INTEGRITY WATCH

Hanns Seidel Foundation

Dar es Salaam
Office
Tanzania, Uganda

TOWARDS THE 2020 GENERAL ELECTIONS: CONFIDENCE AND CONSTITUENCY BUILDING

TO STRENGTHEN THE CAPACITY OF WOMEN TO COMPETE;

MARA AND ARUSHA REGIONS

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ANNUAL REPORT - 2020

PROJECT INFORMATION SHEET

Project title	*Towards the 2020 General Elections: Confidence and Constituency Building to Strengthen Capacity of Women to Compete.*
Sector/Category	*Women political empowerment, social accountability, and youth empowerment*
Project Coverage	*This project targets local councillors from Mara and Arusha.*
Implementation Period	February and June	2020
Overall Objective(s)	*To contribute to the promotion of women participation in political processes in Tanzania.*
Target Group(s)	1. *Female councillors in Mara (55).* 2. *Female councillors in Arusha (41).*
Final Beneficiaries	1. Training of female local councilors in Mara 2. Training of female local councilors in Arusha
Main Activities	1. Training female local councilors in Mara 2. Training female local councilors in Arusha
Expected Results	1. To empower women leaders (local councilors) with confidence and constituency building capacities at the local level. 2. Improved women political participation amidst political marginalization, by using women successful experiences in the struggle for political participation at different levels.
Estimated Costs	*Overall budget: TZS. 71,142,500/=*
	Contribution of Partners: Expertise, time input in the activities, working tools and office space.

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ACRONYMS AND ABBREVIATION

CEMOT   Coalition on Election Monitoring and Observation in Tanzania

CUF   Civic United Front

HSF   Hanns Seidel Foundation

IW   Integrity Watch

MPs   Members of Parliament

NEC   National Electoral Commission

PWDs   People with Disabilities

TEMCO   Tanzania Election Monitoring Committee

I. ACTIVITY BACKGROUND AND CONTEXT

1.0. Organizational background

Integrity Watch (IW) is a non-governmental organization registered in November 2006. Its mission is to promote public accountability as a means towards an improved life of people in Tanzania and Africa in general. It is committed to promote accountable governance and citizen participation in all sectors with the ultimate goal to enhance people's access to basic services and benefits from public resources.

In realizing its vision and mission, IW undertakes studies with a view of generating thoughts and dialogue amongst politicians, academics, activists and the general public.It enhances public accountability, human rights, democracy, good governance, and social welfare of the general public. Integrity Watch also runs intervention programmes in collaboration with other Civil Society organization as well as Government Ministries, Departments and Agencies in the course of realizing its objectives. This is an annual report of the activities undertaken by IW in 2020 funded by HSF.

1.1. Project Background

Since 2017, IW has been implementing a series of interrelated activities geared towards women political empowerment with the financial support from HSF. This includes but not limited to i) finalization of the training manual for local councilors; ii) pilot training targeting 80 female and 10 male local councilors in Mwanza and iii) pilot mentorship involving 80 female councilors and 10 male councilors in Mwanza. These activities started on the 10th of August 2016 in a policy forum, which was organized by IW in collaboration with HSF. The forum was an entry point to identifying the best practices – success stories and areas for development inorder to help HSF develop viable future intervention programs regarding the participation of women in political spheres.

In 2020 IW scaled-up the training programs to Mara and Arusha through a project entitled ***"Towards the 2020 general election: confidence and constituency building to reinforce the capacity of women to compete."***

The proposed project is grounded on the understanding that:

1. It is the best practice to bring women together with experienced politicians and practitioners to deliberate on political barriers affecting women.

2. Bringing together female and male councilors in training and mentorship activities helps to harness diverse perspectives and experiences

3. Changing of public attitude – and more specifically the attitude of men towards women role in politics is crucial to widen their effective participation.

4. There is a need to build confidence and constituency that would allow preparing women to actively and creatively negotiate the huddles towards political participation.

5. Transformative education is critical in enhancing women empowerment. Success stories of women in political life can be profiled and act as a means to inspire young women to participate in politics.

6. Recognition that women empowerment is a process and measure of success should not dwell on output, but should also capitalize on capacity building as a result of that process.

