



## **Media Training to strengthen Reporting on Women's Leadership and Political Participation**

**Date: Tuesday 13 - Thursday 15 April 2021**  
**Venue: White Sands Hotel, Dar es Salaam**



Workshop participants engage in group work on sex and gender

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## Acronyms

AU	African Union
CCM	Chama cha Mapinduzi
CHADEMA	Chama cha Demokrasia na Maendeleo
GEWE	Gender Equality and Women's Empowerment
IDS	Institute of Development Studies
MCL	Mwananchi Communications Limited
MP	Member of Parliament
SADC	Southern African Development Community
SUZA	State University of Zanzibar
TAMWA	Tanzania Media Women's Association
TBC	Tanzania Broadcasting Corporation
UDSM	University of Dar es Salaam
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
URT	United Republic of Tanzania
VAWP	Violence against Women in Politics
WLGf	Women in Local Government Forum
WPP	Women in Political Participation
WPS	Women, Peace & Security

## Synopsis

This report summarises the key proceedings and outcomes of the *Wanawake Wanaweza* Phase II training of media trainers and practitioners in covering Women’s Leadership and Political Participation (WLPP) in Tanzania. The project is a partnership between UNWomen, UNESCO and the Tanzania Media Women’s Association (TAMWA). The training from 13-15 April 2021 brought together 30 participants, 18 women and 12 men from mainland Tanzania and Zanzibar.



From left to right: Professor Bertha Koda Chief Facilitator, Gladness Munuo, Co –Facilitator, and Rose Haji Mwalimu, one of the trainers.

The workshop programme is attached at **Annex A**. A list of the participants is attached as **Annex B**. Prof Bertha Koda, University of Dar es Salaam and Gladness Munuo (Gender Links) facilitated the training with backstopping by Colleen Lowe Morna, who served as international consultant to the project.

The programme drew on media monitoring conducted by partners from October to November 2020, showing that women comprised an average of 18% news sources over the period that included

Tanzania’s 2020 elections. It brought together prominent editors and former women MPs to debate key topics such as media representation and portrayal of women in politics as well as Violence Against Women in Politics (VAWP). A panel of experts from Zimbabwe and Lesotho reflected on Tanzania’s contribution to gender and governance discourse in the Southern African Development Community (SADC).

Key outputs include 82 pitches for follow up stories inspired by the training (see **Annex C**) covering a range of topics from challenges that women face to the impact of Tanzania’s new woman president Samia Suluhu Hassan on public perceptions of women in leadership. Media trainers devised a plan for providing mentorship in the development of the stories. The trainers met prior to and after the workshop to reflect on training techniques and the draft training manual developed as part of the project. They shared comments for finalising the manual.

In the final evaluation participants rated the workshop at 90%; Participants mentioned the VAWP training as being the most valuable part of the training. The part of the programme they said did not work so well were the zoom interventions due to technical quality, challenges of language and interaction. Several participants elaborated on how they planned to apply the learning in their daily work. TAMWA will be responsible for follow up as part of its ongoing partnership with UNWomen and UNESCO.

## Objectives

**Overall objective:** To contribute to transforming gender norms so that women are accepted as legitimate and effective leaders including through capacity strengthening of the media and development of campaigns that sensitise the media and the general public on the need for women in public life at all levels.



### **Specific objectives**

This media training workshop sought to:

- Strengthen the capacity of the media to positively and objectively portray women as credible and effective leaders and increase reporting on Gender Equality and Women's Empowerment (GEWE) issues in and through the media;
- Improve women's voices in political news coverage.
- Strengthen the capacity of the media to more accurately report on Violence Against Women in Politics (VAWP) and raise awareness of the issue in and through the media (online and offline).

### **Background**

UN Women leads and coordinates the United Nations system's efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world.

In Tanzania, UN Women through its Governance and Leadership arm is implementing the Women's Leadership and Political Participation Project (WLPP), *Wanawake Wanaweza* Phase II (2018 – 2021). The *Wanawake Wanaweza* project is in line with UN Women Strategic Plan 2018 – 2021 as well as the National Gender and Development Policy, the Sustainable Development Goals (SDGs), Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action, as well as other international and regional commitments, such as the African Union Agenda 2063.

One of the project objectives is to transform gender norms so that women are accepted as legitimate and effective leaders including through capacity strengthening of the media and development of campaigns that sensitise the media and the general public on the need for women in public life at all levels.

### **Participants**

Type of media	Number of participants
Print	11
Radio	8
Online	6
Television	3
(Trainers)	2
Total	30

This workshop brought together journalists and trainers from Tanzania mainland and Zanzibar. A total of 17 women and 13 men attended the workshop. Two trainers from Tanzania Media Women's Association (TAMWA) attended the workshop. Below is a spread of the journalists in attendance by media type.

### **Programme content**



#### **Icebreaker and introductions**

Participants formed pairs to collect key information including name, media house, if they have prior training and/ or have written any article /story on WPP as well as their training expectations before introducing the partners to the audience in the plenary.

Talib Ussi (right), senior reporter from Zanzibar introducing Lulu Mzee (left), Tanzania Broadcasting Corporation Senior Reporter, also from Zanzibar.

**Participants summarised their expectations as:**

- Learn more about women’s portrayal in the media;
- Increase personal knowledge and awareness on women in politics
- Gain skills on how to better perform their office duties
- Gain creative and practical ideas on how to better report women’s stories
- Understand the societal barriers of women
- Be a better ambassadors

**Opening remarks**

		
Rose Reuben Executive Director, TAMWA	Nancy K. Angulo Unesco Comm.Officer	Hanna Mtango UNwomen Comm.Officer

In her opening remarks, **Rose Reuben** (Executive Director from TAMWA) expressed her appreciation for the substantial turn-out despite the heavy schedules of the invited journalists. She shared the role of TAMWA and other stakeholders in building capacity and training journalists in addition to awareness- raising on gender and the media for both the media and the community at large. She emphasised the importance of having such training given the media’s role of educating and influencing opinion-setting and mindsets of the community members with regard to WPP. Reuben expressed her expectation that the training would:

- Further expand capabilities;
- Challenge stereotypes– there is still a stereotype that a woman cannot be a legitimate leader, and therefore a lot of work need to be done. More positive news coverage is needed; and
- Amplify women’s voices in society so that they can be heard in the news, on social media platforms, and in news articles.

**Nancy Kaizilege** (Communications Officer from UNESCO) gave a welcoming address on behalf of the UNESCO Tanzania Representative. She stressed that it is important to find ways to better portray women as credible and able leaders, to learn how to improve women’s voices in the news, and to accurately report on violence against women in politics. She quoted Maya Angelou: *Each time a woman stands up for herself, without knowing it possibly, without claiming it, she stands up for all women.*

**Hanna Mtango** (UN Women) read the opening remarks on behalf of the UN Women Country Representative Hodan Addou. The statement read in part:

We are here to learn, share experiences and sharpen our skills for solution on the challenges facing women and girls politicians in our country. Information is power and if given the right information our society will definitely change their perception towards women leadership and political perception. I was shocked by part of the public reaction after the 6<sup>th</sup> regime President of the United Republic of Tanzania H.E Samia Suluhu was announced and sworn

to the highest position in decision making. On social media and social media my reflection is we still have long way to challenge the public mind set towards women' political participation.

### **Sex and gender**

Each participant took a piece of paper with a name of a certain function and placed it under one of the three specified groups/columns: 'Women/Girls only', 'Women/Girls & Men/Boys', or 'Men/Boys only'. During a gallery discussion participants moved cards that they agreed had been misplaced. They found that:

- The majority of roles can be performed by women and men. These include: Politician, Speaker, Voice Breaking, Sound Technician, Camera Person, TV Anchor, Growing a beard, Election Observer, Rape Survivor, Graphic Designer, Member of Parliament, Committee Chair, Mayor, Ambulance Driver, Prime Minister, Sub-Editor, Netball Player, Head of Household, Political Analyst, Sex Worker, Boxer, Preacher, Political Reporter, Bar Tender, Voter, Pastor, Nurse, Election Official, Party Chief Whip, Party Spokesperson, Editor, Counselor, Leader, Messenger, Chef, Ambulance Driver, Cook, Candidate, Doctor, Aid Worker, Sound Technician
- Menstruating, Breastfeeding & Giving Birth – these are associated with women only
- Producing Sperm – is associated with men only

Participants discussed

- The difference between sex and gender
- The political, economic and social differences between the roles assigned to men and women, and how these result in discrimination.

### **Mock media monitoring**



Alfred Bulaya - Journalist at Dodoma FM and  
Esther Macha - Journalist at MAJIRA  
discussing the group activity - monitoring  
political images of men and women in The  
Guardian

Training co-facilitators received seven copies of *The Guardian* newspaper distributed to the seven groups with plain sheets of paper. Participants counted the number of images of women and men, as well as the dominant roles in which they are portrayed. The exercise aimed to get a better understanding of how the media portrays women, paying close attention to the existing disparities between portrayals of women and men politicians.

