



# WOMEN IN PROCUREMENT & SUPPLY CHAIN TANZANIA (WIPSCT) INAUGURAL BREAKFAST

Post-Event Insights

July 2025

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# Executive Summary

**In recognition of persistent gender disparities within Tanzania's procurement and supply chain landscape, ASNL Advisory Ltd. initiated the Women in Procurement & Supply Chain Tanzania (WIPSCT). The initiative aims to foster gender inclusion and economic empowerment through structured networking, mentorship, policy advocacy, and professional development.**

The official launch event—held on 18th July 2025 at Serena Hotel, Dar Es Salaam—marked a significant milestone in advancing gender equity in the profession. The inaugural breakfast dialogue convened over 120 cross-sector stakeholders from government agencies, financial institutions, extractive companies, telecoms companies, logistics companies, and international development organizations and many others. Notable participants included representatives from TANESCO, CRDB Bank, Vodacom, YAS Tanzania, Stanbic, SAS Logistics, the Ministry of Finance, the Public Procurement Regulatory Authority (PPRA), PSPTB, and the International Finance Corporation (IFC)..

Under the theme "**Empowering Women, Advancing the Profession**," the event highlighted both the urgency and opportunity for elevating women's leadership in procurement. Even though procurement represents nearly 70% of Tanzania's national budget, women remain significantly underrepresented: only 10% of the 1,040 registered procurement professionals in the country are women. Moreover, according to UN Women (2013), only 24% of Tanzanian businesses are women-owned, and most of these are micro-enterprises—75% operate with only one employee, reflecting limited growth potential. This contrasts with the 34% average for women-owned businesses across Sub-Saharan Africa.

While Tanzania has made strides in establishing a modern procurement framework through the Public Procurement Act of 2023, gender disparities persist. The 2016 amendment to the Act—reserving 30% of procurement allocations for women, youth, persons with disabilities, and the elderly—has not been fully realized. Eligibility criteria, such as being 70% women-owned and 100% women-led, further restrict access for many businesses, revealing the need for systemic support mechanisms.

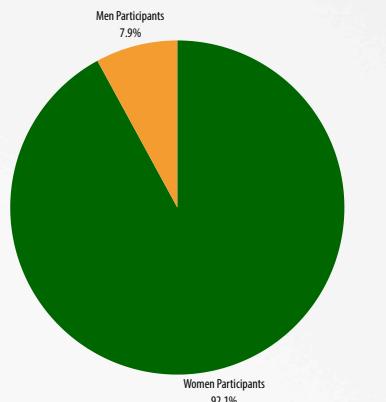
WIPSCT was established to address these gaps and create a sustainable platform for women professionals and entrepreneurs in procurement and supply chains.

The July 2025 event served as both a symbolic and strategic starting point, producing several concrete outcomes:

- **Formal establishment of the WIPSCT national network.**
- **PSPTB announced its commitment to supporting the establishment of WIPSCT.**
- **Introduction of quarterly networking breakfasts, mentorship programs, and targeted capacity-building initiatives.**

## Overall Attendance

**126**  
Total Delegates



- Women Participants (116)
- Men Participants (10)

## Sector Breakdown



## Program Highlights

**8**  
Speakers

## Topics Covered



# Sectoral Representation

## Government & Regulatory Bodies

Ministry of Finance,  
PSPTB, PO-PSMGG,  
TASAC, TANESCO

## Telecom & ICT

Vodacom, TTCL, Yas

## Development Cooperation

IFC

## Logistics & Transport

SAS Logistics,  
Suhara Logistics,  
Aura Synergies  
Limited

## Energy & Utilities

Ministry of Energy



## Banking & Finance

CRDB Bank,  
Stanbic Bank,  
NMB Bank,  
Equity Bank,  
Exim Bank



## Extractives (Mining/Oil)

Geita Gold Mine,  
Shanta Mining



## Agriculture & Agribusiness

Jiamik-Tz,  
women-led processors  
and cooperatives



## Manufacturing & Industry

Titan Ventures,  
CFAO Motors,

## Legal Professionals

Breakthrough  
Attorneys,  
Hilton Law Group

# Sponsors & Strategic Partners



SAS Logistics



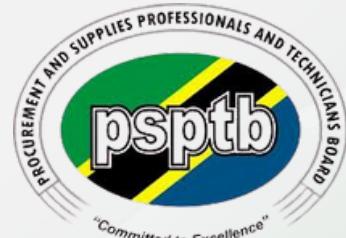
CRDB Bank



Tanesco



IFC Tanzania



PSPTB



Impact Leadership Academy



Stanbic Bank Tanzania

# About WIPSCT

Women in Procurement and Supply Chain Tanzania (WIPSCT) is a transformative national platform dedicated to increasing the visibility, capacity, and influence of women across the procurement value chain. Founded in 2025, the platform serves as a professional network and advocacy coalition bringing together women professionals, public and private institutions, financial institutions, and development partners committed to gender-responsive procurement systems.

