

HR/CSO/MAD/022

12 September 2019

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40474 Dodoma,
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Email: ps@madini.go.tz
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CC: Chairperson

Tanzania Extractive Industries (Transparency and Accountability) Initiative-TEITI

CC: Executive Secretary

National Council of NGOs
Att: Ismail Suleiman

CC: CSO Constituencies;

1. Interfaith Standing Committee on Economic Justice and Integrity of Creation
2. Tanzania Gender Network Program (TGNP)
3. SHIVYAWATA
4. Policy Forum
5. Hakirasilimali

RE: ELECTED CSO PRINCIPLES TO THE 4TH TEITI MSG COMMITTEE

Please refer to the subject matter above.

On Behalf of the wider CSO constituencies working in the extractive sector, I am pleased to inform you that, civil society organizations have been able to complete their process in the nominating / electing their representatives to serve in the 4th Tanzania Extractive Industries

Registration No. 133413

Board of Directors: Chairperson: - Donald Kasong' - Governance Links • Vice Chairperson: - Senkaka Kilonzo-Policy Forum • Members • Stephan Masechu-Tanganyika Law Society: - Amani Mustapha Mhinda - Hakimadini • Moses Kulaba - Governance and Economic Policy Centre (GEP) • Secretary: - Racheal Chagonja

(Transparency and Accountability) Initiative (TEITI) Multi-Stakeholder Group for the period of 2019-2022.

The Tanzania Extractive Industries (Transparency and Accountability) Act of 2015 requires for the establishment of the Tanzania Extractive Industries (Transparency and Accountability) Initiative that shall establish a committee that shall be known as the Tanzania Extractive Industries (Transparency and Accountability) Committee. The Committee shall be an independent Government entity which shall be an oversight body for promoting and enhancing transparency and accountability in the extractive industry.

Therefore, subject to section 5(4) of the Tanzania Extractive Industries (Transparency and Accountability) Act of 2015, requires for five representatives from civil society organizations to be appointed by the respective umbrella organizations in accordance with procedures set out by such organizations and submitted to the Minister for announcement.

List of elected CSO representatives in the 4th TEITI MSG Committee (2019-2022)

S/N	CONSTITUENCY	PRINCIPLE NAME	ALTERNATED
1	Conventional NGOs	Donald Malambo Kasongi	Adv. Flaviana Charles
2	Gender and Disability	Shakila Mayumana	Muganda Moses Julius
3	Interfaith	Dr. Camillus Kassala	Glory Mafole
4	Publish What You Pay	Racheal Chagonja	Hadija Malimusi
5	Trade Union	Nicomedes Kajungu	Kasimu Said Masimbo

Yours sincerely,

Racheal Chagonja

Coordinator- HakiRasilimali

Annex:



1. Report: CSO meeting to elect its representatives in the TEITI MSG
2. Government notice for the nomination process
3. CVs for the elected representatives.

**REPORT ON CSO MEETING TO ELECT REPRESENTATIVES TO THE 4TH TEITA
 COMMITTEE (2019-2022)**



DATE: 9TH -10TH SEPTEMBER 2019

VENUE: KISENGA HALL, LAPF TOWER, DAR ES SALAAM-TANZANIA

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ABBREVIATIONS

BAKWATA	National Muslim Council of Tanzania
CCT	Christian Council of Tanzania
CSO	Civil Society Organization
MSG	Multi-Stakeholder Group
NGO	Non-Governmental Organization
NUMET	National Union for Mining and Energy Workers in Tanzania
PWYP	Publish What You Pay
SHIVYAWATA	Tanzania Federation of Disabled People's Organizations (SHIVYAWATA)
TEC	Tanzania Episcopal Conference
TEITA	Tanzania Extractive Industries (Transparency and Accountability) Act
TEITI	Tanzania Extractive Industries (Transparency and Accountability) Initiative
TGNP	Tanzania Gender Network Program

ANNEXES

1. Minutes of the CSO Meeting to plan for the CSO TEITI representatives' election Process
2. Government Notice through the Minister of Minerals slated on 10 July 2019
3. Hakirasili! mandate to coordinate the CSO MSG election process
4. CSO MSG feedback PowerPoint presentation
5. Road map for the CSO engagements in TEITI processes for 2019-2022
6. Election Criteria Forms
7. Application Forms
8. Result forms

9. Event Pictures
10. List of Participants

DAY 1 (9 SEPTEMBER 2019)

AGENDA

1. Introduction and background to the meeting
2. Official Opening
3. Panel Session: Civil Society Organizations Multi-Stakeholder Group TEITI outreach and Engagement for 2016-2019
4. Setting road map for the CSO engagements in TEITI processes for 2019-2022
5. Closing remarks for day 1

1. INTRODUCTIONS AND BACKGROUND TO THE MEETING

The introduction and background to the CSO meeting to elect its representatives to the TEITI committee was given by Ms. Rachael Chagonja, Coordinator for Hakirasillimali at 09:00 am. In her speech, Ms. Chagonja, reiterated that, the meeting was a follow up to the CSO meeting that was held on 26th August 2019 (**Annex 1**), following up the Government Notice through the Minister of Minerals made on 10th July 2019 (**Annex 2**). The meeting aimed at CSO constituencies to plan for the elections of the CSO representatives to the TEITI Committee as required by the law¹. The Law requires for five (5) representatives from civil society organizations to be appointed by the respective umbrella organizations in accordance with procedures set out by such organizations and submitted to the Minister for announcement.