### The Guardian Images monitoring outcomes

Group No.	Images of Women	Images of Men	Total	Percentage of Women	Percentage of Men	Role of Women	Role of Men
1.	2	10	12	16.6%	83.3%	Covering a small space	Covering a large space
2.	4	4	8	50%	50%	Administrative Role	Administrative Role
3.	1	3	4	25%	75%	Addressing the public	Parliamentary and Administrative roles
4.	2	4	6	20%	80%	Tax and Voting duties	Election and Political engagements
5.	1	5	6	16.6%	83.3%	Special Seats	Ministry duties
6.	2	7	9	22.2%	77.8%	Political Meeting duties	Electoral campaigning
7.	7	7	14	50%	50%	Addressing the public during a commemoration ceremony	Addressing the nation
Total	19	40	59	32%	68%		

As illustrated in the table, overall women comprised 32% of all images, compared to 68% in the case of men. This ranged from 16% in one publication, to 50% in two of the publications. However, there were hardly any images of women in politics. Most images shown were of men in politics. Men were portrayed as strong and powerful, with women accorded limited space and sometimes portrayed in the stereotypical roles within the domestic space



To complement the findings from the group discussion on monitoring images of men and women in the newspaper, Colleen Lowe Morna made a Zoom presentation on the findings of the media monitoring summary of findings of recent monitoring projects for enriching journalists understanding of gender roles.

The monitoring took place from October – November 2020: before elections; during elections and post elections. It covered 2440 news items in print, radio, TV and online news; public, private and community.

## Summary media monitoring findings, WLPP Tanzania Oct- Nov 2020

Area of focus	Sex	
	Female	Male
<b>Who speaks in news?</b>		
Overall	18%	72%
Before elections	22%	78%
During elections	17%	83%
Post elections	17%	83%
<b>Who is seen?</b>		
Images in newspapers and online news overall	20%	80%
Pre- elections	24%	76%
During elections	23%	77%
Post-election	18%	82%
<b>Who speaks on what?</b>		
Political, Leadership and Governance	13%	85%
Social	18%	79%
Economy	20%	76%
<b>What women and men politicians speak about</b>		
Economy	11%	87%
Social	15%	83%
Leadership, politics and governance	16%	83%
Gender equality and human rights	24%	54%
Violence Against Women	50%	50%
<b>Who produces the news</b>		
Reporters	39%	61%
Presenters	33%	67%
Reporters on Leadership, Politics and Governance	40%	60%
<b>Women's Leadership and Political Participation</b>	<b>%</b>	<b>%</b>
Party support	35%	
Electoral systems	21%	
Fifty-fifty campaign	14%	
<b>Gender and Media (GEM) Classification</b>	<b>%</b>	
Gender aware	20%	
Gender blind	69%	
Subtle stereotypes	6%	
Blatant stereotypes	5%	

Source: Gender Links and the Tanzania Media Women's Association (TAMWA) 2020

The table shows that:

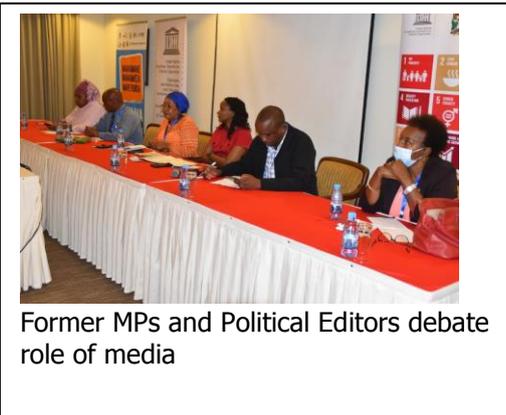
- Over the period, women constituted 18% of news sources and 20% of images. Women comprised a slightly higher percentage of sources pre-elections (24%) than during (23%) and post elections (18%). At 13%, women's views and voices were least represented in the political, leadership and governance category.
- Women's views and voices were most heard in the Violence Against Women topic category (50%) and least heard on the economy (11%).
- Women comprised 40% of reporters in the Leadership, Politics and Governance topic category; 33% of presenters and 39% of reporters overall.
- To the extent media covered WPP, party support (35%) got the most visibility, followed by electoral systems (21%) and the Fifty-fifty campaign (14%).

- Researchers classified the bulk of coverage (69%) as “gender blind” and only 20% as “gender aware”. The remaining 11% of coverage fell in the categories of “subtle” or “blatant” stereotypes.

## Media Debate

### ***Panel Discussion and Interactive Questions & Answers***

This session was held immediately after lunch break where one main question was posed for seven panelists to address: *Is Media –part of the problem or the solution for Women’s Leadership and Political Participation?*



Former MPs and Political Editors debate role of media

### **Ruth Mollel – Former Member of Parliament**

Success stories – involved looking at different political and economic performances of women in society. Women are capable of doing great things.

### **Upendo Furaha Peneza – Former Member of Parliament**

She joined CHADEMA since she was 19 years old and she is conversant with news reporters for a long time. She shared challenges facing young women aspiring for leadership in the political party and limited democracy in party systems and structures.

Peneza recommended that women leaders must find ways to work with journalists and news sources. One of the challenges that she faced one time was when a newspaper did not mention her name but rather stated “Mbunge wa CHADEMA” because it would draw more readers. At the time, she was not well-known by the masses. News articles should recognise female politicians as leaders, and not address them in their reproductive roles or in Beauty Pageants. Gender-sensitive journalism should be practised.

### **Janeth Zebedayo Mbene– Former Member of Parliament from Ileje Constituency and Deputy Minister of Finance**

- Noted that media coverage tends to be influenced by things that are not objective.
- Further noted that Women get coverage, but it is costly yet most of them are not economically sound. They have to pay more and prepare materials to draw the attention of reporters.

### **Epson Luhwago – Political Scientist & Editor**

- Emphasised that generally, the role of media is to inform the public
- Media should also promote gender and politics – as seen during the presidential election of 2020.
- Acknowledged that TAMWA has played a really big role in promoting women’s participation in politics in the media coverage.
- Noted that some women shy away from media yet the access is open to them

### **Zaynab Vullu – Former Member of Parliament**

- Acknowledged that Tanzania has come a long way since 1995 after the introduction of multi-party political system and that there is a clear improvement on gender issues in elections and media coverage.
- Further noted the need to re-evaluate the education given to society, specifically on journalism. In fact, journalists and news reporters should further educate society on gender.

- She cautioned journalists that when interviewing a female politician, they should be professional and should not focus solely on motherhood.

**Mr.Neville Meena – Editor at Mwananchi Communications Ltd**

- Emphasised the role of the media in educating the community and reporting on WPP as part of their responsibility
- Noted the limited coverage of women both as source of news and as leaders in the media houses.

**Ms. Hawa Abdulrahman Ghasia – Former Member of Parliament**

- She requested editors to make thorough review of media stories on women to determine which ones are positive and which ones are negative portrayal
- Reiterated that in reality, news sources are needed but should be based on data to be fear to women. Shared her experience for instance, where some news reporters wrote a feature article on her (Hawa) but did not know her well enough to portray her profile adequately with detailed information. She advised reporters to do a small research on a person (female leader) they are writing a story on, and reduce biases and negativity on women’s issues.
- The panelists were asked questions on challenges they face in their work and while gender violence and sexual corruption were mentioned by the female politicians, the editors noted that media houses owners especially those who are gender insensitive do sometimes constrain their good intention of covering women.
- The panelists summed up their discussion by making some recommendations:
- They recommended for gender awareness-raising sessions to media houses owners as well as news editors.
- Further recommended for each media house to have a gender policy that would be implemented as obligatory guide for gender balancing media news
- In winding up the discussion, all the panellists unanimously agreed and hence recommended for such encounters/discussions between politicians and news editors to be held on regular basis to ensure follow-up/audit on continued gender balancing of media news and positive portrayal of women in the media especially on WPP.

**Concepts, TSM and quotas**

**Gender, Electoral systems and Temporary Special Measures –setting the scene–  
Colleen Lowe Morna**

Colleen Lowe Morna virtually (Zoom presentation) covered the formal and informal barriers to WLPP. She noted that the informal barriers – patriarchal norms, traditions and practices – may take many generations to change. However the formal barriers – electoral systems, quotas, media, funding, electoral management – are more within our control. Morna gave a brief overview of the main electoral systems: First Past the Post (FPTP), Proportional Representation (PR) and the mixed system (a combination of the two). She explained why the world over the PR system is more conducive to women’s participation. Tanzania has opted for a parallel system of FPTP plus 30% seats reserved for women on a PR basis (the special seats). Morna shared data from the latest elections showing that in the 2020 elections, only 26 women were elected in the FPTP elections; 113 came in through the PR seats and two were appointed by the president (141 women out of a total of 381, or 37%). Without the quota and the appointed seats, women would have comprised a mere 6% of MPs. On the other hand, there is a clear distinction between the way that FPTP and PR MPs are viewed in Tanzania, with the later often regarded as token. This raises the age old debate in Tanzania and elsewhere as to the efficacy of quotas.

## Quotas debate

### Debate: The pros & cons of quotas

Two participants volunteered to debate on the issue. Hajji Nassor supported the motion that quotas are important and should continue to exist while Nassra Nassor opposed the motion and argued that quotas should not continue to exist



In his argument, Hajji Nassor insisted on:

- The benefit accrued from the quota in terms of increasing women politicians and leaders
- Quotas have also increased women's confidence and helped them run for political positions for both special seats and in constituencies.
- Quota has produced role models for the youth to learn from and get motivated to run for political leadership.
- Parties to grant women politicians and also to capacitate more on all the political areas;
- From a historical point of view, quotas were established as a response to the negative effects on women during political activities and in everyday life and hence challenge the status quo and the discriminatory culture as well as the patriarchal system in general.

