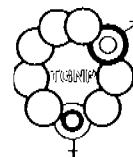


Annual Gender Studies  
Conference (AGSC 1999)

---



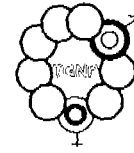
THEME:

**Gender and  
Political  
Empowerment in  
the New  
Millennium**



**Annual Gender Studies  
Conference (AGSC 1999)**

---



THEME:

# **Gender and Political Empowerment in the New Millennium**

27<sup>th</sup> - 30 September 1999

---

*Compiled by:*  
**Sister Anita MacWilliam**  
Chief Conference Recorder

## Table of Contents

	Page
<i>Acronyms used in the Text</i>	<i>ii</i>
<i>Acknowledgments</i>	<i>iv</i>
<i>Introduction</i>	<i>1</i>
<b>DAY ONE:</b>	
Opening	
• Welcome Speech - Ms. Demere Kitunga	2
• Opening Speech - Hon. Margaret Dongo, MP	3
• Vote of Thanks - Dr. Ruth Mcena	5
• Conference Overview - Ms. Mary Rusimbi	5
• Launching of Gender Exhibition	5
Key Note Address - Ms. Magdalena Ngaiza	5
 <i>Sub-plenary sessions: Burning issues on gender and political empowerment</i>	
• Issues raised	7
• Suggestions made	7
• Recommendations	8
• Action Plan	9
 <b>DAY TWO:</b>	
<b>Case Study No. 1</b> - Struggles towards power and standing for elected office	10
• Hon. Corona Busongo	10
• Ms. Barbara Watson	11
• Ms. Zainab Vullu	12
 <i>Sub-plenary sessions: Achievements and lessons learnt on gender and political empowerment</i>	
• First Sub-plenary	12
• Second Sub-plenary	13
• Third Sub-plenary	14
 <i>Thematic workshops:</i>	
• Popular democracy and constitutionalism (rights of specific groups)	16
• Civic education, electoral processes and gender and political empowerment	18
• Resource mobilisation/allocation for social transformation and gender and political empowerment	20
• Social transformation and culture dynamics	

## ACRONYMS Used in the Text

AGSC	Annual Gender Studies Conference
AMKA	Aid to Artisans Rise Programme
AWA	Advocacy for Women in Africa
CBO	Community Based Organisation
CUF	Civic United Front
EISA	Electoral Institute of South Africa
ELCT	Ecumenical Lutheran Church of Tanzania
FAWE	Forum of African Women Educators
GBI	Gender Budget Initiative
HIV/AIDS	Human Immuno-Deficiency Virus
IAE	Institute of Adult Education
IDSWSG	Institute of Development Studies Women's Study Group
IMF	International Monetary Fund
KAF	Konrad Adeneaur Foundation
LHRC	Legal and Human Rights Centre
MP	Member of Parliament
MWENGO	Mwelckeo wa NGOs - Reflection and Development Centre for NGOs in Eastern and Southern Africa
NGO	Non-Governmental Organisation
PORIS	African International Group of Political Risk Analysis
SADC	Southern African Development Community
SAP	Structural Adjustment Programme
SID- UNESCO	Society for International Development (same as UNESCO below)
TAMWA	Tanzania Media Women Association
TAWLA	Tanzania Women Lawyers Association
TGNP	Tanzania Gender Networking Programme
TOWA	Tanzania Oncology Women Association
TSJ	Tanzania School of Journalism
TWG	Taaluma Women Group
UCLAS	University College of Lands and Achitectural Studies
UDSM	University of Dar es Salaam
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNICEF	United Nations International Children's Emergency Fund
UWT	Tanzania Women's Union
WDF	Women Development Foundation of South Africa
WLAC	Women Legal Aid Centre
WTO	World Trade Organisation
ZAWON	Zanzibar Women on the Net

and gender and political empowerment	21
• Economic, social and political reforms and their impact for gender and political empowerment	23
• Challenges to women's political empowerment	27
<b>DAY THREE:</b>	
<b>Case Study No. 2:</b> Sharing skills and lessons learned	
• Hon. Fatma Maghimbi MP Chake Chake Pemba	31
• Sara Joe Mwenge ex-MP Chilonwa Dodoma	31
<i>Capacity building on gender and political empowerment workshops on:</i>	
• Information as a Tool	33
• Civic Rights and Voter Education	34
• Networking and Coalition Building	37
• Lobbying and Advocacy	40
• Standing for Elections and Campaigning	42
<b>DAY FOUR:</b>	
Reflections on the previous AGSC's Plan of Action, achievements, constraints	45
<i>Planning sessions:</i>	
• Local Level	47
• National Level	48
• Regional Level	49
<b>Closing Ceremony:</b>	<b>51</b>
• Gender Training Certificates	52
• Exhibition prizes	52
• Closing speech - Hon. Arcado Ntagazwa, M.P.	52
<b>Other Sections of the AGSC</b>	
• Entertainment	53
• Tanzania Night	54
• Gender Exhibition	55
• Available Services	55

**APPENDIXES:**

1. Welcome Address by Ms. Demere Kitunga  
- *Chairperson TGNP* 57
2. Speech of Hon. Margaret Dongo 61
3. List of Conference Papers 66
4. List of exhibitors 69

## **ACKNOWLEDGEMENTS**

The AGSC '99 was the 4th to be organised by TGNP. Its success and impact was the result of support from different institutions, organisations and individuals and the tireless commitment of TGNP members and secretariat. To each of them we give our heartfelt thanks.

### **List of Conference Recorders**

Tanzania Gender Networking Programme (TGNP) is pleased to acknowledge the role played by the conference recorders who documented the proceedings. This work was under the co-ordination of the chief recorder, Sister Anita MacWilliam and the assistance of Ms. Miranda Johnson.

The Recorders were: Sister Anita MacWilliam, chief recorder; Mr. Nestor Ilahuka, Ms. Miranda Johnson, Ms. Elizabeth Lema, Mr. Stephen Maina, Ms. Asha Mnzavas, Ms. Joyce Philip and Ms. Mwanakombo.

## INTRODUCTION

Monday, 27th September 1999, women and men from all walks of life were seen converging on the Tanzania Gender Network Programme (TGNP), Gender Resource Centre at Mabibo, Dar es Salaam to attend the 4th Annual Gender Studies Conference and Gender Exhibition.

Gender activists from every area of Tanzania as well as from Zimbabwe, South Africa, Rwanda, Angola, U.K. and Italy were present.

The theme of the Fourth Annual Gender Studies Conference (AGSC99) was "*Gender and Political Empowerment in the New Millennium*".

The general theme was developed throughout the four days, each day building on the input of the previous day(s).

General plenary sessions were held. Sub-plenary sessions developed the discussion with shorter presentations, questions, comments and suggestions for fulfilling the general aim. The smaller groupings were divided into Kiswahili sessions and English sessions to cater to the various participants.

Groups of singers, bands, dance groups and drama gave an added impetus to the discussions. The cultural groups were organised by Parapanda Arts.

The Gender Exhibition brought together groups specialising in textiles, handcrafts, foods and books and other publications. These groups were organised by AMKA.



*AGSC 99 participants singing together a get started song for the AGSC 99 heated discussions and deliberations on gender and political empowerment.*



# DAY ONE

---



## Theme of the Day:

The official day began at 9:00 when Parapanda Arts Group presented a powerful play showing a woman bound by all the burdens of her life and slowly freeing herself with the help of others.

### Welcoming speech by Demere Kitunga (TGNP Chairperson)



*TGNP Chairperson Demere Kitunga reading a welcoming address*

The Chairperson of TGNP, Demere Kitunga gave the welcome address. In this she said that the mixture of the Conference and the Exhibition was “.....designed to allow us to use all our faculties as we reflect together on how far we are and the challenges facing us in this enormous task of influencing change. ...we shall bring together records of our achievements which we shall celebrate, ...sharpen our tools for further action and allow ourselves to dream new dreams for a better tomorrow for ourselves, our children and the children of our children.”

Ms. Kitunga emphasised that there is a need to understand the politics of power. Exploitative social systems including patriarchy can only be sustained when power and resources are shared unequally. “Both women and men must challenge unequal power relations from the point of view of those ideologies and structures that determine where it should be located and how it should be shared,” she said, adding:

---

*“In this era of globalisation, poor nations are being coerced to open these economies to market forces. One of the greatest tragedies of our time is the increasing gap between people and their means of subsistence. This tragedy is more marked in the poorer nations of the world, mostly in Africa. Within those nations, capitalist power relations, interfacing with patriarchy and ethnicity, continue to sow discord between individuals, groups and nations of the continent.”*

---

Ms. Kitunga challenged the conference to look at realities on the ground in relation to gender, power and decision making. In the Beijing Platform for Action, for example, Tanzania made a commitment to achieve 30% representation of women in Parliament by the year 2000. *“However, at present there is only a 16% representation of women in parliament”*, she observed.

She also said that steps need to be taken to empower women politically, and that should go hand in hand with affirmative action in education.

She called on activists and civil society organisations to:

- Strengthen the capacity of women who vie for political positions
- Conscientize the community on the need of bridging the gender gap in politics
- Identify women with potential for leadership and encourage them to contest for elections
- Support elected women MPs so they are both effective and accountable.
- Carry out systematic civic education in order that the electorate know their rights and obligations.

---

*“All this should be supported with lobbying for policy changes so that the policy and legal frameworks create favourable conditions for men and women to participate equally in public and political life”*, Ms. Kitunga concluded

---

After her introductory speech, Ms. Kitunga invited the Honourable Margaret Dongo, to address and officially open the conference. Mrs. Dongo is the first and only independent candidate and one of the three opposition members in the Zimbabwe Parliament. She joined the War for Liberation of Zimbabwe at the age of 15.

#### **Opening Speech by Honourable Mrs. Margaret Dongo, MP, Zimbabwe**



*Mrs. Margaret Dongo, AGSC 99 Guest of Honour delivering her moving opening speech.*

Mrs. Dongo started her speech on a somewhat sad note, saying that she had been moved by the Parapanda presentation, which depicted the plight of an African woman.

After noting with concern the small proportion of women ministers in the cabinet of Zimbabwe, Ms. Dongo saw a need to address both men and women on the issues at hand. She noted that equity in gender could not be well understood if it only focused on the number of women in leadership position. To allay men's fears

and anxiety, she was careful to caution that, "Men should, however, not see women's empowerment as meaning the disempowerment of men but the enrichment and the inclusion of each and every member of the human family."

Ms. Dongo came back again and again emphasising the fact that she drew her strength from being a daughter of the village and was proud of being so.



*Enthusiastic AGSC 99 participants moved by Margaret Dongo's speech*

However, she also reiterated that it is education and functional skills that are the most important tools in the struggle for women's empowerment. She made it clear that it was not the number of women in leadership positions but whether or not those women were educated enough and capable of decision-making in order to challenge male domination effectively.

---

*"In order for more women to get into power there is need for women within their respective nations to:*

- *Get organised - ("no effective action can take place on a sustainable basis without organisation").*
  - *Identify priorities - ("there is need to get into leadership").*
  - *Strategize - ("it's a man's world out there, obstacles to your advancement into leadership will be encountered").*
  - *Inform, educate and mobilise - ("information should not be the prerogative of the leaders or the few educated elite").*
  - *Build capacity - ("this should be an on-going effort. Women should transform into a power base capable of elevating its own candidates. Women should be a potent political force").*
- 

However, Ms. Dongo said that she is against the quota system because it merely promotes laziness. Also it raises questions such as whose views do these women represent, those who selected them (their political parties), women's interests or their own interests? Apart from these questions it also interferes with the electorate's freedom of choice. The issue hinges on the fact that they are there because of gender and not qualification.

She ended by emphasising that voting is not just a right, but a responsibility of each citizen.

### Vote of Thanks

After Mrs. Dongo's speech, which was warmly received by all participants, Professor Ruth Mcena gave a vote of thanks to the Guest of Honour. She thanked Ms. Dongo, calling her a "a daughter of Africa, who has never betrayed her voters". She described her as a symbol of courage, determination, commitment and power and that she was an inspiration to the participants at the conference.

A beautiful piece of music "Mother Africa", sung by Carola Kinasha and Sajula Lukindo, summed up the feelings evoked during this part of the programme.

During the Tea/coffee break Ms. Dongo officially opened the Gender Exhibition with a representative from AMKA (Aid to Artisans Rise Programme).

### Conference Overview

Mrs. Mary Rusimbi, TGNP Programme Co-ordinator, gave a short overview of this year's conference, emphasising the need to empower women politically.

*Ms. Mary  
Rusimbi,  
TGNP  
Programme  
Coordinator  
giving an  
overview of  
AGSC 99*



The theme of this year's conference **Gender and Political Empowerment in the New Millennium** is a natural outcome of the past conferences.

In this conference we aim at:

- Getting to learn about local and regional experiences.
- Mainstreaming gender aspects in politics.
- Focussing on partnership with others for mutual help and support.

The keynote address given by Ms. Magdalena Ngaiza from the University of Dar es Salaam was titled "*Conceptual Framework on Gender and Political Empowerment*".

The paper was divided into four sections:

1. A brief background on past struggles as a basis for hope in political empowerment endeavours.
2. The current status of gender and political empowerment in Tanzania, highlighting some misconceptions.
3. The main gender gaps, identified both in their qualitative and quantitative characteristics, including their multi-level causes.
4. A conceptual framework and strategy of empowerment, both basic and functional.

Some of the highlights from Ms. Ngaiza's paper were:

**Current challenges:**

- under performing economy
- the debt burden
- unemployment
- unequal global relations
- low incomes
- gender inequities
- HIV/AIDS pandemic

**Here she also included struggles for:**

- good governance
- greater freedoms and responsibilities
- education and skills training
- children's rights and
- adequate social security.



*Ms. Magdalena Ngaiza  
Senior Lecturer University of  
Dar es Salaam.*

For the purpose of this paper, Ms. Ngaiza defined politics as the art of contending for power in its various forms. She said it is a continuous fight about who gets what, when, how and why. "Therefore, women's struggles for gender equality, development and peace are rightly placed in the political arena", she said.

Political empowerment seeks to enable individuals as well as groups to face challenges presented, according to Ms. Ngaiza.