///) Mandate to coordinate or facilitate the CSO MSG election:

In 2015, Hakirasillimali was mandated by the wider CSO group to convene (**Annex 3**). This term has ended in 2019 and therefore represented constituencies needed to discuss and appoint a new organisation that could lead and convene the 4th CSO MSG processes in TEITI for the period of 2019-2022. In the meeting held on 26 August 2019 (planning meeting to elect CSO representatives), it was thus agreed that Hakirasillimali to continue to convene, coordinate or facilitate the CSO MSG processes to serve in the coming term 2019-2022. And that there shall be in future, a rotational process to convene CSO MSG election processes.

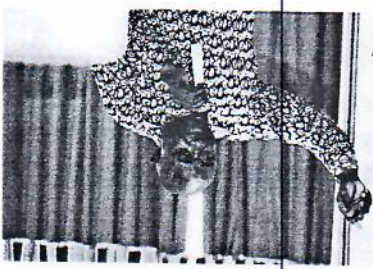
////) Election observers

In the meeting held 26 August 2019, the following were chosen to be election observers

- a. TEITI secretariat
- b. National Council of NGOs

2. OFFICIAL OPENING

The CSO meeting to elect its representatives to the 4th TEITI committee was officiated by Mr. Ismail Suleiman, the Executive Secretary for the National Council of NGOs (NACONGO). In his remarks Mr. Ismail made the following points; expressed his happiness that Most of the CSOs are under the NGO law ; it was important that this meeting got the NACONGO blessings; He opined that NGOs have grown and shown significant steps; We need to elect credible and capable persons and avoid tendency of just filling ; Vacancies without basic skills and competencies; He recommended that The government should establish a specific funding mechanism for CSOs and donors support the initiative . He finally said his term of service as a secretary is coming to an end so capable people can start thinking to contest.



Group picture: Participants to the CSO meeting to elect their representatives in the 4th TEITI MSG for year 2019-2022

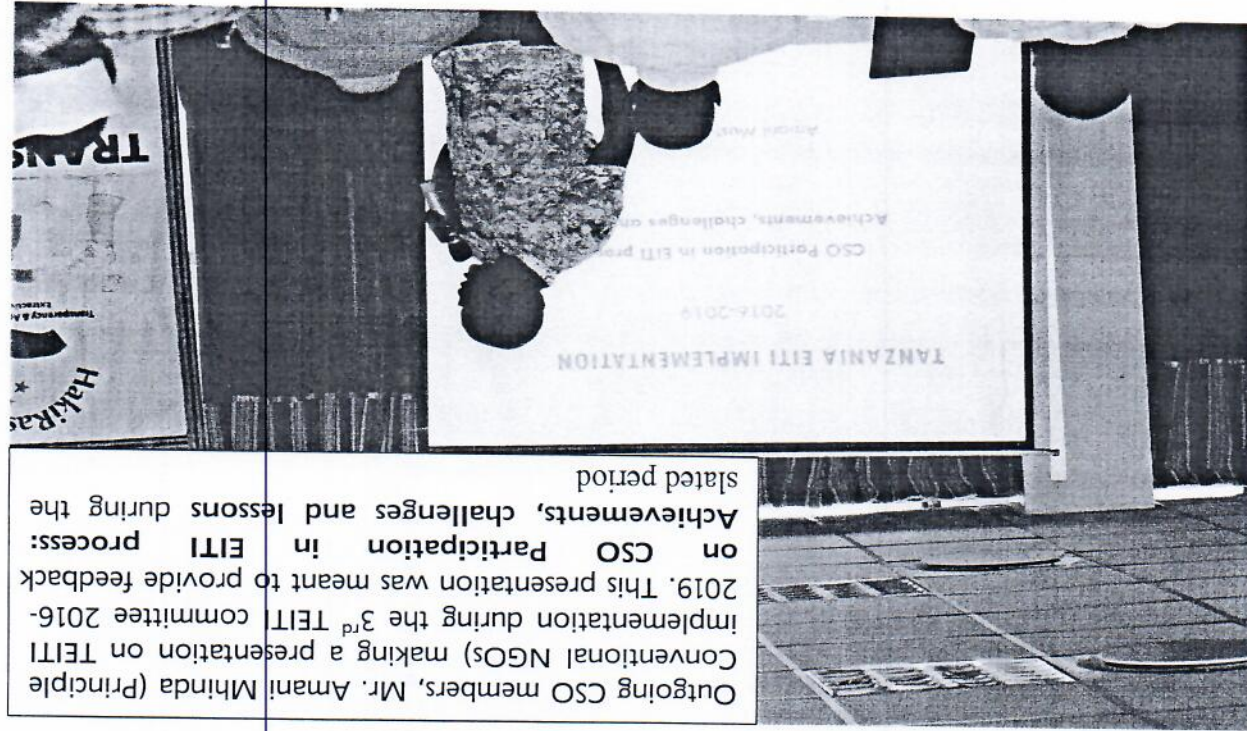
3. PANEL SESSION: CIVIL SOCIETY ORGANISATIONS MULTI-STAKEHOLDER GROUP TEITI OUTREACH AND ENGAGEMENT FOR 2016-2019

Presentation of the three years (2016-2019) CSO-MSG members' performance report was done by outgoing MSG members, Mr. Amani Mhinda, (principle Conventional NGOs) and the discussions were contributed by Ms. Blandina Sembu (Principle SHIVAYAWATA) and Dr. Kassala Camillus (Principle Interfaith , Mrs. Philotea Ruvumbagu (Principle Trade Union) and all the outgoing alternate CSO MSG members.

