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TRAINING REPORT- ZANZIBAR AND LINDI
SUBMITTED BY UNIVERSITY OF DAR ES SALAAM

Introduction

The University of Dar es Salaam (henceforth UDSM) conducted two trainings in Zanzibar and Lindi on 3rd - 6th August 2020, and 5th - 8th August 2020 respectively for women aspirants of political positions. The trainings gathered a total of 183 participants; 101 in Zanzibar and the other 82 in Lindi. These trainings are a continuation of the already started initiative led by the UDSM on building the capacity of women aspirants to hold leadership positions. While these trainings were taking place at the time when most political parties were concluding the primary nomination process, it benefitted a number of women political aspirants who were already nominated and are in preparation for the following step and those who aspire to build their leadership skills. Accounts from participants indicated that the trainings constituted an important initiative in building the capacity of women in leadership skills both inside and outside the political carrier. This report highlights key processes, topics issues and recommendations from participants and facilitators. It provided insights on how the trainings were conducted and propositions going forward.

Objectives

The main objective of these training series was to expand the pool of women who are qualified and capable of running for elections in Tanzania. It also focuses on helping women begin their political careers, and more experienced women politicians sharpen their skills. They are intended to provide a unique opportunity for women aspirants to interact with each other, share practical experiences, learn, and plan for their engagement in the political leadership. Furthermore, the training was looking into strengthening capacity, increase knowledge and build confidence of women political aspirants to run for public offices in Tanzania, and provide those within political parties with the necessary tools, strategies and information, create space for discussion, as well as share experience and learn from their own individual settings.

Participants

The training brought together a total of 183 women aspirants from eleven political parties in both Lindi and Mtwara Regions. Participants in this training were aged between 21 and 69 with at least 55 percent being between the ages of 40- 55 years. Participants had varied education backgrounds, with many of them having a university education.

Facilitation Process

Both trainings in Lindi and Zanzibar adopted a participatory approach, using a UN Women training manual and workbook. Participants were invited to engage with each other and develop practical plans and strategies for the coming political leadership opportunities. Furthermore, the training adopted a number of principles which were: (1) **Participatory -** which ensured that sessions engaged all participants to guarantee maximum dialogue and networking (2) **Interactive -** using group work and practical exercises to stimulate experience sharing and

learning as provided in the training manuals and workbook (3)**Technical -** to ensure that participants acquire the relevant technical knowledge on the topics covered in the workshop (4) **Tangible outputs produced -** that the training design and facilitation methodology ensured each participant obtains tangible outputs that can be implemented for potential aspirants upon return to their respective constituencies (5) **Outcome-oriented -** that the facilitation methodology enabled measurable outcomes for each participant (e.g. a roadmap for self-selected planned implementation, and an increase in the knowledge, skills and confidence) and (6) **Collaborative -** that the facilitation methodology encouraged collaboration throughout to create the foundation for future networking among the participants

Opening and Ground Setting

In Lindi Region, the training was officiated by the Regional Administrative Secretary, Ms. Rehema Madenge, who highlighted the importance of the training to women aspirants, especially in this time that the Tanzania General Election is approaching. This was followed by a highlight of key thematic areas, which was done by Prof. Bernadeta Killian. The training was conducted for four days, and it included preparation and transformative leadership, communication and communication plan, voters and constituency engagement, fundraising tools and plan, campaign management and campaign team, campaign budget, campaign strategy, and women's fundraising networks. She rationalized the training by pointing out how women are underrepresented in important decision making organs like the parliament and local government councils. To concretize this argument, Prof. Bernadeta Killian cited the experience of 2015 elections, and how women were underrepresented. For example, during the 2015 parliamentary elections, only 19.2 percent of all nominated candidates were women, with 25 women winning parliamentary seats out of 264 constituencies

The other objectives of the training were facilitated by Dr Ng'wanza Kamata, Head of Department – Department of Political science and public administration at University of Dar es Salaam. Dr Kamata said that the training aimed at enabling women to take part in leadership positions and increase the number of women in political positions such as in the Parliament, House of Representatives, councillorship and positions within political parties. As the training was conducted beyond the initial political parties' nomination process, it further aims at strengthening the capacity of women within the parties to hold leadership positions and prepare them as leaders in both public and private sectors.