The contribution by Nassra Nassor who opposed the motion includes the following arguments:

- The presence of quotas is indirectly harmful because it creates the notion that women cannot help themselves and should therefore expect someone else to provide special treatment in political life.
- Women are capable professionally and politically, but the quota system carries an underlying oppressive notion that they are not ready to stand on their own.
- In the past there was a great need for quotas but times have changed and therefore that need is no longer relevant as it keeps women in a supposedly comfort zone on political processes.

After the debate on for and against the discussion was open for the participants to share their views and this discussion involved those who have benefitted from the quota system including Zaynab Vullu (Former MP & TAMWA Member) who gave the following contributions to support the presence of quotas:

- The history of quotas stands from previous years when there was a one-party system in Tanzania – where the then women leaders including the famous bibi Titi Mohamed lobbied for the quota system adaptation to address the gender imbalance in politics and leadership and challenging the status quo.
- It is not as easy to go through the quota system as people say. In fact, an MP from a Special Seat has much more work and many more duties than an MP from Constituencies. This is due to fact that a Special Seats MP is responsible for an entire region.
- It is not true that MPs from quota system are not voted in by voters at least for the ruling party where these MPs have to get adequate votes from their fellow women either in regions or members of their women wings.

The discussion ended by recommending ways of improving the quota system as a temporary measure and putting a deadline for its existence by doing the following:

- ✓ The National Election Commission (NEC) to provide guidelines and code of conduct for the elections done through the quota system as it is done for other parliamentary and councilor seats.
- ✓ Political parties to establish a special fund for women who vie for political seats to meet the campaign costs to motivate more women to vie as candidates and avoid financial constraints
- ✓ Political parties to institute a quota system within their parties to facilitate shift from the current quota system towards 50/50 representation
- ✓ Political parties to put in place gender policies to guide their internal policies, systems and structures towards gender parity
- ✓ Political parties to have programmes on gender awareness-raising for their members and leaders
- ✓ Political parties to balance their leaders at all levels for gender parity.

### **Gender and Political Parties by Prof. Koda**

The main highlights in her presentation include:

- The first step in becoming a politician is to be enrolled as a member of a particular political party and in this women are actively involved
- The importance of standing for elections for women and the community at large in terms of changing the political culture and challenging the status quo.
- The importance of political parties as facilitators for creating space for women to contest for leadership and eventually becoming politicians/leaders and hence challenge the political balance of power between men and women
- The evidence that in most cases women who get nominated by their political parties for constituency seats are qualified yet due to patriarchal culture only a few make it through and win.
- Male dominance in party leadership at all levels negatively affect nomination of women at the nomination stage with effects on number of women in Political participation.
- Political Parties Act (2019) need to be reviewed to be more gender responsive
- In reporting on all these issues, journalists and news reporters have to make sure there is enough coverage and follow-up so as to educate politicians and the society in general.
- Prof. Koda took participants through the checklist of issues related to commitment, codes of conduct and party statutes which journalists and news reporters need to address while reporting on WPP. The issues highlighted include party commitment to gender equality, norms and standards set by parties for promoting gender equality, mainstreaming gender in party constitutions and election manifestos, policies and structures, limitations of party systems and structures in facilitating for gender equality, gender awareness in political parties, capacity building and mentorship initiatives in political parties for effective women participation, measures to address corruption and gender violence in political parties, and role of parties to ensure peaceful elections.



Professor Bertha Koda from IDS-UDSM clarifying Gender and Politics issues during the training

She further highlighted issues pertaining to women in political parties worth noting for the media to address. These include issues related to right to join, establish a political party, parties' obligation to take measures towards enhancing gender equality, special measures instituted in political parties to enhance gender parity within the parties themselves, gender policy in political parties, leadership situation and women representation and measures taken to address gender disparity both within and outside the parties

It was further highlighted that the Training Manual describes the following concepts which are worth noting for media reporting: Commitment, codes and party statutes, Women in political parties, Women's wings/departments/councils and the selection of candidates.

### **Gender and the electoral Process by Prof. Koda**

Participants were introduced to this subject as a very important aspect of WPP as it carries the main prerequisites for women participation in politics and leadership. The facilitator went on to link the highlight on the subject to the previous session on gender and political parties as they are closely associated. Essentially the highlight tried to relate gender issues in existing election laws and code of conduct for the election process, election management bodies and functions, gender issues experienced at every level/stage of the election process, political party constitutions and election manifestos, challenges facing women specifically and how they are addressed in policy and legal terms and in practice, role of civil society especially women rights organizations, role and gender sensitivity level of NEC and ZEC, voter rights and voter registration and education

### **Violence Against Women in Politics**

#### **Panel Discussion and Interactive on Violence against Women in Politics.**

Five former MPs and editors shared observations:

#### **Lilian Timbuka – Political Editor MWANANCHI**

Timbuka started by sharing her experience and knowledge that is applicable for media reporting. Her highlights and recommendations are as follows:

- Women in the news rooms are not well respected and regarded as worth holding the post. Changes are noted in few news rooms however.
- Those media houses with gender policy do better on reporting on violence against women. Her media house has a gender policy put in place and is working to some extent
- Generally top leadership in media houses is male dominated and not necessarily devoid of patriarchal mentality and culture on gender violence. They need to transform.
- Political parties need to bring change in their members, leaders and peoples mindsets on gender violence on how women are seen in the society regarding their participation in politics and leadership. This will contribute to reduced and eventually elimination of the practice on violence against women in politics.
- Media to interrogate political parties' leadership and government leaders on gender imbalances in politics and in leadership. This calls for a transformative media which can be attained only when patriarchal culture is vehemently challenged.

#### **Suzan Lyimo – Former Member of Parliament**

- It should be understood that there are different forms of oppression and abuse, for abuse (from men and the police force) etc. yet it is difficult to produce/get evidence.
- Culture plays a big role in promoting violence against women in politics by influencing peoples' mindsets that the proper place and role of women is not in politics and public leadership. Yet this culture is changing as more and more women join politics and top leadership.

Lymo's recommendations include:

- ✓ Political parties need to promote gender equality and oblige/entice their members and leaders to refrain from practicing gender violence.
- ✓ Challenges facing female political leaders should be documented so as to raise awareness in society, and this will require cooperating male actors. Both men and women can work together to put an end to gender bias in politics.
- ✓ Politicians and journalists should work together in a positive framework.
- ✓ Patriarchal culture should be challenged both within political parties and in the community and governing systems

### **Joseph Sabinus – Editor at Habari Leo**

His highlights and recommendations include the following:

- The Constitution of Tanzania recognizes gender equality;
- However, there is a lack of sufficient news coverage pertaining to gender-based violence.
- Another challenge stems from cultural traditions that hinder women from participating in politics. For instance, in some traditions women are not permitted to hold the title or position of a leader.
- The solution to these problems is to make sure the community is informed by the media coverage on this issue and that trainings and conferences are organized for media staff/news editors and journalists so that they may understand news sources and shy away from seek to degrade the victims when they use them as news sources but rather uplift and support them.

### **Lolencia Bukwimba – Former Member of Parliament**

Using her own experience, she highlighted and recommended the following:

- Corruption is a big challenge facing female politicians especially those who contest through constituencies where they are given bad names such as one who is trying to 'rape politics' and are discriminated against even by fellow candidates. She said that both blatant and subtle violence is directed to women politicians. For instance, when a woman declares her intention to run for a certain position, her male counterparts will use funds and resources to discourage or remove her from the race.
- Women face oppression, especially when it comes to election periods. In some cases, when a woman is campaigning, certain groups of people will be paid to deliberately mock her in public. Some will be shouted at with slurs and insults in the middle of her speech.
- A lot of schemes are constructed to belittle a woman in politics, and that is why it is important for the media to shed a positive light and image on the works of women.
- It is equally important and indeed there is a need to improve women representation at lower levels of party leadership to create a pool of women who would influence the nomination process to nominate women candidates because this is where the initial stage of nomination takes place.

### **Dorcas Francis – Former Aspirants under the Young Women Politicians**

- Francis spoke on the kind of violence that women face such as verbal violence. She argues that for a woman to enter politics, she must be tough. She must be herself and remain true to who she is because there are so many words to discourage women.

- One of the barriers that women face, especially women in opposition parties is the notion that whenever they raise a point in parliament, they are opposing the main agenda. That is a heavily dominating stereotype and it negatively affects women.
- Women visibility is still very low.
- Violence against women – is it getting worse? The answer to this question may be yes, because it is influenced by peoples’ mindset.
- Violence is experienced at campaign rallies, bullying through social media is increasing, and that is because we live in a world of social media and technological advancement.
- Patriarchy still exists, and role models are still few.
- During the Interactive Dialogue session, the following discussion proceeded and recommendations were made.
- Women particularly women candidates and political leaders were urged to approach the media and not wait to be approached.
- Readers of news articles have different interpretations, and therefore it is better to have a news story that is not biased.
- Both politicians (male and female) as well as journalists have to work together to ensure the best interpretation is received by the public.
- Owners of media houses prefer cheap labour and hence would prefer to employ part-timers and less expensive journalists who happen to be those with poor training. This would mean journalists who are not probing to get adequate and relevant information for their stories. These would also demand for payment from those who need their stories to be aired.
- Media houses should have policies on anti- gender violence and /or general gender policy to guide on reporting on WPPL.
- Young girls should be encouraged to participate in politics. In this way, they will gain knowledge, exposure, and a greater network from a young age. Organizations such as UN Women and UNESCO should also prepare more programs and training sessions to equip young women and women living with disabilities into capable to be leaders at the political participation.
- All in all reporters can change and make sure they work more because their major work is to interview, ask questions, and conduct enough research so that the problem of violence against women in politics can be fully addressed and dealt with.