The presentation made by the outgoing CSO representatives was on the following outlines;

The CSO participation in the EITI process in resource rich countries like Tanzania is guided by the Protocol "Participation of Civil Society" that remains to be a core part of the EITI Standard 2013. The protocol outlines main principles of free, full, independent, active and effective participation of civil society, including the Right to appoint own representatives; Transparent selection; Independence; Active in design, monitoring and implementation.

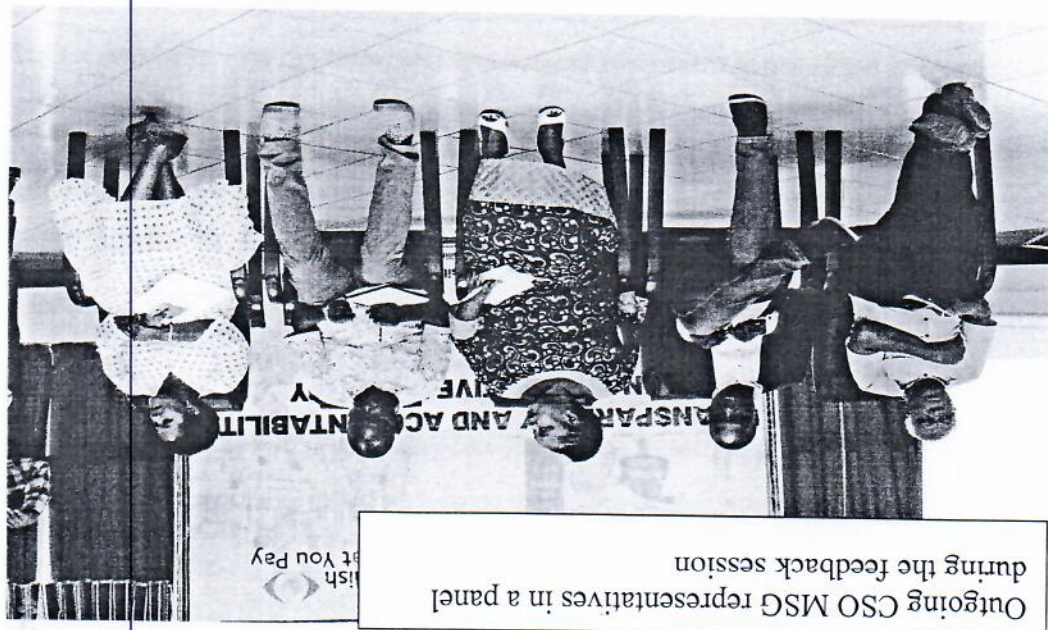
Outgoing CSO members, Mr. Amani Mhinda (Principle Conventional NGOs) making a presentation on TEITI implementation during the 3rd TEITI committee 2016-2019. This presentation was meant to provide feedback on CSO Participation in EITI process: Achievements, challenges and lessons during the stated period



The EITI standards clearly states the necessity of civil society to work with other stakeholders among others to: Define the MSG TORs and EITI work-plan; Determine the scope of the EITI process; Define TOR for, and select EITI administrator; Monitor EITI report preparation; Analyse EITI reports and making recommendations; Disseminate results and generate debate.

Key events during the 2016-2019: Since joining the EITI, Tanzania has produced eight EITI reports, which cover July 1, 2008 to June 30, 2016. TEITI 2014/15 and 2015/16 reports were published in June 2017 and April 2018 respectively. In 2017, The National Assembly passed three

laws namely: the Natural Wealth and Resources (Permanent Sovereignty) Act, 2017; the Natural Wealth and Resources Contracts (Review and Re-Negotiation of Unconscionable Terms) Act, 2017 and the Written Laws (Miscellaneous Amendments) Act 2017. President J.P. Magufuli appoints Hon Ludovick Utuh (former CAG) as the second TEITI Chairperson on retirement of Hon Mark Boman! in June 2018. During this period, Tanzania completed the validation in October 2017; the EITI Board determined that Tanzania has made meaningful progress overall in implementing the EITI standard. Tanzania was supposed to undergo second validation in April 2019.



Outgoing CSO MSG representatives in a panel during the feedback session

- 1) **Validation Processes:** The EITI Board noted that overall Tanzania made satisfactory progress on requirements: Few concerns were on the engagement of industry and civil society; Legal and; fiscal framework; Exploration data; Disaggregation, timeliness; Documenting outcomes and impact of implementation. The EITI Board also recommended corrective actions concerning the requirements of the EITI Standard relating to :
- a. Government engagement
 - b. MSG governance – Absence of Chairperson
 - c. EITI work plan
 - d. License allocations and register
 - e. The government's policy on contract disclosure
 - f. State participation in extractive activities
 - g. Production and export data