Presentations and Discussions

Women Participation in the leadership Positions: Perspective from Women Aspirants

The experience shared during the training highlighted women aspirants' perspectives in political leadership, both in private and public sectors. It unearthed deeper patriarchal values, beliefs

and morals, as perceived in the geographies of both Lindi and Zanzibar. Of crucial importance was the role of women and men in their local settings as they positively or negatively impact on women especially those in leadership positions, or those planning to run for one. When asked why it is important for women to participate in the leadership, in both Zanzibar and Lindi, participants shared their perspectives that;

- The patriarchal system in the communities has created a widely accepted myth that women are incapable of becoming leaders. This training is apparently supposed to provide women aspirants with tools and strategies to demystify the communities and especially women aspirants out of that myth.

- The training will build capacity of the participants, and in turn the participants will also build the capacity of other women who could not attend this training.

During the discussion, the facilitators noted that, everyone in the community and particularly women are entitled to the right to participate in leadership as provided for in the laws and international instruments. In Tanzania, this is reflected by the fact that government has ratified a number of international conventions which prohibit any kind of discriminations against women. An example of these is the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). Furthermore, this is provided for in the Constitution of the United Republic of Tanzania of 1977 and subsequent laws, including Political Parties Act which strives to end all forms of discrimination against women and empower women with the aim of increasing their number in decision making organs. The facilitator also informed the participants that the Tanzania Development Vision 2025 targets gender equality by 2025. Therefore, this training is an important tool to equip women with knowledge and skills, and also to encourage, inspire, mobilize, facilitate and challenge them to run for public offices as they are constitutionally entitled to that right.

Also, the facilitators in both Lindi and Zanzibar informed the participants that, statistically, women are underrepresented in important decision making organs. Drawing from the 2015 Tanzania general election, only 19.2% of all nominated candidates were women with 25 women winning parliamentary seats out of 264 constituencies and of all 3,946 ward councilors in Tanzania only 5.2% of them are women. This means that, there is a need for more women in decision making bodies, and therefore the need for such training.

Transformative Leadership

In both Zanzibar and Lindi, thes presentations and discussions thereof aimed at introducing transformative leadership approach to the participants. The facilitator informed the participants that one of the aims of this project is to create transformative women leaders. Transformative leadership is an approach of leadership that led to well-coordinated positive changes for both individuals and societal structures. It is essential in uprooting social injustices like the gender inequality at the core of this approach there is social justice philosophy. Participants were

informed that leaders who subscribe to this approach will always want to do away with any societal structure (be it formal or informal) that is designed to hold down one group in the society. Participants were also informed that transformative leadership is guided by values like innovation and cooperation as an attempt to build networks in the society. The facilitator informed the participants that when they are given a chance to be in any decision making bodies, they should always work hard to make sure that they transform the societal structures such as the education system, health system, water system, and power relations, especially between men and women so that these systems may benefit all groups in the society without discrimination.

During the discussion, several gendered arguments were raised. These include notions such that: women cannot lead, women should not go to school, women cannot work in office, but they are only for marriage. The participants appreciated the fact that stereotypes concerning work and role division are mere social constructions that are inherited through generations. Also, the participants argued that women's and men's perceptions and actions on the gendered are shaped by their upbringing. In Zanzibar, for example, religion was seen to also have some effect on gender relations; that the Islamic law places women below the husband. This situation has had impact on women's participation in leadership positions, especially the political ones.

The Decision to Run

The central focus of this presentation was to provide participants with practical experiences in understanding the commitment needed to run for office, and the importance of assessing one's own capacity to run for office, and what should motivate one's decision to run. According to the facilitator, before deciding to run, one should know why she wants to run for a political office. She should first examine the family, social, party, and national situations, and she should also be psychologically prepared for the run. The facilitator also insisted that, anyone who wishes to run for a political office should have years of preparation, as winning an election requires sufficient preparation. The facilitator also pointed out that the decision to run for office should not be taken lightly as it needs to educate oneself, and understand issues facing the community, gather resources, and have a supportive team.

> *In the 2015 Tanzania general election politics became hostile in my area as at some point I almost got injured by people who were supporting my opponent. I lost that election, but I was not worried because psychologically I was ready to either lose or win. The most important thing, however, is not to give up, despite what happened in 2015. I have not given up because, as I am speaking, I am waiting for my party to appoint me as its flag bearer because I won the preliminary election in my party. I am hopeful to win this election as many people are saying, they are missing me, and that they are regretting that they did not vote for me in 2015.* **Ms. Farida Mohamed- Guest Speaker in Lindi**

Furthermore, the presentation insisted on individual experiences that may be connected to political success. It was emphasized by the facilitator that personal stories are crucial in creating candidate messages, and in exploring the motivations for running for political office. It is one's story that influences an aspirant's message development and more importantly influences how the campaign will present the image of the candidate to prospective voters.

