

# Gender & Inclusivity

A PROJECT OF THE SCIENCE GRANTING COUNCILS INITIATIVE

## TANZANIA COMMISSION FOR SCIENCE AND TECHNOLOGY, TANZANIA

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The Gender & Inclusivity Project, a component of the Science Granting Councils Initiative (SGCI), is led by the Human Sciences Research Council (HSRC) of South Africa in partnership with Gender at Work (G@W), Jive Media Africa and the Council for the Development of Social Science Research in Africa (CODESRIA). G@W's unique methodology, Gender Action Learning (GAL), together with the Targeted Technical Assistance (TTA) process designed by the HSRC, supports a unique participatory process that responds to councils' needs, builds partnerships and encourages ownership of the change process.

## Gender and Inclusivity for Quality Research and Innovation Management in Tanzania

Analysis of national STI operations and internal operations of the Tanzania Commission for Science and Technology (COSTECH) revealed inclusivity gaps within the ecosystem calling for a more comprehensive approach to gender mainstreaming.



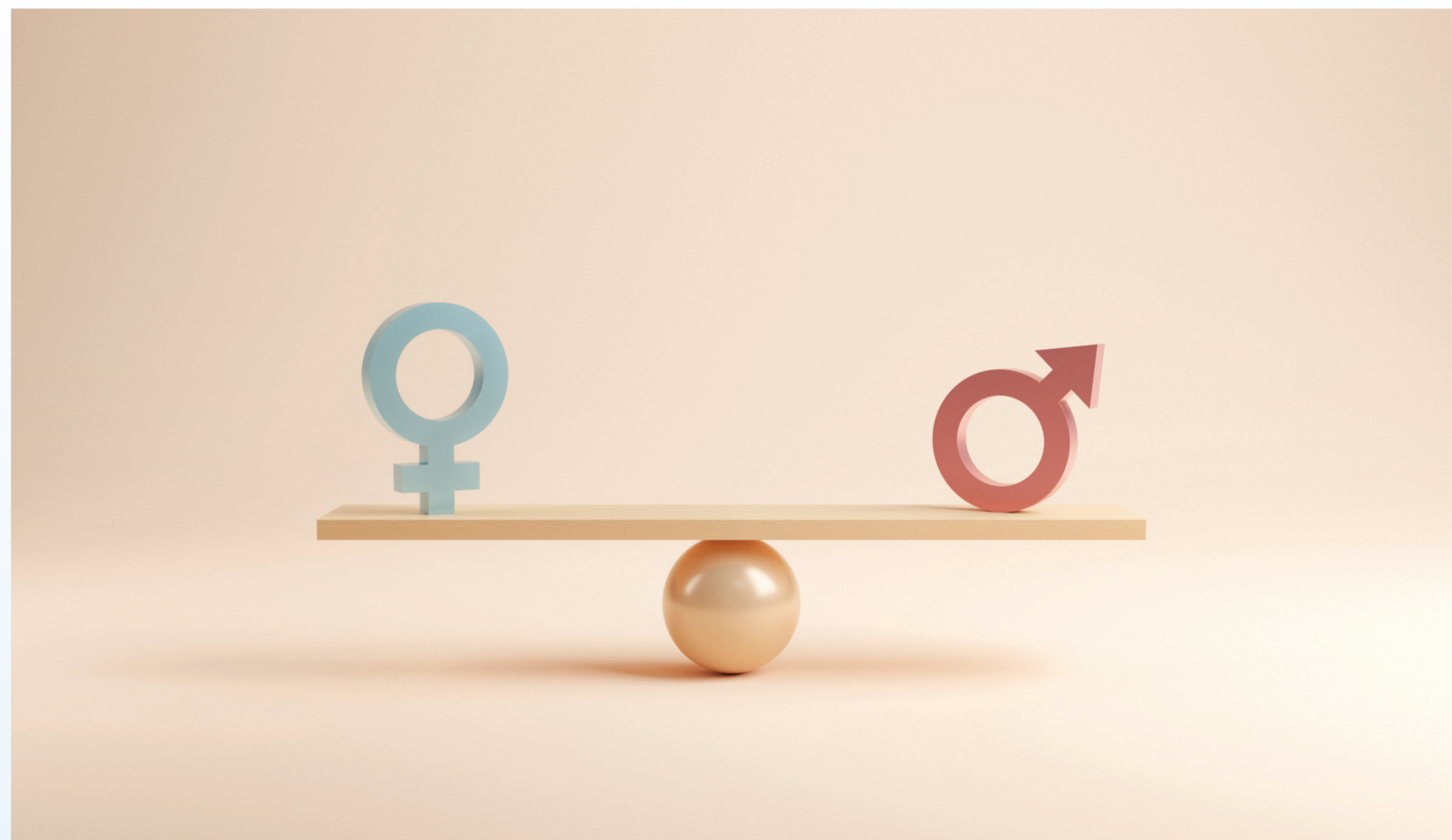
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**T**he G&I Project presented an opportunity for COSTECH to enhance delivery of quality services to the national STI system including research and innovation (R&I) granting processes. Through the project, the Commission is building internal capacity for developing and tracking gender inclusive research and innovation programmes and projects.

### The Plan

Although COSTECH had an existing institutional Gender Policy and Action Plan, there was no continuous assessment of implementation. With an emphasis on home-grown solutions COSTECH analysed three prior research and innovation calls during phase one of the Gender at Work (G@W) GAL process, re-examining the entire process from advertising and review to evaluation of impact.

### Successes

Lessons learned from the G@W process are being applied internally to enhance implementation of the COSTECH strategic plan 2021/22- 2025/26.

To address gaps in gender and inclusivity at both guideline and implementation levels, the Commission developed a **National Framework for Mainstreaming Gender in Research and Innovation** and a guiding document for administering calls, the **Research and Innovation Grants Manual**, which is being revised to introduce special grants targeting women and young researchers.

At a practical level, lessons were disseminated to institutional management on the need to improve adherence to the guiding documents, alongside improving the documents.

