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To: DVC (Academic & Finance and Administration)

From: Bahati Hussein Ramadhani, Coordinator-Gender desk

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Subject: **Report on the Conference on "Enhancing Academia's Role in Accelerating and Localizing Generation Equality Forum Commitment in Tanzania"**

1. Introduction

I am pleased to provide this report following my participation in the conference titled "**Enhancing Academia's Role in Accelerating and Localizing Generation Equality Forum Commitment in Tanzania**", where I had the honor of attending as coordinator- Gender desk and representing you. The conference was held on 8th October, 2024 at Johari Rotana hotel in Dar es salaam. The conference brought together stakeholders from academia, government, civil society, and international organizations. The forum aimed to explore how academic institutions can support and drive commitments made under the Generation Equality Forum (GEF) to advance gender equality in Tanzania.

As an institution guided by Islamic teachings, our university's participation is aligned with the principles of justice (`adl`), equity, and the pursuit of knowledge (`ilm`), values which are deeply rooted in Islamic teachings. Islam has always advocated for the empowerment of both men and women in all fields, including education, as underscored by the hadith, **seeking knowledge is an**

obligation upon every Muslim" (Sunan Ibn Majah). Therefore, both men and women are equally responsible for seeking knowledge and contributing to the betterment of society.

2. Overview of the Conference

The Generation Equality Forum is the world's leading initiative to accelerate investment and implementation of gender equality an objective that resonates with Islamic principles of equal opportunities for men and women as mentioned in the Qur'an, **"And for women are rights over men, similar to those of men over women." (Qur'an 2:228).**

It reaffirms the value of multilateralism and mobilizes programmatic and financial commitments from various stakeholders—including civil society, governments, youth-led organizations, the private sector, and international organizations—focusing on intergenerational and multi-stakeholder partnerships. Twenty-five years after the government of Tanzania, along with other African governments under UN systems, IFIs, the private sector, and CSOs, committed to the Beijing Platform for Action, the Generation Equality Forum (GEF) ensures that these bold ambitions for women's rights and the Sustainable Development Goals (SDGs) are fully implemented. Tanzania is a GEF Global Champion, co-leader of the Generation Equality Action Coalition on Economic Justice and Rights, one of six Action Coalitions, and a member of the Generation Equality Multi-stakeholder Leadership Group.

In December 2021, the President of the United Republic of Tanzania established the GEF National Advisory Committee to monitor and advise on the implementation progress of the Generation Equality Forum (GEF) initiatives. To fulfill Tanzania's GEF commitments, the Tanzania Generation Equality Multi-Sectoral Programme (TGEP) 2021-2026 was put in place,

coordinated by the Ministry of Gender Mainland Tanzania and Zanzibar. The universities were invited to take action in achieving these specific country commitments:

- **Key Result Area 1:** Investments in Gender Responsive Public and Private Care Services and Care Work.
- **Key Result Area 2:** Decent Work for Women in the Formal and Informal Economy.
- **Key Result Area 3:** Women's Access to, Use of, Control over, and Ownership of Productive Resources.
- **Key Result Area 4:** Gender-Responsive Macro-Economic Plans, Budget Reforms, and Stimulus Packages.

3. Key Takeaways from the Conference

Universities were supposed to pick related academia sub-commitments to accomplish as part of the GEF Program as listed below;

1. Integrate training on gender-responsive care practices into curricula for relevant academic programs, including social work, public health, and business management.
2. Develop career support programs and pipeline for female students to prepare them for leadership roles and entry into various industries.
3. Set targets for increasing the number of women in academic leadership positions and ensure equitable pay and career advancement opportunities.
4. Establish scholarships and training programs for women in STEM fields and technology, and support their participation in research and innovation projects.
5. Develop platforms for women students and researchers to access resources, including mentorship, research grants, and technology.

6. Engage in research and advocacy on gender-responsive economic policies and budget reforms, and provide recommendations to policymakers based on research findings.
7. Integrate gender analysis into economic planning and budgeting courses and research, ensuring that economic strategies consider gender impacts.
8. Organize forums and workshops to engage with government and industry stakeholders to disseminate research and advise on implementing gender-responsive economic policies and reforms.
9. Others

4. Recommendations for Muslim University of Morogoro

The consideration of our goals as Muslims, academicians and member of the community; the institution's economy and the time frame for implementation guided the selection of the commitment that can be implemented with ease and practically at our institution. It is **to develop platforms for women students and researchers to access resources, including mentorship, research grants, and technology.**

5. Way forward

By 2026 the fulfillment of selected commitment is aimed to be achieved in sha Allah. Below is an action plan or a strategic plan towards the achievement of the commitment.

STEP	ACTION	TIME	OUTCOME	REMARKS
1. Creating equal opportunities for women in academia through access to mentorship, funding, and technology. **(Aligned with Islamic**	The platform's vision will base on **Islamic values of justice** ('adl), knowledge ('ilm), and compassion (rahmah).		A vision that promotes equal access to knowledge and resources, grounded in Islamic values.	

