

Country overview

Tanzania

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Sexual Harassment in the Media

This research is the product of a collaboration between WAN-IFRA Women in News, BBC Media Action and City St George's, University of London. It was produced thanks to support from the Swedish International Development Agency (SIDA), the Norwegian Agency for Development Cooperation (NORAD), and the UK Foreign, Commonwealth and Development Office (UK FCDO) under the Public Interest Media and Healthy Information Environments (PIMHIE) programme.

We are grateful to our colleagues and partners in the 21 countries of the study for their support in disseminating the survey to respondents.

Women in News is a media development programme of the World Association of News Publishers (WAN-IFRA). Its mission is to close the gender gap in news media. It works with 80 media organisations from 17 countries in Africa, the Middle East and South East Asia.

BBC Media Action is the BBC's international charity. With our partners, we reach more than 100 million people in need around the world, in more than 30 countries and 50 languages. We work to provide impartial, impactful, trustworthy media to people in need so that they can make informed choices to transform their lives.

City St George's, University of London has a mission to generate world-leading research on global social justice and inclusivity in journalism that brings lasting benefits to the industry through its Department of Journalism. We partner with journalists, think tanks, NGOs, and policymakers to explore how ethical, public interest journalism can be reimagined and protected for future generations.

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Tanzania

This report is part of a 2025 international study on sexual harassment in media workplaces¹, examining experiences of sexual harassment among women, men and gender non-conforming media professionals across 21 countries in Sub-Saharan Africa, the Arab region, South East Asia and Ukraine.

Conducted by the World Association of News Publishers (WAN-IFRA) Women in News (WIN) in partnership with City St George's, University of London and BBC Media Action, this is the largest study of its kind. It builds on research conducted in 2020 that identified persistent gaps in evidence on sexual harassment in media workplaces.

The survey in Tanzania shows that overall prevalence of sexual harassment in media workplaces has remained relatively consistent – with a slight decline from 47% in 2020 to 42% in 2025.² However, the number of cases across all types of sexual harassment remains higher than the Sub-Saharan African average of 33%.

Overall, verbal harassment is the most common form of workplace sexual harassment in Tanzania, followed by physical and online harassment.

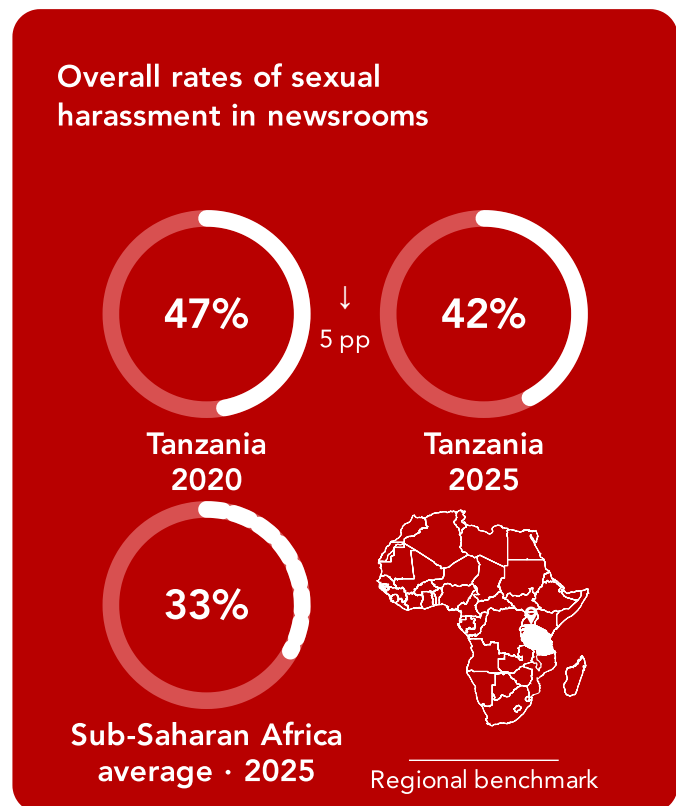
¹This study defines sexual harassment as “unwanted and offensive behaviour of a sexual nature that violates a person’s dignity and makes them feel degraded, humiliated, intimidated or threatened”. For definitions for specific types of sexual harassment, see the [methodology page](#).

