wellbeing within small-scale enterprises in Tanzania.

Keywords: *Employee Training, Compensation Management, Recruitment and Selection, Organizational Performance, Small-Scale Enterprises*

Gender-Based Representation in Top Leadership Positions in Zanzibar: A Perceptual Analysis

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Abstract

Inclusive gender representation in top leadership positions is a critical pathway to inclusive governance, social transformation, and sustainable wellbeing. Despite sustained global, regional, and national commitments to gender equality, women remain underrepresented in senior political and administrative leadership. This study examines perceptions of the community regarding gender-based representation in top leadership positions, drawing on empirical evidence from Zanzibar, a semi-autonomous part of Tanzania. Guided by Liberal Feminist Theory, which emphasizes equal rights, opportunities, and access to leadership for women, the study employed a cross-sectional research design and a mixed-methods approach to collect data. Quantitative data were collected using structured questionnaires administered to 80 respondents from ministries, governmental agencies, and political parties. Qualitative information was collected through Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) with senior government officials and civil society actors. Descriptive analysis was performed using the Statistical Package for the Social Sciences (SPSS) version 16 to analyze quantitative data; community perceptions were measured using a 3-point Likert scale. Content analysis was used to analyze qualitative data. The study reveals a strong community perception of the importance of gender equality and inclusion in top leadership positions. Overall, the majority (88.8%) demonstrated a high level of favourable perception towards gender-based representation in top leadership positions. The study concludes that while structural and cultural barriers continue to limit women's actual representation in leadership positions, prevailing perceptions among Zanzibar's stakeholders are largely supportive of gender-based representation. As guided by the principles of Liberal Feminist Theory, the study underscores the need to translate these supportive perceptions into tangible opportunities and reforms that ensure equal access, merit-based participation, and inclusive leadership for women. Harnessing these outcomes requires targeted institutional reforms, leadership capacity-building initiatives, and enabling political environments to advance inclusive leadership and sustainable wellbeing.

Keywords: Gender-based representation, inclusive leadership, sustainable wellbeing, Zanzibar

“From the Shoreline to the Market”: Unravelling Pathways to Economic Empowerment for Women in the Fishing Industry

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Abstract

This study, titled "From the Shoreline to the Market," explores pathways to economic empowerment for women in the fishing industry of Ukerewe, Tanzania. Recognizing that entrenched gender norms and unequal power relations limit women's benefits in this vital sector, the research is framed by Naila Kabeer's empowerment framework and feminist theory. Adopting a qualitative case study design within a constructivist paradigm, the study utilized key informant interviews, focus group discussions, personal observations, and documentary reviews to capture the lived experiences of women and male fishers. Data were analyzed through thematic analysis to identify socio-cultural constraints and empowerment pathways. The findings reveal significant gender inequalities across the fisheries value chain, with women concentrated in lower-value segments while facing moral regulation, restricted mobility, limited capital, sexual exploitation, and heavy unpaid care burdens. Despite these barriers, women exercise agency through informal networks, entrepreneurial activities, and collective coping strategies such as VICOBA and ROSCAs. The study concludes that transformative empowerment requires integrated, gender-responsive policies from government and NGOs to raise awareness and foster equitable development. Recommendations include improving access to finance and markets, implementing capacity-building initiatives, and launching community-based programs to dismantle discriminatory norms. By linking empirical evidence with theoretical analysis, the study contributes to the global discourse on inclusive blue economy development and provides context-specific strategies for advancing women's economic status in Tanzanian fishing communities.

Keywords: *Women Economic Empowerment; Fisheries Value Chain; Gender Norms; Blue Economy; Ukerewe Tanzania*

Cohabitation in Higher Learning Institutions and its Influence on Learners' Academic Progress: A Case of the University of Dar es Salaam, Tanzania

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Abstract

Cohabitation among university students has emerged as a growing social phenomenon with implications for student wellbeing and academic success. This study explored cohabitation in higher learning institutions and its influence on students' academic progress at the University of Dar es Salaam, Tanzania. Anchored in Social Learning Theory and guided by a constructivist paradigm, the study employed a qualitative phenomenological design to capture lived experiences of students and university officials. A purposive sample of 20 participants, including the Dean of Students, counsellors, social welfare officers, and students, were determined after reaching a saturation point. Data were collected through in-depth interviews and focus group discussions and analyzed thematically. Findings indicate that cohabitation is driven by structural, economic, and psychosocial factors, including accommodation shortages, financial hardship, peer influence, family conflicts, desire for autonomy, and perceived social or material benefits. While some students viewed cohabitation as a coping strategy for economic constraints, the study found that it often undermines sustainable wellbeing and academic achievement. Reported consequences include increased psychological stress, health risks, interpersonal conflicts, unplanned pregnancies, and reduced academic concentration and performance. The findings highlight the need for integrated institutional and policy responses that promote student empowerment and wellbeing. The study recommends expanding in-campus accommodation, prioritizing safe housing for female students, strengthening student financial support systems, and enhancing counselling and awareness programs. By addressing the structural and social drivers of cohabitation, higher learning institutions can create supportive environments that enhance academic success and contribute to sustainable community wellbeing.

Keywords: *Cohabitation; Learners' academic progress*

Challenges facing children on Antiretroviral Therapy Adherence in Tanzania. A case of Village of Hope Orphanage Center-Dodoma

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Abstract

Children receiving antiretroviral therapy (ART) are valuable members of society who require comprehensive care, protection, and coordinated support from families, health systems, governments, and non-governmental organizations. Despite global progress in reducing new HIV infections among children, challenges related to ART adherence persist, particularly in Sub-Saharan Africa. This study aimed to (i) investigate drug adherence behaviors among HIV-positive children on ART, (ii) explore factors hindering adherence, (iii) examine the consequences of poor adherence on children's health, and (iv) identify support mechanisms influencing adherence outcomes. An exploratory qualitative research design was employed in the Village of Hope, Dodoma City Council, Tanzania. Data were collected through fifteen in-depth interviews with nurses and medical doctors and four focus group discussions involving twenty children on ART. Thematic analysis was used to organize findings into themes and sub-themes, enhancing the credibility and validity of results. Key findings revealed that most children take ART in the evening between 6:00 p.m. and 9:00 p.m., often after completing household responsibilities and meals. Adherence was largely guided by parents, caregivers, or school matrons. However, adherence was hindered by stigma at home and school, fear of disclosure, inconsistent drug-taking schedules, inadequate food, long distances to health facilities, lack of transport fare, misplaced medical files, and prolonged waiting times at clinics. Poor adherence was associated with adverse clinical and psychosocial outcomes. The study concludes that children on ART face significant health and social challenges that negatively affect their growth and development. It recommends strengthening family and community support, reducing stigma, improving clinic efficiency, and integrating child-focused psychosocial and nutritional support into HIV care programs.