Further, Ms. Ngaiza elaborated on the gender status in Tanzania's politics. In this section she mentioned the following as reasons for the gaps in the political status of women in Tanzania:

- ◆ political isolation
- ◆ culture and traditions
- ◆ lack of political skills
- ◆ lack of resources
- ◆ lack of education and awareness
- ◆ lack of time to attend campaign meetings.
- ◆ Lack of access to the media

Using tables and charts, she demonstrated the gaps in numbers of women elected to political office.

As in many other areas of life, there is no single path to political activity for women or one sequence of steps that will guarantee collective action. Ms. Ngaiza developed a

framework and presented three activities as core to the process, namely: Conscientization, Disabling Patriarchy and Planning. In addition to these she gave two supportive activities, that is, Organisations and Agency.

This paper was very informative and educative, giving much food for thought in the following sessions, where participants debated the various aspects of political empowerment.

During lunch break, Parapanda Arts continued to entertain the participants with their music.

Due to the large numbers of participants, there were four sub-plenaries, two in Kiswahili and two in English.

In the discussion that followed, a number of issues, suggestions, strategies and recommendations came up.

**Issues raised:**

- Where do we begin? (“At the grassroots level”).
- What type of women do we want - (“not just numbers”).
- A lot of bribery during electioneering - (especially by men who are economically more powerful).
- Unequal sharing of household responsibilities.
- Women lack self-confidence and often fear responsibilities
- Traditional customs prevent women from standing for elections.
- In speaking of political empowerment one must not forget economic empowerment.

**Suggestions made:**

- People should be made aware of the importance of having more women in political leadership.
- Women should begin contesting for political office from the local level.
- Encourage women who are in office through affirmative seats to move and contest in a constituency. The quota system should be regarded as a training ground to learn about politics, leadership etc. Therefore, these special seats should only be for a certain amount of time.
- Associate women across political party lines to address gender issues.
- Promotion of independent candidates.
- Change affirmative action procedures.
- Participants at this conference take the responsibility of bringing back to their areas the ideas, suggestions, which are developed here.

- Sensitisation seminars should be given to women to create more self-confidence and awareness of political issues and strategies.
- Identify positive allies among men who will help sensitise the community.
- Civic education should be done wherever possible, and should include people from all walks of life, educated or non-schooled, rich and poor, the older people as well as youth. There should be no differences arising from education, age or religion.

Further recommendations targeting special groups of people. Among these were:

**A. Women**

- Should work at getting rid of their fears. They shouldn't fear verbal abuse or bad-mouthing. They should believe in themselves.
- Should be in the forefront of campaigning for their proper place.
- Should show a united front.
- Should not beg for places in politics. They should simply demand their rights?

**B. TGNP and other NGOs should**

- Hold many training sessions. They should use all types of visual aids, banners, journals, newspapers, radio, meetings and other forums.
- Educate women as to their rights, encourage them to be in the forefront in contesting leadership positions.
- Educate men, as they often find gender issues difficult to understand. If they are properly educated they will encourage the women to enter leadership positions in politics.

**C. Government should**

- Implement the Beijing Plan of Action
- Implement the Agreement reached at the Heads of States and Governments of SADC.
- Work to eliminate laws discriminating against women.
- Spearhead campaigns so that traditions and customs, which militate against women's full participation in political leadership, may be corrected to keep up with the times.

**D. Political Parties should**

- Be in the front line in educating women about their responsibilities and their rights as members of society and in politics.
- Ask women to contest at all levels of leadership.

- Have the same number of special seats so that many more women can contest these seats.

Barbara Watson from South Africa related the experience of the women in South Africa where she is a founding member of Women's Development Foundation.

The aim of this foundation is to empower South African women to run for leadership position. The main aim was to provide civic education to enable them to know their rights, run for leadership positions and also to use their rights in voting.

She said that the organisation emphasised the following:

- (a) The concept of democracy
- (b) Training and advocacy
- (c) Publications

Ms Watson said that after the election, the women elected were given support by her foundation. They were trained on how policies were developed, how the parliament is run etc. The training was done at three levels.

She said that the three levels were:

- (a) Local level - local government elections. There had to be a high level of women representation at local government level.
- (b) Regional level
- (c) National level

The quota system played an important role. Political parties had to set aside a certain number of seats for women. Once there, the elected women emphasised the gender agenda, Ms Watson explained.

**ACTION PLAN** from these sessions:

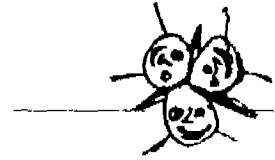
- Look at the 1995 General Election and see what lessons could be learnt.
- Prepare short and long term plans for:
  - (a) economic empowerment
  - (b) social empowerment
  - (c) political empowerment
- Monitor the activities
- Evaluate the programme

There is need to target Parliament which is the highest policy making body. There is need to lobby all parliamentarians, both women and men.



## **DAY TWO**

---



### **Theme of the Day:**

The day began with an artistic performance by the Simba Group. It was followed by a recapitulation of the previous day's events.

A General Session followed:

Presenters were: Hon. Corona Busongo, Member of Parliament for Tabora Municipality, Ms. Barbara Watson, Executive Director of WDF (Women Development Foundation of South Africa), Ms Zainabu Vullu, a young aspiring politician.

Hon. Corona Busongo gave a very good presentation of her own experience in contesting a parliamentary seat. For three terms she had been a Member of Parliament through the special seats before contesting for the seat in Tabora Municipality.

#### ***She said that women must know the following:***

- Rules of being MP - 1) Must be literate in both Kiswahili and English.  
2) Must be nominated by a political party.
- Awareness of Constitution: that women and men have equal rights.
- Because of societal attitudes women contestants should be twice as capable as men.

#### ***Problems of women's political empowerment***

- Society is used to having men contestants
- Most leaders at grassroots level are men
- Customs do not allow women to contest
- Religions often do not allow women to contest
- Very often women just follow men.

*To manage an effective campaign, Ms. Busongo said that the candidate should:*

- Be conversant with the socio-economic status of the people in her constituency.
- Be 'one with the people' that is, not be seen as over them
- Have the capacity to express herself
- Have self-confidence
- Form a campaign committee to monitor and do follow-up.

*Constraints after election:*

- To prove themselves, women have to work harder than men
- Men find it hard to accept defeat at the hands of a woman, so they create problems after the election, including court challenges

*Recommendations for NGOs and Networks:*

- Urge and encourage of women to contest leadership positions right from the grassroots level.
- Implore women to vote for fellow women.

*Donors:*

- Conduct and fund seminars for leaders
- Train women in different skills.

The Second Presenter was Barbara Watson, Executive Director of WDF.

Ms. Watson had given some of her experiences the first day in a shortened version of her presentation. On Day Two, she spoke about of the three experiences narrated in the general session.

Her paper was titled "*Empowerment of South African Women for Gender Equality*"  
Challenges facing women's political empowerment:

In her introductory remarks, Ms. Watson said that South Africa was the first democratic government that effectively had to invent itself, govern and deliver all at the same time. It was also patriarchal which had been exacerbated by apartheid.

According to Ms. Watson the WDF embarked on three activities to counter women's problems:

**1. Training:**

- Personal development (Leadership Training)
- Technical skills
  - (a) How parliament works
  - (b) Policies and Acts
  - (c) Budget

**2. Policy and Advocacy:**

- Establishment of gender agenda.
- More women in leadership. Start with the local government elections.
- Establishing support for women during elections.

**3. Research**

- Analyze women in parliamentary leadership.
- Analysis of experiences and several recommendations.
- Crime and Violence.

**Recommendations to everyone:**

- Fight for the quota system in all political parties. They should make the statement supporting this in the Constitution.
- NGOs, CBOs establish education for democracy.

The third presenter was Zainab Vullu from TAMWA.

**She put forth the following challenges:**

- Youth, particularly young women should contest for leadership.
- Youth and young women should join different socio-economic and political groups.

The additional recommendation was addressed to the community at large to provide support for women contestants.

**first sub-plenary**

Monica Mhoja and Fides Chale facilitated this session.

Some of the deliberations of the group: Many women want to be involved in politics but the following factors are obstacles to their full participation:

- Legal system prevailing,
- Traditions and customs,
- Poverty,
- Tribalism,
- Religion,
- More experienced leaders,
- Heavy workload of women,
- Low level of education,



*Sharing experiences during AGSC '99 sub-plenaries*

- Poor understanding of politics,
- Lacking experience
- Poor preparation

The laws of Tanzania state that upon entering politics, a civil servant must leave their job. This makes women hesitate to enter politics, because if they lose the election they have also lost their job.

It seems that there are problems in political parties where women are placed apart rather than be a full part of the process. Therefore independent candidates should be permitted.

Some traditions and religions prohibit a woman from speaking in front of men. The result is that they are not able to campaign effectively.

The society should be educated to see that women and men are equal, therefore women are capable of being leaders. Also educated women should conscientize the women in the villages so that they also realize that they have the ability to enter into politics.

Another important point is that any woman wanting to enter politics

- Should be properly prepared,
- Follow a schedule,
- Know the law,
- Understand the problems and needs of the community and
- Know the opposition

The last point was that special seats should only be for a certain period of time then they contest for election from a constituency.

### **Second Sub-plenary**

Dr. Bertha Koda and Beatrice Hezekiel were facilitators for the second session.

Because of the size of the group they broke up into smaller groups but all faced with the same questions:

1. What have we learnt so far following the presentation of case studies?
2. What are the successes?
3. What were the drawbacks?
4. What should be done?
5. Strategies to be used.

Some of the results of the discussions were:

- ◆ Most understand what gender means
- ◆ There is a growing understanding of voting
- ◆ Some of women's concerns are being brought forward in Parliament.

However the following points were also mentioned:

- ◆ The journey towards women's political empowerment was still fraught with hurdles.
- ◆ Women contestants need more self-confidence on this journey.
- ◆ A need to sensitize women to rally and support women who contest elections.
- ◆ Patriarchy keeps coming up in all discussions - therefore there is a need to address this together, i.e. women and men.

### **Third Sub-plenary**

---

Daudi Kweba facilitated the third session:

The resource persons, representing the SID-UNESCO Women on the Net Project, were Gillian Youngs from Leicester University in the U.K., Paola Leoncini-Bartoli from Italy and Abeida Rashid from Zanzibar, Tanzania.

The objective of the session was to introduce women to the interactive nature of the Internet.

Abeida Rashid said that the women of Zanzibar had seen the Internet when it was first introduced to them (through an Internet workshop for the women of Zanzibar). She mentioned the freedom to receive information from any part of the world of exchanging ideas without the usual constraints of customs and oppressive religious codes. When asked about the difficulty of learning how to use the Internet, she said it had taken them only a few minutes of practice before using the facility. One of the economic benefits of the Internet, which became immediately apparent to the Zanzibari women, was the ability of finding a market for their produce. Having done that they were happy that they would no longer need middlemen who often cheated them on prices. Thus they were becoming economically empowered.

The result of the workshop was that the women of Zanzibar immediately formed an association, ZAWON (Zanzibar Women On the Net) to promote their interests.

A lively exchange of views followed, involving many participants both for and against the introduction of Internet as a tool for empowering women.

Many issues were raised, but mainly centered on:

- the language barrier

- the non-availability of electricity and computers
- the low level of literacy in the rural areas

These concerns were acknowledged but it was pointed out that there would probably never be a time when all the people would have these things. Those fortunate enough to have access should share the benefit with the less fortunate.

An example was given of some of the rural Bangladeshi women who are now using cellular phones, for a small fee, to provide instant communication to their neighbours.

One woman said "Information technology should come via the school system" adding, "the children can bring it to the families because that is how communication comes about in an African family. Then learning would be faster, effective and meaningful."

*There was consensus to:*

- Use the Internet as a tool for social and economic empowerment
- Setting up the web page, but let the grassroots be the primary source of information
- Encourage schools to have Internet access
- Educate people to sensitize them on the need and importance of information.

*Lessons learned:*

- The Internet should be seen as an extra facility for empowerment, rather than as an obstacle.
- Let women be aware of the obstacles ahead, but still take on the Internet challenge
- Clearly there is a wide gap in the communication channels currently in use.

Many women have a yearning for information about issues affecting them. One got the feeling that maybe somebody was being suspected of withholding some information, and that perhaps some thought the Internet could help them get that information. Could this explain the overwhelming attendance at this session, notwithstanding the fact that this was a session on alien 'new technology'?

*Recommendations:*

- NGOs should educate and train women on the uses of the new technology

- Government/NGOs should encourage and help schools, including the Universities to make the new technology part and parcel of their work.

Given the enthusiasm shown and the views expressed, the Internet would be a welcome facility. However, a mechanism should be found to facilitate the sharing of the information received as widely as possible.

The afternoon sessions were thematic workshops.

There were six in all and people chose where they wished to go:

#### **First Workshop:**

The presenters were: Glenda Fick of the Electoral Institute of South Africa (EISA) and Evod Mmanda of the Legal and Human Rights Centre (LHRC), Dar es Salaam. Moderator was Prof. Ruth Meena of the University of Dar es Salaam.

The workshop set out to define and to explain constitutionalism, democracy and popular participation, and to establish whether gender equality was important in those processes, and if so, the necessary conditions for it.

Ms. Flick summarized the conditions necessary for the full participation of women in free and fair elections. She summarized her paper "Recognizing Gender Equality and its Implications for Free and Fair Elections".

Mr. Mmanda, on the other hand, distributed a paper titled "Constitutionalism and Popular Democracy". He read excerpts of the paper. First the fundamental terms relevant to the issues at hand were defined and explained. He said that Constitutionalism was "a governance and the living of life by citizens, according to predetermined rules, which limits the government"

A Constitution, on the other hand, is "a guide for governing a state. It provides guarantees of certain rights to all the citizens."

It thus follows that even at community level; people should be enabled to organize themselves in any form, and grassroots organizations should be left to form as part of strengthening the civil society. Anything hindering this process would therefore be infringing a democratically established constitution.

In Tanzania, according to Mr. Mmanda, the empowerment of women to organize in an effort to improve their welfare is curtailed immensely by political, cultural and economic impediments. Evidence of this include:

- Oppressive customs and norms, which do not grant equal opportunities for women.