- 2) **Areas for corrective measures:** Among others including : Comprehensive of revenue disclosures; transportation revenues; State-owned enterprises transactions ; Direct subnational payments ; Revenue management and expenditures ; Quasi-fiscal expenditures by state-owned enterprises; Economic contribution of the extractive sector; Public debate on the TEITI reports.
- 3) **Success for CSO engagement within the TEITI Committee:** Include but not limited to Participation in the TEITI MSG meetings on regular basis; Engagement with various legal reforms in Mining, Oil and Gas; Tanzania Extractive conference held every year in Dodoma; Various policy briefs on various issues including Beneficial Ownership, Contract transparency; Engagement with global and regional process such as EITI Global conference, East Africa and Africa level processes; Served in various technical committees with TEITI on procurement, legal reforms, communication and validation.
- 4) **Challenges for TEITI.** TEITI challenges include but not limited to ;
- Contracts disclosure:** Section 16 (1) of The Tanzania Extractive Industries Transparency Act, 2015 requires Mining, Oil and Gas contracts to be disclosed. This has not been realized to date.
 - Beneficial Ownership:** Consultant on Disclosure of Beneficial Ownership submitted report pointing out several legal weaknesses in respect to disclosure of beneficial ownership information.
 - Lack of Public Understanding and Awareness of TEITI:** *This is an elevate and promote healthy policy debates on issues of importance to local communities and general public.*
 - TEITI legal and institutional framework:** Though TEITA law was passed in 2015, it took slightly over two years for the regulations to be developed. There are still several issues that may require amendment to satisfy the spirit embodied within EITI.
 - Limited Financial and Human capacity at TEITI Secretariat**
- 5) **Challenges for CSO in TEITI process:** The engagement of CSO in the TEITI processes in 2016-2019 was challenged by the following:
- Insufficient technical and industry knowledge:** Technical and industry knowledge is not readily available amongst Civil Society actors. The sector is also very dynamic and requires multidisciplinary skills across legal, economic, social and scientific aspects of the extractives.
 - Challenging coordination and cooperation within CSOs:** There was no clear mechanism to coordinate CSO work in the EITI process between 2009-2015. In 2015, HakiRasillimali took the lead to coordinate, holding national debate and build CSO capacity across various sub sectors.
 - Limited Outreach and capacity building work:** Limited Funding for Extractive work especially at grass root level. The last 6 years has seen increased support to the extractive transparency work, mostly at national and sub-national level. Lack of trickle down has been a challenge leaving out communities impacted with the extractive sector.

- d. Limited Voluntarism and wastage of resources: The formal CSO movement kicked off with lots of organizing and sharing of resources in the early 2010. There are so many examples to highlight this spirit. There is less interest in similar leaving this burden to the nascent Hakikasilimali, while risking leaving more CSOs out of the process.
- e. Dynamic Political and Social Context: Understanding the political economy of the sector is critical for effective engagement in the multi stakeholder process. The political and civic space is becoming more and more challenging which require different set of skills and orientation. There is need for analytical and technical skills for TEITI Committee members who represent our views to the Government and Corporates

4. SETTING ROAD MAP FOR THE CSO ENGAGEMENTS IN TEITI PROCESSES FOR 2019-2022

After the feedback session from the purging CSO MSG representatives, the wider CSO had the opportunity to reflect from the panel session and setting the road map for the CSO engagement with EITI processes in the period co erring 2019-2022 (Annex 5).

1. Collaboration: In overall, there is need for the CSO MSG to work in collaboration rather than isolation
2. Advocacy and outreach: Stakeholders to ensure extractive related contracts are made public and engage in analysis and engaging with the wider community.
3. Developing strategies for using media-mainstream and social media
4. The CSO MSG to strive to educate the community on the goals of TEITI and its benefits to ordinary citizens.
5. To develop a Tanzanian model of an extractive knowledge hub

- The TEITI secretariat was appointed to be observer for the CSO election process

Election Observers:

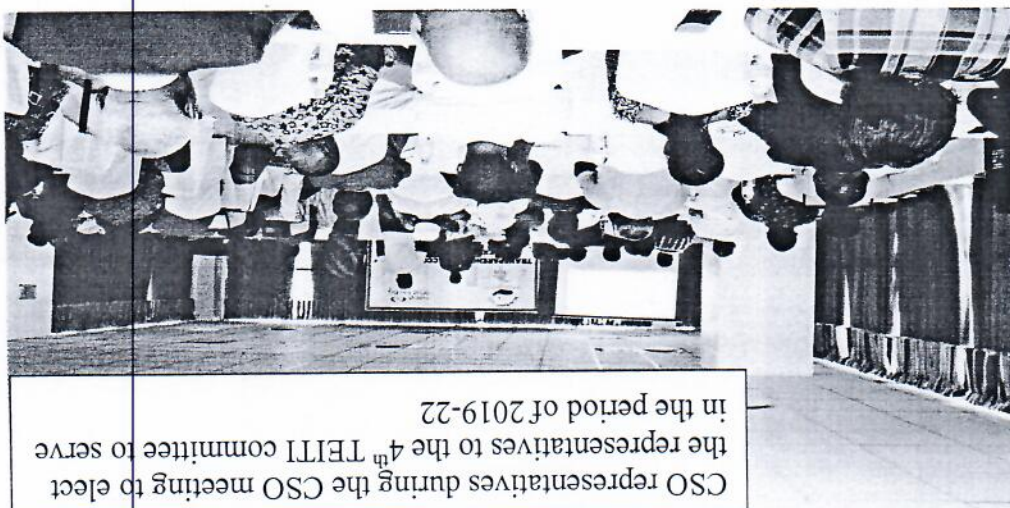
NB: The session on shortlisting can be viewed online via [SHORTLISTING LINK](#)

During the planning meeting, it was solidly agreed that CSO MSG sub-constituencies that is Trade unions, Interfaith, Conventional NGO, Gender and Disability and PWYP are to be maintained. The meeting also agreed that there should be an online application [LINK](#) that shall be generated for assessment by the screening (shortlisting team) composed of Natural Resource Governance Institute, NRG, REPOA, ESRI, FCS, Wajibu and Women Fund of Tanzania among others.