Keywords: Children, HIV, Antiretroviral therapy, Challenges, Drug adherence

Monetary and Non-Monetary Benefits of Nature-Based Tourism in Ruaha and Kilimanjaro National Parks in Tanzania

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Abstract

Nature-based tourism plays a crucial role in the socio-economic development of communities residing near protected areas such as national parks. However, the benefits of nature-based tourism in Tanzanian national parks have not yet been adequately documented. This study investigated nature-based tourism's monetary and non-monetary benefits in Ruaha and Kilimanjaro National Parks in Tanzania. The target population in this study consisted of residents around the two parks whose livelihood consisted of tourism-based jobs like tour guides, porters, cooks, tourist hotel staff and local traders adjacent to national parks who were randomly sampled. In Ruaha National Park, however, crews such as tour guides and porters were not included in interviews since nature-based tourism in the southern circuit is mainly wildlife viewing. Key informant interviews, observations, and document reviews were used to collect qualitative data for thematic analysis. The study highlights the significant financial benefits derived by local communities, including fulfilling basic needs, supporting education, and improving living standards, particularly among tour guides, cooks, porters, handcraft sellers, and accommodation facility workers. These benefits were not only from regular wages but also included tips (gratuities), which are crucial in augmenting income and motivating individuals to work in the tourism industry despite seasonal fluctuations in tourism employment opportunities. In addition, social connections and sponsorships realised through nature-based tourism enabled several individuals to access education, develop relationships with tourists, and even receive material gifts like cars and housing, thus contributing to local communities' personal growth and social well-being. The findings offer insights into the socio-economic dynamics of nature-based tourism in the region and provide recommendations for sustainable tourism development and community well-being.

Keywords: *Nature-based tourism, Ruaha National Park, Kilimanjaro National Park, Livelihoods*

Gender Inclusion and Women's Empowerment in Tanzania: A Qualitative Analysis Study through PRISMA Framework

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Abstract

Gender inclusion and women's empowerment remain critical pillars of Tanzania's pursuit of inclusive and sustainable development, yet women continue to face persistent socio-cultural, economic, and institutional barriers that limit their agency and participation. This study aimed to synthesize qualitative evidence on gender inclusion and women's empowerment in Tanzania. Specifically, the study sought to: (i) identify dominant thematic patterns in qualitative studies on women's empowerment in Tanzania; (ii) examine socio-cultural, economic, and institutional factors influencing women's empowerment; (iii) assess consistencies and inconsistencies in existing empirical evidence; and (iv) propose evidence-based strategies for strengthening gender-responsive policies and interventions. The study adopted a qualitative review design guided by the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) 2020 framework. Peer-reviewed articles and grey literature published between 2000 and 2025 were searched across academic databases and institutional repositories including Scopus, Web of Sciences, JSTOR, ERIC, PubMed, Google Scholar, and grey literature (UN, WB, NGOs, Government). Following rigorous screening and eligibility assessment of 1420, about 80 qualitative studies employed interviews, focus group discussions, case studies, and ethnographic methods were included in the synthesis. Data were analyzed using thematic synthesis techniques. The findings reveal seven interrelated domains shaping women's empowerment in Tanzania: socio-cultural norms and household power relations; economic participation and access to finance; land and asset ownership; education and skills development; gender-based violence and safety; political participation and leadership; and institutional and policy implementation dynamics. The study concludes that women's empowerment in Tanzania is uneven and highly context dependent. It recommends integrated, multi-sectoral approaches that combine economic empowerment, social norm transformation, legal protection, and effective policy implementation to advance meaningful gender inclusion and sustainable development.

Keywords: *Gender inclusion, Women's empowerment, Tanzania, Qualitative synthesis, PRISMA framework*

Employee Engagement and Micro-Business Financial Performance: Insights from a Mixed-Method Literature Synthesis

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Abstract

This study explores the influence of employee engagement on the financial performance of micro-scale enterprises, which typically operate under significant resource constraints. While engagement comprising affective (emotional), intellectual (cognitive), and social (relational) dimensions is known to drive productivity in large organizations, empirical evidence regarding its impact on micro-businesses remains fragmented. The research utilizes a systematic literature review guided by the SALSA (Search, Appraisal, Synthesis, and Analysis) framework to address this gap. The study is structured around three primary objectives: evaluating the nature of investigated relationships (including mediators and moderators), assessing the theoretical foundations relevant to small-scale environments, and examining the methodologies and analytical techniques employed in previous research. Following a rigorous multi-stage screening process of peer-reviewed journals from the last decade, the study applies inclusion criteria based on quality, relevance, and scope. The analysis phase employs both meta-analysis to determine the strength and consistency of engagement-performance links and narrative analysis to integrate theoretical perspectives and contextual factors. By identifying conceptual and methodological gaps, the study contributes to a more nuanced understanding of how, why, and under what conditions employee engagement enhances financial outcomes in the micro-business sector. The findings are expected to inform future research and provide evidence-based strategies for owners and policymakers to boost business resilience and performance through human capital. This synthesis serves as a critical bridge between organizational behavior theories and the practical realities of small-scale entrepreneurship.

Keywords: *Employee Engagement; Financial Performance; Micro-scale Enterprises; Systematic Literature Review*

Teachers' Training Practices and Professional Growth in Public Secondary Schools in Dodoma City, Tanzania

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Abstract

This study investigated the relationship between teachers' training practices and professional growth in public secondary schools in Dodoma City, Tanzania. Drawing on a mixed-methods approach involving 93 randomly selected teachers and eight key informants across ten schools, the study examines training delivery methods, frequency, content relevance, practical application, and the role of school leadership. Findings indicate that teacher development predominantly relies on traditional workshop-based approaches, with limited use of digital platforms and structured peer mentoring, leading to inconsistent translation of training into classroom practice. Irregular training schedules, variable mentoring quality, and misaligned content further constrain professional growth. School leadership emerged as a pivotal factor, where proactive engagement including encouragement, budget allocation, follow-up, and recognition, enhanced participation and improved application of training. The study highlights that sustainable professional development requires adaptive, context-sensitive delivery methods, alignment of training content with teachers' classroom realities and career aspirations, and strong leadership support. These insights underscore the need for integrated, interactive, and leadership-driven strategies to ensure that teacher training programmes meaningfully contribute to instructional quality and career progression. The study contributes to the understanding of systemic and operational factors shaping teacher professional growth in Tanzanian secondary schools.

Keywords: *Teacher training, professional growth, secondary schools, Dodoma City, professional development, Tanzania*

Empowering Children with Disabilities through Education: Prospects and Challenges of Children with Hearing Impairment in Accessing Education- A Case Study of Viziwi Primary School

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Abstract

Research has affirmed that education is an important social capital which accelerates economic and social development of people. In this case, education significantly contributes to social and economic development and mobility. Grounded in this stance, this study: “Empowering Children with Disabilities through Education: Prospects and Challenges of Children with Hearing Impairment in Accessing Education” identifies the educational opportunities available to children with hearing impairment and examines challenges faced by children with hearing impairment in accessing and participating in education. Guided by Social Inclusion Theory, the study collected data through interview, questionnaire and observation tools. The study employed mixed methods approach, convergent parallel design. The findings in this study revealed that the application of communication of sign language, visual aids, peer support, practical activities and adapted communication methods such as simplified communication and gestures enhanced learning process and boosted academic performance. The study also revealed that some teachers had limited skills in teaching and communication strategies to children with hearing impairment. Some children had language and communication barriers derived from their family background, thus hindering classroom learning. Further, the study found that the school had limited collaboration with parents in ensuring better academic progression. Based on these findings, the study highlights the need for enhanced training for teachers and parents’ collaboration.

Keywords: *Hearing Impairment, children with disabilities, teaching, communication strategies*

The Impact of Family Members in Influencing Utilization and Management of Pension Benefits among Retired Primary School Teacher in Tanzania.