### **Regional context (Zoom Session)**

Colleen Lowe Morna, Priscila Maphosa from Zimbabwe and Rethabile Pholo from Lesotho cast light on how Tanzania has influenced thinking in the Southern African Development Community (SADC) on WLPP.

### **Case Study: Tanzania inspires Zimbabwe Local Government Quota by Priscilla Maphosa ( GL Country Manager-Zimbabwe)**



In 2013, Zimbabwe adopted a new Constitution that included a 30% quota for women in parliament allocated on a PR basis ("special seats"), borrowing from the Tanzania model. However this provision is only for three parliaments (expiring in 2023) and does not include local government. The case study concerns the campaign that has been waged by the Women in Local Government Forum (WLGf), with the support of Gender Links, for the quota to be extended to the local level, as part of the extension of this system for another three parliaments. Following a meeting held by the WLGf with President Emmerson Mnangagwa in December, cabinet approved an amendment to the Constitution to include local government. This is now before parliament. Key lessons included the power of evidence (women comprise a mere 14% of councillors in Zimbabwe) and the use of comparative experience from Tanzania.

#### **Questions and answers session followed:**

**Question 1:** You are aiming at 30% yet AU is trying to push for 50/50 why are you still thinking of 30 and not 50%?

**Comment 1:** You borrowed a lot from Tanzania with regard to special seats, and you might have heard also about the pros and cons of/challenges facing the system as raised in current debates, so have you thought of ways of addressing these challenges?

**Response:** As I said earlier on, we wanted to start from somewhere though our aim is 50%. And this might make it easier for us to reach 50% , as who knows one day Zimbabwe will be with 50% WPP.



### **Case study: How the Gender Quota in Local Elections in Lesotho borrowed from the Tanzania model by Rethabile Pholo GL board member, former deputy chair of the Lesotho Independent Electoral Commission**

Lesotho introduced local elections in 2005 with a system of reserved seats for women in a FPTP system. The system envisaged that each election one third of constituencies would be reserved for women candidates only. These constituencies would rotate with each election. However, a male candidate in one of the reserved constituencies disputed the system as unconstitutional. Although he lost his case, the system proved unpopular. This led to a study visit to Tanzania that resulted in the system being changed in the 2011 elections to the parallel system pertaining in Tanzania. In this system, women and men contest the FPTP elections, but 30% seats are reserved for women on a PR basis (the system that councillors in Zimbabwe are now advocating for). One result is that the proportion of women in local government in Lesotho has dropped – from 58% in 2006, to 49% in 2011, to 40% in 2017. As in the Tanzania parliament, the majority of women councillors in Lesotho now come in through the PR seats, with only a small percentage winning in the openly contested FPTP seats.

**Question 1:** I am happy to note that there are countries that are learning from Tanzania. You said that after introducing the quota system you found that there was a decline of WPP then why are you still using the same system?

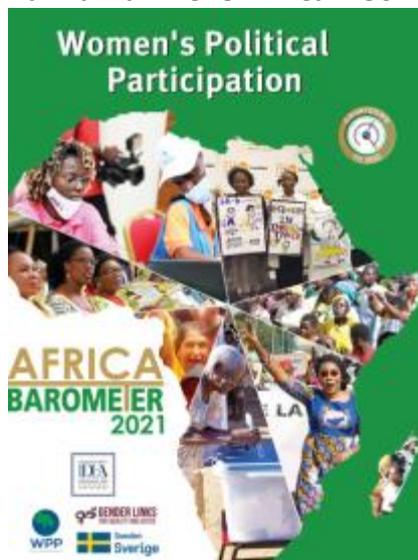
**Answer:** We are still learning from the system so may be later we might think of making changes.

**Question 2:** You said you adopted the Tanzania system but the number of women representatives dropped. Have you made any analysis to see determine the challenges during the implementation?

**Response:** Lesotho is 1/3 urban and 2/3 rural. so because the rural is where there are still challenges of people who have not gone to school and following that in that area a woman is culturally controlled by/under men, even if you change the laws in the rural areas women continue to be under men so changing their attitudes takes time towards reaching our intended goal. So there is a need to create awareness and teach the rural community particularly rural women their rights towards achieving gender parity.

- **Comments/question 3:** In Tanzania, political parties have no any quota system something that has been observed as limiting WPP. What is your comment on this?
- **Response:** In Lesotho also political parties do not have quota but few are trying to move towards seeing women are adequately represented. Currently we are having a conference with big political parties to make changes to ensuring for women political representation. Also they can encourage women to engage in leadership. There is one political party of which a woman will be contesting for presidency, and this shows political parties can have internal democracy where women are given space to contest for different positions.
- **Question 4:** To what extent have you been able to utilise the use of mass media?
- **Response:** Actually women in all spheres of life are generally lowly and negatively portrayed. You seldom find stories in newspapers on women and the economy. The reports on women are more on Gender Based Violence, sexual abuse, violence and victims. These are kind of reports in almost all media houses.
- **Question 5:** How is Lesotho involving media practitioners and influential people specifically in rural areas in training that can help women hear on women issues that can influence them to aspire for leadership?
- **Response:** Much has not been done but we are trying to reach them and find effective mechanism to change media practitioners' mind set towards their reporting particularly on WPP.

### Tanzania in the African Context (Women's Political Participation)



Colleen Lowe Morna who is also a writer and editor of the WPP Barometer 2021 presented on the Barometer findings

African countries are still far from achieving women's equal and effective participation in political decision-making. Women constitute only 24 per cent of the 12,113 parliamentarians in Africa, 25 per cent in the lower houses, and 20 per cent in the upper houses of parliament, according to the first [Women's Political Participation: Africa Barometer 2021](#). While local government is often hailed as a training ground for women in politics, women constitute a mere 21 per cent of councillors in the 19 countries for which complete data could be obtained. With

37% women in parliament, Tanzania ranks seventh in Africa, and 34<sup>th</sup> world-wide.

Lowé Morna recommended that there is need to empower women to become effective participants in the political arena and also encourage women to contest for leadership positions. In addition, she argued that civil society organizations can play a key role for effective WPP especially where the electoral laws are women friendly. She also acknowledged the key role of women wings/departments in facilitating WPP within and outside their political parties. She also called upon media practitioners to make women news heard through mass and social media and use all the sources including NGOs like TAMWA, TN that have abundant information on women particularly on politics.

### **Effective participation**

Participants were divided into groups to discuss the following

***Women's Effective Participation – Do women leaders make a difference?*** Guiding sub-questions were given for detailed discussion as follows:

- 1) Does having women leaders make a difference to decision making?
- 2) Tanzania is now one of only two African countries with women top leaders. What difference will that make?
- 3) What barriers do women leaders face?
- 4) How can these be overcome?

Group reports that were presented by each group highlighted the following issues:

### **Key points arising from the group work include the following**

#### **On Sub-question 1: Does having women leaders make a difference to decision making?**

All the groups said yes, that women make a difference in political participation. This answer was supported by the arguments that:

- Women are able to influence decisions as they are close to the community
- Get space to articulate their needs and make decisions
- Because they effectively represent the community and are kin in making follow-ups
- Will manage to eliminate the continuing discriminatory systems entrenched in the society for example patriarchal system
- Women are organized in message delivery
- Women are effective in follow-ups
- Women are kind and therefore can make decisions that can accommodate all
- Women take initiative to legal changes
- Women can make decisions and lead at home and at the office
- Women can persuade for example Pando Peneza who was the MP persuaded the government to reduce tax on women's sanitary towels/pads.