7. Timing of intervention geared towards women participation in politics is essential. Interventions should not wait for elections time only and should try to apply different models.

1.2. Country Context in relation to problem statement

While the constitution of Tanzania (1977) provides for the citizens' rights to participate directly or indirectly through representatives in matters dealing with the governing of the country (article 21(1)), the inclusion of women, youth and People with Disabilities (PWDs) in the entire electoral cycle remains rather minimal. Like previous elections, the 2015 general elections, for example, was also characterized by significant gender imbalance on the nomination process as well as on the elected candidates at all levels.

For the case of women, at the parliamentary level, the number of elected women slightly rose from 21 in 2010 to 26 in 2015, an increase of 2.4% from the 2010 general election (CEMOT, 2015). This trend has lingered almost the same for the last fifty- five years of the independence of Tanzania. Since the adoption of the multi-party elections in 1995, the percentage of directly elected MPs has remained below 10%. In the last five general elections, the number of directly elected women members of parliament (MPs) has been rather small constituting only 3.4%, 5.2%, 7.3%, 8.7% and 9.8% of all directly elected MPs in 1995, 2000, 2005, 2010 and 2015 general elections respectively.

For the councillorship elections, the increase in number of women nominated and elected is also not promising. In the 2010 general elections, for example, the number of nominated women slightly increased from 559 in 2010 (TEMCO, 2010) to 670 in 2015. Of the 3,946 elected Councilors during the 2015 general elections, women constitute 5.2% only (NEC 2015). At the parliamentary elections, only 19 percent of all nominated candidates were women.

This situation, if left unattended, suggests that it will take more than 150 years to achieve the fifty-fifty representation of men and women in the National Assembly (CEMOT, 2015). It is through the quota electoral policy (special seats for women), an innovative approach established in 1985 to provide for 30% representation of women in the National Assembly, which has enabled women to increase their presence in the parliament.

Additionally, gender imbalance is noticeable in political parties that have been reluctant to translate into their constitutions the 30% representation of women in the decision-making organs and administrative posts (International IDEA, 2014). The 2014 baseline survey of the Tanzania Center for Democracy on the nomination of women, youth and people with disabilities in Tanzania established that women continue to be excluded from the top most leadership positions of almost all political parties. Of the 19 permanently

registered political parties in the country, only one has a woman holding high administrative and leadership posts –CUF in which Deputy Secretary General is a woman.

1.3. Implementation Area

In 2020, IW implemented training programs in Mara and Arusha.

1.4. Project Goal and Specific Objective(s)

Goal: To contribute to the promotion of women participation in political processes in Tanzania.

Specific objectives

i. To empower women leaders (local councilors) by building their confidence and constituency at the local level.

ii. To build resilience capabilities for women political participation in the midst of political marginalization, using women's successful experiences in struggling for political participation at different levels.

Beneficiaries

    i.   Female councillors in Mara (55).

    ii.   Female councillors in Arusha (41).

Expected Results

    i.   Improved confidence and constituency which translates to giving capacities to women leaders at the local level.

    ii.   Increased capabilities of women's participation in political processes at all levels.

Activity No.	Activity Title	Implementation Dates	Venue	Participants		
				M	F	Total
1.	Training of female local councilors in Mara	14th -16th February, 2020	Regional Commissioner's Conference Hall, Mara	0	55	55
2.	Training of female local councilors in Arusha	05th-07th June, 2020	Golden Rose Hotel, Arusha	0	41	41

II. PROJECT PROGRESS TO DATE

2.0. Description of activities

Two activities were implemented: i) Training of female local councilors in Mara ii) Training of female local councilors in Arusha.

a) Conducting a Training program for Women Local Councilors in Mara

This was a three-day Training program which was conducted in Mara. There were 55 female participants, drawn from different districts of Mara namely; - Musoma Municipal Council, Musoma, Butiama, Bunda, Rorya, Tarime and Serengeti District Councils.

b) Conducting a Training program of Women Local Councilors in Arusha

The training involved 41 local councilors drawn from seven different areas in Arusha namely;- Arusha City Council, Arusha, Longido, Karatu, Ngorongoro, Monduli as well as Arumeru district councils. The local councillors were trained and given knowledge on local government in Tanzania including; local government reforms, local councillors' responsibilities, good governance and the fight against corruption, gender equality and equity, and the preparation of gender sensitive budgets.