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Abstract

Family members are immediate and crucial support systems that influence utilisation and management of pension benefits. In Tanzania, studies have focused on the socioeconomic challenges, delays, and insufficiency of pension benefits encountered by retired older adults. This qualitative study explored the utilisation and management experiences of the lump-sum pension benefits, focusing on retired primary school teachers, which has received less attention. A case study design was applied, involving 29 informants selected purposively. Data was collected through in-depth interviews and analysed thematically. The findings reveal that family members, like spouses, children and grandchildren determine the utilisation and management of pension benefits through advising or pushing their retired parents. Retired primary school teachers highly value opinions of supportive spouses and children regarding pension benefits utilisation. Daughters and granddaughters were entrusted to oversee and manage pension benefits from bank accounts and automated teller machines. Moreover, granting them autonomy to make independent choices or at times, jointly engage with them in discussions concerning utilisation of the benefits to improving and sustaining their daily lives. Male children often dominate in pushing for investments choices, establishing and overseeing them. Findings revealed that majority of retired primary teachers have experienced financial and emotional difficulties from the investments. Others are either struggling or have failed to recover from such misfortunes, falling prey to failure to sustain their families. The influence of family members in utilisation and management of pension benefits either promotes or undermines the well-being of retired primary school teachers. This study suggests that social work practitioners make intentional efforts and collaborate with human resource administrators and financial experts to empower self-administration of pension benefits. This will enhance retirees taking full responsibility for their pension benefits and minimise negative experiences for retirees and their families.

Keywords: *Pension benefits, utilisation, management, influence of family members, retired primary school teachers*

Manager's Perceptions of Rewards in Employee's Retention Strategies: A Case of Airtel Tanzania Limited Company

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Abstract

This study analyzed managers' perceptions of reward systems in employee retention strategies at Airtel Tanzania. The study aimed to examine how managerial perceptions of rewards influence the effectiveness of retention strategies within the workplace. This study guided by four specific objectives, the study focused on the role of training programs, work flexibility, pension schemes, and healthcare insurance as key mechanisms for retaining employees in the competitive telecommunications industry. An inductive research approach was adopted to generate in-depth insights from respondents. The study employed a case study research design, using in-depth interviews as the primary data collection method to obtain a comprehensive understanding of the subject. The findings indicate that training programs are perceived as critical for enhancing employee skills, engagement, and organizational commitment. Flexible work arrangements were found to significantly improve work-life balance and job satisfaction. Pension schemes emerged as important long-term retention incentives that promote financial security and organizational loyalty. Healthcare insurance was identified as a vital benefit that supports employee well-being and reduces turnover intentions. The study highlights the importance of transparent communication, customization, and continuous evaluation of reward systems to align with evolving workforce expectations. It contributes to the broader discourse in Strategic Human Resource Management by emphasizing the need for dynamic and integrated reward frameworks tailored to both organizational goals and employee needs. The study recommends the development and implementation of effective, well-structured reward strategies to strengthen employees' retention in the workplace.

Keywords: *Manager's Perceptions, Retention Strategies, Rewards.*

Work Conditions and Employee Occupational Health Safety and Wellbeing in Tanzania's Hotels, Restaurants, and Guest Houses: A Case Study of Dodoma City Council

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Abstract

The Tanzanian tourism sector has been playing an important role in economic growth and job creation. However, little attention has been paid to the effects of work conditions on employees' occupational health, safety, and wellbeing. There is scarcity of comprehensive studies on occupational health and safety in hotels, restaurants, and guest houses. This study used exploratory cross-sectional study to determine the extent to which efforts invested in sustainable urban tourism development include the protection of employee occupational health, safety, and wellbeing. The study was conducted within the central district business (CDB) areas of Dodoma City Council along the eighth to tenth avenues. Data was collected using Unstructured Workplace Interview Questions (UWIQ) that was administered to 113 employees randomly selected from hotels, restaurants, and guest houses. The employee OHS risk matrix was used to analyze data and disaggregate the results thereof. The findings showed that the health and safety of workers were at high risk due to hazardous working conditions and default compliance to OSHA requirements. Most of the employees did not have proper working uniform like PEP protective safety gears and health insurance. The paper wraps up with a call for full integration of employees' occupational health, safety, and wellbeing to spur quality service in urban tourism.

Keywords: *Sustainable urban tourism, employee occupational health and safety, PEP, OSHA*

Knowledge Management Practices and Research Productivity in Tanzanian Public Higher Learning Institutions: A Qualitative Study on the Role of Self-Efficacy

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Abstract

This qualitative study explores how Knowledge Management (KM) practices specifically knowledge acquisition, sharing, and utilization shape research productivity within public Higher Learning Institutions (HLIs) in Tanzania. Grounded in a constructivist paradigm, the research examines how academic staff co-construct research outputs through social interaction and institutional engagement. The study is theoretically underpinned by Social Constructivist Theory, which views knowledge as a social product, and the Community of Practice (CoP) framework, which emphasizes learning through participation in professional social structures. Methodologically, the study employed a phenomenological research design, conducting semi-structured interviews with 21 purposively selected academic staff from five NACTVET-accredited institutions. Data were analyzed using Thematic Analysis to identify emergent patterns regarding how KM processes are perceived and enacted. Findings reveal that research productivity is not merely a technical output but a socially negotiated process heavily dependent on the community of practice within departments. Knowledge sharing emerged as a dominant theme, where informal peer networks proved more effective than formal digital repositories. Furthermore, individual self-efficacy was found to be a critical internal filter that dictates the extent to which academics engage and enhance knowledge utilization; those with higher self-efficacy navigated institutional barriers more creatively to maintain productivity. The study concludes that fostering research excellence requires moving beyond providing KM tools toward cultivating collaborative environments. It is recommended that Tanzanian HLIs establish formal mentorship programs and research clusters to enhance social learning and boost the individual self-efficacy of emerging scholars, thereby aligning institutional research outputs with national development priorities.

Keywords: Knowledge Management Practices, Research Productivity, Self-Efficacy, Social Constructivism, Tanzanian Higher Learning Institutions

Socio-Cultural and Institutional Factors influencing Women's Participation in Road Construction Projects in Tanzania: A Case Study of the Dar es Salaam Bus Rapid Transit (BRT) Phase III Project

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Abstract

This study examines gender segregation in Tanzania's construction sector, specifically focusing on women's participation in large-scale infrastructure like the Dar es Salaam Bus Rapid Transit (BRT) project. Although the industry remains male-dominated, donor-funded initiatives have created new entry points for women in technical and operational roles. Guided by Liberal Feminist Theory, the research explores how institutional reforms and the removal of discriminatory structures can foster gender equity. Using a qualitative design, the study conducted in-depth interviews and focus group discussions with 32 participants, including female laborers, engineers, TANROADS officials, and contractors. Thematic analysis revealed that while women's participation is gradually increasing, entrenched socio-cultural norms still frame construction as "men's work," hindering recruitment and career progression. A significant disparity exists between project types: donor-supported projects (e.g., World Bank-funded) exhibit stronger gender inclusion mechanisms, grievance redress systems, and supportive environments. In contrast, locally managed projects often lack the enforcement, training, and leadership opportunities necessary to motivate female workers. Furthermore, while gender policies exist on paper, their implementation remains weak and largely dependent on external pressure rather than national ownership. Most low-skilled female workers remain unaware of their rights under these frameworks. The study concludes that while women demonstrate remarkable resilience, the sustainability of gender gains is uncertain. Achieving long-term equity requires robust national monitoring, consistent enforcement of gender-responsive policies, and systemic institutional reforms to dismantle occupational stereotypes.