²The prevalence of sexual harassment for a given country/region is calculated as the mean average of the percentage of respondents from that location who reported having ever experienced verbal harassment, online harassment, physical harassment and/or rape while at work.



“It is important to provide education to empower women to speak out about these issues in newsrooms.”

Male multimedia journalist aged 35–44



Context

Tanzania has recently seen renewed public and legislative focus on sexual harassment and abuse of authority.

[Section 25](#) of the country's Prevention and Combating of Corruption Act (2007) criminalises the use of authority to demand sexual favours in exchange for employment, promotions or other benefits ("sextortion"). This has reportedly contributed to progress in tackling the issue.

In recent parliamentary discussions the National Assembly rejected attempts to remove or weaken Section 25, including [concerning proposals](#) that would have risked criminalising survivors of this form of abuse. Instead, the Tanzanian Assembly increased fines and prison terms for perpetrators – a significant victory for groups campaigning against sexual harassment.

While acknowledging some progress in addressing gender-based violence in the country, [UN Women](#) has noted that discriminatory laws persist, calling for updated legal frameworks to

address emerging forms of gender-based harassment and abuse, including online harassment.

A [2023 study on harassment and corruption](#) in the media by the Tanzania Media Women's Association and International Media Support indicated that journalists face greater risks of sexual harassment and corruption due to financial constraints and economic instability within media houses, affected by the country's complex economic context. This research has led to [new tools to address the challenges](#), helping media outlets to strengthen their preventative policies.

Since 2020 WAN-IFRA WIN has delivered targeted training on developing and implementing sexual harassment policies to multiple media outlets, institutions and professionals, including the School of Journalism and Mass Communication.

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"I wish we received training on how to protect ourselves as women in news, and how to deal with gender violence at work, plus the courage to report it."

Female radio managing editor aged 25–34

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"I have now left my writing job because of harassment... caused by my leaders and colleagues. So I see the need for a strong policy that will protect the profession and the development of each individual."

Female TV middle manager aged 25–34

The survey

A total of 152 media professionals from Tanzania took part in the survey³ through an online questionnaire distributed among WAN-IFRA WIN and BBC Media Action networks. Respondents comprised 100 women, 42 men, 6 gender non-conforming individuals and 4 who preferred to self-describe their gender identity (see Figure 1).⁴

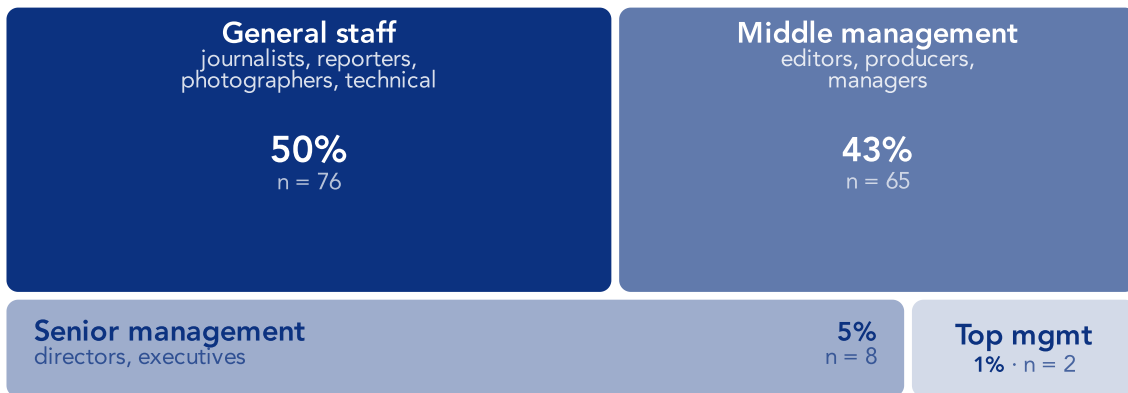
Figure 1: Respondent demographics

All percentages rounded to the nearest whole number

By gender identity



By job level



³This study employed an online survey instrument comprising 33 closed questions and one open-ended question. The latter allowed respondents to provide additional comments, and was the source of the quotes included in this report. Respondents could skip any question if they wanted.

WIN and BBC Media Action regional media networks distributed the surveys. Each network aimed for a balance of respondents by gender, role and media organisation type. Response rates and sample sizes vary by country.