To achieve this, the following activities were conducted beforehand:

i. A review of the training manual in order to accommodate insights and experiences attained from the training conducted in 2019.

ii. Preparing materials for trainees, including code of conducts as well as additional handouts.

iii. A review of training procedures inorder to take stock of what transpired in 2019's training.

iv. Designed questionnaires which were shared to participants on the first day of the training. This was done, in order to identify critical gaps and determine shortage of skills of the trainees, and on the basis of which to strengthen the training manual and the training.

2.1. Target Group and final beneficiaries

The two activities targeted women local councilors in Mara and Arusha. The training programs aimed at: (i) improving the performance of the respective councilors (ii) preparing and creating a pool of informed and competent female candidates to compete in the upcoming 2020 general election. Lastly, a forum was set, to serve as a platform to engage in discussions on the topics of interest.

2.2. Facilitators

The training program had two sets of facilitators. The first set involved experts from Integrity Watch (IW) led by Dr. William John Walwa. The second set involved experienced local government officials and politicians.

2.3. Methodology

The training adopted a participatory approach in order to integrate participants in the discussions. It enabled participants to share their experience, work together and learn

from each other. This approach acknowledges that participants have apriori knowledge and experience, which should be fortified through learning. The approach allowed facilitators to learn from participants and consequently improve and modify the prepared training materials and methodology to fit the context and experiences of participants.

At the beginning of each training session, participants were asked to share and narrate their experiences with particular emphasis on their vision towards the 2020 general election. The narratives and experiences shared where used by facilitators as benchmarks to record critical reasons of participants' failures, which further informed the content and approach of the training.

Facilitators used a wide range of teaching aids such as flip charts, power point presentations, video clips and white boards to allow the trainings to be more illustrative, informative and to keep the participants active at all times.

2.4. Performance tracking table

Expected Outcome	Qualitative and Quantitative Indicators	Achieved results	Means of Verification
1.1. Training of female local councilors be conducted in Mara.	**Qualitative Indicators** Improved election winning skills and competences in constituency building for women in politics.	60% of the trained councilors have gained skills of being close to the community, while 40% seemed to be accountable and transparent to their community. 32.7% gained leadership skills, 14.5% have been seen motivating women to contest for leadership positions. whilst 7.3% and 3.6% have developed skills on monitoring funds from central government, having polite language to the community and coming up with different projects.	1.1.a: Participants Evaluation Forms
	More than 40% of the trained councillors improved their knowledge in: Tanzanian laws in regards to local government structure, gender equality, and electoral laws.	Generally, 40% of the councilors have improved to a large exent on all topics presented -also more than 30% have extended knowledge regarding the topics. On the other hand, local government laws and structures; including the whole process of appointing candidates within political parties, in the remaining topics has improved a bit about 20% of	1.1.b: Participants Evaluation Forms

		the trained councilors have added knowledge.	
	Quantitative Indicators A 3-day training involving more than 50 women councillors has been conducted with a comprehensive coverage of political lobbying skills, public speaking skills, and women's political resilience i.e. ability to learn, cope, adapt and transform) their space in the male-dominated political environment.	45.5% of the trained councilors have noted the importance of creating suitable environments for productive campaigns as more potential while 40%, 29.1%, 25.5%, 12.7% and 9.1% have found that; conducting frequent meetings, being confident, creating awareness on good leadership to the community, motivating women in the community, conducting productive training during election period and prepare good speech are important in productive campaigns.	1.1.c: Participants Evaluation forms, Training narrative report
	More than 55 copies of the training materials were printed and distributed to participants.		1.1.d: Copies of the training materials
2.1. Training of female local councilors has been conducted in Arusha Region.	**Qualitative Indicators** Improved election winning skills and competences in constituency building for women in politics.	63.4% of the trained councilors developed their leadership skills. While 39% of them gained skills of being accountable and transparent to the community. 34.1% of the councilors learnt how important it is to be confident in leading in accordance to rules and regulations as well as 24.4% respectively. Only 19.5% have realized that motivating women to vie for different leadership positions is paramount through the techniques developed in the training. Whilst, 9.8% and 7.4% have developed skills on having polite language to the community and monitoring	2.1.a: Participants Evaluation Forms