Teachings)				
1. Create a Steering Committee (Reflecting Shura/Consultation)	Form a diverse committee using the Islamic principle of **shura** (consultation), which emphasizes collective decision-making. Ensure representation of women, students, faculty, and religious scholars to balance the platform's direction with Islamic ethics. The concept of **shura** is rooted in Quranic guidance: "And those who have responded to their lord and established prayer and whose affair is [determined by] consultation among themselves" (Quran 42:38).		A consultative and inclusive committee rooted in Islamic principles.	
2. Conduct a Needs Assessment (Addressing Equity and Fairness)	Carry out the needs assessment with the intention of promoting **equity and fairness**, ensuring that the platform addresses the unique challenges faced by women in academia		A needs assessment that focuses on equitable solutions, respecting both Islamic and cultural values.	

	while maintaining respect for cultural sensitivities. - The assessment should be designed to ensure that women are given opportunities and resources in line with the Islamic value of ensuring fairness and balance in society. The Prophet Muhammad (PBUH) emphasized, "The most beloved of people according to Allah is he who brings the most benefit to people" (Al-Mu'jam Al-Awsat).			
3. Develop the Platform Structure (Incorporating Islamic Values of Knowledge and Brotherhood)	Develop the platform with a focus on promoting **mutual support (takaful)** and the sharing of knowledge as an act of service ('ibadah). - Use the platform to foster a sense of **ummah**(community) by encouraging collaboration and mentorship, where more experienced researchers offer		A platform designed to enhance knowledge sharing and mutual support, embodying the spirit of Islamic brotherhood and sisterhood.	

	guidance to younger women in a spirit of collective growth. "Help one another in righteousness and piety" (Quran 5:2).			
4. Secure Funding and Partnerships (Ethical and Charitable Funding)	Seek funding from ethically responsible sources, ensuring that financial support aligns with Islamic principles of halal financeand charitable giving (sadaqah). Encourage donations as a form of **sadaqah jariyah** (ongoing charity), benefiting future generations today and in hereafter. - The reward of supporting women in education as a form of ongoing charity that benefits society in both this world and the hereafter, as the Prophet Muhammad (PBUH) said: "When a man dies, his deeds come to an end except for three: Sadaqah Jariyah (ongoing charity), knowledge which is beneficial, or a virtuous		Secure ethical and charitable funding that aligns with Islamic financial principles.	

	descendant who prays for him" (Sahih Muslim).			
5. Develop the Digital Platform (Ethical and Inclusive Technology)	Ensure that the platform is inclusive and user-friendly for all, while respecting **Islamic principles of modesty and privacy**. Develop features that provide a safe environment for women to access resources and mentorship. - Design the platform in a way that respects gender dynamics in line with Islamic values, ensuring that mentorship interactions are conducted with **respect for modesty** and that the technology is used in an ethical manner that does not compromise personal privacy or security.		A technologically advanced platform that respects Islamic ethics of modesty and privacy.	

6. Implement Mentorship Programs Based on Prophetic Teachings	Establish a mentorship program where women are paired with experienced mentors. Train both mentors and mentees to ensure that interactions are supportive, empowering, and aligned with Islamic teachings on **mutual respect**. - To Follow the Prophet Muhammad's (PBUH) model of mentorship and mutual support. Highlight the value of helping others: "The one who guides to something good has a reward similar to that of its doer" (Sahih Muslim).		A robust mentorship system where women researchers receive guidance rooted in Islamic ethics.	
7. Raise Awareness through Community Engagement	Conduct workshops, seminars, and webinars/zoom that raise awareness of the platform. Use community leaders and faculty to promote the initiative, ensuring		Increased visibility and participation among women students and researchers, while reinforcing Islamic	

	inclusivity and respect for Islamic cultural norms. -To Base the outreach campaign on the value of **daawah** (invitation), inviting women to participate and encouraging the community to support their academic and research endeavors.		community values	
8. Monitor, Evaluate, and Adapt the Platform	- Action: Implement an M&E system to measure the platform's impact. Collect user feedback to continuously improve the platform and ensure it meets the evolving needs of women researchers. - Use the principle of **muhasabah** (self-accountability) to review and assess the effectiveness of the platform, ensuring continuous improvement in line with Islamic values of fairness and growth.		A data-driven platform that adapts to new challenges, ensuring it continues to serve women researchers effectively.	

10. Celebrate Success Stories and Showcase Impact	- Action: Regularly highlight success stories of women who have benefitted from the platform. Create annual reports to showcase how the platform has empowered women and improved gender equity in the university. - to Emphasize the rewards of supporting women's education and success as part of **Islamic social responsibility** and encourage continuous engagement from the community.		Increased recognition of the platform's success and greater community support.	

Conclusion

By following this roadmap, the Muslim university can create a platform that is not only technologically advanced and resourceful but also deeply grounded in **Islamic values** of justice, equity, and compassion. This will foster a supportive environment where **women students and researchers** can thrive, contributing to the broader goal of gender equality in the Muslim world.

Yours,

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