- Women (especially rural women) who produce but do not own what they produce.
- Women, who are good mobilisers of voters but their access to decision-making bodies, even on matters affecting their welfare, is restricted.

An important question was raised as to who *actually* decided on the number of women's parliamentary and municipal 'special' seats in Tanzania. There was no answer.

According to Ms. Flick, the International Standards for free and fair elections, together with the International Bill of Human Rights give the following definitions:

- "A free election is one in which all citizens enjoy the *widest* possible scope to exercise the *greatest* number of rights." The rights being those stipulated in the International Bill of Human Rights.
- An election is judged 'fair' only if citizens are not deprived of those rights arbitrarily.
- In essence, a fair election is characterized by procedures that do not result in unfair discrimination.

Equally relevant here are the conditions necessary to ensure gender equality in elections. The workshop also learnt that in order to avoid unfair gender discrimination in an election,

- The establishment of constituents, voter registration and voting procedures must take gender equality into account
- Policy makers and legislators must bear in mind that "...domestic responsibilities of caring for children and the elderly together with being economically active, may make it difficult (especially for rural women) to get to registration and voting stations."

Another necessary condition was voter education. This is due to the fact that most rural women are illiterate. In fact, the importance of voter education therefore has two aspects, namely,

- To familiarize women with the whole process of voting - to de-mystify it so that they can go to the polls with confidence.
- To ensure that an understanding of and a commitment to gender equality permeates the entire electoral context.

Freedom of opinion, expression, assembly and movement, guaranteed under the Bill of Human Rights, is another necessary condition. The workshop noted that since women were the group whose freedom of opinion and expression were curtailed by cultural norms, it was of particular importance to ensure that information relating to elections and the electoral process be made available to them. Also, because political meetings and public demonstrations provide the chance for all members of the electorate to



receive relevant information, organisers should ensure that the gatherings are arranged for times convenient to women and at venues which are safe for women.

***Recommendations:***

***To Government:***

- It should ensure that laws, political arrangements and procedures reflect a clear focus and determination to achieve gender balance in all spheres
- Should spearhead moves and support moves by other groups in efforts to remove all cultural practices and laws that prevent women from exercising their constitutional rights.
- Formal education curricula should be structured to deliberately enable women realise their full potential in all academic and technical spheres.

***To society as a whole:***

- Whenever possible an enabling environment be created by both men and women, to discuss without malice, the issue of gender discrimination
- Efforts be made to bring up children in a 'gender-equality' environment right from infancy

***To women:***

- Regardless of political affiliations women with potential for leadership should be identified, encouraged and trained to build their confidence.
- Women in leadership positions should be mentors and role models to young female aspirants, instead of being greedy and antagonistic.
- Women should cultivate alliances and rapport with gender sensitive men. This will help the gender movement to be viewed only as being against the patriarchal system, rather than being anti-men.

**Second Workshop:**

The presenters were: Prince Bagenda of PORIS, Helen Kijo-Bisimba of LHRC, Elizabeth Kiondo of UDSM, J.P.J. Babile of Kivukoni Academy of Social Sciences, Shireen Motara of the South African Organisation - Commission on Gender Equality and Dr. Udesh Pillay of South Africa and the facilitator was Aggripina Mosha of TGNP.

Prince Bagenda made the following points:

1. In order to have an educated electorate there must be the following:
  - The capability to get information. Getting information may be between one person and another or between groups of people.
  - Conscientization

- Doing - that is being in control of one's own destiny
  - To be free to express opinions, to do etc.
2. Things to remember:
- The ability to think is with us every day. Therefore, let us not only remember civic education at election times only.
  - Civic education must be given to both women and men. Women, especially, must demand their rights and not be intimidated.

Elizabeth Kiondo began by explaining the election process. She recommended the following:

1. To change society's views and behaviour patterns related to gender issues.
2. Need to alleviate (or eradicate) women's poverty so that they may be economically independent.
3. Increase women's access to education, especially higher education.
4. Make long term plans to help society change their views about women.
5. Civic education should be given to all, women and men.

Shireen Motara told participants about the research they did during the election time. They discovered that:

- Many women did not understand the process of elections
- Many of the voting stations were very far away from where people lived
- Many women voted because they wanted to choose a government, which would listen to their problems.
- On the other hand, many women registered out of fear.

During the time of elections they made sure that women's issues reached a large segment of the population. They mounted a campaign using the mass media,

especially the radio, which reaches many women. They also used the incumbent leaders to spread the word, especially leaders in the rural areas.

Dr. Pillay spoke of the use of 'Geographical Information System'. It is a system in which one can gather information and transpose them into a map. Studying the information received one can arrive at some conclusion on a certain issue. But this system of homogeneity isn't very good.

He gave the example of the area where the Inkatha Party received a majority of votes. It was the area where many women turned out to vote. Why did they vote for Inkatha? The map revealed that the areas where women turned out in great numbers were rural areas. Does this mean that all women in rural areas are knowledgeable about voting and elections? By no means! Therefore it isn't good to look at all the areas from one viewpoint only. His conclusion was that not all rural areas are ignorant of the voting process. Areas of cities and towns are also ignorant of voting process.

Helen Kijo Bisimba made a number of remarks about the whole civic education process:

1. Civic education is very necessary for understanding the whole election process.
2. There is a problem with the Constitution that denies the right of having independent candidates.
3. A problem after elections - many leaders are very much in evidence during election time but after being elected they seem to disappear only to reappear when the next election year comes around.

She strongly suggested that we begin now to prepare and not wait until near the time of elections.

J.P.J. Babile pointed out that in terms of population, women outnumber men. However, the constraints faced by women means that in terms of numbers there are very few women in leadership positions. These constraints are:

1. Lack of education
2. Great number of household responsibilities
3. Sex discrimination
4. Rights of women as human beings are not discussed.

### **Third Workshop:**

The presenters were: Dr. Rose Shayo of the University of Dar es Salaam and Moses Mwampeta of the Ministry of Finance and the facilitator was Gemma Akilimali of TGNP.

Dr. Rose Shayo traced resource mobilization and allocation in Tanzania from Independence in 1961 until the present. The different steps went from being owned by all the people - to the property of "ujamaa" villages - and finally the present trend of privatisation.

In her presentation, Dr. Shayo gave the following facts:

1. Resource allocation does not look at gender
2. At National level, planning, implementation, monitoring and evaluation of resources and the budget are in the hands of men.
3. Budget planning committee is composed of men who do not think about gender.
4. Planning committee is composed of six members from the planning commission.

5. Central Bank and Ministry of Finance - all are headed by men.
6. Planning and Budget Committees are composed of men. All Ministries are involved but mostly it is men who take part in the deliberations are men.
7. Men look at the big picture and are not concerned how the budget will help women or other disadvantaged people.
8. Men in decision-making positions find it difficult to consider gender issues because of the system in place.
9. In the rural areas, the allocation of resources has left women behind.
10. Important sectors such as education and health are allotted a very small percentage of the budget.
11. There is also the problem of different levels of society and the division of resources. Who gets what?



*Mrs. Gemma Akilimali facilitating the workshop on resource mobilization/allocation*

If the budget continues to ignore gender issues, women will continue to suffer.

Development plans are made top-down and the stakeholders are not consulted. The result is that the budget hurts the stakeholders rather than enhancing their lives. Most of these stakeholders are women.

Moses Mwampeta gave statistics to show how the budget in areas of social services and that affect the poor especially, has decreased from year to year. He said that the reason is bad financial management, poor planning and reallocating money to other uses. Even Tanzania is trying to ameliorate this condition, it still lags behind in many areas of resource allocation.

#### **Fourth Workshop:**

The presenters were: Ally Saleh, a journalist from Zanzibar and Professor Seth Chachage of the University of Cape Town, S.A. Marie Shaba of the Marcus Garvey Foundation in Bagamoyo facilitated the workshop.

Ally Saleh presented a paper on Gender Balancing Initiatives in Zanzibar. He stressed the involvement of women in politics in the Islands before Independence.

Points he made are:

- The reason women in Zanzibar, at present, are not in political posts was not caused by the Islamic religion but lack of political will.
- There has been only rhetoric on the question of women's rights in Zanzibar, but there has never been political will to empower the women in Zanzibar.
- In his opinion, special seats for women do not empower them. He called on women to wake up and take up the challenge by contesting in the elections.
- He has reservations about NGOs. According to him they have not played a role in empowering women politically. Most of the NGOs in Zanzibar deal in enabling women in petty business or issues such as cleaning the city. These do not empower them politically.

As a counterpoint to the above, Mr. Saleh said that education is the most effective and powerful tool that women need to enter the political arena. An alarming number of girls do not complete primary education for a range of reasons.

However, there is hope. Power in the household is changing hands due to changing economic statuses. Many women are earning more than men because of seaweed farming. Zanzibar women have set many precedents with firsts in governmental roles. And the other reason for hope is that females presently compose a larger % in professional degree programs (e.g. law) than men do.

Professor Chachage presented a paper on "National Building and Ethnicity" where he stressed the need for people to delve deeply into their history and conceptualize the society from which they come before finding solutions to their present day problems.

Some points that he made are worthy of reflection:

- Why do we call the continent "Mother Africa" but we only have "Fathers of the Nation"?
- Why are the Sukuma with a population of 4 million



*Marie Shaba (far front) facilitating one of the workshops during AGSC 99*

- called a tribe but Switzerland with a population of 2 million is a country?
- What are the underlying reasons for genocide in Rwanda?
  - Miscegenation has been a theme for the last 100 years - why?
  - There is no indigenous word in Kiswahili for 'nuclear family'
  - Human rights have not been considered as individual rights.

Professor Chachage said that continuing fragmentation would recur without thought to social justice, human rights and claim of ownership to culturally just practices. We must not internalise detrimental habits like domestic violence and overly bureaucratic judiciary systems.

He would like to see the next millennium open with an African Renaissance that just may be stimulated by a challenge to the past. His challenge is to historians to go deeply into the cultural history of this continent and write!

### **Fifth Workshop:**

Presenters were: Dr. Priya Narismulu of the University of Westville-Durban, South Africa, Dr. Rogate R. Mshana of the Ecumenical Lutheran Church of Tanzania, Arusha (ELCT), Ms. Nancy Kachingwe Reflection and Development Centre for NGOs in Eastern and Southern Africa- (Mwelekeo wa NGOs-MWENGO) Zimbabwe. The moderator was Mary Rusimbi (TGNP).

The following questions were posed:

- What are the implications of contemporary economic policy changes for the struggle to achieve gender equality and political empowerment?
- What impact does the global economy have on the grassroots?
- What alternative frameworks can we use to create a more "people-friendly" international economy?
- Who benefits from linking citizen enterprise to global markets?
- What is the national context for civil society in Tanzania?

Through combining perspectives from the local, national, and international levels, this workshop created a space to explore these questions and other related issues.

### **The Local Level**

Dr. Priya Narismulu, began the session with a case-study focused on the local level perspective. She presented a paper entitled: "Dealing with Social and Economic Disempowerment: An analysis of narratives of women from the Impolweni shack

settlement.” Dr. Narismulu’s paper focuses specifically on brief individual life-narratives of six women living in an urban shack settlement in Durban as illustrations of broader issues of housing and job insecurity and the strategies poor women use to support their families.

Before dealing specifically with the case studies, Dr. Narismulu pointed out two large contradictions in common terminology. The first is that women are not considered to be heads of households, despite the fact that 92 % of people responsible for the health and welfare of families are women, a discrepancy also referred to by the Hon. Mrs. Dongo in her opening address. In addition, an astonishing 72 % of South African households are fatherless. Secondly, the contemporary replacement for “squatters” with “informal settlement” is a mis-leading word suggesting that people are living there only temporarily. In reality, they have no other places to go, because of the shortage of low-cost housing and high unemployment in South Africa. The term also reflects the racism of the apartheid era; although the shack dwellers lived in the area before the “permanent” suburban settlement, all African people were seen only as temporary residents during apartheid, subject to removal at any time.

Her presentation and paper clearly highlighted the many problems currently facing poor women, in Durban specifically but also world-wide, pointing out that over half of the world’s population now lives in this “state of permanent impermanence.” These women, spanning the ages of 13 to 60, share issues of unemployment and low wages, difficulties with adequately fulfilling their children’s needs, insufficient medical care and food and poor education. These social problems have been exacerbated by the repercussions of structural adjustment, which has negatively impacted the availability of jobs, housing, health facilities, welfare, education, and utilities. Despite these barriers, local residents have organised to create concrete changes in the shack settlements, including the election of women for the first time to the neighbourhood council, enrolment of children in local schools, trash collection, a local pay telephone callbox, and the installation of water.

### **The National Level**

Dr. Rogate Mshana continued the workshop by presenting his paper on “Economic, Social and Political Reforms and their Impact in Tanzania,” illustrating the national-level perspective on the issue. He outlined three main goals for his presentation:

- To give a brief sketch major economic, social, and political reforms since the 1980s.
- To demonstrate the impact of these reforms on Tanzanians.
- To suggest alternatives to the current system.

In the immediate period after independence, the Tanzanian economy was socialised and nationalised with an increased emphasis on industry. These economic reforms created an initial economic growth rate of over 5% during the late 1960s, a level that has yet to be repeated. In the wake of the economic crises in the late 1970s and early 1980s following the world-wide increase in oil prices, the Iddi Amin war, and the breakdown of the East African community, Tanzania's first Structural Adjustment Programme (SAP) was initiated in 1982. These SAPs, upon which funding from the International Monetary Fund (IMF), World Bank and other donors relied, forced dramatic changes in national economic policies, including reducing government spending, trade liberalisation, and control over money supply. These policies increased unemployment, homelessness, environmental degradation, crime and corruption. By opening up the Tanzanian economy to the importation of cheap goods from other countries, the fledging Tanzanian industries were devastated by the competition. As an example, Dr. Mshana pointed out all of the small-scale producers displaying high-quality traditional Tanzanian clothing in the conference exhibition who have a difficult time competing with the inexpensive used clothing imported from the West. In addition, he blamed the dramatic rise in abandoned children on the breakdown of the traditional African extended family, a consequence of globalisation of the world economy.