## Vision

A gender-inclusive procurement and supply chain ecosystem where women thrive as professionals, leaders, and entrepreneurs.

## Mission

To empower women across Tanzania's procurement and supply chain landscape through capacity-building, networking, research, and policy advocacy.

## Strategic Objectives

- 01** Expand women's participation and leadership in procurement institutions.
- 02** Increase access for women-owned businesses to procurement opportunities.
- 03** Promote gender-responsive procurement policies, frameworks, and tools.
- 04** Build a supportive community of mentors, allies, and institutional champions.

# Event Overview

## Event Details

The event served as a platform for sectoral dialogue and engagement, addressing systemic barriers to women's advancement in procurement while outlining concrete, actionable strategies. The agenda included keynote presentations, a panel session, and breakout networking dialogues.



# Agenda Snapshot

<b>08:00-09:00</b>	<b>GUEST ARRIVAL &amp; BREAKFAST</b>	All Participants
<b>09:00-09:10</b>	<b>OPENING REMARKS</b>	Mr. Humphrey Simba (ASNL Advisory)
<b>09:10-09:25</b>	<b>FINANCIAL INSTITUTIONS &amp; WOMEN PROCUREMENT</b>	Ms. Ikunda Kishimbo (Stanbic Bank) Jackline Prosper (CRDB Bank)
<b>09:25-09:35</b>	<b>IFC PERSPECTIVE ON GENDER &amp; PROCUREMENT</b>	Ms. Anna Mushi (IFC Tanzania)
<b>09:35-09:50</b>	<b>GOVERNANCE &amp; COMPLIANCE</b>	Mr. Godfrey Mbanyi (PSPTB)
<b>09:50-10:30</b>	<b>PANEL DISCUSSION</b>	Donasia Massambo, Lightness Fredrick, Moza Hamisi
<b>10:30-10:55</b>	<b>KEYNOTE ADDRESS</b>	Mrs. Zuhura Sinare Muro
<b>10:55-11:05</b>	<b>EMPOWERING WOMEN THROUGH FINANCE</b>	CRDB Bank Representative
<b>11:05-11:10</b>	<b>WAY FORWARD</b>	Mrs. Asmini Gombo (Jiamik-Tz)
<b>11:10-11:15</b>	<b>CLOSING REMARKS</b>	WIPSCT Organizing Team
<b>11:15-12:00</b>	<b>GROUP PHOTO &amp; NETWORKING</b>	All Participants

## Speakers Profile

A visionary leader with 20+ years of experience in strategic HR, executive coaching, and organizational governance. She has led transformational leadership and training programs across East Africa. Certified in Emotional Intelligence, DiSC, and corporate governance, she has served in leadership roles across telecom, media, academia, mining, and finance. Former Vice Chair of the Association of Tanzania Employers.



**MRS. ZUHURA SINARE MURO**

Founder & Managing Partner,  
Impact Leadership Academy, Tanzania

A seasoned expert in public sector procurement, possessing extensive knowledge of regulatory frameworks and government systems. Holds a Certified Procurement Professional designation at the Authorized Category level, complemented by a Degree in Procurement from the Institute of Accountancy, Arusha, MBA in Corporate Management from Mzumbe University and Post Graduate Diploma in Leadership from AALTO University – Finland.



**MS. MOZA HAMIS**

Procurement Specialist, President's Office,  
Public Service Management and Good Governance.

Lightness Fredrick is a seasoned procurement professional with over 17 years of experience in the energy and financial sectors. Holding the designation of Certified Procurement and Supplies Professional of Tanzania (CPSP-T), she currently serves as Senior Manager of Procurement at NMB Bank, where she drives strategic procurement initiatives with a focus on efficiency and compliance.

She holds a Bachelor's degree in Procurement from Mzumbe University and an MBA from the Eastern and Southern African Management Institute (ESAMI), equipping her with a robust foundation in both technical and leadership competencies.



**MRS. LIGHTNESS FREDRICK, CPSP(T)**

Senior Manager - Procurement, NMB Bank

A distinguished alumna of Strathmore Business School, Lightness is also a graduate of the Female Future Program for Leadership, reflecting her commitment to professional development and leadership excellence. Her contributions to the procurement field and dedication to fostering innovation make her a respected leader in the industry.