From these personal accounts, 111 participants were able to identify key experiences that may be used by a woman who has decided to run for office. These experiences include; perseverance, daring, ability to express oneself, being humble, being prepared to lose and win, how religion shapes the public opinion, transformative leadership, age is not a limit, setting attainable goals, listening to your advisors. All participants agreed that all these experiences may be used by women to win political offices.

> I contested against 11 men. In my constituency, there was no other woman. I volunteered. As a member of the National Executive Committee of my party, I attend many meetings. One thing I noted in my region is that there was much crime on the sea. There was a time I was called by the President to clarify on my issues. My issues included land problems and fishery. I built my confidence. Four ministers visited the constituency and saw exactly as I had claimed. This gave me confidence that I was able to bring change by working with my people. – Participant in Zanzibar

Understanding Political Parties and Women Participation in the leadership Positions

The facilitator highlighted the importance of political parties in Tanzania's political system and processes. It was said that, political parties in Tanzania are like a car, which are used for taking one to their destination - and in this case, women access to political leadership and decision making organs. However, political parties may also be a hurdle to a woman vying for a political office. The facilitator informed the participants that political parties usually use women when they want to mobilize election votes but they are forgotten when nomination time comes. She emphasized that there is a need for women to be familiar with their political parties, parties' nomination rules and procedures, as well as well as taking party in the party decision makings.

- From the testimony of a few participants that there are some political parties which have significantly included women in decision making organs, but a lot of other political parties have excluded them from their decision making organs.

- Also it was observed from the discussion that it is imperative to build networks in the political parties, instead of depending on money for nomination. One participant asserted that, *"In 2015 I won the nomination in my party without using any money because I had a very good network within my party. I spent more than 3 years to build that network, and my fellow members trusted me. I just want to assure you that it is possible to be nominated by a political party without using any money."*

- It was also observed from the discussion and presentation that a good number of participants were not aware of gender policies in their political parties.

- It was also insisted by a number of participants that when one party denies a woman an opportunity to run for office because she is a woman then she should not stick with the party. It is okay to defect to another party that has the same ideology as yours. In this regard, one experienced woman had this to say, *In 2010 I sought nomination in a certain political party, and I was denied that opportunity because I am a woman. After that I decided to defect to another party which nominated me for ward councillorship. Because by that time I was influential in my ward, I won that seat. So I say to you fellow women do not let a political party hold you down"*

In understanding women representation in the political parties, in Lind Region, a participant shared *her own experience: "The statistics that showed women underrepresentation alerted me, and I think I have to work hard to be part of increasing the number of women in decision making organs. I didn't think the number of women in decision making organs was that low."* Participant - Lindi

Communication: Creating Messages

The aim of this session was to provide participants with skills that are needed for creating a candidate's message. The facilitator informed the participants that a good message should focus on understanding the opponent weaknesses and strength be consistent with the responsibilities of the position that a candidate is running for, to be very short and catchy, persuasive, should reflect the situations of the community and the problems facing the community and how such problems will be addressed by the candidate if elected.

Participants were given two example messages by Hilary Clinton and Donald Trump to analyse, and they raised the following issues:
- They agreed that both messages are very short with two sentences but comprehensive enough because they explain the qualities of each candidate, both candidates' messages exploit weaknesses of the opponent, and they both explain their priorities if they are elected.

- The facilitator reiterated that before writing the message participants should know their opponent's strength, weaknesses, opportunities, and threats (SWOT). SWOT analysis will help the candidate to known the weaknesses of their opponent, and how to use it to her advantage and prepare to respond when the opponent uses the candidate's weakness to his or her advantage.

Creating Communication Plan

This module aimed to introduce the participants to the skills of creating a good communication plan. The facilitator presented how the media could be engaged while running for a political office. Taking into consideration the growth of information and communication technology, the

presentation introduced the participants to different types of media including formal and informal media. The facilitator and participants discussed how the media, both traditional (like printed newspapers) and modern (like social media) may be viable in Lindi.