As a solution to these issues, Dr. Mshana called strongly for an alternative economic and social model that would promote sustainable, human-centred development policies. These policies should:

- Be ecologically friendly.
- Focus on People and community.
- Support local products and entrepreneurs.
- Respect cultural values.
- Promote good government and transparency.
- Ensure fair distribution of power and resources.

In order to make this model successful, Dr Mshana emphasised that it was imperative for civil society, government, and business to work together. He compared them to the traditional three-stones, which many African women use to cook. Each of these stones is necessary in order to cook the food properly and prevent the pot from falling off, just as all three of these sectors is integral to promoting truly sustainable development.

### **International Perspective**

Ms. Nancy Kachingwe concluded the remarks of the presenters by focusing on these issues from the perspective of international economic policies, including the World Trade Organisation (WTO) and the Lome Negotiations between African countries and the European Union. She prefaced her remarks by emphasising that economic policy-



making has traditionally been a male-dominated terrain which women have been barred from participating in. In addition, women's great contribution to the world economy has not been considered part of the formal, and therefore valued, economy. As an example, she referred to the case study of the Honourable Corona Busongo where Mrs. Busongo pointed out that, even when women achieve the status of a Member of Parliament, they are often relegated to the social committees rather than the finance committees, where the real power lies.

She continued by pointing out, like Dr. Mshana's history of Tanzanian economic policy vividly demonstrates, that increasingly, national economic policies are being decided at the international negotiating tables. In a world with serious power imbalances between countries, it becomes difficult for African countries to truly have a voice in the formation of these policies: how can you negotiate on an equal basis with someone that you depend on? In Ms. Kachingwe's view, the bottom line is that we live in a globalizing economy, where there is a race between Japan, Europe, and the USA for markets to sell their manufactured products. This pressure creates international economic policies, which are inherently biased against less-industrialised nations. Countries are thus pushed to open up their already weak economies to foreign competition and to allow themselves to be used as a cheap labour force for the profit of developed countries. She declared: "We cannot hope to liberalise/industrialise if countries are always forced to open up their markets." All the major world powers, including Europe, Japan, the USA, and the "Four Tigers" in Asia were able to develop by implementing protectionist measures to support local industry and then slowly phasing them out. How can we expect African countries to develop without being allowed to do the same?

Ms. Kachingwe also pointed out that African countries are selling out their economies at a loss. By current estimates, Sub-Saharan African countries lose two to three billion dollars worth of trade every year due to international economic agreements and policies. In return, they receive aid from the EC that amounts to only 14 million dollars over five years. Globalisation is serving as a new form of colonisation. Therefore, she urges we question what we are trading away when we pander to the economic policy demands of the West and remember that aid is not going to bring about true development.

Her specific recommendations for civil societies and African governments are as follows:

- We need to be informed and research what is happening in the international economic arena and share that information with one another.
- We need to actively organise and lobby on these issues: "Let us not remain silent while our own issues are being talked about by other people."
- Gender issues and women specifically should be made key issues for discussion in these arenas.

## Conclusion

The session concluded with a lively discussion among participants, focusing on both what they had learned from the diverse presentations and areas of future action. Through the workshop, it became very clear how such vaguely understood international policies impacted all people and exacerbated poverty. Participants generally agreed that it is key to keep in contact and inform one another on issues related to international policy making trends and issues. In addition, there is a need to form coalition with articulated agendas and for government and civil society actors to work together at the national and international levels to make a difference.

## Sixth Workshop:

The presenters were: Ambassador Getrude Mongella, Advocacy for Women in Africa, Mr. Salim Said Salim, Journalist, Zanzibar and Mr .R.G. Mutakyalwa, CARTIAS, Kigoma. The facilitator was Ms. Christine Warioba.

Ambassador Mongella said that the main challenge is that women have been denied the opportunity of participating in decision-making positions in the Party and in Government. They have to be empowered at individual, national and international levels.



*Ambassador Getrude Mongella and TGNP Programme Coordinator, Mary Rusimbi*

At individual level there are challenges in education. Women in Africa have been marginalized and so they must be exposed to more education in order to take an active part in decision-making. However, education goes hand in hand with economic empowerment.

She spoke of democracy and what it is or is not. In her opinion there are very few truly democratic countries anywhere in the world. They claim to be democratic but this is at surface level only. Those in power are usually the elite of that particular country. There are people who are still denied the right to democratic processes. Often these are the women and youth. Therefore there is need to change the structures and the systems which hinder change.

Women should have political empowerment by looking at:

- Decision-making institutions.
- The issue of gender neutrality.
- Power sharing.

- Corruption.
- Fund-raising campaigns by friends and relatives. These funds should open for audit.

***Recommendations:***

1. Use newspapers for publicity.
2. Use theatre arts, songs and poems.
3. Look at election laws and see which sections should be repealed.
4. Stop all types of corruption. Women should be told that to be given a piece of khanga or kitenge is dehumanising and should not be accepted.

Salim Said Salim spoke on the Challenges to women's empowerment

Since time immemorial, women throughout the world have been engaged in a struggle for mutual respect and political equality.

In Tanzania many people still think of women as inferior. The answer is complex, as it is a combination of customs, traditions, laws and misinterpretation of theology etc.

Whenever, people try to analyse the gender imbalance, there is always a tendency to blame someone. As a matter of fact, we are all to blame. Some men are not ready to change. They see women as second-class members of society. They are excluded from formal decisions at home, in their localities and at regional and national level. Women are overworked, molested, humiliated and even raped.

***Challenges to empowerment***

- Issue of correct gender imbalances in economic, social and cultural sectors.
- Need to initiate change in customary laws, state laws, traditions and attitudes.
- Gender activists have to lobby for public support so that legislators see the need to get rid of bad laws, habits and attitudes.

***Recommendations***

1. School syllabus needs to be reviewed. Gender issues must be introduced into school curricula now.
2. Religious Institutions should be used to ensure that there is equality of women and men.
3. Political parties should emphasise freedom of expression, dignity of each human being, justice and human rights.
4. Women activists as well as their male colleagues should fight to get rid of bad laws that hinder women's involvement in politics.
5. The empowerment exercise should be extended to public awareness with the men treating their partners as equals at home.
6. The mass media has the responsibility to ensure that many people are informed on gender imbalances.

R.G. Mutakyahwa spoke on the Place of Gender Balance and Women's Empowerment in Non-Governmental Organisations.

Mr. Mutakyahwa said that gender is a dimension of NGOs citing the following three aspects:

- It can be found in the way roles, activities and power in NGOs are divided along gender lines.
- It is expressed in the degree to which male and female principles are reflected and valued in organisational culture.
- It is found in an NGO's development approach.

Speaking of the political empowerment of women he said it cannot be achieved unless women are empowered socially, economically and financially.

As director of an NGO, Mr. Mutakyahwa asked the question "Why are NGOs interested in Gender?" He gave the reasons as being:

- Social justice, as a moral obligation, calls for direct attention to who wins and who loses in society.
- Investments in women have greater tendency to translate into increased household well being than into consumption.

---

*"Women have often been adversely affected by development process. There is a wide gap between women's high, yet unrecognised, economic participation and their low political and social power."*

---

Giving the example of Kigoma, he listed some of the gender issues, which need addressing. Among them are:

- Stereotypical views of women acting as servers of men.
- Seldom functioning as decision or policy makers.
- Often women have to seek permission from their husbands to start economic activities.
- Had little to say on use of the money earned.
- Though spending more time on farm work, husbands control household resources and incomes.

He went on to list some of the obstacles, both covert and overt. Covert obstacles are a result of deep-seated attitudes resulting in such ideas as the fact that women are seen only in support roles. Furthermore, these attitudes lead to disrespect for women. On the other hand, overt obstacles flow from the covert obstacles. The result is that there are too few women in positions of authority, an over-proportion of women in non-professional positions, working hours and finally down-playing the importance of gender as a legitimate organisation-wide issue.

From this general view of women's empowerment, Mr. Mutakyahwa gave the experience of his organisation, CARITAS-Kigoma, in tackling this issue. First by research at grassroots level, training for women and men and finally taking initiatives stemming from this research both at the organisational level and at local level.

His recommendations were divided into five categories:

**A. Women:**

- Stop shying away, come forward and take up positions which are currently male dominated.
- Overcome inferiority complex.
- Unite and lobby for elimination of socio-cultural practices that endanger the rights of women.
- Implement all agreements which have been made in the past.
- Take advantage of economic opportunities to improve your welfare.

**B. Community:**

- Campaign for the elimination of social and cultural laws which discriminate against women.
- Pressure the government to make laws against social injustice and implement them.
- Establish and support economic groups.

**C. The Media:**

- Educate people on dangers of gender inequalities in our society.
- Continue exposing evil acts, including sexual assault and harassment, which endanger women's rights and women's empowerment.
- Avoid publications or advertisements, which demean women and the whole idea of women empowerment.

**D. Religious Bodies:**

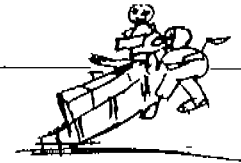
- Because of their close contacts with people at the local level, they are capable of educating large numbers of people. Specifically, they can do the following:
- Campaign against evils and the violation of human rights.
- Continue assisting women in their pursuit for equality.
- Establish and strengthen programmes aimed at poverty reduction.

**E. Government:**

- Fight poverty by creating a good environment for economic and income generating activities, including provision of financial loans and other resources and facilities.
- Encourage and protect local savings initiatives by various groups of small income people, including women. Special effort be started on how to organise local small-scale savings and investment channels.
- Ensure human rights are respected and protected.

# DAY THREE

---



## **Theme of the Day:**

The steel band from Jitegemee Secondary School began the day with music - they played off and on throughout the day.

## **Case Study No. 2: *Sharing Skills and Lessons Learned***

Presenters were: Honourable Fatma Maghimbi, MP for Chake Chake, Pemba, Civic United Front (CUF), Sara Joe Mwenge, Ex-MP Chilonwa constituency, Mwanahamisi Shomari, Ward Councillor.

Hon. Fatma Maghimbi gave her own personal experience. She is a lawyer by profession and had never taken active part in politics. When the multiparty system came into being she joined one of the opposition parties, the Civic United Front. She asked to be the lawyer representing party members who were detained in jail. However, a woman came and asked her to contest the Chake Chake seat because no women were coming forth.

She was a stranger to politics but CUF gave her support and help. Among one of the things she learnt was that public speaking needs training and experience.

The argument advanced especially by the person who was contesting against her consisted of the following points:

- She was a woman
- She was married to a man from the mainland and therefore unable to help the constituency because it is in Pemba, in Zanzibar

Ms. Maghimbi observed that had she been a married man, she would not have faced these objections.

Sarah Joe Mwenge ex-MP for Chilonwa, is considered by her colleagues to be very articulate, tough, hard-working and pushy. Thus she created a lot of enemies when she was MP for the Dodoma Urban constituency. She mentioned that her male colleagues expected her, as a woman, to be passive, subservient and simply follow their dictates.

She mentioned the following as part of what she had to undergo:

- humiliation.
- sexual harassment and
- lack of support even from her fellow women leaders.

After her defeat in the preferential vote in the 1985 election, she was transferred to Singida to work as a Regional Cultural Officer.

Her campaign strategy was as follows:

1. During her campaign race, she attempted to clear any traditional biases against women leaders.
2. To highlight her leadership qualities
3. To emphasise the fact that she was one of them - because they educated her through their tax money and now she wanted to repay them.

She won the Chilonwa constituency seat but there were appeals; she had to go through four court cases before being confirmed in her electoral seat.

All of these presenters stressed the following points:

- Contesting political position is as tough as fighting a war
- You have to be ready to fight but not with the same weapons used by men
- Men use sexual innuendoes, often higher education, experience and even marital status in their campaigns against women candidates
- When it comes to issues relevant to women, rather than standing together as women, often women follow their party line and platform.

*Issues Raised:*

- the women's journey to political empowerment is rough
- constraints facing women:
  - (a) **Cultural** - norms, traditions, values infringe on women's rights
  - (b) **Social** - women politicians are not as easily accepted as men
  - (c) **Economical** - women do not have the same resources as men therefore cannot meet campaign expenses.
  - (d) **Religious** - Formal education is one of the criteria for contesting, few women get it because many families value only religious education for their daughters.

*Recommendations:*

To NGOs, CBOs and community at large:

- Women contestants should be supported at all levels and in every way possible.

The rest of the day was spent in skills-building workshops to increase the capacities of the participants in a variety of relevant areas. One crosscutting sub-theme for each was *“Setting Civil Society Agendas and Effective Leadership”*. This was to be part and parcel of each workshop.

### **First workshop:**

The facilitators were Demere Kitunga and Daudi Kweba of TGNP.

Most participants in this workshop were in management, teaching and gender NGO.

About five, including Honourable Margaret Dongo, were from outside Tanzania.

The expectations from the workshop were for the participants to better understand::

- How to use information effectively.
- How to get information and how to pass it on to achieve political ends.

From the outset the facilitator highlighted the importance of information through the slogan **“INFORMATION IS POWER.”**

The task was to learn information delivery skills, Ms. Kitunga said that to succeed,

- First - the personal decision to contest a leadership position
- Next, the candidate must articulate her agenda. In essence what is it that pushes her to stand for election?
- Establish the message, What she wants to communicate and to Whom (the target audience)

The participants in the workshop learned that essentially, there are three groups of people the candidate should analyse and identify before proceeding any further, namely:

- The gatekeepers (people of influence in the community, whose endorsement the candidate should seek and bring to her side)
- The allies (those who are automatically on her side)



*Where do we get POWER? -from food and information. Ms. Dongo officially opening the Gender Exhibition and launching the Book on Gender Budget Initiative.*



- Potential enemies

The importance of this information is that one needs to know these people, in order to enable the delivery of appropriate information or messages. A carelessly chosen or directed message, can derail a campaign strategy, it was pointed out.

At this point the group split into four groups for case studies covering the four possible electoral areas: urban (affluent), urban (poor), rural (accessible) and rural (remote).

Each group identified the three categories of people and the appropriate communication/information tools and channels relevant appropriate for each area. Later the groups reconvened to present their findings.