#### **On sub-question 2: What is the impact of women's participation in politics?**

- They become role models when they are leaders
- Encourage gender equality
- Challenge discriminatory systems particularly patriarchal system and Change the negative perception in the society
- Increase women's influence and make people know their capability and competence
- Increase women in decision making positions and hence the number of women leaders

- Inspire other women to contest for different leadership positions
- Increase confidence and trust among women and the community and will lead to more women to be trusted.
- Their voices will be heard
- Increase their respect
- Change people's perception on the women's capability and competence
- Encourage girls to have political aspirations because women become their role models
- Enhance women presence in top decision making positions
- The society will be motivated to send children to school especially girls
- Inspire more women to access decision making positions and contest for top leadership positions
- Make campaign on the girl-child concerns/challenges
- Increase of women in decision-making bodies

**On sub-question 3: What barriers do women leaders face?**

- Cultural and traditions systems
- Laws
- Political parties lack of gender policies that provide space for women
- Use of male change agents to encourage and emancipate women
- Policy environment which is unfriendly/discriminatory
- Customs and traditions and stereotypical perceptions that women cannot lead.
- Digital bullying in social media especially for young female appointees.
- Sexual corruption
- Continuing perception in the community that the enemy of a woman is the woman herself. Such a message have been used to divide women during elections
- Lack of money for campaigning expenses
- Lack of confident for most women
- Cultural discriminatory customs and traditions that undermine women
- Lack of security before and after campaign
- Women are not respected in the society
- Community's negative perception on women
- Gender Based Violence
- Poor economic status
- Lack of support from the community, family and even the political party

**On Question 4: What measures can be taken to overcome the barriers?**

- Provide political and leadership education to women
- Political parties should have transparent policies which shows the way to increase WPP in different leadership positions
- Capacity and awareness creation to the communities
- Frequent forums and workshops on gender equality
- Publicize profiles of women who succeed and do well in their different positions
- Empower and educate women
- Political parties' Constitutions should address the silent patriarchal system within and outside party environment
- Fight Gender based violence and Bullying
- Build community confidence on trusting women leaders
- Fight Patriarchal system and stigma from the household level and Change people's mindset on women capacity to lead
- Advocacy on gender equality
- Gender Awareness creation particularly in rural communities

- Women have to be competent and strong
- Men have to be engaged in the process of gender equality in leadership
- Media coverage has to be engendered with adequate gender training of journalists

### Discussion on group presentations



Rose Haji Mwalimu, Dickson Busagaga a Clouds Media Reporter from Mbeya; Ibrahim Yamola from Mwanahalisi Online Media and Ferdinanda Mbamila from Clouds Media -Dar es Salaam

The facilitator posed a question on patriarchy in the community, in mass media, in political parties and in the governance system as a common barrier to WPP. Participants noted that customs and tradition continue only because some people benefit from this system: for example political power, land and in all areas where men have opportunities for instance in newsroom, politics, inheritance etc. so changing the culture and traditions will take long.

Another comment concerned bullying which gives those in power an upper hand. Participants agreed that there is a need for journalists to investigate further on this issue. It was further noted that there is a need to groom the community to address bullying because it has short and long term impact on WPP.

Participants called upon TAMWA, UN Women, UNESCO and the media practitioners to join hands to save this generation from the bullying situation. Another comment concerned the need for men to engage in the fight for gender equality as they are seen as brothers, husbands, sons, etc. by women and similarly they should see women as sisters, wives, daughters, and aunts who are part of each family.

One male participant said that gender equality advocacy and awareness rising is posing a threat to men as they are also too vocal in challenging patriarchal and religious culture, the trend which he thinks may negatively affect marriage and family relations.

The facilitator recommended probing this issue while acknowledging the fact that women leaders make positive impact to families and the community at large as revealed in the three days' discussions. She also invited participants to consult government initiatives in 1963 aimed at harmonizing the different traditions and customs in a single national culture.

Another participant also noted the need to look at our customs and traditions and keep those which are useful and challenge those which sustain gender inequality and patriarchy.

Participants agreed that there is progress made so far with regard to change in customs and traditions that are outdated however, many families continue to nurture customs and traditions which lead to superiority of men and inferiority of women through raising children, hence the need to take action to condemn such practices starting from families and political parties.

The facilitator then told participants to provide more comments which will contribute to enriching the training manual so that at the end every participant owns the manual.

## Outputs

Theme	Number of stories
Challenges	13
Political parties	7
Social media	7
Media	6
Stereotypes	6
Disabilities	5
Youth	5
Capability	4
Culture	4
VAW	4
Education	3
Woman President	3
Men	2
Special seats	2
Representation	2
Support	2
Voters	2
Corruption	1
Judiciary	1
Overview	1
Professions	1
Religion	1
Total	82

## Story pitches

Journalists pitched stories via an online form where the stories were provisionally approved and the training team gave journalists comments to strengthen their story pitches.

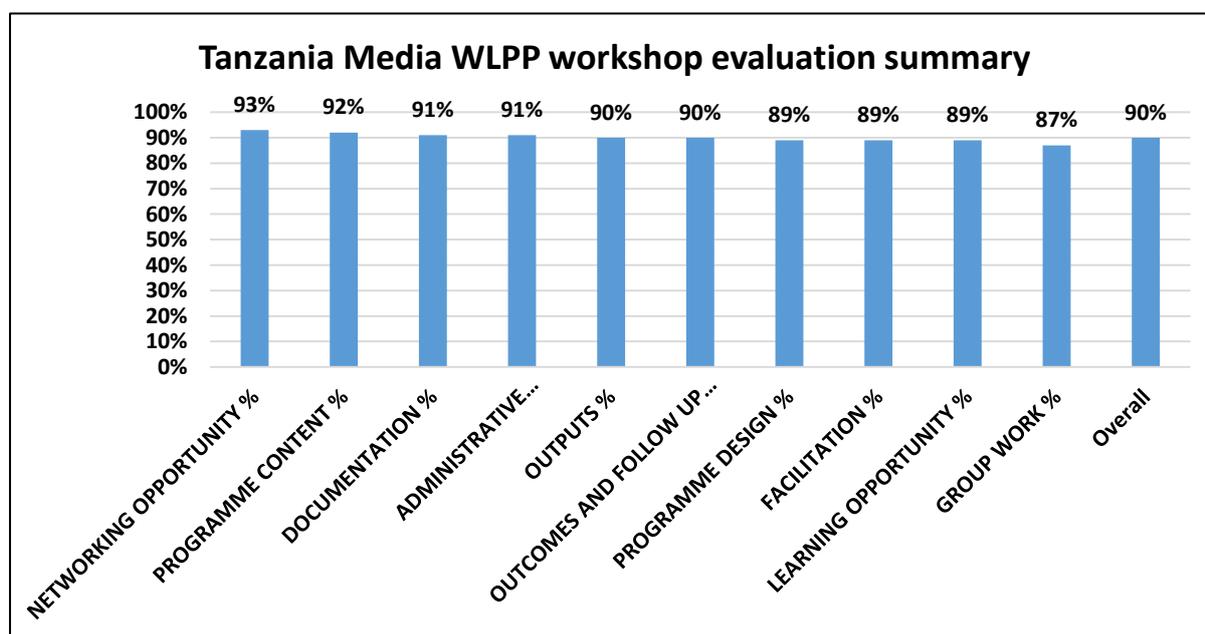
Journalists submitted 82 story ideas including 33 newspaper stories, 19 online stories 21 Radio stories, and 9 Television stories. A breakdown of the story ideas by themes shows the majority of story ideas (13) concern the challenges that women face in political decision-making. The role of political parties and social media; disability and youth; culture and VAWP featured high on the agenda. Three stories concern the impact of having a woman president. Other interesting topics include the role of special seats, corruption and religion in WLPP.

## Mentorship

Trainers in the group met before and after the training to strategies on the follow up action. TAMWA is responsible for coordinating the follow up. Trainers will now serve as mentors to the reporters per the table below. They will provide further suggestions on strengthening the stories (most of which are quite general at this stage). They will also share possible sources, contacts and reports, documentary sources.

FULL NAMES	ORGANISATION	LIST OF MENTEES/TRAINEES
ROSE Haji Malibu	TAMA	1.Ferdinanda Mbamila 2.Annastazia Wilheric 3.Mika Ndaba & 4.Musa Mateja
Salome Kitomari	IPP Media	1.Henry Mwangonde 2.Ibrahim Yamola 3.Yose Hoza
Luluwa Mzee	SUZA Lecturer	1.Issa Yussuf 2.Talib Ussi 3.Nassra Khatib
Nasra Nassor	SUZA Lecturer	1.Dickson Busaga 2.Alfred Bulaya 3.Doreen Mwinyi
Rose Reuben	TAMWA	1.Evance Ng'ingo 2.Salome Gregory 3.Zohra Malisa & 4.Scholastica Gendya
Juma Khamis	TAMWA-ZNZ	1.Salma Said 2.Salama Njani & 3.Lulu Mzee Mohammed
Haji Nassor	Pemba	1.Mussa Juma 2.Esther Mach & 3.Salam Mkalibala

## Outcome



Thirty two participants responded to the workshop evaluation: 19 women and 13 men. The workshop had an average score of 90%. Six of the 10 action areas received a score of 90% or higher. Networking opportunity (93%) received the highest score. The workshop brought together practitioners from various media houses including those from outside of Dar es Salaam as well as experts to inform the process. Group work (87%) received the lowest score, but still a very high score, reflecting overall satisfaction with the process (see summary of comments).

### **Which session did you find most useful? Why?**

- All sessions were fruitful and constructive as all facilitators, participants and panelists were very active to share their experiences and knowledge. The presentations were well organised to facilitate participants to understand the concept and topics of the workshop. Sessions were all relevant and timely, because there were a variety of issues shared by experienced facilitators, former members of parliament, incumbent journalists and participants. All session touched on the reality of all that is happening in society.
- Panel Sessions-These were useful as they give a lot of information that will help to develop news ideas. This includes the panel discussion which had editors and former members of parliament who shared their experiences including challenges, obstacles, achievements and strengths in their political life throughout all phases including from pre, during and after election. Violence against women in politics (panel). Violence against Women in Politics was very participative.
- Debates- Another interesting part was during a debate concerning quotas. The debate was very hot and interesting for those who support and oppose the idea. Media- part of the problem or solution
- Group work- Through Group Work we share Experiences and exchanged ideas.
- Women's Effective Participation- This session sought to ask - Do Women leaders make a difference? This is because most of people especially men have negative perceptions and feel women cannot be a senior leader in state. This is mainly influenced by culture and tribal traditions that undermine women. It is important to have women in politics. It has given me the ability to identify that women can play an important role if given the opportunity.
- Gender and the electoral processes. I have learnt a lot from this topic and will help to write better article.
- Violence against Women in Politics- We does not see that violence but we got the voices from the women in politics.
- Sex and Gender key concepts exercise. It served to show the different perceptions and biases that people have with regards to gender roles. The discussion was likewise very engaging and informative.
- The Access- participation transformation framework helped to contextualise the issues
- Story pitching

### **Which session did you find the least useful? Why?**

- No least useful session
- Zoom Presentation: There were barriers to communication because of technology, the sound was bad and these session did not give time to digest what was taught as well as no time to ask questions.
- Media part of problem or solution, this is because it is ambiguity because some time media can solve the problem and sometime can be a part of problems.