Keywords: *Gender Inclusion; Construction Industry; Liberal Feminist Theory; Infrastructure Development; Tanzania*

Suitability of Practices Adopted to Combat Child Sexual Abuse in Primary Schools in Central District of Zanzibar Tanzania

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Abstract

This study investigates the suitability of measures adopted to prevent child sexual abuse (CSA) in primary schools within the Central District of Zanzibar, employing a mixed-methods approach involving 99 respondents. Utilizing convenience sampling, data were gathered through surveys, interviews, and focus group discussions, then analyzed via descriptive statistics and thematic analysis. The findings identify various forms of abuse, including physical assault and kidnapping, with over 53% of participants attributing the prevalence of CSA to a lack of protection, poor parental care, eroded social norms, and economic deprivation. Perpetrators were identified as adolescents, relatives, neighbors, and occasionally teachers, with incidents frequently occurring in rural areas, community madrasas, and home environments—the latter accounting for 35.7% of reported cases. While measures such as reporting to local leaders and law enforcement are currently in practice, 57% of respondents rated the suitability of these ongoing interventions as only moderate. The study highlights critical prevention strategies, including moral training for children, fostering closer parent-child relationships, and addressing legislative ambiguities within the current framework. It concludes that the existing defensive and offensive mechanisms are insufficient on their own, necessitating a more robust, multi-sectoral approach. Consequently, the research recommends that the government, families, and community actors collaborate to implement more strategic, integrated controls and educational programs to effectively combat abuse and safeguard children's wellbeing in the region.

Keywords: Child, Primary schools, Sexual abuse and Zanzibar

Student Perceptions of Artificial Intelligence in Academic Activities: A Case Study of the Institute of Social Work, Tanzania

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Abstract

This study explored students' perceptions of the use of artificial intelligence (AI) in academic activities at the Institute of Social Work (ISW) in Dar es Salaam Region, Tanzania. Data were collected from undergraduate and postgraduate students through semi-structured interviews. The study explored students' awareness, patterns of AI use, perceived benefits, and ethical concerns. The findings indicated that students generally viewed AI as a useful tool for information searches, academic writing support, idea generation, and improving learning efficiency. However, concerns were raised regarding overdependence, reduced critical thinking, AI detection, data privacy and inadequate access to digital resources. The study further found that although students were willing to integrate AI into their academic work, they desired clear institutional guidelines and digital literacy training. The study concludes that AI has significant educational potential when supported by ethical regulations, capacity building, and context-specific implementation strategies, which align with the 2025 Artificial Intelligence Guideline of the Ministry of Education, Science and Technology.

Keywords: *Artificial Intelligence, student perceptions, academic activities, higher learning institutions, Institute of Social Work, Dar es Salaam, Tanzania*

Policy Processes and Practices of User Fee Exemption for the Elderly in Tanzania's Public Referral Hospitals

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Abstract

This study examined the practical implementation of the Tanzanian policy exempting low-income elderly individuals from hospital user fees within public referral hospitals. The researchers conducted semi-structured interviews with hospital staff, including social welfare officers and managers, alongside caregivers and focus group discussions with older men and women in the Kilimanjaro and Mtwara regions. The collected data were analyzed thematically to identify key patterns in policy execution. The findings indicated that while national policy mandates free care for eligible older people, actual implementation remained inconsistent across facilities. It was noted that although community leaders and social welfare officers often identified candidates through special identification cards or formal letters, and hospital systems recorded these patients as exempt, several bureaucratic hurdles undermined the process. These obstacles included chronic drug shortages, budget shortfalls, and stringent means-testing, which frequently forced elderly patients to pay out of pocket or rely on insurance. The study further revealed that staff attitudes varied significantly, with some professionals proactively assisting patients while others dismissed them if specific criteria, such as having children or existing insurance, were not met. Additionally, many elderly individuals lacked clear information regarding their eligibility, leading to a situation where those entitled to exemptions did not benefit from them in practice. The researchers concluded that these gaps reflected a significant divide between policy and practice, highlighting the role of frontline staff in mediating access to care. To bridge this gap, the study suggested strengthening institutional accountability, increasing financing for social welfare outreach, clarifying eligibility guidelines, and ensuring a consistent supply of medicines to achieve genuine health equity for the elderly in Tanzania.

Keywords: user fees, elderly, health policy implementation, Tanzania, health equity, qualitative study

Power without Visibility: Media Narratives of Female Influence in Patriarchal Tanzanian Society

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Abstract

This article explores the hidden expressions of female power within Tanzania's patriarchal social structures, as seen in newspaper reports. While some Tanzanian societies often feature male-dominated political, economic, and cultural systems, women continue to exert subtle yet influential forms of agency that are frequently overlooked in mainstream gender discussions. Using selected news reports from major Tanzanian Kiswahili newspapers, this study analyses how women's power is enacted, negotiated, and concealed through everyday practices, decisions, and social actions documented in the media. The study employs a qualitative discourse-analytic approach, guided by feminist critical discourse analysis and sociocultural theories of power, to examine narratives around family disputes, community leadership, economic activities, political participation, and moral authority. Newspapers were sampled through the saturation principle, with an emphasis on stories from patriarchal societies in Tanzania. Data were gathered via a review of newspaper stories concerning women's hidden power. Analysis was conducted using Critical Discourse Analysis to understand how language and media narratives subtly create, validate, and hide women's power within patriarchal social frameworks. The findings demonstrate that newspapers subtly reveal women exercising significant but under-recognised power within patriarchal contexts, even as media narratives tend to normalise or obscure their agency.

Keywords: *Hidden female power, patriarchal social structures, women's agency, critical discourse analysis, media narratives*

Exploring the Effects of Fee-Free Education Policy on Academic Performance of Public Primary School Pupils in Kinondoni Municipality, Dar Es Salaam

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Abstract

This study aimed to explore the perceived effects of fee-free education on the academic performance of public primary school pupils in Kinondoni Municipality, Dar es Salaam. The study adopted a qualitative research approach within an interpretivist paradigm and utilized a descriptive case study design. Data were collected from 20 purposively selected participants, including teachers, school administrators, and pupils from public primary schools in Kinondoni Municipality. Multiple data collection methods were employed, including in-depth interviews, non-participant observations, and documentary review. The collected data were analyzed using thematic analysis to identify key patterns and themes related to the study objectives. The findings revealed that although the policy successfully increased student enrollment, it also generated several systemic challenges that negatively affected academic performance. These challenges included severe classroom overcrowding, which limited individual student attention and reduced interactive teaching practices; increased teacher workload, which contributed to stress, burnout, and reduced instructional effectiveness; and shortages of essential learning materials such as textbooks and teaching aids. The study further found that inadequate infrastructure and overstretched school resources undermined the overall quality of the learning environment. The study concludes that while the Fee-Free Basic Education Policy has improved access to education, its implementation has placed significant strain on school systems, thereby compromising educational quality. The study recommends that policymakers strengthen resource allocation, increase teacher recruitment, expand school infrastructure, and ensure adequate provision of learning materials to enhance the effectiveness of fee-free education and improve students' academic performance.