1. SHORTLISTING FEEDBACK FROM THE SCREENING TEAM (SHORTLISTING TEAM)

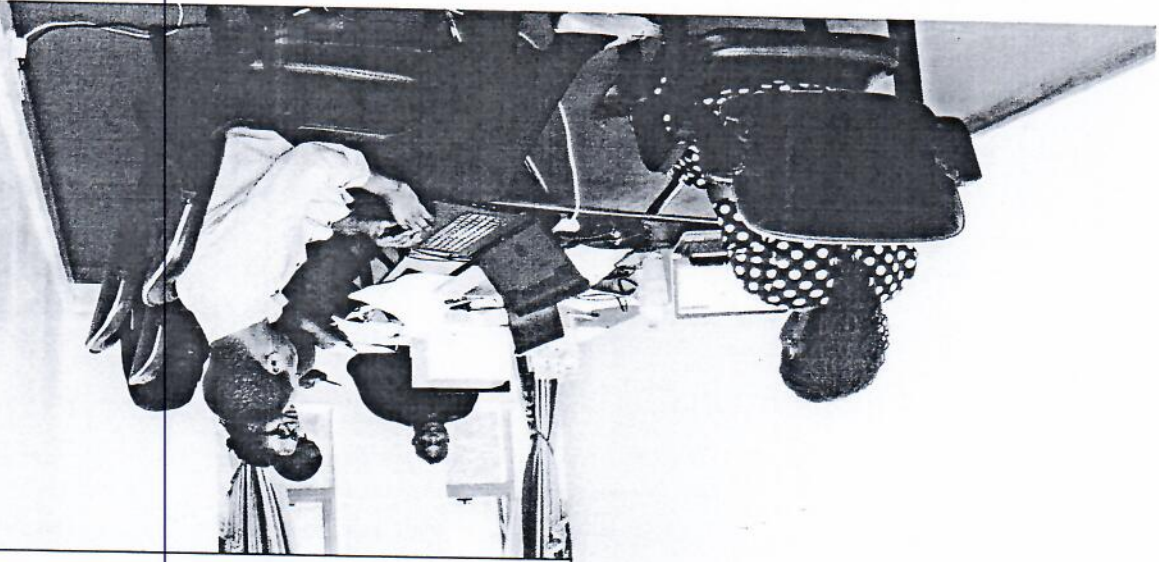
1. Shortlisting feedback from the screening team (shortlisting team)
2. Breakout groups: Sub-Constituency election
3. Announcing of the elected names and closing remarks
4. Closing remarks.

AGENDA FOR DAY TWO (2) ON 10TH SEPTEMBER 2019



CSO representatives during the CSO meeting to elect the representatives to the 4th TEITI committee to serve in the period of 2019-22

A team of specialists (screening team) from
REPOA, WAJIBU, LawAge, Independent
Consultant during the shortlisting session



Criteria for Applications

To assist the screening team, the rationale for the criteria and the guidelines of the applications was based on the critical importance of the role of the Civil Society in the EITI process. This critical importance is underlined by three key statements given in The EITI Standard 2019.

1. RATIONALE FOR THE CRITERIA AND GUIDELINES: The rationale for the criteria and the guidelines is based on the critical importance of the role of the Civil Society in the EITI process. This critical importance is underlined by three key statements given in **The EITI Standard 2019**. These statements are as follows:

1.1 From EITI Principle 4: "We recognize that a public understanding of government revenues and expenditure over time could help public debate and inform choice of appropriate and realistic options for sustainable development". (EITI Standard 19, p. 6). The engine for this public debate is none other than the civil society.

1.2 From EITI Requirement 1.3 a): "Civil society must be fully, actively and effectively engaged in the EITI process" (EITI Standard 19, p. 11)

1.3 From EITI CSO Participation Protocol: "The participation of civil society is fundamental to achieving the objectives of EITI....is key to ensure that the

transparency created by the EITI leads to greater accountability. ... Citizens' ability to work actively to make use of the information generated by the EITI is therefore a critical component of EITI implementation and civil society participation in the EITI". (EITI Standard 19, p. 44)

2. THE CRITERIA AND GUIDELINES AS DERIVED FROM THE THREE RATIONALE STATEMENTS:

b. The Criteria:

i. From EITI Principle 4:

The criteria are:-

- Ability to stimulate public debate.
- Fundamental awareness of the logic behind government revenues and expenditure.
- Ability to take part meaningfully in a public debate.
- Basic understanding of sustainable development and the 2030 SDGs.
- Satisfactorily informed about appropriate and realistic options for national development.

ii. From Requirement 1.3:

The criteria are:-

- Ample time for active and effective engagement.
- Courageous enough to defend CSO fundamental EITI rights.
- Ability to face obstacles to CSO participation.
- Confidence in speech freedom about transparency and natural resources governance despite restraint, coercion and reprisal.
- Having basic knowledge of the design, implementation, monitoring and evaluation of EITI process.

iii. From EITI CSO Protocol

The criteria are:

- Basic understanding of the EITI process.
- Critical awareness of the legal, regulatory, administrative and actual environment.
- Familiarity with non-MSG CSOs.
- Ability to cope with technical, financial and other capacity constraints affecting CSOs.
- An analytical and advocacy mind in order to be able to use data, reports and media effectively.