### **How did the workshop contribute to learning and or sharing? Please give examples.**

- Through discussions, question and answer, debates and panels of women leaders, members of parliament and editor's experiences where they shared experiences, strength and weakness witnessed at their constituencies.
- Through sharing ideas, experiences from different people with different levels of education, professions and competencies is something constructive. For example the presentation from Colleen Lowe Morna and Professor Bertha Koda was interesting Panellists (Tanzania, SADC countries through Zoom- Zimbabwe & Lesotho) from political

parties/ former MPs and formers aspirants had a lot to learn/share from their experience. This was very good planning 2) All presentations are useful

- It was very interactive which helped to broaden my understanding on what women face on their political journeys. I appreciate the testimonies from politicians.
- It was participatory as everyone was given an opportunity to share their thoughts.
- The combination of participants, professions and their experiences blend led to useful contributions and sharing of issues surrounding women in political participation improvement way forward
- The workshop helped in strengthening capacity and acquiring skills on how the voice of women in politics contributes and makes a difference in decision making, as well as increasing effectiveness in gender equality and women empowerment, for Example, Madam Rose Reuben she's The Executive Director of TAMWA and she plays a big role in helping women in newsroom and in media to acquire knowledge and skill in what to do.
- Workshop presentations helped journalists to increase knowledge on how to report on Leadership on women's and Political participation shows poor Political and leadership presence in our system
- It has made me realise that there is a long way to go in efforts to empower women.
- It helps to broaden up knowledge about reporting on women leadership and political participation. There are several presentation with facts justified poor political and leadership presence in the system
- It helped me to increase knowledge on how to improve women's voices in political news coverage. For example, General Election of 2020 to cover the women's who joined in election. It showed gaps that existed reasons behind the media culture of portraying women leaders negatively.
- It enlightened journalists on the policies and frameworks of journalism, the challenges in media portrayal of women leaders and the realities of women participating in political parties. It helps to broaden up knowledge about reporting on women leadership and political participation there are several presentation

### **How will you apply this?**

- Application in day to day activities- I will apply in my daily activities the content of the training was impactful
- Knowledge sharing -Share with colleagues in my newsroom.
- Capacity strengthening and awareness raising- We will keep on empowering journalist to further awareness creation among the communities but also advocating for and sensitising communities to change perception of women involvement in not only political participation but also in the leadership and decision making positions.
- I will use media to give out education about the participation of women politicians on elections and how to handle problems during and after election.
- Story writing- Journalists committed to writing stories focusing on this topic and to apply the knowledge in improving articles to promote gender balance and women in politics. stories will focus on informing the society on women's capability and competence and challenge negative thinking against women.
- Using social media to educate and engage more people in the discussion of women participation in politics. The Knowledge and skill gain through the workshop will also be share my fellow Social media influencers on how they could be the voices of women and help them reach their goals.
- Through this workshop am going to use this material for preparing and produce some programmes on how to help women to meet their target which will be aired on Television, Radio and social Media.

### **Any other comments**

- Before participating in this workshop I did not have any knowledge about women's leadership and political participation but this five day made me different, I will motivate women to be engaged in politics.
- It is advisable to organise another workshop due to time limits, a lot of materials and so many ideas to share with participants presented within three days. Panellists should also be given more time because the discussion was very energetic and We learned a lot from the former MP's and the Editors.
- There is a need to organise another workshop specifically for women involved in politics and leadership in order to understand how to deal with media to avoid misrepresentation.
- Training like this is good and it is important to expand this to other groups including women politician, political parties and all women issues stakeholders. Also Lawyers should have more exposure to these training programmes and conferences.
- We need more trainings on reporting on women's leadership and gender
- Good job. Arrange for more trainings. More media training/engagement required in future as the country prepares to next elections of 2025.
- Training like these should be open to more media practitioners to enhance the knowledge in the training manual. Training must also involve field work.
- This is a very good program by bringing the women who are already practicing in politics we were able to hear about their experiences.



.Salama Njani from ZNZ; Ms Zhora Malisa from MCL Dar es Salaam; Mr. Mussa Juma from MCL-Arusha and Ms.Doreen Mwinyi reporter from Planet Radio - Morogoro

## Annex A: Workshop Programme



### Programme

**Tanzania: Reporting on Women's Leadership and Political Participation**

**13-15 April 2021**

**Venue: White Sands Hotel**

### Objectives

The programme aims to:

- Strengthen the capacity of the media to positively and objectively portray women as credible and effective leaders and increase reporting on Gender Equality and Women's Empowerment (GEWE) issues in and through the media;
- Improve women's voices in political news coverage.
- Strengthen the capacity of the media to more accurately report on Violence Against Women in Politics (VAWP) and raise awareness of the issue in and through the media (online and offline).

### Expectations

- Media trainers will have additional sessions as indicated in the programme to equip them with skills to run this programme in their settings. They will form part of the co-facilitation team for practical engagement during the training.
- All participants will commit to producing three stories at the end of the training to be monitored by UN Women and its implementing partners.
- All participants will offer comments on the final draft of the Tanzania WPP Training Manual to be used for training. The manual will be finalised after the training.

TIME	TOPIC	WHO/ FORMAT	TRAINING MANUAL REFERENCE
<b>MONDAY 12 APRIL</b>			
<b>PREPARATORY MEETING OF TRAINERS</b>			
<b>18.00</b>	Training adults; training media – Theory and Practice in this course	Mini lecture and discussion – Colleen Lowe Morna and Bertha Koda	Facilitators Guide
<b>TUESDAY 13 APRIL 2021</b>			
08.00 – 08.30	Registration	TAMWA, UN Women	
<b>INTRODUCTION</b>			
08:30 - 09:00	Ice breaker	Prof Bertha Koda, Gladness Munuo, Facilitators	
09:00 – 09:15	Welcome objectives and	TAMWA	
09:15 - 09:30	Opening remarks	Hodan Addou, Representative UN Women, <b>Nancy Angulo</b> National Professional Officer Communication and Information UNESCO	

TIME	TOPIC	WHO/ FORMAT	TRAINING MANUAL REFERENCE
09.30 - 10:00	Overview of the programme and expectations	Colleen Lowe Morna, Facilitator (Zoom)	
	Pitching story ideas each day	<a href="https://survey.alchemer.com/s3/6031357/Reporting-on-Women-s-Leadership-Political-Participation">https://survey.alchemer.com/s3/6031357/Reporting-on-Women-s-Leadership-Political-Participation</a>	Questions at the end of each module
<b>10:00 - 10:30 TEA BREAK</b>			
<b>GENDER AND MEDIA – KEY ISSUES</b>			
10:30 – 11.00	Sex and gender key concepts exercise	Prof Bertha Koda, Gladness Munuo All	P11- P16
11.00 – 12.00	Monitoring exercise	In groups – co-facilitators in each group	P17- P18
12.30 -13.00	Findings of recent monitoring projects; summary	Colleen Lowe Morna (Zoom)	P18-P22
<b>13:00 - 14:00 LUNCH</b>			
14:00-15:30	Media – part of the problem or solution	Panel – Former MPS Ms. Ruth Mollel – Former Member of Parliament Ms. Zainab Vullu– Former Member of Parliament Ms. Janet Mbene – Former Member of Parliament Ms. Upendo Peneza – Former Member of Parliament Editors Mr. Ebson Lwago - Editor Nipashe Ms. Ana Mwasyoke - Chief Editor TBC	P25
<b>WOMEN'S POLITICAL PARTICIPATION – WHY IT MATTERS</b>			
15:30-16.00	Women's Political participation: Does it matter? Why ?	Group work Is it important to have women in politics? Why Does having women make a difference? Please give examples	P34
<b>WEDNESDAY: 14 APRIL 2021</b>			
<b>KEY FACTORS IN WPP</b>			
08.30 – 09.00	Gender at every stage of the Election Cycle	Prof Bertha Koda	P38
09.00 – 9.15	Access- Participation- Transformation framework	Colleen Lowe Morna (Zoom)	P39-P45
09.15 -09.30	Gender, Electoral Systems and Temporary Special Measures – setting the scene	Colleen Lowe Morna – (Zoom)	P46-P54
09.30-10.30	Debate: the pros and	Participants	P47