Keywords: *Fee-Free Basic Education Policy (FFBEP); Academic Performance; Classroom, Overcrowding; Teacher Workload; Learning Materials*

Gender Dynamics in Sport Betting among Higher Education Institutions Students in Tanzania

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Abstract

The study scrutinized the practices of sports betting among students in Tanzania universities and other higher learning institutions in the course of the recent globalized era of online products and services which are difficult to monitor and control. The study employed a cross-sectional research design. Data were gathered from 148 respondents using a semi-structured questionnaire. Quantitative data were analysed through descriptive statistics including frequency counts and chi-square tests whereas qualitative data were analysed using content analysis. The findings revealed that more than 95% of university and other higher learning institutions students participated in sports betting are male. Findings show that the main sources of information for betting were social media, betting shops, and friends. Also, the main sources of money for sports betting among university students were family and higher education student's loan boards. Moreover, the study revealed that the age of university students has a significant influence on knowledge for successful sports betting. Additionally, the study shown the main problems facing students betting were poor academic performance and excessive alcohol drinking. The study recommends universities and other higher learning institutions to make amendments in their by-laws and regulations to put some clause that limits sports betting.

Keywords: *Sports Betting; Higher Learning Institutions; Student Loan Board; Academic Performance; Tanzania*

Gender Discrimination and Social Development in Nigeria: A Study of Enugu State

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Abstract

This study examined the effect of gender discrimination on social development in Enugu State, Nigeria, with specific objectives to; evaluate its effect on women's education, and political participation. The study adopted a descriptive cross-sectional survey design, utilizing structured questionnaires administered across six selected Local Government Areas. The population of the study was 1,894,629, and a sample size of 400 respondents was determined using Yamani's formula, of which 362 valid responses were analysed. Data were presented using frequencies and percentages, while hypotheses were tested using the Chi-square (χ^2) statistical method at a 0.05 significance level. Findings revealed that gender discrimination significantly affects women's education and political participation. Specifically, Chi-square results showed significant variations across women's education ($\chi^2 = 124.46, p < 0.05$), and political participation ($\chi^2 = 153.3, p < 0.05$). These findings confirm that cultural norms, and institutional barriers perpetuate gender disparities in Enugu State. In conclusion, the study affirms that addressing gender discrimination is crucial for inclusive and sustainable social development in Enugu State. Effective implementation of gender equality policies will not only empower women but also accelerate social development. The study recommends that there is need for continuous sensitization on the dangers of gender discrimination, alongside policies that encourage girl-child education and dismantle harmful cultural practices, that discourages female folk from education. The government should adopt and rigorously implement affirmative action measures, such as gender quotas in political offices (elected/appointed), to enhance women's participation in politics.

Keywords: Gender discrimination, Social development, Enugu State, Women's education, Political participation.

Barriers to Inclusive Higher Education: Experiences of Visually Impaired Students at Institute of Social Work Dar es Salaam Campus, Tanzania

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Abstract

This study examined the challenges facing visually impaired students at Institute of Social Work in Tanzania. The study aimed to explore three key aspects: physical infrastructure barriers, stigmatization challenges, and the accessibility of library materials for visually impaired students. Understanding these challenges is essential for promoting inclusive education and ensuring equal access to academic opportunities for students with disabilities. The study adopted a qualitative research approach guided by an interpretivist research philosophy and employed a case study research design. Data were collected through in-depth interviews involving fourteen participants, including visually impaired students, lecturers, library staff, and staff from the Dean's office. Participants were selected through purposive sampling due to their direct involvement with visually impaired students. The collected data were analyzed using thematic analysis to identify recurring patterns and experiences related to the research objectives. The findings revealed that visually impaired students encounter multiple barriers that limit their full participation in academic and social life within the Institute of Social Work. Major challenges included non-inclusive physical infrastructure such as uneven walkways, inadequate lighting, lack of tactile markers, and elevators without Braille or voice guidance, which restrict independent mobility. The study also found that stigmatization from peers and negative perceptions from some members of the academic community contribute to social exclusion. Furthermore, limited accessibility of library materials, inadequate assistive technologies, and insufficient technical support hinder visually impaired students from accessing learning resources effectively. The study concludes that despite existing policies supporting inclusive education, significant institutional and infrastructural barriers continue to hinder the academic experiences of visually impaired students. It recommends strengthening institutional capacity through staff training, improving accessible infrastructure, expanding assistive technologies and Braille resources in libraries, and developing clear disability inclusion policies to ensure equitable access to higher education.

Keywords: *Visual Impairment, Inclusive Education, Institute of Social Work, Accessibility and Stigmatization*

Disability Inclusion in Small and Medium Enterprises in Kinondoni and Ilala Municipalities, in Dar es Salaam, Tanzania

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Abstract

This study investigates disability inclusion within Small and Medium Enterprises (SMEs) in Kinondoni and Ilala municipalities, Dar es Salaam, Tanzania, situating the analysis within broader debates on labour market inequality and structural exclusion. Guided by the social model of disability, the study conceptualizes exclusion as a function of institutional arrangements, employer practices, and socio-economic structures rather than individual impairments. A qualitative exploratory design was employed, drawing on in-depth interviews, focus group discussions, and workplace observations with 34 participants, including persons with disabilities, SME employers, labour officers, and representatives of organizations of persons with disabilities. Data were analysed using thematic analysis. The findings indicate that disability inclusion in SMEs remains limited and uneven, shaped by interrelated structural, attitudinal, and institutional barriers. Employers' perceptions are predominantly characterized by conditional inclusion, where employment is contingent upon minimal accommodation and alignment with prevailing productivity norms. The study further identifies "structural invisibility," whereby the perceived absence of applicants with disabilities reflects exclusion embedded within recruitment systems rather than an actual lack of labour supply. Additional constraints include inaccessible infrastructure, restricted access to job information, persistent stigma, and weak enforcement of disability-related legal frameworks. The study contributes to disability knowledge by providing context-specific empirical evidence on disability inclusion at the SME level, reinforcing the analytical relevance of the social model in labour market studies, and highlighting the persistent gap between policy commitments and implementation. It underscores that meaningful disability inclusion requires a transition from symbolic compliance toward systemic transformation of labour market institutions, employer practices, and regulatory enforcement mechanisms.

Keywords: *Disability Inclusion, Small and Medium Enterprises.*

Adoption of Artificial Intelligence Capabilities for Enhancing Community Economic Development in Tanzania

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Abstract

Rapid technological advancement is transforming economic systems and creating new opportunities for inclusive growth and community empowerment. Artificial Intelligence (AI) has increasingly emerged as a strategic digital innovation capable of enhancing productivity, improving financial decision-making, and expanding economic participation. However, the adoption of AI capabilities in developing economies, including Tanzania, remains limited, thereby constraining its potential contribution to community economic development. This proposed study examines the role of Artificial Intelligence capability adoption in enhancing community economic development in Tanzania, with particular attention to its influence on entrepreneurship, business competitiveness, and local economic inclusion. The study will adopt a mixed-methods research design integrating empirical literature review and primary data collection from Small and Medium Enterprises (SMEs), business support institutions, and community stakeholders. Key AI capabilities to be examined include data analytics applications, automation technologies, digital financial tools, and intelligent decision-support systems. The study will be guided by technology adoption and innovation diffusion perspectives to explore how technological readiness, digital skills, institutional support, and policy environments shape AI utilization at the community level. Expected outcomes suggest that effective adoption of AI capabilities can strengthen business efficiency, improve financial management practices, expand market opportunities, and stimulate employment and income generation within local communities. Nevertheless, structural challenges such as limited digital infrastructure, skills shortages, and regulatory gaps may hinder widespread adoption. The findings are anticipated to provide evidence-based insights to inform policy formulation, capacity building initiatives, and multi-stakeholder collaboration aimed at promoting inclusive digital transformation. Ultimately, the study seeks to contribute to ongoing discussions on leveraging AI as a pathway toward sustainable community economic development and improved societal wellbeing in Tanzania.