Given the sensitivity of the subject, the research team gave respondents access to relevant support resources in their country. Data was handled in accordance with City St George's, University of London's privacy policy and international data protection standards. For further details, see the [methodology page](#).

⁴Totals include gender non-conforming individuals and those who prefer to self-describe their gender identity. Data is not disaggregated for these people at country level. To explore trends for these groups, please refer to the relevant regional or global report.

Experience of Sexual Harassment

Data from the 2025 Tanzanian survey indicates that **verbal sexual harassment** is the most common type of workplace harassment across all genders, affecting 67% of women and 44% of men respondents (see Figure 2). Nearly a quarter of women who had experienced this form of harassment said they had encountered it five or more times, which was double the number of men respondents reporting this.

Both men and women experience **online sexual harassment** at work less often than verbal harassment, according to the survey. Even so,

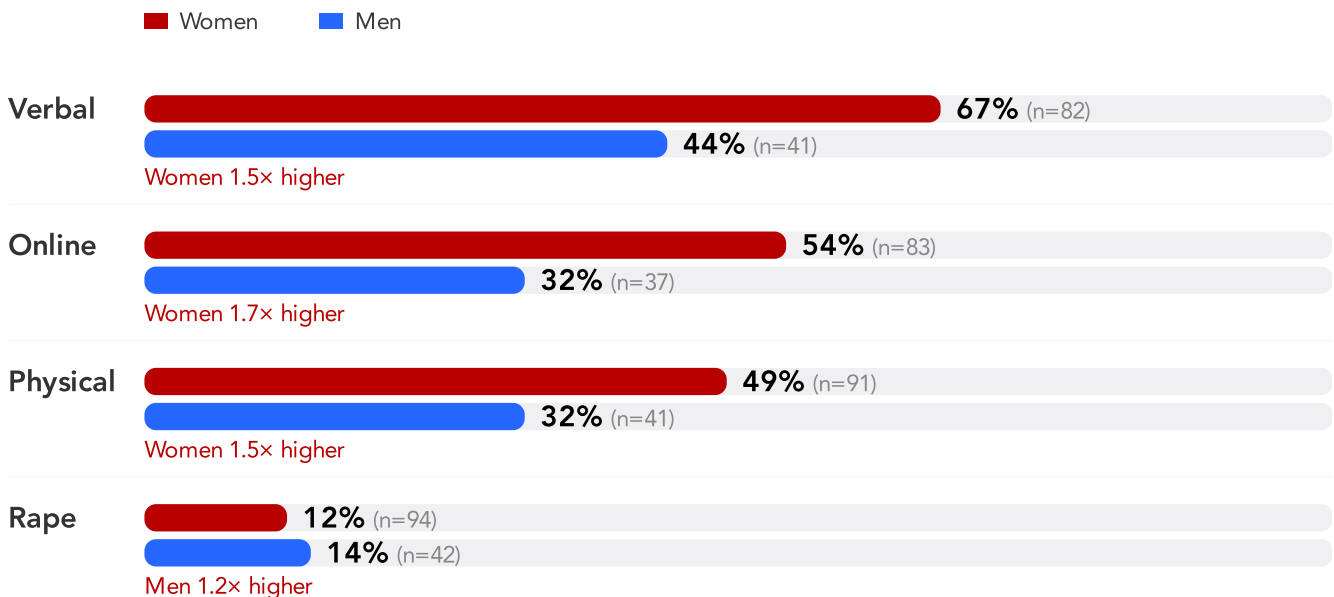
over half of the women respondents (54%) had encountered it at least once, compared with 32% of men.

Reported levels of **physical sexual harassment** in Tanzania are similar to those for online harassment, with half of women respondents saying they have experienced at least one episode in the workplace. For men, this rate stands at 32%.

Incidences of **rape** are similarly higher than the African regional average (14% versus 6% regionally). Six men and 11 women reported cases in the Tanzania survey.

Figure 2: Experience by type of sexual harassment and gender

Base: all respondents, excluding "I can't remember". All percentages rounded to the nearest whole number.



Reporting and Action

The survey asked respondents who indicated they had experienced sexual harassment at work whether they reported the incident to their organisation. In such cases, the survey asked follow-up questions to assess whether their employers had taken any action as a result.

The majority of men and women surveyed in Tanzania did not report **verbal sexual harassment** to their employer (see Figure 3). Only 17 women (32%) and three men (19%) reported at least some cases. Respondents cited a range of reasons for not speaking up, most commonly fears that it would negatively affect their job.