## Speakers Profile

She is a seasoned transfer pricing specialist with over twelve (12) years of experience in offering transfer pricing services including planning and implementation, compliance and documentation, benchmarking, transfer pricing advisory on group restructuring transactions, dispute resolution, Advance Pricing Agreements (APAs) and training, among others.

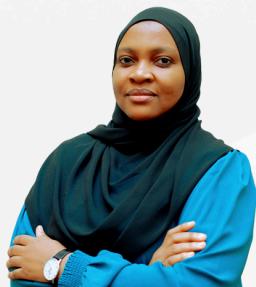
Her work experience is backed by a Bachelor's degree in Accounting from the University of Dar Es Salaam. Donasia is also a Fellow Certified Chartered Accountant (FCCA, UK), a Certified Public Accountant and registered tax consultant with the Tanzanian Revenue Authority.

A procurement and operations strategist more than 13 years experience with a strong track record in business innovation and efficiency. She co-leads multiple initiatives focused on sustainable business growth and excellence in service delivery.



**MS. DONASIA MASSAMBO**

Director and Head of Transfer Pricing Services  
Business Unit, Coretax Africa



**MRS. ASMINI FELICIAN GOMBO**

Director,  
Asmik Cleaners Tanzania & Jiamik-Tanzania Ltd

She brings in more than 19 years of experience in the gender and development field, working with international and regional organizations, government bodies, development partners, and the private sector. Her focus is on designing, implementing, and managing programs that address the challenges faced by the less privileged to enhance their economic empowerment and improve their well-being. She combines her passion for gender equality with a genuine need to empower women, youth, and men.

**MRS. ANNA MUSHI**

Gender Program Lead, IFC Tanzania

As a leading figure in the gender agenda in Tanzania, Anna currently leads the IFC Tanzania Gender Program, which includes creating an enabling environment for the growth of women-owned businesses and enhancing their access to markets in the supply chain. Previously, she headed the Gender and Youth Department at Financial Sector Deepening Tanzania (FSDT).

## Speakers Profile

A procurement and supply chain expert with 15+ years of experience across mining, banking, and telecom. Known for leading successful procurement transformations and championing supplier development.



**MR. HUMPHREY SIMBA**

Director,  
ASNL Advisory Ltd



# Programme Highlights & Speakers Insights

## Opening remarks

### Mr. Humphrey Simba Organizer, WIPSCT

Mr. Simba set the tone with a bold assertion: “Women are not asking for favors—they are asking for recognition, access, and equity.” He challenged attendees to interrogate the systemic barriers that exclude women from procurement leadership and to commit to actionable reforms. As a #HeForShe advocate, he framed WIPSCT as a platform to create a gender-responsive procurement framework, setting a resolute tone for the event.

## Gender and Inclusive Supply Chains

### Ms. Anna Mushi IFC Gender Specialist

Ms. Mushi made a compelling economic case for gender inclusivity: **“Engaging women in procurement is a strategic business decision, not merely an act of goodwill.”**

She presented evidence that inclusive supply chains consistently outperform traditional ones in both commercial returns and social impact.

Her presentation urged organizations to treat gender integration as a strategic imperative, not an afterthought.

## Financial Sector Engagement

### Ms. Ikunda Kishimbo Head of Procurement, Stanbic Bank

Ms. Kishimbo delivered an inspiring and unflinchingly honest account of her rise through the procurement ranks. She encouraged women to embrace discomfort as a pathway to leadership, stating:

***“Comfort zones never breed greatness. Women must step out and showcase their potential.”***

She underscored the necessity for women-owned businesses to formalize their operations—from tax compliance to business registration—to access capital, bank guarantees, and multi-year procurement contracts.

## Governance and Policy Alignment

### Mr. Godfrey Mbanyi, Executive Director, PSPTB

Speaking on behalf of the Ministry of Finance, Mr. Godfrey Mbanyi reaffirmed the government's commitment to advancing gender-responsive procurement as a national priority. He emphasized that public procurement is not just a transactional process but a strategic tool for inclusive economic development—one that must reflect the diversity and talent within Tanzanian society.

He made a bold announcement that:

***"PSPTB will host a WIPSCT chapter launch during the 2025 National Procurement Conference in Arusha."***

This commitment marked a significant milestone, signalling that gender equity in procurement is no longer aspirational—it is actionable. His remarks positioned PSPTB not only as a regulatory body, but as a catalyst for transformation in how procurement frameworks are shaped and implemented across the country.