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		funds from central government.	
	More than 65% of the trained councillors improved their knowledge in: Tanzanian laws in regards to local government structure, gender equality, and electoral laws	Interestingly, about 65% of the councilors have improved their knowledge on all topics presented and more than 30% of the trained attendees developed skills from topics presented.	2.1.b: Participants Evaluation Forms
	Quantitative Indicators A 3-day training involving 41 women councillors has been conducted with a comprehensive coverage of political lobbying skills, public speaking skills, and women's political resilience i.e. ability to learn, cope, adapt and transform) their space in the male-dominated political environment.	53.7% of the trained councilors have revealed the importance of creating suitable environments for productive campaigns as more potential; meanwhile, 51.2%, 29.3%, 22%, 12.2% and 9.8% have noted that; conducting frequent meetings, being confident, creating awareness on good leadership to the community, motivating women in the community, conducting productive training during election period and preparing good speech are vital in productive campaigns.	2.1.c: Participants Evaluation forms, Training narrative report
	More than 50 copies of the training materials were printed and distributed to participants.		2.1.d: Copies of the training materials

III. ACTIVITY MONITORING /EVALUATION

IW employed several approaches to monitor and evaluate the project. First, core facilitators from the IW undertook an in-depth desk review of the training manual that was developed 2018. The review helped to identify gaps – to allow improvements on the manuals in the view of the experience drawn from the 2017- 2019 training programs.

Secondly, facilitators prepared a questionnaire, which allowed for a test on the level of knowledge, competency, capacity and experience of participants before and after the training in matters related to political participation and electoral competition.

During the training programs, a free forum involving potential council participants was formed to allow participants to continue with interaction. The forum included a WhatsApp group and a group email. Facilitators from Integrity Watch are part of that forum therefore they are able to monitor the discussions therein.

IV. PROBLEMS/ISSUES IMPAIRING THE ACHIEVEMENT OF THE ACTIVITY

The following challenges were experienced during the implementations of the project. The table below highlights challenges and their solutions.

Problem/issue	Proposed solution/action taken/to be taken
The outbreak of the novel covid-19 pandemic evoked some challenges. Some participants and facilitators became a bit uncomfortable especially with regard to maintaining physical distance.	IW provided N 95 face masks to be exchanged after every 4 hours. The use of hand sanitizers and emphasis on physical distancing helped in the facilitation of the training.

V. LESSONS LEARNED, EMERGING GOOD PRACTICES

Based on the activities implemented in 2020, the following lessons and good practice are worthwhile noting:

- Trainings are significant moves to enlighten and empower local councilors. As noted by many participants trainings should be provided in beginning of councilors' term, so that councillors are able to learn at an even earlier time. The training provided the councillors with more techniques for their daily activities, boosted their confidence and competitiveness in the forthcoming general elections.

- It is a good practice to partner with the government and Members of Parliament in organizing and conducting the trainings. Our trainings received massive support from the government also because officials from the government were directly involved organizing the training.

- It is a good practice to engage senior serving, retired government officials and politicians to serve as facilitators. The presence of these officials was highly appreciated by participants who looked at them as role models that could help the female councilors to build confidence.

VI. RECOMMENDATIONS AND CONCLUSION

- The capacity building training for the HSF partners should be conducted at the very beginning of the year when the project implementation is yet to start. This will allow partner organizations to use the knowledge from the capacity building Training to improve project implementation.
- It is suggested that capacity building trainings be conducted as early as possible before intra-party nominations commence.
- More training should be conducted so as to cover as many female councilors as possible.