***Skills acquired:***

- How to identify the key players in the three categories, and their roles
- The sharing of information during presentation, which showed that everyone needs the support of others to succeed
- How to identify types of information/messages needed, and the tools and manner of delivery
- How to counter smears, lies and gossip

***What to do: Train the candidate in***

- The art of public speaking
- How to prepare campaign slogans and posters
- How to get information about possible sources of funds

It was noted that the participants did most of the talking and eagerly enriched each other. The workshop benefited from the presence of Ms. Dongo who happily shared her experiences.

***Recommendation:***

A similar workshop, perhaps closer to election time, would provide impetus to many potential candidates.

**Second workshop:**

Evod Mmanda of LHRC and Aggripina Mosha of TGNP facilitated this workshop.

The key areas of concern which surfaced from the participants were:

1. Communication.
2. Issues of gender.
3. Customs and traditions .
4. Plans and examples.

5. Development and sustainability.

**A. Communication:**

- What should be done?
  - Use the media - newspapers, radio, television etc.
  - Dance, song, drama, debates etc.
  - Workshops, seminars and meetings
  - Political, government and religious meetings
  - Informal meetings such as weddings, funerals, dances etc.
- Who should do this?
  - Use political parties
  - Use government officers, NGOs and CBOs
  - Religious Institutes
  - Mass Media
  - Educational Institutes
  - Prominent and influential people
- Means for implementation. Put aside enough time to accomplish the following:
  - Prepare the implementers
  - Prepare the message
  - Look for the means to do this
  - Prepare the tools for implementation
  - Allot enough time
- Implementation:
  - Prepare an accessible and well-known place
  - Remind the target population
  - Encourage them
  - Keep strict time
  - See that they remain within the objectives
- Evaluation: of the progress of the plan itself:
  - Results
  - Weaknesses
  - Gaps surfaced
  - Problems surfaced
  - Evaluation should be both short and long term

**B. Gender Issues**

There are lacunae in society with regard to gender issues. For example:

- People are not aware of their rights
- Religious obstacles
- Constraints with reference to customs and traditions

- Poor distribution of resources
- Lack of government transparency
- What should be done?
  - Give society gender sensitisation training. Arouse their interest and consciousness on these issues.
  - Use dances, drama, meetings, mass media, feasts, funerals etc. in order to teach gender sensitisation
- What is needed?
  - Money, people who are ready and willing
  - Use of influential people and leaders
  - Religious leaders
- Means to accomplish this:
  - Advance preparation of needed aids and implementers
- Implementation
  - The message should reach the target population by following the plan made.
- Follow up
  - Be aware of the reality in place and give advice
- Evaluation
  - Evaluate the results and weaknesses which have surfaced

### **C. Customs, traditions and religion**

Customs, traditions and religion humiliate women in many ways

- What should be done?
  - Give civic education to all and at every level. Teach the rights of human beings, how to vote and civic education.
- Who should do this?
  - Religious leaders, government leaders, NGOs, CBOs and Institutes of education. The aim is to change the behaviour and ideas about gender education.
- Means of implementation
  - Enough preparation be given to this
  - Prepare the message
  - The implementers be ready
- Needs
  - Money
  - Tools
  - Well prepared implementation

- Implementation
  - The information be brought where people gather - meetings, conferences, seminars and workshops, churches, mosques and schools
- Follow up
  - Improve the means of implementation to make sure that it is followed as planned
- Evaluation
  - Evaluate the results in terms of policies, laws of the country, the constitution, school syllabi etc.

### **Third workshop:**

Facilitators: Gemma Akilimali (TGNP), Beatrice Hezekiel (TGNP), Anna Kikwa (TGNP), Zippora Shekilango (TAALUMA).

Four facilitators helped guide a session of about 45 participants, mostly from up-country in Tanzania. The facilitators began the workshop by asking participants to raise their expectations and concerns of the workshop session:

Their main expectations of the session were:

- To learn from each others' experiences.
- To understand various ways to network and types of networks.
- To better grasp the reasons why networking is important.
- To institute a network.
- To continue to network after the conference.

Their main concerns were:

- The short amount of time.
- The difficulty of following up.
- The costs of networking.
- How to begin.
- The difficulty and scarcity of communication.
- The scarcity of information.
- The loss of identity.

The defined objective of the workshop was: "Coalition-building and networking for women's involvement in leadership and decision-making." Therefore, participants sought to focus on ways to find spaces for youth, women, and others traditionally left out of leadership. Anna Kikwa pointed out that in all areas, it is clear that men account

for the greater percentage of people in leadership positions. Although women are 50% of the population they hold only 45 of 256 positions in Parliament and hold a significant minority of Cabinet positions.

To illustrate the importance of coalition building, Anna Kikwa requested one of the participants to sing the Tanzania National Anthem by herself. After she finished, she asked all of the participants to sing together. She then asked the rhetorical question of which one the people in the next room would be able to hear: the lone voice singing or the group all together? She concluded, if we all went alone to the places of leadership to demand that women's role be increased, no one would listen, but if we go together, we can make a difference. She declared that we need to earmark what our agenda is and where we're going: "women have to be daring, we have to have confidence, we have to assert our voice in society." Ms. Kikwa pointed out that next October, there will be an election and we need to know what types of spaces will be available for women and what can we do in the amount of time we still have left.

The facilitators then continued the workshop by outlining the ABCs of coalition-building. To build coalitions, you need to understand:

- Leadership - who is initiating the coalition? Who has the ability and how do we support them?
- Who is part of the network? - groups, NGOs, CBOs -important to share a common objective and agenda.
- What's each person's contribution? - money, time, transport, small items from home?

Other issues of importance are to establish first the Terms of Reference (TORs) for networking, so that everyone is clear about the purpose and obligations of the network. Often times, networks and coalitions are instigated by a group of different people and organizations coming together for a common purpose, an example of which is the coalition formed around changing the Constitution last year. Before the effort continues, a stakeholder analysis is essential to know who all the actors in the network are and what their expectations are. In addition, feedback is important to know who did what, where each person reached with their assigned roles, to inform others on the progress of the network, and to have a concrete strategy for resource mobilization.

The participants then split into smaller groups to examine in-depth three key issues related to the subject of coalition-building and networking. Each group focused on one of the following topics:

- Fundraising - how can we mobilise the resource needed for the network?

- Publicity - what forms of information mechanisms can we use to share skills amongst each other as well as to get feedback?
- Networking - what are the needs and aims of the network?

After discussion and planning among the participants, each group reported back. The fundraising group presented their conclusions first. They advocated the following mechanisms to achieve sufficient resources for the network's success:

- 1) Volunteer - money, labour, food, etc.
- 2) Write a proposal for donors to receive aid.
- 3) Involve other NGOs.
- 4) Sell products.

The additional question was raised of whether it was necessary for each person to give the same amount to the network for it to be fair. The general consensus seemed to be that it was not necessary for each person to give the same amount, but that each person should contribute what she/he could.

The publicity group suggested the following mechanisms to increase information generation and distribution among participants in the network as well as to the public at large:

- 1) Radio and television - although they clarified that these mediums depend on where a person is and the information sources people in the local areas utilise;
- 2) Writings - small books, posters, brochures, newspapers, newsletters
- 3) Meetings - to educate each other and society
- 4) Conferences
- 5) Visiting each other / study tour - for the purpose of learning from others and sharing ideas
  - does not have to be to far-away places - can be within same district, village, or ward
- 6) To exchange information with others in the network
- 7) To use distributors of information and influential people
- 8) T-shirts, bags, hats - depending on their availability
- 9) The arts and mobile cinema as a means to spread information

Ms. Kikwa also pointed out TGNP's *Ulingo* as a means of transcribing information and documenting women's voices and the voices of women. Additional comments were raised as to the importance of advocating gender sensitisation of media workers and to form partnerships with media to ensure that they are truly reflective of the voice of society. An example of the very common ways in which patriarchal messages are reinforced are the traditionally sexist messages written on kangas and then worn by the majority of women in Tanzania. How can we find a way to change these slogans?

The last group then reported on the profit and the concerns of networking:

The main profits were as follows:

- 1) understanding each other
- 2) giving each other energy
- 3) building coalitions
- 4) believing in yourself - when each person is working separately on the issues in their own areas, it's easy to lose heart.
- 5) sharing ideas
- 6) supporting one another.

The main concerns of networking were:

- 1) losing donors
- 2) using much personal time - after work, needing to go to meetings
- 3) Using resources - money, bus fare, etc.
- 4) losing individual agendas.

Many people then expressed that these fears, similar to the fears outlined at the beginning of the workshop, were not valid reasons to avoid beginning a coalition. They argued that both time and resources were worth using for the purpose of the network and that it is important to volunteer without always worrying about donors or sponsors. After all, as one person pointed out, this is our country: if we're not going to make the change, who will? Networks allow people to share experiences and network in order to avoid duplication of efforts, to build new leaders, and to broaden the scope of one's work, as well as to enhance one's credibility and affect the future.

The workshop concluded with a reminder to all about the importance of having women achieve positions of political office. Gemma Akilimali emphasised that it is first necessary to educate men that women are capable leaders, deserving of governing with them and that there are many benefits to having women in political office, including that they are not likely to succumb to corruption and they are good money managers.

#### **Fourth Workshop:**

Facilitators were: Helen Kijo Bisimba of LHRC and Marie Shaba of Marcus Garvey Foundation Bagamoyo. A case study was used, that of the organisation FAWE (Forum of African Women Educators).

In looking at the theme of this workshop, the participants were asked to reflect on the following four things:

### 1. *Advocator*

- Who is an advocator?
  - A person who speaks on behalf of others and is
  - The voice of the voiceless

### 2. *What are the qualities of an advocator*

- Someone interested in what she/he is advocating
- Must understand the people who are the target of the message
- Someone acceptable
- Ability to use language well
- Ability to do research before going into the field of advocacy
- A good communicator

### 3. *The ways to be used in advocatng and lobbying*

- Artistic performance e.g. drama, songs
- Workshops/seminars
- Mass media
- Brochures, posters, fliers
- Joint statement

### 4. *Strategies for lobbying and advocacy*

- Short term strategies for women's Empowerment
- Long term strategies and
- Strategies to strengthen FAWE (as a case study)

#### a) **Short Term Strategies**

- More women should come forth to contest political leadership
- A nation-wide sensitisation of women to support their fellow women who are contesting leadership positions
- Women NGOs should come out to support women who face problems during the campaign, i.e. organisation such as Tanzania Women Lawyers Association (TAWLA) can be a help if court cases are faced by women contestants.

#### b) **Long Term Strategies**

- A nation-wide campaign to build self-confidence among women
- A reliable and qualitative communication among women
- Suggested the establishment of an agency to co-ordinate information on women empowerment (example is the South African Women Development Fund).
- Special seats are good but it is suggested that it should be limited to one term so as to give the opportunity for other women, especially younger women, to become empowered politically.



### 5. Strategies to strengthen FAWE

- Agreed that FAWE should co-operate with other NGOs in enhancing the education of the girl child
- FAWE should establish an education fund
- FAWE should lobby in terms of the education policies to ensure that girls who get pregnant while in school are not sacked.

### Fifth Workshop:

The facilitators were Mary Rusimbi and Hon. Corona Busongo

First the group was asked to name their expectations and fears.

Expectations:

- Learn skills for leadership
- Help those contesting leadership positions
- Information sharing especially with those who have the experience
- What it is to be a councillor
- Election system
- What are the qualities of leadership
- Learn new skills
- To change preconceived ideas

Hon. Corona Busonga gave points on standing for election

- The contestant must seek advisors.
- The family must be told so that they will give support. If some members seem reluctant she/he must try and persuade them. This is a very good psychological support for the contestant.
- Tell the community, influential elders, women and youth. This will give community support.
- Know the proper time to tell the electorate after setting her personal agenda.
- Know who will help in making decisions and in what way.
- Means for the preparation of the campaign. She/he should know people, e.g. teachers, nurses, professionals, farmers etc. Understand them as they are.

Ms. Mary Rusimbi then gave points on campaigning:

- Evaluate your own ability. Women should understand the gains and problems facing women in politics. They should have the ability and the strength to withstand name-calling and backbiting.
- The contestant should have knowledge/tools to use
- Have a support group
- Don't be easily angered

- Shouldn't change principles from day to day.
- Conduct a clean campaign. Shouldn't agree to bribe anyone.
- Know her opponent, opponents within the party, the community and outside the party
- Plan strategy:
  - Where to go, how many meetings and the target population
- Preparation before the campaign including aids (e.g. computer to keep good records of the campaign), money, clothing, sound system etc.
- Have a campaign manager, who is experienced and capable of preparing the campaign committee
- Have good health
- Learn from others
- Use the media well.
- Ability to budget her funds well. Funds have to be raised from loans, contributions.
- Know how to present her own agenda and not get into mud-slinging the opposition
- Ability to give a press conference
- Announce her own educational background, use the media, go from house to house.
- Most important - thank the people

Other points made during the workshop were:

- Strategies to be used include learning how to
  - Analyse issues
  - Approach issues of leadership
  - Plan a campaign with the aim of winning
- If campaigning under a particular political party she/he must know:
  - The policies of the party
  - The issues with which the target population is concerned
  - How to implement policies affecting the electorate
  - How to win their support.

The contestant must plan and set an agenda. The people are the most important aspect to be considered in setting an agenda. If the people agree they will support the contestant even in the face of being offered bribes.

*How to prepare an agenda:*

- Discuss with others the needs of her/his region.
- Understand the issues present, e.g. water
- Must be close to the people in order to understand the problems of that area

- Choose a problem, which is important to the people. The people must agree that is the problem. This ensures public support
- Do research to find out what steps can be taken to address the problem effectively. Ability to do research is essential because it will give the necessary statistics and understanding of the problem.
- Must be honest in giving possible solutions

***Recommendation:***

Such a workshop should be given next year to help possible contestants (especially women) learn how to be more effective in standing and campaigning. The theme should be **CAMPAIGN TO WIN**.

The rest of the evening was named TANZANIAN NIGHT. This is written up further on in this report.

## **DAY FOUR**

---



### **Theme of the Day**

After a performance by the Jitegemee Secondary School Steel Band and recapitulation of the previous day's activities by the conference reporters, the TGNP Programme Coordinator, Mrs. Mary Rusimbi and Gemma Akilimali gave their reflections on the previous AGSC's Plan of Action, achievements and constraints.