Keywords: Artificial Intelligence (AI) Adoption; Community Economic Development; Small and Medium Enterprises (SMEs); Digital Transformation; Tanzania

Perceived Risk Factors for Mental Health Problems among Higher Learning Students in Tanzania: Insights from a Qualitative Study at the Institute of Social Work

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Abstract

This study explores perceived risk factors for mental health problems among higher learning students in Tanzania, with a focus on the Institute of Social Work (ISW) in Dar es Salaam. Globally and in Africa, university students experience high levels of psychological distress, yet little is known about how Tanzanian students themselves interpret the factors that place them at risk. Guided by the Social Construction of Reality theory, the study adopts a qualitative, cross-sectional, hermeneutic phenomenological design to foreground students lived experiences and meanings. Data were generated through focus group discussions with undergraduate and postgraduate students, in-depth interviews with selected students, and key informant interviews with the Dean of Students, wardens, counsellors and academic staff. Thematic analysis, supported by NVivo, revealed five main categories of perceived risk factors: academic pressure and unsupportive teaching practices; financial hardship and poverty, often linked to transactional or exploitative relationships; romantic relationships, gendered vulnerability and sexual violence; family conflict, domestic violence and separation from home; and peer pressure, substance use and urban “temptations.” These risk factors are not experienced as isolated events but are interpreted through cultural norms, gender expectations, institutional practices and moral discourses that shape how distress is recognised, explained and acted upon. The study concludes that mental health risks among Tanzanian higher learning students are deeply socially embedded and calls for context-specific, gender-responsive and institutionally grounded interventions that strengthen mental health literacy, address structural and academic stressors, and promote safe, accessible counselling and support services.

Keywords: *Mental Health Risk Factors, Higher Learning Students, Psychological Distress and Social Construction of Reality*

Contributing Factors and Salutogenic Coping Strategies for Livelihood Sustainability among Unmarried Adolescent Mothers in Urambo District, Tanzania

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Abstract

This study examined the factors contributing to the increase of unmarried adolescent mothers (UAMs) and the coping strategies they employ to support their livelihoods in Urambo District, Tanzania. Guided by Salutogenesis Theory and Social Learning Theory, the research utilized a descriptive cross-sectional, mixed-methods design involving 112 participants, including 80 UAMs and 32 key informants. Data were collected through structured questionnaires, in-depth interviews, and focus group discussions, with quantitative results analyzed via SPSS and qualitative data through thematic content analysis. The findings reveal that 80% of UAMs are aged 13–16, with 60% possessing only a primary education, driven largely by pervasive poverty, peer pressure, and the imitation of reproductive behaviors observed in their social circles. While these young mothers face severe challenges such as social stigmatization, family rejection, and financial instability, they apply a "Sense of Coherence" by utilizing "Generalized Resistance Resources" including informal social networks, petty trade, and heavy reliance on grandparents for childcare to sustain their livelihoods. The study concludes that while UAMs demonstrate significant resilience, they remain socio-economically marginalized by policy gaps, necessitating a shift by the Tanzanian government and NGOs toward targeted economic empowerment, vocational training, and community-based sensitization to reduce stigma and strengthen local support systems.

Keywords: *Unmarried Adolescent Mothers (UAMs), Salutogenesis Theory, Coping Strategies, Livelihood Sustainability, Urambo District*

Exploring the Influence of Training Programs Accompanying Local Government Soft Loans on Youth Self-Employment: A Case Study of Ngorongoro District

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Abstract

This study examines the impact of training programs linked to Local Government Authority (LGA) soft loans on youth self-employment in Ngorongoro District, Tanzania. Guided by the Public Service Theory of Financial Inclusion (PSTFI), the research highlights the government's role in providing equitable financial access and entrepreneurial skills to marginalized groups. Using interpretivist, single-case study design, data were collected through focus group discussions with 18 loan recipients and in-depth interviews with two LGA officers. The findings demonstrate that structured training is pivotal in equipping youth with essential business and financial management skills, including budgeting, record-keeping, and market analysis. Participants reported that practical training in customer relations and digital marketing was particularly transformative, improving decision-making, business sustainability, and loan repayment discipline. However, the study identified significant barriers to success, such as language and literacy challenges specifically when training was not conducted in Swahili and gender disparities that hindered young women from balancing domestic duties with participation. Furthermore, the brevity of sessions and a lack of long-term mentorship limited the programs' overall impact. The study concludes that while LGA soft loans are vital for promoting self-employment, their effectiveness is heavily dependent on the quality and inclusivity of the associated training. Recommendations include simplifying loan applications, utilizing accessible local languages, and institutionalizing gender-sensitive mentorship. By addressing these structural and contextual gaps, the government can better ensure sustainable economic empowerment for youth in rural Tanzania and similar developing contexts.

Keywords: Youth Self-Employment; LGA Soft Loans; Financial Inclusion; Entrepreneurial Training; Ngorongoro Tanzania

Assessing the Influence of Digital Innovation on Agroecological Knowledge Exchange: The Case of the Macho Sauti Application in Tanzania

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Abstract

The digitalization of agricultural extension services offers a transformative pathway for bridging knowledge gaps in agroecology. This study evaluates the efficacy of the "Macho Sauti" mobile application in facilitating access to and dissemination of agroecological information among smallholder farmers in Masasi District, Tanzania. Utilizing a mixed-methods concurrent triangulation design, quantitative data were obtained from 154 smallholder farmers via structured surveys, while qualitative insights were garnered through focus group discussions and key informant interviews. The data analysis integrated descriptive statistics, paired t-tests, and thematic content analysis. The findings indicate a high rate of digital adoption, with 96.8% (n=149) of respondents successfully accessing and sharing agroecological solutions through the platform. Comparative analysis reveals that frequent engagement with the application was positively correlated with significant agricultural productivity gains, evidenced by a mean maize yield increase of approximately 400 kg/ha ($p < 0.05$) among regular users compared to non-users. Conversely, the study identified systemic bottlenecks in platform utilization; specialized portals for seed sourcing and market linkage remained largely underutilized, with adoption rates of only 3.2% and 4.5%, respectively. These discrepancies suggest that while the application excels in knowledge mediation, it faces challenges in facilitating complex transactional ecosystems. The study concludes that the Macho Sauti application holds significant potential for enhancing agricultural resilience, provided that digital interventions are synthesized with robust local seed systems, market integration, and comprehensive digital literacy programs. Policymakers should prioritize investments in rural connectivity and platform-specific capacity building to optimize the socio-economic impact of digital agricultural innovations.

Keywords: Macho Sauti; Mobile Application; Agroecology; Maize Productivity; Digital Extension Services; Tanzania.