VII. APPENDIXES

Appendix 1: Descriptive statistics of the Training of female local councilors in Mara region, from 14th -16th February, 2020

Table 1.1: Demographic Characteristics of the participants

		Frequency	Percent
Gender	Female	55	100.0%
	Total	**55**	**100.0%**
District	Musoma MC	11	20.0%
	Musoma DC	6	10.9%
	Butiama	10	18.2%
	Bunda	7	12.7%
	Rorya	7	12.7%
	Tarime	7	12.7%

	Serengeti	7	12.7%
	Total	**55**	**100.0%**
Title	Special Seats Councilor	46	83.6%
	Ward Councilor	3	5.5%
	UWT District secretary	4	7.3%
	UWT District Chairperson	1	1.8%
	UWT Council member	1	1.8%
	Total	**55**	**100.0%**
Education level	Standard seven	36	67.9%
	Form four	14	26.4%
	Degree	1	1.9%
	Diploma	2	3.8%
	Total	**53**	**100.0%**

Table 1.2: Areas that you have added knowledge

	I already knew about it		I have added Knowledge	
	Frequency	Percentage	Frequency	Percentage
Local Government Structure	16	29.1	39	70.9
Local government Authorities	11	20	44	80
Local government reforms	28	50.9	27	49.1
Features of a Councillor	13	23.6	42	76.4
Primary responsibilities of councilors	10	18.2	45	81.8

Table 1.3: Things gained from the training

	Frequency	Percent
Local government reforms	21	38.2%
Accountability	31	56.4%
Responsibilities of a councilor	31	56.4%
Local government Authorities	15	27.3%
Build productive network	8	14.5%
Local government structure	12	21.8%
Gender balance	6	10.9%
Self confidence	6	10.9%
Good governance	2	3.6%

Table 1.4: Training evaluation

	Very good		Good	
	Frequency	Percent	Frequency	Percent
Topic presentation	37	67.3%	18	32.7%
Training contents	44	80.0%	11	20.0%
Theme adequacy	37	67.3%	18	32.7%
Debates participation	40	72.7%	15	27.3%
Training materials	34	61.8%	21	38.2%
Presentation techniques	36	65.5%	19	34.5%
Training preparations	37	67.3%	18	32.7%

Table 1.5: Benefits towards developing leadership skills

	Frequency	Percent
To be close to the community	33	60.0%
To be accountable and transparent	22	40.0%
To be confident	18	32.7%
Leading by rules and regulations	18	32.7%
To motivate women to contest for leadership positions	8	14.5%
Monitoring funds from central government	4	7.3%
Having friendly Language to the community	4	7.3%
Coming up with different projects	2	3.6%

Table 1.6: Level of Improvement on Topics presented

	Improved much		Improved		Improved a bit	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Laws and local government structures	33	60.0%	22	40.0%	0	0.0%
Good governance and the fight against corruption	27	49.1%	17	30.9%	11	20.0%
Transparency and Accountability	25	45.5%	20	36.4%	12	21.8%
Relationship with other Councillors	25	45.5%	22	40.0%	8	14.5%
Gender equality	27	49.1%	14	25.5%	14	25.5%
Leading committees and Meetings	31	56.4%	14	25.5%	10	18.2%

Effective communication	28	50.9%	23	41.8%	4	7.3%
Preparation of gender budgeting	28	50.9%	24	43.6%	3	5.5%

Table 1.7: Professional skills in speaking to the community

	Frequency	Percent
To have good language to the whole community and be polite	23	41.8%
To be close to the community	14	25.5%
To be confident and have self appreciation	6	10.9%
Leading Committees	18	32.7%
Lead and conduct meetings regularly	17	30.9%
To be accountable	14	25.5%

Table 1.8: Capacity building in development of networks

	Frequency	Percent
To be confident	20	38.5%
Be accountable	6	11.5%
Be good advisor	2	3.8%
Be close to the community	14	26.9%
Create more awareness to other councillors and community	4	7.7%
Involve the community in different matters	6	11.5%
Total	**52**	**100.0%**

Table 1.9: Training potentiality in Productive campaigns

	Frequency	Percent
Be confident	16	29.1%
Motivate women in the community	7	12.7%
Create awareness on good leadership to the community	14	25.5%
Conduct meetings regularly	22	40.0%
Conduct productive training during election period	7	12.7%
Prepare good speech	5	9.1%
create suitable environment for campaign	25	45.5%