The two facilitators reminded participants that the main aim of TGNP starting the Annual Gender Studies Conferences (AGSC) was to create a space for gender activists to come together and reflect with a common objective of transforming the society to adopt a gender-balanced system.

They said the first AGSC meeting held in 1996 on "**Gender, Democracy and Development**" aimed at mainstreaming the gender aspect in the articulation of democracy and development. The results were that there was a positive contribution in making gender an agenda in democracy and development.

The second AGSC in 1997 on "**Gender, Resource Mobilization and Allocation**" led TGNP making a follow up on a Gender Budget Initiative. As a result, a book was published showing how society can transform budgetary process to include gender.

There was also a coalition network formed by Tanzania Women Lawyers Association (TAWLA), Tanzania Media Women Association (TAMWA) and HAKI Ardhi (Land Rights) who networked to lobby during the land bill presentation. There were some positive changes on the Bill following this lobbying.

The third AGSC in 1998 on "**Gender, Coalition Building and Networking**" saw the importance of involving people in the region and having more regional actors. The regional network was aimed to make more impact.

The Conference saw the following major follow ups:

- Expansion of data base by involving other actors from the regions
- Information sharing among the networks
- Expansion of activities i.e. people working on different matters when it comes to gender and democracy. TGNP together with TAMWA was able to

work with groups in Dodoma and Singida in the campaign on land.

- Different countries picked issues of the same interest, e.g. Uganda took the topic of gender and resources. An important event was a meeting held in January whose aim was to unite parliamentarians, political parties and individuals. Strategies were adopted to look for funds. South Africa picked the issue of Land and made it their agenda.

The 4th AGSC on “**Gender and Political Empowerment in the new Millennium**” which reaches its climax today was built up from the previous conferences. Its plan of action being:

- Getting regional experiences
- Mainstreaming gender aspects in politics
- Focusing on partnership and how we help and support each other

Present at this workshop were various groups, parliamentarians, and politicians. Now is the time to strengthen our stance on gender issues. There are groups who still have not been heard from and there are ethnic groups who aren't in the liberation picture.

They commented that the conference includes many participants from outside the country. They emphasized that it is essential to receive from them the ways and means of building co-operation.

Also important in the struggle is unity with men. If they are left on the outskirts of the movement, activists and NGOs will never succeed. If everyone works together, we will succeed in building real empowerment for women and men.

After the presentation by Mary Rusimbi and Gemma Akilimali, Honorable Margaret Dongo shared her own experience towards the attainment of a seat in parliament.

Madame Dongo said that she went and joined the liberation struggle for her country at 15. . After Independence many of the liberation fighters were left out in the post-independence government. She joined the governing party and began working towards leadership. She, herself, was denied the right to contest a parliamentary seat. The reasons given were she was too young, she was not highly educated. However, she did not give up and went on to campaign and win the election as a private candidate.

She said she owes a debt of gratitude to the former Zimbabwean first lady the late Madame Sally Mugabe who kept encouraging her to go into politics. She also received a lot of support from the electorate.

Finally she said that to become a leader you need three things:

- **Self-confidence** in your own ability

- **Knowledge of Politics** - ability to plan your activities both in politics and towards the society; ability to accept both praise and criticism.
- **Knowledge of criteria needed for a good parliamentarian.**

Finally, we need NGOs who are ready to help train prospective women political leaders. She recommended that they give them a book, which outlines the work of the local government and the work of the chairperson of the district.

There were three sessions looking at this theme at the local, national and regional level.

### **Local Level**

The facilitator was Dr. Bertha Koda of the University of Dar es Salaam.

At the level of the village, ward and district, it is imperative to be aware of the following steps to reach the women in the villages. This is to help them to be aware of their rights. The steps to be followed are:

- Understand the problem
- Know the aim
- Understand the process
- Set aside a definite time
- See results
- Do follow-up
- Evaluate
- Have the tools and funds

#### *1. Problem:*

- There are very few women in leadership positions. This needs to be changed.

#### *2. Aim:*

- To increase the numbers of women so that it reaches 30% by the year 2005

#### *3. Process:*

- Give information
- Better communication systems
- Give gender sensitization training
- Get people involved
- Encourage and defend
- Look for resources
- Make a list of those who will give civic education

In order to better communication there is need to have workshops, seminars, meeting prepare teaching materials and to communicate with the mass media.

*Measures to be taken*

- Research on the numbers of women who won elections
- Research on the numbers who stood for elections
- Take the measure of those who are involved in politics
- Look at the percentage of the target population
- Make sure the report is written
- What changes have occurred in terms of political awareness

*Follow-up*

- Is there co-operation and a united front
- Increase in voters
- Changes in customs and traditions
- Increase in campaign funds

*Evaluation*

- Examine the statistics of the contestants
- Examine the experience of the contestants
- Examine the ability, understanding of the voters etc.

Civic education means knowing the constitution which is the basic law, to understand various laws and understanding what is meant by multiparty politics. It is very important to better Civic Education and also communication systems to get accurate news.

Things to look for:

- Gender education
- And defending rights
- Have a data bank on those who have the ability
- Look for funds
- Look for groups who will give support to the contestant
- Strengthen the training of contestants

**National Level**

The facilitator was Fides Chale.

There are very few women in decision-making positions. The question was asked, 'why is that?' Some of the reasons cited were:

- Outdated customs and traditions
- Lack of self-confidence

What should be done?

- Educate both men and women

- Lobby for a change in the electoral laws in order to permit individual candidates to contest elections.
- Government to have a unit specifically given the task of working at the political empowerment of women. This unit should not be part of any political party. In other words it should be neutral.

In terms of transforming the patriarchal society the group suggested the following plan of action:

- Nation wide gender sensitization campaign
- Build a culture of reading
- Have more civic education
- Sensitize women electors on the importance of voting for fellow women

### **Regional Level**

The facilitators were Shirley Smith (Independent Electoral Commission, South Africa) and Nancy Kachingwe (Reflection and Development Center for NGOs in Eastern and Southern Africa - MWENGO, Zimbabwe)

The objective of this session was: To formulate a Regional Action Plan.

The key areas were:

1. Information sharing
2. Capacity building/legal, human rights and civic education
3. Networking/coalition building
4. Lobbying and advocacy

As a starting point to the discussion, Ms. Christine Warioba of the Gender Unit of the Southern African Development Community (SADC) pointed out that there is already a regional charter for action on these issues. She emphasized the need for African countries and in particular Tanzania to implement the Beijing Declaration on Women Empowerment. She said that each country had to write a report on how they have prepared action plans and implemented them.

At Regional Level, Heads of States and Governments met and deliberated on the issue of Democracy and Civic Education. During the meeting they came out with the four themes, which are the subject of this workshop.

A workshop was organized to monitor the implementation of the Declaration. The workshop recommendations were:

- Transform election procedures
- Transform parliament
- Transform society



Women have to be trained. One of the recommendations of the Beijing Platform for Action was to ensure that, 30% of positions in Parliament are held by women by the year 2005. It will be possible to achieve this target if:

- Political parties are sensitized
- Parliament is transformed
- Electorate made aware
- Women, in particular, are empowered

The SADC member states have the duty of improving:

- Information sharing
- Networking
- Capacity building
- Lobbying and advocacy

The recommendations from the workshop participants were:

***Information sharing:***

- Activities: - must identify focal points
  - Use of regional newsletter (Southern Africa Research Documentation Center).
  - Information from local news can be replicated, have a regular column
- Actors:
  - TGNP to co-ordinate and disseminate information
  - SARDC to disseminate message/information to all country members.

***Lobbying and Advocacy:***

- Country members to see to the implementation of their commitment
- Constitutional review - Gender activists working to that it is integrated into the constitution. Among the suggestions were:
  - Contact NGOs inside and outside the country asking for support
  - Plan how to organize for Heads of States meetings
  - Regional NGOs network in terms of political issues (just as they do in trying to combat AIDS)
  - Use SADC summit 1999 report and its gender monitor for data to be used in lobbying and advocacy
  - Set up a regional lobbying group.
- Source of funds:
  - Mobilize resources from local, national and international levels, using the established sex disaggregated data.

### *Capacity Building*

- Activity:
  - civic education
  - legal and human rights education
  - education on democracy
- Establish:
  - Women Development fund - with regional links
  - Supporting women running for election
  - Supporting women who lose elections
- Opportunity:
  - SADC - March/April identified issues of women in politics
  - Goal - 30% of women in political positions and in decision-making structures by 2005

### **Closing Ceremony**

The afternoon was the official closing, which included conferring of certificates on those who had taken the gender training sessions held before the start of the Conference.

There were a number of both women and men taking the training sessions. The overall theme of the training was **Gender Aware Planning**.

*Module One:* Gender and Planning

*Module Two:* Gender and Policy

*Module Three:* Gender Awareness

*Module Four:* Organizing at a local level

Because of the numbers taking the training only one person from each group was given a certificate during the closing ceremony. The others received theirs separately.

Secondly prizes were given for the best exhibitions in the categories represented. The categories and prizes were

#### **Books and publications**

First Prize: TGNP

Second Prize: Coalition Tent

#### **Foods**

*First Prize:* Power Foods Limited

*Second Prize:* Zanzibar Spices and Herbs MADAWA

#### **Textiles and Garments:**

*First Prize:* Marvelous Batiks & Curio Shop

*Second Prize:* Bagamoyo Living Art and Handicraft Design Center

### **Handcrafts**

*First Prize:* Sarafina Fashions

*Second Prize:* Kariba Investment

### **Hon. Arcado Ntagazwa MP (Mhambwe) gave the Closing Speech.**

First of all he gave a word of thanks to TGNP for inviting him, not only to close the Conference but by allowing him to attend some of the sessions. He was sure that the ideas, wisdom and information gleaned during these days, will be a challenge to everyone as they go back to their homes and work places. They have to share the experiences gained here. He emphasized that it was not easy for women to get access to women's political empowerment.



*Hon. Arcado Ntagazwa - Mhambwe MP  
giving a closing speech*

However, he said that it will be possible if they work hard by perseverance and networking. He stated that data, facts and figures were the 'sine qua non' for lobbying and advocacy. By raising awareness among the electorate about their rights and responsibilities, we will be in a position to ensure that women take their rightful place in society.

Regional co-operation was also emphasized and this should be done through information and dissemination but, again he reiterated, that the most important factor is networking. The fundamental issues of education, health and water were

key points when discussing women's empowerment. Education for women was as important as it is for men. Health facilities were important not only for women themselves but also for their children. The energy that women spend in fetching water is another issue that women in decision-making positions should tackle especially in the rural areas. Because the majority of men in decision-making positions are in Parliament and on City and Municipality Councils, they do not make water a priority.

However, he cautioned that when taking these issues into consideration, we must be careful. For example, patriarchy should be removed but not by confrontation but by being rational and tactful. He was grateful that the Plan of Action proposed has been accepted by all the participants and will be implemented as soon as we go back to our work places.

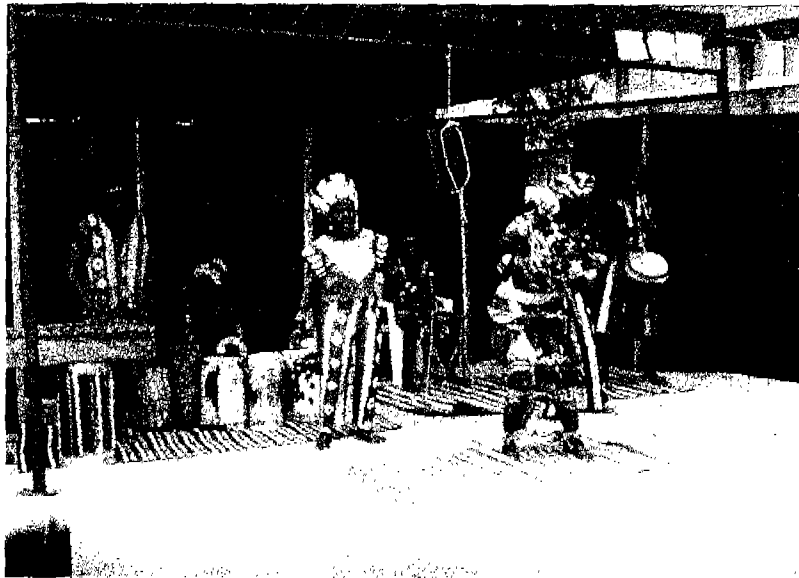
## OTHER SECTIONS OF THE AGSC 1999

### ENTERTAINMENT AND SALIENT MESSAGES

**Parapanda Arts** organized the dances, songs, mimes and plays, which were interspersed throughout the Conference.

Their creativity and artistry is to be commended.

The opening mime presented by the group had the participants completely absorbed as we watched a woman struggle to free herself from all the burdens that bind her. Burdens of overwork were shown as a heavy burden on her head, which kept her from being able to hold up her head. Debilitating traditions were represented by cords,



*Politically  
un-empowered women?  
Break the ROPES!!  
Artistic performance by  
Parapanda Arts*

which bound her arms, hands, legs and feet. Finally, as she struggled, others came to her assistance helping to remove the burden from her head and freeing her from her shackles.

Apart from their own stimulating and creative input, they brought to the Conference:

***Stimba Traditional Dance Group.*** This group is professional in their rendition of traditional dances. It was a beautiful time for each to reflect on the beauty inherent in the music and dance of Tanzania.

***Jitegemee Secondary School Steel Band.*** The steel band from the Secondary School entertained on two different days. Their rendition of "When the Saints Coming Marching In" had many of the participants out of their seats and into the grounds to dance.

*Vigunguti A Primary School.* These children presented a play on the life and plight of street children. It is a sad commentary on life that children as young as three and four are in the streets, scrounging for food, for handouts and then are subject to being introduced to drugs and sexual abuse at the hands of unscrupulous people.

### TANZANIA NIGHT

On the third evening we had an evening that was truly Tanzanian. Again PARAPANDA and TAMBARA were the presenters with Mona Mwakalinga as Mistress of Ceremonies.



*The forgotten generation!! The plight of street children*

An evening of joy and fun as everyone joined in. There were more people than expected with all ages represented. Some participants even returned home and brought back their wives/husbands and children to enjoy the celebration

There were traditional dances, songs, and poems. Illustrating the complexity, variety and beauty of the Tanzanian culture.