2. THE GUIDELINES

When choosing possible MSG candidates, CSOs should be guided by the following recommended guidelines:

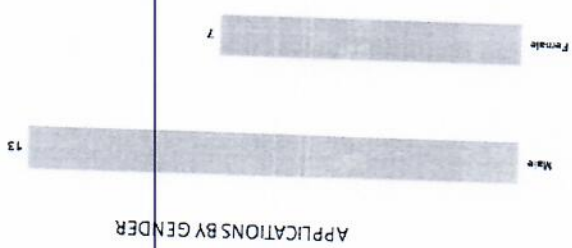
1. Your candidate is fully conversant with the aims, objectives an goals of your CSO.
2. As a CSO you are happy with your candidate in terms of his/her involvement with your programmes/projects or other systematic activities.
3. Your candidate can contextualize your CSO within the ambit of natural resources governance.
4. Your candidate has good enough working English and Kiswahili reading and writing skills.
5. As much as reasonably and rationally possible, observe gender balance in your nomination process.

SCREENING AND VOTING RESULTS:

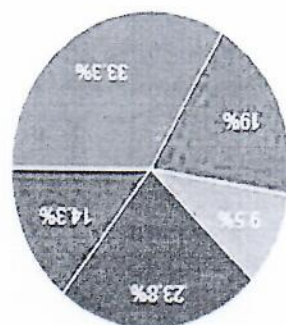
The Chairperson for the screening team then presented the summary of the applications per sub constituencies as follows



Out of 20 applications, 13 were males representing 65% of the total applications, whereas 7 were females representing 35% of the total applications

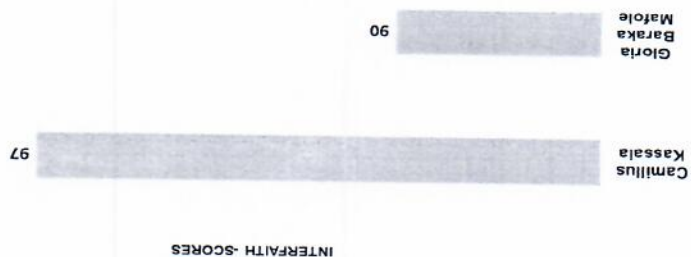


- Applications were launched on 28 August 2019
- Applications deadline was on 8 September 2019

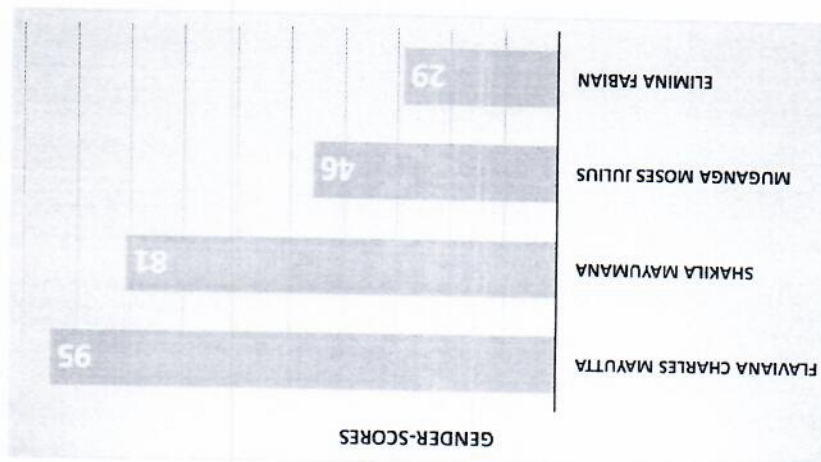


- Conventional NGOs
- Gender and Disability
- Interfaith
- Trade Union
- Publish What You Pay (PWYP)

INTERFAITH



GENDER-SCORES



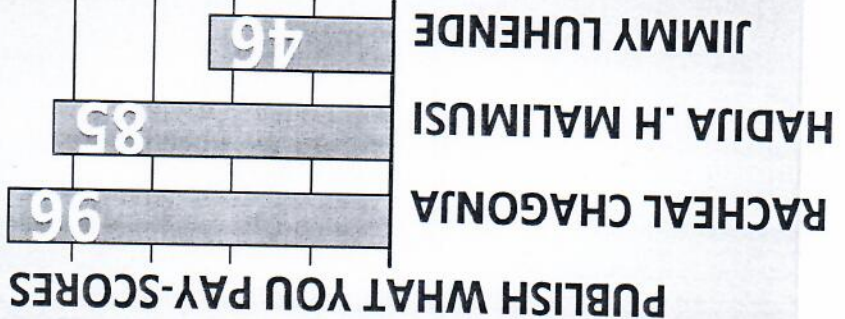
ELECTION RESULTS

Ms. Shakila Mayumana was voted as Principle representative for the Gender and Disability Constituency whereas Mr. Muganga Moses Julius was voted as alternate