TIME	TOPIC	WHO/ FORMAT	TRAINING MANUAL REFERENCE
	cons of quotas		
10:00-10:30	<b>TEA BREAK</b>		
10.30 -11.00	Gender and Political parties	Prof Koda	P58
11.00 -11.30	Group work	Form 4-5 groups to examine the Constitutions and Manifestos of key political parties. To what extent is gender reflected in these founding documents	
11.30-12.00	Report back	Rapporteurs	
12.00 -13.00	Gender and the electoral processes	Prof Bertha Koda	P61-P70
<b>13:00-14:00 LUNCH</b>			
14:00-15:30	Violence Against Women in Politics	Panel: Ms Susan Lyimo – Former Member of Parliament Ms. Lolesia Bukwimba – Former Member of Parliament Ms. Forces Francis – Former Member of Parliament Ms. Lilian Timbuka - Political Editor Mwananchi Mr. Joseph Sabinus - Editor Habari Leo	P72-P78
15:30-16:00	Discussion		
<b>THURSDAY: 15 APRIL 2021</b>			
<b>REGIONAL AND LONG TERM PERSPECTIVES</b>			
08:30 - 09.00	Recap	Prof Koda	
09:00-10:00	Tanzania in the SADC, East Africa and African context	Colleen Lowe Morna, Rethabile Pholo (former Deputy Chair of the IEC, Lesotho and Priscilla Maphosa, GL Country Manager Zimbabwe.	
10:00-10:30	<b>TEA BREAK</b>		
10:30-11:30	Women's Effective Participation – Do women leaders make a difference?	Group work Does having women leaders make a difference to decision-making? Tanzania is now one of only two African countries with women leaders. What difference will that make. What barriers do women leaders face? How can these be overcome?	P79-83
11.30-13.00	Brainstorming session on story ideas	Small groups of 4-5; facilitators and co-facilitators. Make sure your story ideas are	
<b>13:00-14:00 LUNCH</b>			
14.00-15.15	Commitment to three stories each	Complete online form <a href="https://survey.alchemer.com/s3/6031357/Reporting-on-Women-s-Leadership-Political-Participation">https://survey.alchemer.com/s3/6031357/Reporting-on-Women-s-Leadership-Political-Participation</a>	

TIME	TOPIC	WHO/ FORMAT	TRAINING MANUAL REFERENCE
15:15-15.30	Evaluation	<a href="http://www.surveygizmo.com/s3/2369532/Gender-Links-Evaluation-Form">http://www.surveygizmo.com/s3/2369532/Gender-Links-Evaluation-Form</a> Country: Select Tanzania Event: select: Tanzania Women's Leadership and Political Participation Media Training	
15.30-16.00	Closure	Facilitators; UN Women, UNESCO, TAMWA	
<b>DAY FOUR: 16 APRIL 2021</b>			
<b>TRAINING OF TRAINERS REFLECTION SESSION</b>			
08.30-10.30	Reflection session for trainers	Round table	Facilitators Guide

## **ANNEX B: PARTICIPANTS LIST**

<b>S/N</b>	<b>Full Names</b>	<b>Sex</b>	<b>Media</b>	<b>Email</b>
01	Talib Usi Hamadi	M	Journalist	<a href="mailto:talibussi2015@gmail.com">talibussi2015@gmail.com</a>
02	Lulu Mzee Mohamed	F	TBC - Zanzibar	<a href="mailto:luluy4k@yahoo.com">luluy4k@yahoo.com</a>
03	Juma Khamis	M	Zanzibar Mail	<a href="mailto:jm.juma1@gmail.com">jm.juma1@gmail.com</a>
04	Haji Nassor Mohamed	M	Pemba Today	<a href="mailto:kakahaji2016@gmail.com">kakahaji2016@gmail.com</a>
05	Scholastica Genya	F	Social Media Influencer	<a href="mailto:genyascholastica@gmail.com">genyascholastica@gmail.com</a>
06	Yose Hoza	M	Social Media Influence	<a href="mailto:yozehoza@gmail.com">yozehoza@gmail.com</a>
07	Alfred Bulaya	M	Dodoma FM	<a href="mailto:freddyjakuba@gmail.com">freddyjakuba@gmail.com</a>
08	Esther Macha	F	Majira News paper	<a href="mailto:esthermacha10@gmail.com">esthermacha10@gmail.com</a>
09	Luluwa Salum	F	SUZA	<a href="mailto:lunauwal2025@gmail.com">lunauwal2025@gmail.com</a>
10	Salma Said	F	DW_Zanzibar	<a href="mailto:salmahamoud@gmail.com">salmahamoud@gmail.com</a>
11	Issa Yusuph	M	Daily News -ZNZ	<a href="mailto:tufaa3962@gmail.com">tufaa3962@gmail.com</a>
12	Salome Gregory	F	The Citizen	<a href="mailto:salomegregory@yahoo.com">salomegregory@yahoo.com</a>
13	Nasra Suleiman Khatib	F	ZBC -ZNZ	<a href="mailto:nasrakhatib@gmail.com">nasrakhatib@gmail.com</a>
14	Ibrahim Yamola	M	Mwanahalisi Digital	<a href="mailto:yamola2025@gmail.com">yamola2025@gmail.com</a>
15	Rose Reuben	F	TAMWA ED	<a href="mailto:rosereuben20@gmail.com">rosereuben20@gmail.com</a>
16	Salome Kitomari	F	Assistant Editor- Nipashe	<a href="mailto:kitomari.salome@gmail.com">kitomari.salome@gmail.com</a>
17	Musa Mateja	M	Global TV	<a href="mailto:shigelamusa@gmail.com">shigelamusa@gmail.com</a>
18	Anastazia Wilherick	F	TBC	<a href="mailto:wannastazi@gmail.com">wannastazi@gmail.com</a>
19	Rose Haji Mwalimu	F	TAMWA	
20	Dickson Busagaga	M	Clouds Media-Mbeya	<a href="mailto:Busagaga25@gmail.com">Busagaga25@gmail.com</a>
21	Zohra Malisa	F	MCL Digital Media	<a href="mailto:Zourha18@gmail.com">Zourha18@gmail.com</a>
22	Salama Njani	F	TAMWA-ZNZ	<a href="mailto:njanisalama@yahoo.com">njanisalama@yahoo.com</a>
23	Doreen Mwinyi	F	Planet FM-Morogoro	<a href="mailto:Mwinyidoreen83@gmail.com">Mwinyidoreen83@gmail.com</a>
24	Musa Juma	M	MCL-Arusha	<a href="mailto:Mussasiwa@gmail.com">Mussasiwa@gmail.com</a>
25	Henry Mwangonde	M	The Guardian	<a href="mailto:mwangondehenry89@gmail.com">mwangondehenry89@gmail.com</a>
26	Mike Ndaba	M	Ayo Online TV	<a href="mailto:ndabamika@gmail.com">ndabamika@gmail.com</a>
27	Evance Ng'ingo	M	Habari Leo	<a href="mailto:evencengingo@gmail.com">evencengingo@gmail.com</a>
28	Salma Mkalibala	F	Safari FM	<a href="mailto:smkalibala@yahoo.com">smkalibala@yahoo.com</a>
29	Ferdinanda Mbamila	F	Clouds FM	<a href="mailto:ferdnandambamila@gmail.com">ferdnandambamila@gmail.com</a>
30	Lulu Mzee Khatib	F	ZBC	<a href="mailto:luluy4k@yahoo.com">luluy4k@yahoo.com</a>

### Annex C: List of story pitches

Topics	Reporter	Media House	Title of your story	Type
Appointment	Salome Gregory	Mwananchi Communications Limited	Following the numbers	Print
Capability	Alfred Bulahya	Dodoma Fm	Uwezo wa mwanamke katika uongozi	Radio
Capability	Mika Ndaba	Ayo Tv	Faida za ukombozi wa mwanamke	Online
Capability	Musa Mateja	Global TV	Ni kwa namna gani jamii inamuandaa mwanamke kushiriki nafasi za uongozi	Online
Capability	Salma Said	Raia Mwema News Paper	To expose and promote female members of House of Representative their contributions toward societies	Print
Challenges	Annastazia Willherick	TBC FM	Nini sababu ya wanawake kutopeana nafasi za uongozi: katika changuzi	Radio
Challenges	Dixon Busagaga	CLOUDS MEDIA GROUP	Wabunge wa majimbo wanapogeuka kikwazo kwa wabunge wa viti maalumu	Television
Challenges	Dixon Busagaga	CLOUDS MEDIA GROUP	Mila na desturi zinavyotumika kuwarudisha nyuma wanawake katika siasa	Television
Challenges	Doreen Mwinyi	Planet fm	Changamoto zinazofifisha wanawake kugombea katika majimbo	Radio
Challenges	Esther Macha	Majira news Paper	Traditional and customs against Women in Politics	Print
Challenges	Evance Ng'ingo	HabariLeo	Challenges facing disabled women in Politics	Print
Challenges	HAJI MOHAMED NASSOR	www.pembatoday.co.tz	Superstition a new obstacle that the chake chake constituency's women opportunity tu run for office	Online
Challenges	Issa Yussuf	Dailynews	The untold stories about challenges facing women in politics	Print
Challenges	Musa Mateja	Global TV	Jamii ya tanzania imempokea rais samia kama mwanamke wa kwanza kushika nafasi hiyo, nini matarjio na hofu yao?	Online
Challenges	mussa Juma	mwananchi	barriers do women leaders face in indigenous community	Print