### Ms. Emma Komba, Assistant Commissioner, Ministry of Finance

Joining the discourse, Ms. Emma Komba, **Assistant Commissioner from the Ministry of Finance**, applauded the WIPSCT initiative, calling it **"a timely and necessary intervention."** She noted that the Ministry did not just attend the Forum as guests, but as active learners and collaborators seeking to understand and co-create enabling policies that will dismantle structural barriers for women in procurement.

***"We are here to learn, to engage, and to explore ways to build a policy environment that is not only inclusive but also intentionally empowering for women,"*** she stated.

Ms. Komba emphasized that institutional change requires more than policy statements—it requires strategic engagement, data, and partnership with platforms like WIPSCT to create procurement systems where women are seen not as exceptions but as equal participants and leaders.

Together, Mr. Mbanyi and Ms. Komba sent a unified message: The Tanzanian government is ready to move from commitment to co-creation. From policy to practice. From inclusion as a goal to inclusion as the new standard.

## Panel:

### Women Shaping the Future of Procurement

One of the Forum's most powerful segments was an intergenerational panel that united emerging and established professionals from both public and private procurement sectors, offering more than ceremonial dialogue—it delivered raw, lived experiences and bold strategies that reflected the realities of being a woman in Tanzania's procurement space.

#### Donasia J. Massambo, Transfer Pricing Expert

Ms. Massambo underscored the importance of technical excellence and credibility in male-dominated financial spaces.

"Clients become your brand ambassadors when your work speaks for itself."

Her message was clear: **your reputation is your currency**, and women must focus on becoming unshakable experts in their domains—because excellence erases doubt.

#### Moza Hamisi, Procurement Officer, PO-PSMGG

Representing emerging public sector leadership, Ms. Hamisi delivered one of the most striking lines of the day:

"It's not about age—it's about courage, competence, and performance."

Her story resonated with younger professionals and reinforced that **leadership is not bestowed—it is earned through grit and delivery**.

#### Lightness Fredrick, Senior Manager, Procurement, NMB Bank

A leader in the banking sector, Ms. Fredrick **disrupted the idea that mentorship is charity**.

"Mentorship and sponsorship are not favors—they are tools of influence. They must be intentional, strategic, and reciprocal."

She emphasized the need to **institutionalize mentorship within organizations**, ensuring that talented women are **not just guided but actively sponsored into decision-making roles**.

Collectively, the panel rejected passive participation and urged women to **own their visibility, build cross-sector networks, and challenge institutionalized norms** that gatekeep access to high-value procurement opportunities.

This segment left the room energized and reflective—prompting a realization that **transformative change in procurement will not be inherited, it must be architected—by women, across generations, standing unapologetically in their expertise**.

## Keynote Address

### Mrs. Zuhura Sinare Muro - Founder, Impact Leadership Academy

With over two decades of cross-sector experience transforming organizations in academia, telecommunications, banking, insurance, and mining, Mrs. Muro brought hard-earned authority and visionary clarity to the stage. As a certified Emotional Intelligence coach, former Vice Chairperson of the Association of Tanzania Employers, and a woman who has sat on multiple national and regional corporate boards, she commanded not just attention, but trust.

Mrs. Zuhura Sinare Muro delivered a masterclass in vision, urgency, and leadership that anchored the entire Forum with depth, data, and unapologetic clarity. Her keynote was not simply inspirational—it was strategic, disruptive, and catalytic, positioning procurement not just as a technical field, but as a battleground for systemic transformation, economic justice, and women's leadership.

Framing her address within the broader landscape of structural inequities, Mrs. Muro painted a sobering picture: despite decades of policy commitments and token inclusion, women remain vastly underrepresented in leadership across procurement and supply chains—both globally and domestically. Drawing on hard evidence, she revealed that only 17% of global supply chain leadership roles are held by women, and in Tanzania, a mere 105 out of 1,040 registered procurement professionals are women.

But her message was not one of despair—it was a rallying cry for systemic redesign.

***"Visibility is not optional—it is foundational. Your brand must precede you."***

Her keynote laid out a clear strategic vision across four core dimensions:

#### Leadership Pipeline Gaps

Mrs. Muro deconstructed the “leaky pipeline” of women in procurement and called for an **aggressive push to cultivate, sponsor, and promote women into senior roles**—not in isolation, but through institutional mandates, performance indicators, and succession planning reform.

#### Digital Disruption as a Gender Agenda

In a bold shift, she challenged participants to stop viewing digital transformation as a technical trend and start owning it as a **gender equity tool**. Women, she argued, must lead in **e-procurement, analytics, contract intelligence, and digitized auditing**, not just as users but as architects and innovators.

## Strategic Networking

Rejecting the outdated notion that women must wait to be noticed, Mrs. Muro emphasized **intentional visibility**.