ELECTION RESULTS

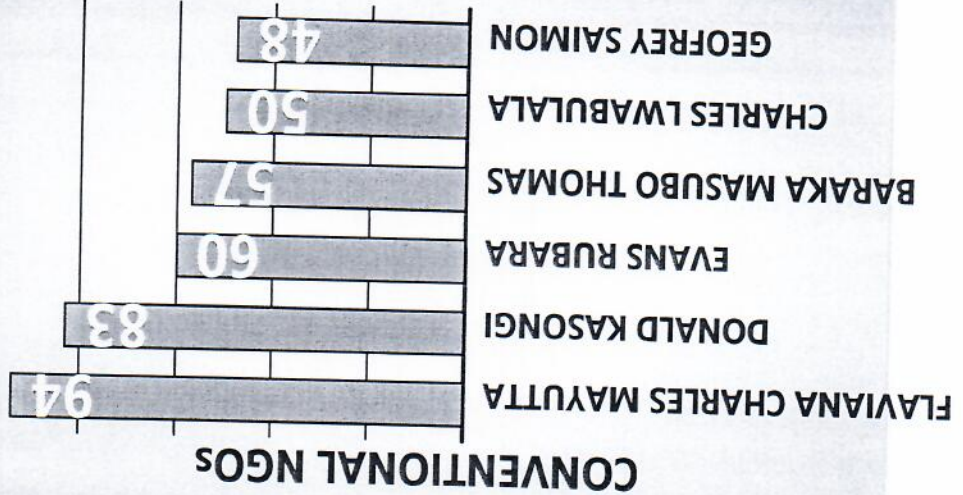
Dr. Camillus Kassala was elected as Principle for the interfaith Sub-Constituency and Mrs. Glory Mafole as alternate

Maintained constituencies include; PWYP, Interfaith, Trade Union, Conventional NGOs, Gender and Disability



Ms. Racheal Chagonja was
 voted as Principle
 representative for the PWYP
 sub constituency and Mrs.
 Hadija Malimusi was voted
 as alternate member.

ELECTION RESULTS



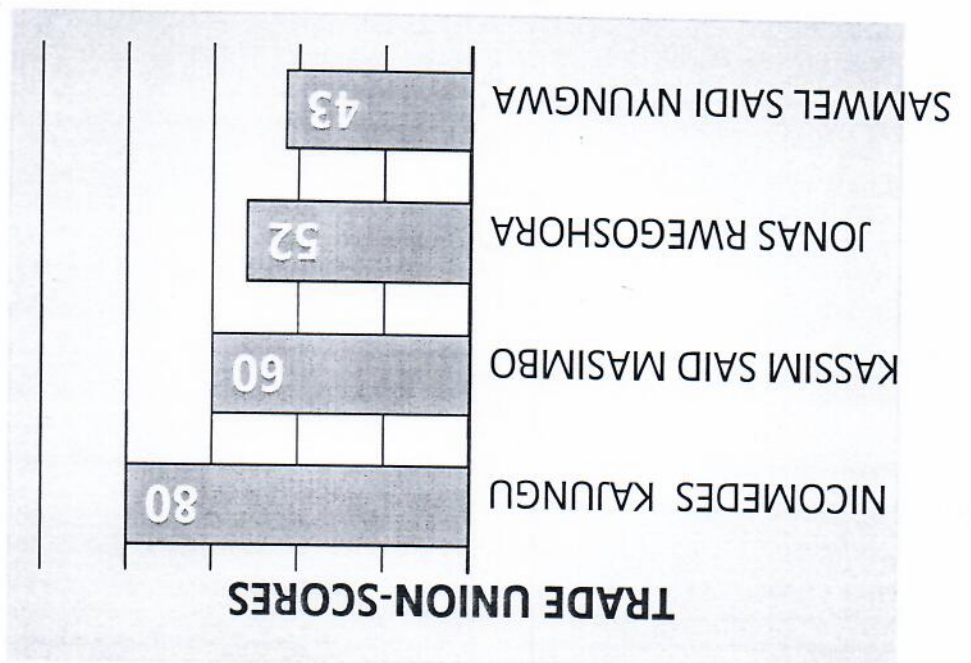
Mr. Donald Kasongi was
 elected as principle
 representative for the sib-
 constituency Conventional
 NGOs and Mrs. Flaviana
 Charles was elected as
 alternate member

ELECTION RESULTS



Trade Union representatives from
TAMICO and NUMET

ELECTION PROCESS IN THEIR RESPECTIVE CONSTITUENCIES



ELECTION RESULTS

Mr. Nicomedes Kajungu was
elected as Principle representative
for the Trade Union Sub
Constituency and Kassim Said
Masimbo was elected as alternate
members



Gender and Disability representatives
 from TGNP and SHIVYAWATA



Conventional NGOs representatives



Interfaith representatives from
 BAKWATA, TEC, CCT



PWYP CSO
representatives

CLOSING REMARKS

The closing ceremonies were graced by the TEITI committee acting coordinator, Mariam Mgaya who in her speech congratulated CSO for having completed the process to elect its representatives. In her speech she also welcomed the elected representatives promising to work with them closely. After that, she welcomed the Guest of Honor Bishop Dr. Stephen Munga to officiate the closing of the meeting.