The participants' exercise in this session involved discussing and determining the kind of media used to meet political aspirations and what is the proper use of social media. The following was raised from the discussion:

- That for the context of Lindi, which is mainly rural, using newspapers and television programs may not be viable as many voters do not have access to television and they do not read newspapers.
- Including radio programs in a communication plan may be viable in Lindi as there are community radios that attract large audience in the region. Putting this on the communication plan is very important.
- Participants also agreed that the communication plan should take into consideration the position one is vying for. A communication plan for a candidate running for a ward councillorship should not be as massive as that of a candidate vying for a parliamentary seat.
- It was also observed that participants were able to create their communication plans, including calculating the costs required for implementing the plan, and they were able to choose the media that would conform to their economic capabilities.
- Participants also agreed that social media could be considered in the communication plan, but they should only be used as supplements of other media because a lot of people in Lindi, especially in rural Lindi, do not know how to use social media, or they do not have gadgets that support the social media.
- Participants in both Lindi and Zanzibar who are using informal types of media are reporting these to be effective in mobilizing support and share messaged during the campaign. This include informal evening small gathering famously known as *vijiwe vya bao* na *kahawa* and *vijana wa bodaboda (bodaboda cyclists).* Participants argued further that this type of media is less costly, more effective as it allows for the audience to send feedback very fast, it allows the candidates to reach wider audience, and is key to building relationships and networking.
- In Zanzibar, a facilitator highlighted that, given the very high number of contestants in the elections; contestants should have a story that stands out. They must be able to make it very clear what kind of change they intend to bring.

Public Speaking

This topic focused on the art of public speaking, preparation of effective stump speech and involvement of the media during political campaigns. In both locations, that is Lindi Region and Zanzibar, the facilitators started by evaluating participants' public speaking skills. This was done by selecting few volunteers for a role-play who were tasked to give a three-minute speech in front of other participants. The following issues which formed the basis for discussion and agreement were noted:

i) Use of body language and how it is used to communicate the message;
ii) Building confidence in providing speech in the public; and
iii) Consistency in messaging, focus, organization and building an argument

It was against that observation that the facilitator introduced the participants to all necessary steps to be followed when preparing a good speech and how such speech should be delivered in public. It was insisted that a candidate's speech needs to be persuasive and well organized, and when delivering the candidate should be vocal enough for all people to hear. The body language should also conform to the message being delivered. The facilitator also insisted that even the dressing style should not distract participants so that they concentrate on the message rather than on how the candidate is dressed.

Goal Setting and Targeting

This topic aimed at introducing the participants to how the winning number is calculated, and strategies around the same. It further explored important sub-topics, including voters targeting on geographical settings, demographic characteristics, and context. The facilitator asked the participants to calculate their winning number using hypothetical data, and also to identify groups in their communities on which they can target when looking for votes.

Participants were able to calculate their winning number by using hypothetical data. The facilitator and the participants agreed that the winning number is very important, although when calculating the number a candidate must have official data from the Government or government agent. The important data that is required is the number of people running for the same position, the number of citizens in the constituency, and the number of voters in the constituency. They also agreed that looking at previous elections would give a picture of the trend of voters' turnout as well as voters' behavior.

During the discussion, the participants agreed that targeting the youth is very important as they form a significant part of the population. One participant had this to say in that regard:
We do not have to forget the youth because they are the majority and they usually turn out on the Election Day. An aspirant running for a political office must know for example how to persuade bodaboda operators, and artists, and to engage the youth through what they enjoy like sports and music. A candidate must also talk about their problems and how well they can be solved. If you do that they will likely vote for you, come the Election Day.

The facilitator ended the discussion by reminding the participants that targeting voters should also focus on the candidate's strong hold and those voters who can easily be influenced and undecided.

Voter and constituent engagement

This presentation aimed at introducing the participants to a very important part of any election which is how to engage with the voters. This is at the center of any political campaign because

through this a contestant sells her message as well as getting the chance to influence potential voters.

The facilitator and the participants agreed that engaging voters may be done by using a number of ways, including indirect engagement such as using the electronic media and using posters. Another way is direct engagement like door to door campaign, public rallies as well as calling voter by phone.

Additionally, a participant with a door to door voters' engagement experience had this to say about it *"In the previous election I used door to door strategy to win the voters. It is a very good and effective strategy because it helps a candidate to meet voters in their settings. However, I should warn you about the timing of going to peoples' doors and the style of dressing that can be used, dress in a way that they will feel you are part of them and not like you are role-playing"*

At the end of this presentation participants role-played how to influence different kinds of voters, like those from the candidates' strong hold, and the undecided ones. From the role-plays it was observed by the participants that, using persuasive language is very important when trying to win a voter as well as not to give up when a potential voter challenges the candidate with some questions.