Appendix 2: Descriptive statistics of the Training of of female local councilors in Arusha region, from 05th -07th June, 2020

Table 2.1: Demographic Characteristics of the participants

		Frequency	Percent
Gender	Female	41	100%
	Total	**41**	**100%**
District	Karatu	2	4.9%
	Longido	6	14.6%
	Arusha DC	8	19.5%
	Arusha CC	5	12.2%
	Monduli	5	12.2%
	Ngorongoro	8	19.5%
	Arumeru	7	17.1%
	Total	**41**	**100%**
Title	Special Seats Councilor	30	73.2%
	Ward councilor	2	4.9%
	UWT district Chairperson	4	9.8%
	Up-coming Councilor	2	4.9%
	Total	**41**	**100%**
Education level	Standard seven	13	31.7%
	Form four	18	43.9%
	Degree	5	12.2%
	Diploma	3	7.3%
	Certificate	1	2.4%
	Total	**41**	**100%**

Table 2.2: Areas that you have added knowledge

	I already knew about it		I have added Knowledge	
	Frequency	Percent	Frequency	Percent
Local Government Structure	5	12.2%	36	87.8%
Local government Authorities	10	24.4%	31	75.6%
Local government reforms	2	4.9%	39	95.1%
Primary responsibilities of councilors	15	36.6%	26	63.4%
Features of a Councilor	3	7.3%	38	92.7%
Councilor and Important Local government matters	7	17.1%	34	82.9%

Table 2.3: Things gained from the training

	Frequency	Percent
Responsibilities of a councilor	25	61.0%
Accountability	23	56.1%
Local government reforms	15	36.6%
Local government Authorities	11	26.8%
Local government structure	7	17.1%
Build productive network	5	12.2%
Gender balance	5	12.2%
Self confidence	5	12.2%
Good governance	2	4.9%

Table 2.4: Training evaluation

	Very good		Good	
	Frequency	Percent	Frequency	Percent
Topic presentation	34	82.9%	7	17.1%
Training contents	36	87.8%	5	12.2%
Theme adequacy	33	80.5%	8	19.5%
Debates participation	31	75.6%	10	24.4%
Training materials	27	65.9%	14	34.1%
Presentation techniques	27	65.9%	14	34.1%
Training preparations	33	80.5%	8	19.5%

Table 2.5: Benefits towards developing leadership skills

	Frequency	Percent
To be close to the community	26	63.4%

To be accountable and transparent	16	39.0%
To be confident	14	34.1%
Lead by rules and regulations	10	24.4%
To motivate women to contest for leadership positions	8	19.5%
Having friendly Language to the community	4	9.8%
Monitoring funds from central government	3	7.3%

Table 2.6: Level of Improvement on Topics presented

	Improved much		Improved	
	Frequency	Percent	Frequency	Percent
Laws and local government structures	32	78.0%	9	22.0%
Good governance and the fight against corruption	28	68.3%	13	31.7%
Transparency and Accountability	28	68.3%	13	31.7%
Relationship with other Councilors	28	68.3%	13	31.7%
Gender equality	30	73.2%	11	26.8%
Leading committees and Meetings	32	78.0%	9	22.0%
Effective communication	25	61.0%	16	39.0%

Table 2.7: Professional skills in speaking to the community

	Frequency	Percent
To have good language to the whole community and be polite	17	41.5%
Leading Committees	13	31.7%
To be accountable	13	31.7%
To be close to the community	11	26.8%
Lead and conduct meetings regularly	11	26.8%
To be confident	5	12.2%

Table 2.8: Capacity building in development of networks

	Frequency	Percent
Confidence	14	34.1%
Be close to the community	9	22.0%
Accountability	6	14.6%
Transparency	6	14.6%
Motivate more women to participate in politics	4	9.8%
Create more awareness to other councilors and community	1	2.4%

Table 2.9: Training potentiality in Productive campaigns

	Frequency	Percent
create suitable environment for campaign	22	53.7%
Be confident	21	51.2%

Conduct meetings regularly	12	29.3%
Create awareness on good leadership to the community	9	22.0%
Motivate women in the community	5	12.2%
Conduct productive training during election period	4	9.8%