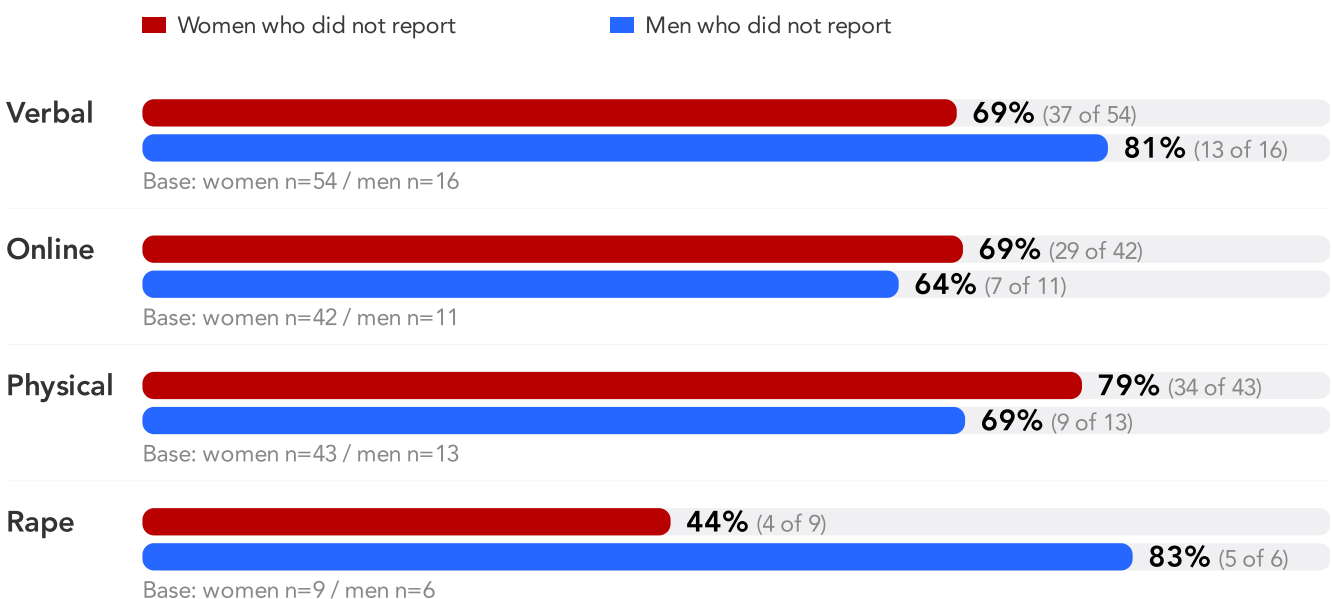
When respondents told their employer about this form of harassment, employers took action in

71% of cases (see Figure 4). But these responses were often limited – most commonly involving warning the perpetrator.

With **online sexual harassment**, again the majority of respondents affected said they had not told their employer about their experience. Only 13 women (31%) and four men (36%) did. The most cited reason for non-disclosure was a lack of workplace reporting mechanisms.

Figure 3: Reporting rates by type of sexual harassment

Base: those who experienced each type and answered the reporting question. All percentages rounded.



The sample of those who told their employer was small, but it is notable that organisations took action in all four cases reported by men, but less than half of those reported by women (four out of nine). Organisational actions varied, with the most common being training and warning the perpetrator (in three cases each). In two cases, the employer involved the police.

In cases of **physical sexual harassment**, only 21% of women and 31% of men reported at least some instances they had faced. Reporting barriers varied, but fear of losing their job and negatively impacting their career rated highly. When organisations took action – 73% of the time –

providing professional/emotional support, training on sexual harassment and warning the perpetrator were the most common steps (cited by three respondents each).

In cases of workplace **rape**, only one man out of six told their employer, compared with five out of nine women who had experienced this form of sexual abuse. Respondents’ most common reason for not reporting rape was a fear of this negatively affecting their job.

In the five cases of rape reported to employers, organisations generally took action, ranging from suspending, transferring or firing the perpetrator or informing the police.

Figure 4: Action taken by organisations on reported sexual harassment

Base: those who reported harassment and answered the action question (excluding "I can't remember").