Campaign Team

The presentation aimed at helping the participants to understand how to create campaign teams and its composition. It was explained that the candidate needs a team that will assist in executing various campaign activities. However, members of the campaign team ought to be professional and knowledgeable about various campaign activities such as fundraising; media involvement and most importantly, they must be close to the candidate. The facilitator identified some of the important members of the campaign team such as: the candidate, the campaign manager, an accountant, a public relations coordinator and others. It was pointed out that members of the campaign team may also be volunteers in order to save some resources.

Participants were given an assignment to create a campaign team and justify each member of the team. The following were observed from the participants' presentation:

- Many of them were able to form a sound campaign team
- Many participants included their relatives in the campaign team such as their spouses and children with the justification that they are trustworthy and they can easily agree to volunteer.

The facilitator congratulated the participants for creating good campaign teams but insisted that:

- It is very important to maintain secrecy among team members in order to avoid leakage of information to the opponent team.

- To carefully select members of the campaign team who are trustworthy and who can operate in secrecy.

- It is important to specify responsibilities of each member of the campaign team in order to avoid responsibility contradiction in the team.

- To treat each member of the team with utmost importance/respect because they all work to support the candidate and contribute to the victory.

- The campaign team should take into consideration gender issues, and should reflect the diversities in the society.

Campaign Plan

The presentation focused on introducing the participants to the skills of preparing a comprehensive campaign plan. It included lessons like: what a campaign plan is; what constitute a campaign plan; and what should be considered in the preparation of a campaign plan. It was pointed out that, a campaign plan is a written document that brings together important research, the candidate's campaign message, the campaign strategy employed by the candidate and how the media will be engaged. The presentation also emphasized that, a campaign plan should extend to events that are to take place after the election be it that the candidate has won or lost the election, this includes reflecting the election as well as thanking the voters.

The participants were given an exercise to prepare and present a campaign plan as indicated in the training manuals. It was observed from the presentation that the participants demonstrated a commendable ability to create good campaign plans.

Fund Raising Tools and Plan: Finding Donors and asking for Money

This presentation aimed at introducing the participants to the issues related to fund raising and how to ask money from the donors. Specifically, this presentation aimed to enlighten participants about how to: find potential donors; ask for money from potential donors; prepare fund raising events and a sound financial plan. It was stressed and agreed by the participants that, although it is important to have a good candidate, good message, effective campaign strategies, and effective media strategy without adequate funds they are all bound to bear no fruits. As such, the facilitator stressed that having enough financial resources is equally important. It is at this juncture that fund raising skills and finding donors to candidates come in.

The facilitator informed the participants that there are so many strategies that could be employed to raise funds for campaign, among which are: calling potential donors by phone, forming a financial committee that would work to raise funds, and using online platforms and social networks to raise the required funds. The facilitator also insisted that there are groups of potential donors like individual, ideological, ax-to-grind, and power circles. To familiarize the

participants with how to approach potential donors from individual, ideological and ax-to-grind circles a role-playing activity was done by the participants.

Discussing the role-playing activity and other sources of funds the following was observed;

- Many participants were very persuasive, but some of them gave up very easily when they were challenged by hypothetical donors.

- Sharing experience about the sources of funds some of the participants had this to say;

There are so many ways in which a candidate can acquire funds. Your political party may also fund your campaign if that money is available. My party funds candidates especially women candidates. In the 2015 general election, for example, my party paid for all my posters, and it funded the organization of ten campaign rallies in my ward.

Other candidates also attested to this stating how their parties partly funded their campaign. Participants agreed that a political party is a potential source of funds that should not be downplayed.

Another candidate had this to say about fundraising:

We have to understand that many people in our personal circles are not economically stable. As such, when a woman thinks about running for public office she should make sure that she has at least some money that will be used in the initial stages. In the later stages, donors may chip in. When I vied for ward councillorship, I had to work hard to raise some money which helped me in the initial stages of nomination.

Sharing her experience, another participant had this experience to share:

"In 2015 I won a ward councillorship seat. Although there are some economically powerful and influential people in my ward, I did not ask for money from them. Instead, what I did is that I asked some of them to call the voters and convince them to vote for me. Some of them agreed and called the voters, and I was successful using this strategy.

Another participant reminded fellow participants that:

Just because you are a woman aspiring for political office does not mean that donors will automatically fund you. As a woman, you have to show that you can be a transformative leader, and that you have been a part of the society that you want to lead.

The facilitator agreed with most of the concerns raised by the participants and urged them to be innovative when seeking potential donors.