And the food! Tanzanian traditional dishes prepared from locally produced fruit and vegetables - and of course our beef and goats! So many dishes to choose from and only one stomach per person! Then the 'piece de resistance' a cake topped by the TGNP symbol.

Another part of the night was the Fashion Show also organized by Parapanda. These were the traditional dress of various groups in Tanzania. The beautiful



*Gender and political empowerment were extended even over delicious Tanzania dishes*

garments displayed, were donated by the various exhibitors of textiles at the conference

One of the songs sung had as its theme 'love and peace make children happy. The conference attempted to create a conducive atmosphere for children to grow and learn about political empowerment'.

The drama presented was concerned with the Girl's life cycle. It portrayed that socialization begins as soon as she is born. This is the time when gender stereotypes are instilled. It illustrated the problems encountered by the girl - sexual harassment including rape. Her training both formal and informal are contradictory. One saying "all human beings are equal" the other giving the living example of mothers, sisters, aunts as subservient, passive and at the beck and call of men.

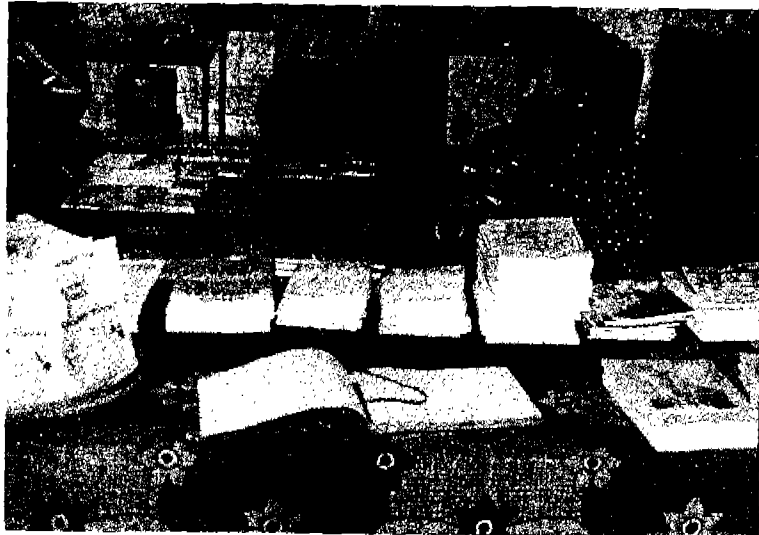
These were exciting and thought provoking as they related to the overall theme of the conference: Love, Peace and the proper socialization of women and men are the foundation of women's political empowerment.

### **GENDER EXHIBITION**

How to describe the wealth of the exhibits? There were four main categories:

- Books and Publications
- Foods and spices
- Textiles
- Handcrafts

All the stands were there throughout the four days and participants wandered in and out during every free moment to admire, to ask questions and finally to buy. The exhibition was coordinated by AMKA (Aid to Artisans Rise)



*Food for thought. The information desk.*

### **OTHER AVAILABLE SERVICES**

**First Aid tent.** This was on the grounds and was manned by the Red Cross. It was a place where people could get information as well as take care of minor aches and pains such as headaches etc.

**Legal Aid Clinic.** TAWLA (Tanzanian Women Lawyers Association), LHRC and WLAC (Women Lawyers Association) were on hand to help give advice to anyone who wished.

Most of the people who came had the same types of problems.

- Domestic violence
- Inheritance problems
- Wife inheritance
- Child care/maintenance
- Forced marriages
- Assistance to women working at grassroots level to give sound advice to women coming to them for help.

### **Breast Cancer Clinic**

This was set up by TOWA (Tanzania Oncology Women's Association) to help women learn how to do breast self-examination. This self-examination aims at helping women detect any changes in the formation of their breast, that is, lumps etc. By detecting these early much of the trauma of breast cancer can be averted very early.



*Stretching legs, and muscles through dancing and networking added more health and flavour to the AGSC 99 participants.*

## APPENDIX 1

### WELCOME ADDRESS

By Ms. Demere Kitunga

Our special guest, Honourable Margaret Dongo, Member of Parliament of Zimbabwe, Honourable Ministers, Honourable Members of Parliament, Your Excellencies Ambassadors, High Commissioners and Members of the Diplomatic Corps, Senior Government Officials, Heads of Development Agencies and Leaders of Partner NGOs, Distinguished Guests, Ladies and Gentlemen, Fellow Activists, Network Members and Friends. I once again have the privilege and pleasure, to welcome you all on behalf of TGNP, to partake in the Annual Gender Festival, opening today and running until Thursday this week. This festival has two major components which are taking place simultaneously. These are: The Gender Studies Conference and the Gender exhibition. In between a lot of cultural and artistic performance will also take place. This mixture is designed to allow us to use all our faculties as we reflect together on how far we are and the challenges facing us in this enormous task of influencing change. In the course of these four days, we shall bring together records of our achievements which we shall celebrate, we shall sharpen our tools for further action and we shall allow ourselves to dream new dreams for a better tomorrow for ourselves, our children and the children of our children.

But before I proceed any further, please allow me to say a word of apology to my fellow network members in Kiswahili:

---

*Ndugu wana mtandao, kila mwaka tumekuwa tukiabidi na kwa bakika tumekuwa tukifanya juhudi ya kulfany tamasha la jinsia kuw ulingo halisi wa kubadilishana uzoefu na kunoa mikakati na zana za harakati zetu za kuleta usawa wa kijinsia. Hata hivyo, kukosekana kwa teknolojia ya kufanya tafsiri ya papo kwa papo kunatufanya tukose ufanisi katika utumiaji wa lugha ya kiswahili ambayo ndiyo lugha ya mawasiliano katika harakati zetu. Safari hii tumekomba kila mtoa mada ajitabidi kuandika kwa kiingereza na kiswahili na kuwasilisha mada yake kwa kiswahili. Hata hivyo, sina budi kuwomba radhi kuwa nitalazimika kumkaribisha mgeni wetu rasmi kwa lugha ya kiingereza kwani hajui kiswahili, kisha tutajaribu kufanya tafsiri kwa muhtasari.*

---



Honourable Dongo, the festival carries the overall theme of ***“Gender, Democracy and Development”***. It aims at bringing together actors, who are organizing, to bring about positive change relevant to the theme. In an attempt to be both focused and action oriented, each year we concentrate on a sub-theme, which is topical and around which action is taking place, or that which is a catalyst for necessary action to take place around a specific issue. The theme for this year therefore is ***“Gender and Political Empowerment in the Coming Millennium.”*** This theme is both topical and relevant however you look at it: whether in relation to social-economic and political developments taking place locally and globally, including democratic and electoral processes in Tanzania today; or the sheer passage of time which is about to usher us into a new millennium which our leaders have often referred to as a “Century of Science Technology.”

When asked what he would say in one sentence were he to speak on my behalf this morning, one of my male friends answered without hesitation “women should take over where men have failed.” Without further probing he continued to justify his statement “we have had many male figures both national and international, in formal politics and within the civil society but things have failed miserably.”

I have a slight difference of opinion with my friend. In my opinion, it is not enough to point a finger at people as individuals even when they hold power and have not shared it sufficiently. This we have done for many years and we have achieved very little. What we need to do now, is to understand the politics of power. We need to understand that exploitative social systems including patriarchy can only be sustained when power and resources are shared unequally. With this understanding both men and women need to challenge unequal power relations from the point of view of those ideologies and structures which determine where it should be located and how it should be shared.

In this age where, under globalization, poor nations are being coerced to open their economies unreservedly to the vagaries of market forces and in so doing making it possible for national resources to be exploited with little say or benefit to the nation concerned or its people; we need to take another look at this thing called democracy and especially as it relates to power and decision-making. Looking back at the history of a bleeding planet earth, you will agree with me that, one of the greatest tragedies of our time is the increasing gap between people and means of their subsistence. What makes it more tragic is that, more people and more nations, majority of which are found in the southern hemisphere, and mostly in Africa are systematically being alienated from the processes of decision-making over use and utilisation of those means of sustenance. Within those nations, capitalist power relations, interfacing with patriarchy and ethnicity, continue to sow discord between individuals, groups and nations of the continent.

This is happening at the time when the process of their alienation from access and control over basic resources for their sustenance and development is rapidly growing.

Within this context we are challenged to look at realities on the ground in relation to gender, power and decision-making. World Governments converged on Beijing and made commitments to bridge the gender gap in power and decision making. Tanzania made a commitment to achieve 30% representation of women in parliament and 25% of the seats in local councils by year 2000. Although the equation does not exactly balance, given that women are slightly more than men, achieving those targets would be a step in the right direction. It is of concern to us, however, that to date, only one year before year 2000, Tanzania has achieved only 16% representation of women in parliament, which is only 6% above what existed at independence over 39 years ago. This despite affirmative action which ensures women's access to 15% special seats.

Under the prevailing social and cultural environment, women, both as individuals and as members of their constituencies are yet to be empowered enough to own basic resources at par with men. Their freedom of speech and association is still infringed upon without legal protection, especially where they are married under customary practices with a bride price fully paid. Their very right to exist is under threat due to domestic violence, killing of old women accused of witchcraft and maternal mortality due to insufficient medical care. And these are just a few examples. It is therefore not difficult to see why women, relative to men, do not take up the challenge of competing for elections at par with men. In the 1995 general election for example, women constituted only 30% of the electorate. Given that compared to men, even those who participated, are less educated, less exposed, and less free to make independent decisions, it should not surprise anyone that only 1% women members of parliament came from the constituencies.

.....(missing)

- quite in place so as to bridge the gap created by years of gender discrimination, how should the whole aspect of affirmative action be planned and monitored so that gains made are reinforced by other strategies to empower women politically and remove structural barriers that had hitherto blocked their effective participation in public life?
- What strategies do we put in place, which will enable the goals and commitments to the Beijing PFA to be achieved? We may wish to learn from countries like Norway, Uganda and South Africa where there has been significant increase in the representation of women in electoral positions.
- Would review of the electoral procedures to allow for proportional representation, whereby organized interest groups and affiliations such as independent leagues of women, youths, the physically challenged etc. are able to put forward candidates to represent them in parliament and local councils help us to bridge the gender gap in electoral representation?

Any steps taken to empower women politically should go hand in hand with affirmative action in education, so as to bridge the gender gap in the turnover of trained and educated citizens. Statistics for 1994/95 for example show that at the University of Dar es Salaam, which is the biggest in the country and until recently the only University, only 23% women were enrolled compared to 77% men. In technical colleges, only 6.1% women were enrolled compared to 93.9% men. Affirmative action in education should not only aim at ensuring equal opportunity for boys and girls but also ensure that education and training is both empowering and transformative; and that the learning environment is gender friendly enough for both women and men to realize their highest potentials.

We activists and civil society organizations, are called upon to strengthen the present capacity of women who vie for political positions so as to enable them to respond correctly to the needs of the electorate and once elected serve effectively. This includes conscientizing the community on the virtue of bridging the gender gap in politics, identifying and mentoring potential women, encouraging them to contest for elections and supporting them once elected for them to be both effective and accountable. In addition we need to carry out systematic civic education to support the electorate to know and exercise their civic rights of making informed choices when casting their votes and holding their representatives accountable. All this should be supported with lobbying for policy changes so that the policy and legal frameworks create favorable conditions for men and women to participate equally in public and political life.

Honorable Dongo, we have invited you to address and officially open this forum in recognition of your experience in active politics and your contribution to the political empowerment of women. Today Madame, women and men of Tanzania and Africa are crying out for new solutions to an old problem. They need all the creativity and examples that Africa has produced. You are one of those examples. At the Age of 15 you were already a freedom fighter. And now, at the humble age of 39, you have broken many moulds: you have been fighting for democracy, human rights, good governance and against corruption. You are the first Zimbabwean woman to contest and win parliamentary elections as an independent candidate. As such, you are a living example and an illustration that, often, in order to challenge patriarchy, moulds have to be broken.

Once again, dear sister, it is my pleasure and honor to welcome you to share and inspire us with your rich experience.

## APPENDIX 2

### OPENING SPEECH

*By the Guest of Honour*

*HON. MARGARET DONGO, MP, HARARE SOUTH, INDEPENDENT*

*President of Zimbabwe Union of Democrats*

It is both an honor and a pleasure to deliver the opening speech at this important conference. I am particularly honored to address such an impressive gathering of distinguished women and men from all over Africa and other parts of the globe. It is also gratifying to note that the participants represent a wide spectrum of African partnerships including governments, gender networks, regional and international institutions.

The focus of this conference is on Gender and Political Empowerment in the New Millennium. Gender calls for roles and responsibilities of both men and women and looks at the entire social system, a gender approach to decision making and development should be aimed at. The empowerment of women and equality between women and men are prerequisites for achieving political, social, economic, cultural and environmental security among all people

Gender disparities are significant particularly in decision making, ownership of resources and access to information. It is because of these disparities that we ought to define and articulate gender issues, which are usually of interest to women, if women's interests are to be advanced and appropriately addressed.

Under representation, under election and under power, such are the characteristics of the participation of women in decision-making bodies that have emerged. On the threshold of the year 2000 there are in world terms not only fewer female than male candidates but proportionally fewer women elected and once elected women are less numerous when it comes to occupying prestige posts. There are of course a great many regional national variations.

When it comes to politics women do not escape realities involved in the exercise of power, but there are clear differences, in comparison with men, with respect to the social environments where they can exercise power, the strategies and mechanisms they use and the situations and problems they face in the search for and exercise of power.

In Zimbabwe, politics for women translates into having a few women deputy ministers, occasional female ministers occupying ineffectual positions and never those of Defense, Home Affairs or Foreign Affairs. This is despite increased education for women, increased incomes and greater participation in public life and women constitute the majority of the population. This situation needs redress. Below is a table of the situation in Zimbabwe.