Parents and Guardians against Child Sexual Harassment in Tanzania: Barriers and Strategies

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Abstract

The study examined the barriers faced by parents and guardians in preventing child sexual harassment in Tanzania, as well as the strategies employed to address this persistent social problem. It was observed that, despite growing global and national attention, child sexual harassment remained a significant concern, with limited empirical focus on the roles of parents and guardians in prevention efforts within the Tanzanian context. The study aimed to bridge this gap by synthesizing existing knowledge and contextual evidence. A systematic literature review design was adopted, whereby scholarly articles, policy documents, and reports published between 2015 and 2026 were collected, reviewed, and analyzed. The selection of sources was guided by relevance to child protection, parental roles, and sexual harassment in Tanzania. Thematic analysis was employed to identify, compare, and interpret recurring patterns and key themes across the reviewed literature. The findings indicated that major barriers included limited awareness, socio-cultural norms, stigma, weak enforcement of child protection laws, and inadequate communication between parents and children. At the same time, the study found that effective strategies involved community sensitization, parental education, strengthening legal frameworks, and promoting open dialogue within families. It was concluded that addressing child sexual harassment required a multi-level approach integrating family, community, and institutional efforts. The study recommended increased policy implementation, capacity-building programs for parents and guardians, and further empirical research to strengthen evidence-based interventions in Tanzania.

Keywords: *Child, Sexual harassment, Barriers, Strategies, Parents and Guardians*

Barriers Encountered by People with Substance Use Disorder in Accessing Medication-Assisted Treatment in Tanzania: A Case of Itega MAT Clinic- Dodoma Municipality

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Abstract

This study was designed to examine barriers encountered by people with substance use disorder (SUD) in accessing MAT services in Tanzania at Itega MAT Clinic in Dodoma Municipality. A particular emphasis was given on awareness as a determinant of treatment initiation and retention. Guided by the Health Belief Model (HBM), the study explored how perceived susceptibility, perceived severity, perceived benefits, perceived barriers, cues to action, and self-efficacy influence engagement in treatment. The study employed an exploratory design with qualitative approach which was grounded in interpretivist philosophy. Data were obtained from 18 participants, including 15 individuals with SUD and 3 healthcare providers, who were purposively selected. Data were collected through in-depth interviews, focus group discussions, document review, and analyzed using thematic analysis. Findings reveal that limited awareness among SUD individuals is aggravated by the deficiency of community education and outreach activities bounded people with SUD from accessing MAT. In addition, the selective delivery of information by the health facilities or non-governmental organizations, misconceptions regarding methadone, socio-cultural stigma, gender disparities, and institutional rigidities significantly constrain access and retention. The study concludes that awareness deficits intersect with structural and socio-cultural barriers to undermine effective utilization of MAT services. It is recommended that strengthened community sensitization, gender-responsive outreach, family-inclusive education, and service integration will enhance equitable access and sustainable recovery outcomes among people with SUD in Tanzania.

Keywords: Medication-Assisted Treatment; Awareness; Substance Use Disorder

Good Governance Strategies and Sustainable Female Leadership in Tanzania

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Abstract

This conceptual study explores the extent to which female leaders respond to the challenges of leadership sustainability within the Tanzanian context. The aim of the study is to examine how good governance strategies specifically transparency, accountability, and trust influence the ability of women to maintain long-term leadership roles and overcome systemic barriers. The methodology employs a qualitative conceptual analysis, reviewing existing literature and theoretical frameworks related to governance and gender in East Africa. By synthesizing diverse perspectives, the study achieves three main objectives: exploring the influence of transparency on leadership longevity, determining the role of accountability in stabilizing female authority, and evaluating how public trust serves as a foundation for sustained electoral success. Key findings suggest that good governance acts as a significant mediator for leadership sustainability. High levels of transparency and accountability mitigate gender-biased scrutiny, while the cultivation of institutional trust directly counters negative societal perceptions of female leadership as a "failure." The discussion highlights that when women adhere to these governance pillars, they increase public confidence in their suitability for high-ranking positions, thereby disrupting traditional patriarchal gatekeeping. In conclusion, the study asserts that sustainable female leadership is not merely a matter of individual capability but is deeply tied to the application of just policies and the rule of law. Strengthening these strategies is essential for empowering women, fostering inclusive governance, and ensuring that female leaders remain influential actors in Tanzania's pursuit of sustainable development.

Keywords: Good Governance; Female Leadership; Sustainable Leadership; Transparency and Accountability; Tanzania

The Hidden Costs of Protection: Institutional Constraints and Child Sexual Abuse Case Management in Tanzania

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Abstract

Child sexual abuse (CSA) remains a critical social and public health concern in Tanzania, undermining children's rights and well-being. Despite national commitments and policy frameworks, reported cases continue to increase in regions such as Kilimanjaro, Dar es Salaam, and Mbeya. This study aims to examine the institutional and financial constraints affecting effective case management of CSA within Tanzania's child protection system. Qualitative research design was employed, drawing on a systematic literature review and analysis of policy documents, complemented by key informant insights from social welfare, law enforcement, and healthcare sectors. The findings reveal that while multi-sectoral collaboration exists, significant institutional bottlenecks persist. These include inadequate financial resources, shortages of trained personnel, limited forensic capacity, weak inter-agency coordination, and prolonged legal procedures. Notably, frontline social welfare officers frequently incur out-of-pocket expenses to facilitate case follow-up, reflecting systemic underfunding. These constraints contribute to delayed investigations, compromised evidence management, and increased case attrition, often resulting in re-traumatization of survivors and withdrawal from the justice process. The study concludes that financial and structural limitations are central to the inefficiencies in CSA case management, ultimately undermining child protection outcomes. It recommends increased government investment in social welfare services, capacity building for professionals, improved forensic and investigative infrastructure, and strengthened inter-agency coordination mechanisms. Additionally, policy reforms should prioritize survivor-centered approaches to reduce procedural delays and enhance access to justice. Addressing these systemic challenges is essential for ensuring effective protection and support for children in Tanzania.

Keywords: *Child sexual abuse, case management, Institutional constraints, Tanzania*

Prevalence and Barriers to Socially Marketed Contraceptive Use among Institute of Social Work Students in Dar es Salaam

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Abstract

Unintended pregnancies and related reproductive health complications remain pressing public health concerns among students in higher learning institutions in Tanzania, posing significant challenges to gender inclusion, women's empowerment, and sustainable wellbeing. Although socially marketed contraceptives are widely available through national and non-governmental initiatives, their utilization among university students remains inconsistent. Guided by Social Marketing Theory, Diffusion of Innovation Theory, the Health Belief Model, and the Theory of Reasoned Action, this study examined the prevalence of and barriers to socially marketed contraceptive use among students at the Institute of Social Work in Dar es Salaam. A mixed-methods approach employing a Concurrent Embedded Research Design was adopted, integrating an online survey of 188 students with eight key informant interviews. Findings revealed that condom use prevalence stood at 72%, while contraceptive pill use was 6.4%. Significant socio-demographic determinants influencing utilization included age, level of education, and marital status. Major barriers identified were religious beliefs (26.6%), cultural perceptions (19.6%), stigma, misinformation, and limited youth-friendly services. The study highlights the urgent need for responsive institutional policies and targeted social marketing strategies that address students' sexual and reproductive health needs, strengthen informed choice, and advance gender equality within higher education settings.