<b>Topics</b>	<b>Reporter</b>	<b>Media House</b>	<b>Title of your story</b>	<b>Type</b>
Challenges	Salma Said	Raia Mwema News Paper	Women Profile	Print
Challenges	Salome Gregory	Mwananchi Communications Limited	How culture affects women participation in politics in Tanzania	Print
Challenges	Zourha Malisa	Mwananchi	What cause women to fail to participate in politics	Online
Corruption	Doreen Mwinyi	Planet fm	Rushwa inavyochangia kukwamisha wanawake upatikanaji wa viti maalum	Radio
Culture	Issa Yussuf	Dailynews	Looking at cultural and social norms that impede women in vying for political leadership in Zanzibar	Print
Culture	mussa Juma	mwananchi news papers	Traditional and customs against Women in Politics	Print
Culture	Rose Reuben	Mwananchi	Changing the Perceptions Towards Women Leadership and Political Participation	Print
Culture	Rose Reuben	Mwananchi	Women in Political Participation; the huddles of the Culture and Beliefs in Tanzania	Print
Disabilities	Doreen Mwinyi	Planet fm	MATATIZO YANAYOWAKABILI WANAWAKE WALEMAVU KWENYE SIASA	Radio
Disabilities	Esther Macha	Majira news Paper	barriers do women Disabilities politics face in Mbeya	Print
Disabilities	Nassra Mohamed Khatib	TBC	what are the challenges which obstruct women with disabilities to participate in election?	Television
Disabilities	Nassra Nassor Suleiman	Swahiba FM radio	challenges faced women with disabilities to engage in politics	Radio
Disabilities	Salma Mkalibala	SAFARI RADIO	HOW FINANCE DISCARAGE YOUNG DISABILITY WOMEN PARTICIPATION IN POLITIC'S?	Radio
Education	Salama Njani	Zanzibar Leo Newspaper	education of political and leadership to women	Print
Education	Salama Njani	Zanzibar Leo Newspaper	education for women politician	Print
Education	Scholastica Genya	Social Media Influencer	MWANAMKE NA MAENDELEO	Online
GBV	Salma Mkalibala	SAFARI FM RADIO	VIOLENCE AGAINST WOMEN IN POLITICS	Radio
Judiciary	Ibrahim Yamola	MwanaHALISI	Safari ya kwanza ya Julie Catherine Manning	

<b>Topics</b>	<b>Reporter</b>	<b>Media House</b>	<b>Title of your story</b>	<b>Type</b>
Media	Alfred Bulahya	Dodoma Fm	Athari ya vyombo vya habari kwa wanasiasa wanawake.	Radio
Media	E Vance Ng'ingo	HabariLeo	Difficulties facing ruler women politicians in accessing media	Print
Media	LULU MZEE MOHAMED	Zanzibar broadcasting corporation	Women and development	Radio
Media	LULUWA SALUM ALI	Zanzibar Leo newspaper	What are the contributions of the media by visualize women candidate in the constituencies	Print
Media	Musa Mateja	Global TV	USHIRIKI WA VYOMBO VYA HABARI KATIKA KUELMISHA NAFASI YA MWANAMKE KUSHIKA MADARAKA	Online
Media	Salama Njani	Zanzibar Leo Newspaper	media have to deal with politician and leader women responsibilities and not her weakness	Print
Men	Mika Ndaba	Ayo Tv	MTAZAMO WA WANAUME KATIKA HARAKATI ZA KUMUWEZESHA MWANAMKE KUWA KIONGOZI	Online
Men	Salma Said	Deutsche Welle (DW) na Raia Mwema News Paper	Women in Development (Wanawake na Maendeleo)	Radio
Overview	Henry Mwangonde	The Guardian	Tanzania's 40 years journey of women empowerment	Print
Political parties	Annastazia Willherick	TBC FM	VYAMA VYA SIASA NCHINI VINAWEZESHAJE UPATIKANAJI WA 50/50 BUNGENI	Radio
Political parties	Ferdnanda Mbamila	Clouds Media	Mchango wa wanawake Viongozi(Succes story)	Television
Political parties	LULU MZEE MOHAMED	Zanzibar broadcasting corporation	Women and development	Radio
Political parties	LULUWA SALUM ALI	Zanzibar leo newspaper	For what extant political parties give priority to women to hold leadership positions in their parties.	Print
Political parties	Salama Njani	Zanzibar Leo Newspaper	political parties strategies on to empower women to take position in political and leadership	Print
Political parties	Talib Ussi Hamad	Habari Mseto Blogy	Political parties Constitutional are friendly to women to compete on election province	Online

Topics	Reporter	Media House	Title of your story	Type
Political parties	Talib Ussi Hamad	Habari Mseto Blogy	Does media influenced women participation in political post or undermined them during the past years general election	Online
Professions	Yose Hoza	Social media Influencer	Safari ya Mhandisi Mwanamke Maida Waziri katika kuchaguliwa katika bodi mbalimbali	Print
Religion	Mika Ndaba	Ayo Tv	HARAKATI ZA WANAWAKE KUWA VIONGOZI	Online
Representation	Annastazia Willherick	TBC FM	UMUHIMU WA KUPATA UONGOZI KUTEKELEZA 50/50 BUNGENI	Radio
Social media	Ibrahim Yamola	MwanaHALISI	MITANDAO YA KIJAMII INAVYOWATISHA WANAWAKE KUIINGIA KWENYE SIASA	Online
Social media	Salma Mkalibala	SAFARI FM RADIO	ONLINE HARASSMENT OF WOMEN IN POLITICS	Radio
Social media	Scholastica Genya	Social Media Influencer	MWANAMKE NA MITANDAO YA KIJAMII	Online
Social media	Yose Hoza	Social media Influencer	Faida za matumizi ya mitandao ya kijamii katika kuongeza nafasi za uongozi kwa wanawake	Online
Social media	Yose Hoza	Social media Influencer	Safari ya Mwanamuziki Mwanamke Kysher	Print
Social media	Zourha Malisa	Mwananchi	How to avoiding bullying	Online
Social media	Evance Ng'ingo	HabariLeo	Support women politicians through social media	Print
Special seats	Esther Macha	Majira news Paper	Why number of Woman focus in special seat	Print
Special seats	LULUWA SALUM ALI	Zanzibar Leo newspaper	Is the presence of specia seats for women in parliament contributes to irresponsible development in the constituencies	Print
Stereotypes	Alfred Bulahya	Dodoma Fm	Kwanini jamii haiwaamini wanawake katika uongozi?	Radio
Stereotypes	Ferdnanda Mbamila	Clouds Media	Kwanini vyombo vya habari hacienda lei kumuonyesha Mwanamke hafai katika kuongoza?	Television
Stereotypes	Juma Khamis Juma	Zanzibar Mail	How gender-based stereotypes affected women politicians during past October general elections at Unguja Mjini District.	Print
<b>Stereotypes</b>	<b>LULU MZEE MOHAMED</b>	<b>Zanzibar broadcasting corporation</b>	<b>Women and development</b>	<b>Radio</b>
Stereotypes	LULUWA SALUM ALI	Zanzibar leo newspaper	For what extant political parties give priority to	Print

Topics	Reporter	Media House	Title of your story	Type
			women to hold leadership positions in their parties.	
Stereotypes	Nassra Nassor Suleiman	Swahiba FM radio	why societies are not trusted female to take part in the high post	Radio
Support	Ferdnanda Mbamila	Clouds Media	Wanawake wana haki ya kuongoza/ wanawake wanaweza	Television
Support	Issa Yussuf	Daily news	Why UN-Women, UNESCO, TAMWA have teamed up to reshape journalists covering women in political leadership.	Print
VAWP	Henry Mwangonde	The Guardian	Strong people behind Tanzania's success in women empowerment	Print
VAWP	mussa Juma	mwananchi news papers	Violence Against Women in politics	Print
VAWP	Salome Gregory	Mwananchi Communications Limited	The emotional wounds that women goes through when competing for different positions in politics	Print
Voters	Annastazia Willherick	TBC FM	KWANINI WANAWAKE HAWAPIGI KURA KUCHAGUA KIONGOZI MWANAMKE?	Radio
Voters	Nassra Mohamed Khatib	TBC	voters' should look ability not political parties in electing women	Television
Woman president	Nassra Nassor Suleiman	Swahiba FM radio	Having the Female President in Tanzania will change mindset of society and increase the number of female leaders in Parliament	Radio
Woman president	Salome Kitomari	Nipashe	Safari ya usawa wa kijinsia ndani ya vyama vya siasa	Print
Woman president	Zourha Malisa	Mwananchi	Profile viongozi wanawake waliofanikiwa katika siasa	Online
Youth	Dixon Busagaga	CLOUDS MEDIA GROUP	VYOMBO VYA HABARI VINAPOTUMIKA KUWEKA VIONGOZI WASIOFAA	Television
Youth	Nassra Mohamed Khatib	TBC	How financial constraint impede young women politicians to participate in elections	Television
Youth	Salome Kitomari	Nipashe	Madhila wanayokutana nayo wanasiasa wanawake vijana	Print

<b>Topics</b>	<b>Reporter</b>	<b>Media House</b>	<b>Title of your story</b>	<b>Type</b>
Youth	Scholastica Genya	Social Media Influencer	IDADI YA WANAWAKE VIONGOZI INAONGEZEKA LAKINI USAWA WA KIJINSIA BADO NI KILIO KIKUBWA	Online
Youth	Talib Ussi Hamad	Habari Mseto Blog	how lack of or insufficient education contributes to having few young women politicians in decision making bodies	Online