*Women in Decision making positions in Zimbabwe*

	WOMEN	MEN
Parliament	21	129
Ministers	6	17
Deputy Ministers	3	11
Governors	0	8
Judges	2	18
Mayors	1	21
Deputy Mayors	2	20
Town Clerk	2	11
Permanent Secretaries	2	21

Ladies and gentlemen, gender equity is important not only because it is a guarantee of human rights, but because it is a necessity for men, women, children and the government. The emphasis on gender rather than women recognizes the inequality of women cannot be understood by looking at women alone but must be based on full understanding of the unequal relationship between men and women in our respective societies. A concern with gender recognizes that because men and women occupy different and often unequal positions in society they have different needs, responsibilities and opportunities. It also means policies, projects and planning need to address both men and women.

---

*Today the issue is not that the doors are not open. It's more of removing organisational and cultural obstacles that may block people from moving up in these organisations. There is need to ensure that equity programmes are called for that include strategies that identify, expose and redress the historic and systematic inequalities and injustices of groups and individuals and the disadvantaged on the grounds of gender.*

---

Let me give you an example of some of the gross injustices that occur in Zimbabwe towards women, which need redress. My country has a dual marriage system, one is referred to as the Civil Marriage and the other is the Customary Marriage. These marriages are odd in that one gives and the other takes away. The Civil Marriage

provides for equitable ownership to matrimonial assets even in the event of divorce or death. The customary marriage on the other hand however gives ownership of all meaningful property to the husband. Yet women too spend their married life working hard for the subsistence needs of the family. This marriage does not take into account the realities of married life.

During the last decade women have moved from a position of political powerless to political presence and influence in African countries. Women's new role in politics has had deep going consequences not only for women but also for men. Men should however not see women's empowerment as meaning the disempowerment of men but the enrichment and the inclusion of each and every member of the human family.

Most countries in the region have established institutions for the advancement of women, yet most of them are often marginalized in national government structures without a clear mandate. Ongoing political processes are focused on redressing imbalances in leadership posts by putting in place mechanisms aimed at removing imbalances. Such processes include, taking Affirmative Action through providing quota or reserved systems in the various countries. Affirmative action is meant to eliminate inequalities. The African Platform of Action has a set target of 35% of appointments to be held by women with due regard being given to their competence in decision making positions in key ministries such as Foreign Affairs, Defense and Finance.

Some countries in the SADC region have adopted the quota system in the areas of political representation. South Africa's ANC, which is the ruling party adopted its own 35% quota for the proportion of women to stand amongst the party's parliamentary candidates in a move to empower women. The quota system is meant to compensate for the unjust imbalances of the past. There is however, need to bear in mind that the issue at hand is not just one of numbers but of women who are well informed, and who can meet and challenge male dominated political structures.

Personally I do not subscribe to the notion of having quota system it merely promotes laziness. It also raises a lot of questions on the selected women, in the case of Parliamentarians whose views do they represent, those who selected them, women's or theirs? Apart from this the whole idea interferes with the electorate's freedom of choice. The whole issue hinges on the fact that you are there because of gender not qualification. Women can make great strides in politics on their own merits without riding on the coat tails of quota systems or reserved seats. After all gaining numbers in say Parliament may not necessarily change the conditions and opportunities of women. My views are however subject to debate and the proper functioning of the system depends on how it has been implemented.

Affirmative Action using the quota system addresses the problem of gender gap without tackling the underlying causes of discrimination, oppression and patriarchal belief. It interprets the problem purely in terms of numbers of

women", whereas the problem actually has other and more fundamental dimensions. The quota system should be accompanied by strategies to address the underlying causes of the gender gap.

Women's empowerment cannot simply be measured by closing of gender gaps in parliament, or in any other leadership positions. There also remains the question of whether women in decision-making positions are using their positions merely for their own personal well being within the present patriarchal systems, or whether they are using their positions to address societal issues of discrimination against women. Women in Zimbabwe operate within the patriarchal systems of our nation. A lot of women who have gotten into politics have done so through male/ruling party patronage in Zimbabwe.

If we as women wait for male dominated governments to implement their commitment to gender empowerment, then we may expect to wait forever. I believe there is no shortage of qualified women to get into leadership. In order for more women to get into power there is need for women within their respective nations to:

- Get organized - no effective action can take place on a sustainable basis without organization.
- Identify priorities - need to get into leadership
- Strategize - it's a man's world out there, obstacles to your advancement into leadership will be encountered.
- Inform, educate and mobilize - information should not be the prerogative of the leaders or the few educated elite.
- Build capacity - this should be an on-going effort. Women should transform into a power base capable of elevating its own candidates. Women should be a potent political force.

In Zimbabwe women do not value their vote. A survey carried out by FODEZI, revealed that women in the country constituted the majority of voters, that is registered voters, despite the presence of apathy in the country. Women need to network with women's lobby groups. When it comes to voting both men and women should seek to vote effectively. In the last General Elections in Zimbabwe, another survey carried out revealed that women voted for the wrong reason. Many voted with their eyes closed for fear of victimization, they did not care whom they voted to make important decisions for them or what was voted in Parliament. A case in point in Zimbabwe during council elections, women came out in their hundreds to vote during council elections and two days after these elections they were on the streets demonstrating against the system that they put into power. This clearly shows lack of understanding of the power of one's vote.

As voters there is need to be aware that leaders are accountable to you, they are there because of you. The importance of accountability cannot be overstated. It is the linchpin for securing effective and responsible government. As voters you need to exercise your sovereign rights, the legislature is one such way voters can make their leaders accountable. Voters can lobby to the respective Parliamentarians, who are also very much answerable to the electorate, as they are the ones who put them into power.

I wish to reiterate voting is not just a right, ladies, but a responsibility we have as citizens of our respective nations. Voting is an opportunity to make changes to improve the lives of our families and our communities. Democracy works best when all segments of society are represented at the voting booth. Take time to get informed about candidates and issues and then take the time to go to the polls.

Women's climb into the political arena challenges the existing structures and replacing them requires the efforts of both women and men. Change is required in policies of equal opportunities, gender equality at every level of organization and the removal of factors that thwart women's representation in politics.



## APPENDIX 3

### List of Conference Paper

ENGLISH:

#### ***Opening Address:***

Margaret Dongo, M.P. Harare South, Independent,  
President of Zimbabwe Union of Democrats

#### ***Key Paper:***

Magdalena Ngaiza, Institute of Development Studies/University of  
Dar es Salaam: *"Conceptual Framework on Gender and Political  
Empowerment"*

#### ***Case Study:***

Hon. Corona F. Busongo (MP), Tabora Municipality: *"Strategies for  
Acquiring a Leadership Position and Remaining in that Position: A Member of  
Parliament"* (translation)

#### ***Popular democracy and constitutionalism and gender and political empowerment:***

Evod Mmanda, Legal and Human Rights Centre: *"Constitutionalism and  
Popular Democracy"*

#### ***Civic education, electoral processes and gender political empowerment:***

Helen Kijo-Bisimba, Legal and Human Rights Centre: *"Civic Education,  
Electoral Processes and Political Empowerment."*

Prince Mahinja Bagenda, African International Group of Political Risk  
Analysis (PORIS): *"Civic Education, Electoral Processes and Gender  
and Political Empowerment."*

Dr. Elizabeth Kiondo, University of Dar es Salaam: *"Elections, Electoral  
Processes and Women's Empowerment in the Coming Millennium"*

J.P.J. Babile, Kivukoni Academy of Social Sciences: *"Civic Education,  
Electoral Processes, and Political Empowerment"*

#### ***Resource mobilization/allocation for social transformation and political empowerment:***

Dr. Claude Mung'ong'o, Institute of Resource Assessment (IRA), UDSM:  
*"Resource Mobilization and Allocation for Social Transformation and  
Political Empowerment in the Coming Millennium: Looking Beyond Women's  
Empowerment"*

#### ***Social Transformation with cultural dynamics and gender and political empowerment:***

Ally Saleh, LLB - Hons. *"Gender Balancing Initiatives in Zanzibar: No*

*political empowerment without political will*

Mwebesa R. Cyrille, Concern for Development Initiatives in Africa (FORDIA), Dar es Salaam: *"Gender and Violence in Tanzania, the Case of the Court of Women: Testimonies from Dar es Salaam, Mtwara and Dodoma"*

Wendy Harcourt, SID-UNESCO Women on the Net: *"Using Internet for Women's Empowerment: experiments in social and cultural change"*  
 Joscelyne Muna: *"Family Counseling"*

Thomas Dzeha, Kenya Marine and Fisheries Research Institute:  
*"A Pragmatic Approach to Issues of Social Development in the Next Millennium"*

***Exhibitions for gender and political empowerment:***

Sharifa B. Msami, Aid to Artisans Rise (AMKA): *"Exhibitions and Women's Political Empowerment in the Coming Millennium"*

***Economic, Social and political reforms and their impact for gender and political empowerment***

Dr. Rogate R. Mshana, Evangelical Lutheran Church in Tanzania (ELCT):  
*"Economic, Social and Political Reforms and their Impact in Tanzania"*

Dr. Priya Narismulu, University of Durban-Westville, South Africa:  
*"Dealing with Social and Economic Disempowerment: An analysis of narratives of women from the Impoverished Shack Settlement."*

***Challenges to women's political empowerment:***

R.G. Mutakyahwa, Caritas Kigoma: *"The Place of Gender Balance and Women's Empowerment in Non-Governmental Organizations: The Experience of Caritas Kigoma"*

Salim Said Salima: *"The Challenges to Women's Political Empowerment"*

Julius C.V. Sabuni, East Africa Law Society, Arusha: *"Political Empowerment of Women in Tanzania: A Critique to Affirmative Action"*

**KISWAHILI:*****Mada ya Ufunguzi:***

Magdalena K. Ngaiza, Taasisi ya Taaluma za Maendeleo, Chuo Kikuu cha Dar es Salaam: *"Muundo Mbinu wa Uchambuzi na Uwezeshaji Kijitnsia na Kistasaa"*

***Uchunguzi Kifani:***

Mhe. Corona F. Busongo (MB) Jimbo la Tabora Mjini: *"Mikakati ya*

*Kupata Uongozi na Kubaki katika Nafasi Hiyoyi ya Uongozi Ubunge*  
Mhe. Fatuma Maghimbi (MB) Jimbo la ChakeChake, Pemba: *"Kuchangia Stadi na Masoma Yaliofunzwa"*

**Demokrasia ya wote na katiba (Haki na usawa kwa makundi maalumu):**

*Elimu ya uraia, taratibu za chaguzi na wezesaji wa kisiasa katika karne tayo:*

Helen Kijo-Bisimba, Kituo cha Sheria na Haki za Binadamu: *"Elimu ya Uraia, Mfumo wa Uchaguzi na Uwezo wa Kiasasa"*

Dk. Elizabeth Kiondo: *"Jinsi ya Kuwapa Wanawake Uwezo wa Kiasasa ili Washiriki Kikamilifu Katika Chaguzi Ifikapo Milinta Ijaye"*  
(muhtasari)

J.P.J. Babile, Chuo cha Sayansi Jamii Kivukoni: *"Elimu ya Uraia na Uwezesaji Kiasasa"*

Prince Mahinja Bagenda: *"Elimu ya Uraia kama Mkakati ya Kuamirisha uwezesaji usawa wa Kijinsia katika ulingo wa Siasa"* (Muhtasari)

**Ugawaji wa rasimili za taifa, uwezesaji kisiasa na mabadaliko katika jamii kijinsia:**

*Elimu mwendo ya utamaduni na mabadaliko ya jamii katika karne mpya:*

Dk. Rogate R. Mshana, Kanisa la Kiinjili la Kilutheri Tanzania - Arusha: *"Mageuzi ya Kiuchumi, Kiasasa na Kijamii"* (muhtasari)

**Maonyesho na dhana ya uwezesaji kijinsia:**

Sharifa Msami, AMKA: *"Maonyesho ya Biashara na Uwezo wa Wanawake Kiasasa"*

**Mabadaliko ya Kiuchumi, kijamii, na kisiasa duniani na aitari zake katika uwezesaji kisiasa**

Alley Saleh, Zanzibar: *"Hatua za Misanja ya Kijinsia Zanzibar: Hakuna usawa wa jinsia bila ya nia ya kisiasa"*

Kajage Justinian Novatus, ADCA: *"Elimu Mwendo ya Utamaduni na Mabadaliko ya Jamii katika Karne Mpya"*

Joscelyne P. Muna: *"Ushauri Nasaha kwa Familia"*

Changamoto katika ukuwaji wa uwezo wa kisiasa katika jamii:

Salim Said Salim: *"Changamoto kwa Uwezo wa Kiasasa wa Haki Sawa kwa Wanawake"* (muhtasari)

Julius Sabuni, Arusha: *"Kuwajengea Wanawake Uwezo wa Kushiriki katika Medani ya Siasa na Masuala Yabusuyo Jamii"* (muhtasari)

**APPENDIX 4****LIST OF EXHIBITORS**

## ADAT

Afri-Curio Centre - P.O. Box 9323, Dar es Salaam

Afrika Sana - P.O. Box 32308, Dar es Salaam

Alice Boutique

Anne Designs - P.O. Box 75823, Dar es Salaam

Changwe - Kibaha

Dar Women Handicrafts Association - Dar es Salaam

Digna Fashions

Diocese of Western Tanganyika - Kasulu

Food Products

HANDICO - Dar es Salaam

Helen Lutege - Dar es Salaam

Hope Women Group - Dar es Salaam

Imani Women Group - Arusha

Indigo Women Links - Dar es Salaam

JAMZA Fashion - P.O. Box 21353, Dar es Salaam

Kabema Textiles - Dar es Salaam

Kariba Investments - P.O. Box 71994, Dar es Salaam

Kimo Fashions, P.O. Box 4938, Dar es Salaam

Kinondoni Gender Network - Dar es Salaam

KIWOHEDE -

MADAWA - Zanzibar

Marie Cidosa

Marvellous Batik

Mikono Women Group, P.O. Box 9363, Dar es Salaam

Mkuki na Nyota Publishers - Dar es Salaam

MSEDA

Mshikamano Women Group

Power Foods - Dar es Salaam

Qualicloth - Dar es Salaam

RAAWO

Rose Fashions

Rozelle Boutique

Safarani A.M. Kalole

Tabata Women Group - Dar es Salaam

Twijumile Group - P.O. Box 71146, Dar es Salaam

UWAMWA

UWAZI

Vinhellen Food Packers

ZANOP - Zanzibar