***"If your presence is not felt in the room, you've handed your power away."***

She urged participants to **build powerful alliances, claim space at decision-making tables, and disrupt gatekeeping norms** that often mask exclusion behind bureaucracy.



## Policy and Practice Reform

Mrs. Muro called for the **WIPSCT principles to be codified into national procurement legislation and standards**. She stressed that inclusion must be enforceable—not aspirational—backed by procurement scoring criteria, vendor compliance audits, and gender-sensitive budgeting mechanisms.

Her closing remarks were a final provocation to the audience, demanding not reflection, but responsibility:

***"Let's stop talking about the barriers. Let's start building the new roads."***

Her speech sparked a visible shift in the room—energizing attendees to rethink their roles not as beneficiaries of change, but as engineers of a more inclusive procurement ecosystem.



## Reflections from the Room

### Manager, SAS Logistics

*"This wasn't just a breakfast event—it was a boardroom of transformation."*

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### Founder, Jiamik-Tanzania

*"It felt like a reset—WIPSCT brought voices to the front that we don't hear often. I left with a network, a plan, and a sense of purpose."*

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### CRDB Bank Representative

*"This forum boldly disrupted the old narrative. Visibility, equity, and inclusion are now non-negotiable."*

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### Senior Procurement Officer, Ministry of Finance

*"The depth of dialogue and the power of women in that room gave me hope—finally, procurement is being claimed by women not only as a career, but as a platform for impact."*

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### Private Sector Attendee (Anonymous Feedback Card)

*"Mrs. Muro's keynote cracked something open for me. I realized that my silence in procurement spaces had been compliance with exclusion. That ends now."*

# Way Forward

The Women in Procurement and Supply Chain Breakfast laid a robust foundation for transformative change, and WIPSCT's strategic roadmap ensures this momentum translates into sustained impact. The formal establishment of the WIPSCT national network marks a pivotal step, creating a unified platform to amplify women's voices, foster collaboration, and advocate for gender-responsive procurement across Tanzania.

The Procurement and Supplies Professionals and Technicians Board (PSPTB) has committed to launching a dedicated WIPSCT chapter at its National Procurement Conference in Arusha in December 2025. This institutional endorsement will embed WIPSCT's agenda within national procurement frameworks, ensuring alignment with the Ministry of Finance's priorities.

Building on this momentum, WIPSCT, in collaboration with our esteemed partners, is now poised to launch a series of high-impact workshops and masterclasses. These programs are meticulously designed to be a platform that provide practical tools, strategic insights, and networking opportunities, further empowering women professionals and women-led businesses to thrive in both public and private sector procurement.

To sustain engagement and build capacity, WIPSCT will introduce quarterly networking breakfasts, mentorship programs, and targeted capacity-building initiatives. These breakfasts will foster ongoing collaboration among professionals, creating spaces for strategic alliances and knowledge exchange. Mentorship programs will pair emerging talent with seasoned leaders like Ms. Lightness Fredrick and Ms. Donasia Massambo, nurturing the next generation of procurement leaders. Capacity-building initiatives will focus on digital fluency, including e-procurement and data analytics, equipping women to lead in a technology-driven landscape aligned with Tanzania's Vision 2050.

# Thank You Note

On behalf of ASNL Advisory Limited and Women in Procurement and Supply Chain Tanzania (WIPSCT), we express our sincere gratitude to all who participated in the Women in Procurement Breakfast on July 18, 2025, at Serena Hotel, Dar Es Salaam.

We were honored to host over 100 distinguished attendees, including procurement professionals, policymakers, heads of procurement from sectors such as telecommunications, mining, banking, logistics, energy, consulting, and extractive industries, alongside representatives from women-led businesses across various supply chains. Your insightful contributions and engagement were pivotal to the event's success.

The keynote addresses, panel discussions, and presentations underscored the transformative potential of gender-responsive procurement practices in fostering equitable and innovative supply chains in Tanzania and beyond. These discussions provided valuable perspectives for advancing inclusive procurement strategies.

To access event presentations and additional insights, please visit [www.wipsct.co.tz](http://www.wipsct.co.tz)

## What Next!?

ASNL and WIPSCT remain committed to promoting gender-inclusive procurement and leadership. Our planned initiatives include:

- Establishing the Women in Procurement and Supply Chain Association.
- Hosting quarterly breakfast events and an annual sustainability conference.
- Officially launching WIPSCT at the Annual Procurement Conference in Arusha, December 2025.
- Supporting organizations in adopting gender-responsive procurement frameworks.
- Thank you for your invaluable contribution to this impactful event.

**Thank you for your invaluable contribution to this impactful event.**

For collaboration opportunities or further information, please contact us at

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