Keywords: *Prevalence, barriers, socially marketed contraceptives, gender inclusion, women empowerment*

An Exploration of Social Support for Older People Living Alone in Rural Areas; A Case of Kising'a Village, Iringa, Tanzania

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Abstract

This study explores the realities of social support for older people living alone in rural Tanzania, using Kising'a Village in Iringa as an illustrative case. The study sought to examine perceptions of loneliness among older adults living alone, assess the types of social support available to them, and analyze the role of community networks in providing care. A qualitative exploratory design was adopted, guided by Ecological Systems Theory, which emphasizes the interaction between individuals and their social environments. Purposive sampling was used to select 20 participants, including 15 older people living alone and 5 key informants (village leaders, health workers, and community leaders). Data were collected through in-depth interviews and analyzed thematically. Findings reveal that older people living alone experience multiple vulnerabilities, including profound emotional loneliness, social isolation, economic hardship, and limited participation in community life. Although some receive assistance from neighbors, relatives, and religious groups, such support is irregular, inadequate, and constrained by poverty and the gradual erosion of traditional family care systems. Community networks provide partial relief; however, their effectiveness is limited by weak organizational structures, scarce resources, and lack of formal recognition within broader social protection systems. The study concludes that older people living alone in rural Tanzania face significant psychosocial and economic challenges that undermine their wellbeing. It recommends strengthening community-based care models, formally integrating local support networks into national social protection frameworks, and promoting policies that safeguard the dignity, participation, and rights of older adults in rural communities.

Keywords: *Social Support; Older People; Rural Tanzania; Ecological Systems Theory; Community-Based Care*

Social Safety Nets and Household Welfare: Assessing the Moderating Role of Demographic Dynamics on TASAF's Poverty Alleviation Efforts

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Abstract

This study investigates the impact of Tanzania Social Action Fund (TASAF) interventions on poverty reduction, specifically examining the moderating influence of household size within the Longido and Kibondo districts. Despite the extensive implementation of social safety nets since 2000, poverty levels in these districts remain critically high, with figures exceeding the national average of 26.4%. The primary objective of this research is to evaluate the efficacy of income-generating activities (IGAs), conditional cash transfers (CCTs), and socio-economic services in alleviating poverty, while determining how household scale conditions these outcomes. Theoretically, the study is anchored in the Structural Theory of Poverty to explain systemic interventions and the Malthusian Theory of Population to contextualize the demographic pressures exerted by household size. A quantitative research design is adopted, utilizing Partial Least Squares Structural Equation Modeling (PLS-SEM) to analyze empirical data gathered from TASAF beneficiaries in the Kimokouwa and Rugongwe wards. Preliminary evidence suggests that while CCTs and socio-economic services improve human capital indicators such as health and education their capacity to break the intergenerational cycle of poverty is often attenuated by the larger-than-average household sizes prevalent in these rural areas. The findings are expected to elucidate whether current TASAF grant scales are sufficient to offset the high dependency ratios found in the study areas. The research concludes that poverty reduction strategies must be context-specific and demographically informed to achieve meaningful impact. Policy recommendations include the adoption of household-size-sensitive grant allocations and intensified support for sustainable IGAs to foster long-term self-reliance. By introducing a moderating framework to social protection evaluation, this study provides an empirical benchmark for future policy design and academic inquiry in Tanzania.

Keywords: TASAF, Poverty Reduction, Conditional Cash Transfers, Household Size, Socio-economic Services.

Cultural Silence and the Politics of Family Honour: Socio-Cultural Determinants of Child and Adolescent Sexual Abuse Disclosure in Tanzania

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Abstract

Child and adolescent sexual abuse continue to affect many children in Tanzania, yet many cases remain undisclosed even though legal and child protection systems are in place. This study focused specifically on the socio-cultural factors influencing disclosure of child and adolescent sexual abuse in Kilimanjaro and Tabora regions. Guided by Social Learning Theory, the study adopted a mixed-methods design involving 165 participants, including community members and key informants. Quantitative data were analysed using descriptive statistics and Binary Probit regression, while qualitative data were analysed thematically. Findings indicate that family honour, fear of stigma, preference for private reconciliation, and the influence of respected community leaders all affect whether abuse is reported. Cultural norms and beliefs emerged as a statistically significant predictor of disclosure, although stigma was widely reported as a barrier to disclosure, it did not remain statistically significant once other socio-cultural factors were considered. Qualitative findings show common practices of informal settlement and silence, particularly where perpetrators are family members. The study argues that socio-cultural systems function as structural barriers to formal reporting and weaken the effectiveness of child protection systems. Strengthening child protection in Tanzania and similar African contexts requires culturally responsive interventions, community norm transformation, and integration of informal authority actors into formal child protection frameworks. The findings contribute to African scholarship on social protection systems and child protection governance.

Keywords: *Child sexual abuse, disclosure, socio-cultural norms, family honour, Tanzania.*

The Influence female consultants' age on Organisational Citizenship Behaviour among Medics Working for Tanzania's Local Government Authorities

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Abstract

This study investigates the influence of female consultants' age on Organizational Citizenship Behaviors (OCB) specifically conscientiousness, sportsmanship, and civic virtue among female medical practitioners within Tanzania's Local Government Authorities (LGAs). Grounded in Erikson's Stages of Psychosocial Development, the research focused on the primary employable cohorts in the LGAs: Group 6 (ages 18–40) and Group 7 (ages 40–60). A cross-sectional survey design was used to gather data from 231 randomly selected female medics, which was subsequently analyzed using Structural Equation Modeling (SEM) via AMOS Version 26. The results reveal that age has a statistically significant influence on OCB, particularly regarding sportsmanship and civic virtue; furthermore, the findings indicate that age-related responsibilities significantly shape organizational citizenship behavior directed toward the organization (OCBO). The study concludes that age is a critical determinant of how female medics engage in discretionary behaviors that support healthcare systems, as the transition through life stages shifts an individual's propensity for civic virtue and sportsmanship. Consequently, it is recommended that LGA management design age-sensitive human resource interventions, such as mentorship programs where older consultants can model civic virtue to younger cohorts and develop motivational schemes that account for age-based life responsibilities to sustain high levels of OCBO across all career stages.

Keywords: *Organizational Citizenship Behavior (OCB), Female Medics, Erikson's Theory, Tanzania Local Government Authorities, Structural Equation Modeling (SEM).*

Beyond the Energy Ladder: Navigating Fuel Stacking, Seasonality, and Structural Insecurity in Rural Tanzania

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Abstract

This study investigates household cooking-energy behavior in Kongwa District, Tanzania, moving beyond linear "energy ladder" models to examine fuel portfolios, energy stacking, and seasonal switching. Utilizing a cross-sectional survey of 179 households, the research employed descriptive statistics and bivariate exact tests to identify determinants of fuel choice. Findings reveal that biomass remains the structural foundation of rural energy, with 92.2% of households relying on charcoal or firewood as their primary fuel. Only 7.8% adopted gas or electricity, and even among these adopters, energy stacking was nearly universal; 71% maintained biomass backups and 93% reported recent biomass use. Women were the primary cooking-energy decision-makers in 87.2% of households, yet this authority did not significantly correlate with clean-fuel adoption, suggesting that operational responsibility is constrained by broader economic barriers. Seasonality emerged as a critical driver of portfolio shifts, with firewood use plummeting during the rainy season (6.7%) as households transitioned to charcoal (60.9%) for its storage and ignition advantages. While clean-fuel use was descriptively higher among salaried employees, no socioeconomic factors reached statistical significance, highlighting the pervasive nature of structural insecurity. The study concludes that rural energy transitions are adaptive risk-management strategies rather than linear replacements. To facilitate sustained clean-fuel use, interventions must move beyond adoption targets to address liquidity constraints through flexible payment models, improve last-mile supply reliability, and account for seasonal vulnerability. Monitoring frameworks should adopt portfolio-based indicators to accurately reflect the reality of continued biomass dependence in stacking households.

Keywords: *Organizational Citizenship Behavior (OCB), Female Medics, Erikson's Theory, Tanzania Local Government Authorities, Structural Equation Modeling (SEM).*

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