Campaign Budget

This presentation aimed at introducing the participants to the fundamentals of campaign budgeting. They were informed that, before and after collecting campaign funds, there has to be

a plan on how the funds are to be used, that is, the campaign budget. Participants were made familiar of the basic components of the campaign budget like administrative, fund raising, voters and constituency engagement, and the media components. These components are very important in any campaign budget. They were informed that the voters and constituency engagement component should use 75% of all campaign funds because that is the aim of any political campaign.

At the end of this section, participants were given an assignment to prepare a hypothetical campaign budget and present it on the following training day.

This session started with a recap of the previous day training. Thereafter, the participants identified areas that they thought benefited them the most. One participant had this to say:

- *I didn't know that there are so many ways which a candidate could use to secure funds from potential donors. I am now equipped with that knowledge and am sure that in the coming elections I will use it to secure funds and make my campaigns more effective.*

- *I am very glad that I now know how campaign teams work; I know who to include in my team and who not to include. I am also very happy that the facilitator stressed the issue of including trustworthy people in the campaign team because experience shows that, members of the campaign team may fail the candidate if they are not trustworthy.*

- *What I learnt yesterday is that my campaign budget is supposed to conform to the election laws.*

Presenting Sample Budgets

- Some budgets were general and unrealistic. Items like transport were presented generally without specifying the type of transport, the number of vehicles, and how those vehicles were going to be acquired.

- Participants agreed that it is not possible to secure funds from potential donors without having a clear and well written budget. They also agreed that it is not possible to win an election without a clear and well written budget.

- Participants also observed that there are differences in the budgetary allocations between rural and urban constituencies.

- They also agreed that elections are expensive and therefore before running a candidate should do intensive financial preparations.

Women Fundraising Networks

This presentation introduced the participants to how women networks may be formed and used to empower women to run for political offices. The facilitator used case studies from the United States of America, Canada and Jordan to show how such networks may be used to empower women who vie for political offices.

The facilitator informed the participants that in Tanzania, women's networks designated to empower women political aspirants are lacking, but it is high time that they were established. These networks would play many roles like educating aspirant women, motivating them to aspire for political offices, and providing financial support to women running for political offices.

In the course of carrying out this discussion, the participants raised the following issues:

- That women do not help each other financially not because they like it but because of their financial conditions. This is what one participant said, *"It is not the case that some women do not simply like to help other women financially, rather, it is because many women especially in Lindi and Mtwara are financially poor, and at the same time, they are expected to take care of their families"*

- Two participants explained their experiences with women networks:

  "In my ward, when I was running for councillorship in 2015, I started a women's group. These women were very supportive of me in that election, and they are still supporting me in the processes leading to this year's general election"

  Yet, another participant had this to say:

  "We also started a forum for women in my district, Kilwa, and so far we have 5677 members. The forum has, as of now, reached 13 wards out of 23 wards. The aim of this forum is to fight for women's and children's rights. We have so far solved more than 20 cases that involved women's rights"

From these presentations, the facilitators had this to say:

i. Women from both Zanzibar and Lindi should work hard to extend their networks of influence to garner support, fundraise, and build a web of likeminded individuals and institutions that will be ready to support the campaign. These should be done to support a common agenda of increasing the number of women in decision making organs despite their political affiliation.

ii. Women aspirants are encouraged to use the acquired skills and knowledge from this training to establish women's funds which are not affiliated to any political party with a view to supporting financially women who are aspiring to run for public offices.

iii. Women aspirants are encouraged to approach commercial companies that get their profit directly or indirectly from women to fund them during election. She gave an example of cashew nut companies in Lindi and Zanzibar as women are also cashew nut famers and, therefore, it is their responsibility to return to the society. This and many other innovative strategies may be used to secure sufficient funding to finance women running for political offices.

Conclusions

Both training sessions took place after the initial nomination processes within the political parties were approaching the end. As such, there is a need to continue training women in political parties on leadership and leadership skills. The observation from facilitators showed that the training manual and its subsequent workbook can be tailored toward training any group of women who aspire for leadership positions. Furthermore, experience shows that women who are nominated in different executive and political positions under the current are those who have demonstrated good leadership skills and knowledge of the said office, and in general political landscape in the country. An account of one of the facilitators had it that: *"Women who are nominated in the different leadership positions are those who are proven to be skilled, knowledgeable, and demonstrate good leadership skills. Our experience from these past five years, shows that these women in one way or another, come from political parties. This training should be extended beyond the election period and be offered to women within the parties as well. In this way, we can increase the number of women in leadership positions, both political and non-political"- Facilitator- Lindi.*