In his speech, Dr Munga, started by congratulating the screening committee for putting in place mechanisms to enable a smooth election process. He also congratulated the outgoing MSG members through the TEITI secretariat for having worked for the period of 2016-2019. He believes that their contribution to TEITI process have enabled an increase in transparency and accountability in the extractive sector in Tanzania ([LIVESTREAMING LINK](#)).

He reiterated the need to have an induction meeting to capacitate the new elected representatives to understand what TEITI is, in order to easy their effective scrutiny while engaging in EITI processes in the country.



Bishop, Dr. Stephen Munga giving his closing remarks during the CSO meeting to elect its representatives to the 4th TEITI MSG to serve in the period 2019-2020. On his left hand side, Mrs Mariam Mgaya- TEITI secretariat Coordinator

Dr. Munga also emphasised the elected representatives among others on the following issues;

1. To see themselves as missionaries who have been sent by the wider community to represent well the interest of the Tanzania and making meaningful impact in the management of natural resources in Tanzania. MSG to remember that there is already enhanced development in the extractive sector compared to how it started during the 2009. In consideration to that, the elected representatives in the MSG should focus on that rather than taking the opportunity for their own interest.
2. The need to me trustworthy without being compromised
3. To work in collaboration for greater impact
4. Not to rush to share information in the public space that is not yet formal from the MSG. All information / data to come out timely to avoid creating confusion among stakeholders.
5. The elected representatives have the mandate to make sure that TEITI is well known and understood by the stakeholders especially government officials across all sector, and the wider Tanzanian community.

Prepared by

Hakikasilimali secretariat

(On behalf of the represented constituencies)¹

¹ Conventional NGOs-Policy Forum; Gender and Disability – TGNP and SHIVYAWATA; PWYP – Hakikasilimali, Trade Union-TAMICO and NUMET; Interfaith-Interfaith Standing Committee (BAKWATA, CCT and TEC)

MINUTES OF THE MEETING HELD TO PLAN FOR THE ELECTION OF THE MSC

CONSTITUENCY PLANNING MEETING

DATE: 26 AUGUST 2019

VENUE: HAKIKRASILIMALI OFFICES

Representatives of the CSO Constituencies

Interfaith

TCNP

PWYP

Invited from Wajibu institute

Invited from NRCI

Invited from JUMKUTA

Conventional NGOs

Trade Union

Attendance

1. Dr. Camillus Kassala
2. Grace Kisetu
3. Rachael Chagonja
4. Jackson Mmari
5. Sophia Rwegella
6. Evans Rubara

Absent with Apology

1. Semkae Kilonzo
2. Representatives from TUCTA / TAMICO

Agenda

1. Opening and introductions and adaptation of the agenda
3. Election Process for the TEITI MSC
4. Mandate to convene the next elections
5. Criteria for election of the CSO MSC
6. Election of the new CSO MSC
7. AOB
1. OPENING AND INTRODUCTION

The meeting was called to order at 1430pm by the coordinator of HakikRasiliimahi after all introductions were made. The hosting of this meeting with the representatives of the CSO constituencies was called to order in reflection of Government Public Notice through Ministry of

Registration No. 133413

Board of Directors: Chairperson: - Donald Kasong' - Governance Links • Vice Chairperson: - Semkae Kilonzo-Policy Forum • Members • Stephan Msechu-Tanganyika Law Society: - Amani Mustapha Mhinda - HakikMadini • Moses Kulaba - Governance and Economic Policy Centre (GPEC) • Secretary: - Rachael Chagonja

Minerals calling for nomination of the members of Tanzania Extractive Industries (Transparency and Accountability) Committee for the Period of three years from 2019-2022. (See Annex

2. ADOPTION OF THE AGENDA

The agenda presented was fully adopted after adding selection of the screening committee

3. ELECTION PROCESS FOR THE TEITI MSC

The Tanzania Extractive Industries (Transparency and Accountability) Act of 2015 requires for the establishment of the Tanzania Extractive Industries (Transparency and Accountability) Initiative that shall establish a committee that shall be known as the Tanzania Extractive Industries (Transparency and Accountability) Committee. The Committee shall be an independent Government entity which shall be an oversight body for promoting and enhancing transparency and accountability in the extractive industry¹

Therefore, subject to section 5(4) of the Tanzania Extractive Industries (Transparency and Accountability) Act of 2015, requires for five representatives from civil society organizations to be appointed by the respective umbrella organizations in accordance with procedures set out by such organizations and submitted to the Minister for announcement.

4. MANDATE FOR THE UMBRELLA ORGANISATIONS TO CONVENE THE CSO ELECTIONS

In 2016, HakiRasilimali was mandated by the wider CSO group to convene. This term has ended and therefore represented constituencies needed to discuss and appoint a new organisation that can lead and convene the 4th CSO MSC processes in TEITI.

Resolution

- a. The TEITA Act 2015, is silent on how the processes to elect their representatives in the TEITI MSC, therefore, the meeting agreed that HakiRasilimali to continue to convene the CSO MSC processes to serve in the coming term 2019-2022
- b. In future, the process to convene CSO MSC election process after this term shall be a rotational one

¹ Tanzania Extractive Industries (Transparency and Accountability) Act, 2015

- c. HakiraSimili to make request from the constituencies in supporting the coordination for the election processes of the new CSO MSG.

5. CRITERIA FOR ELECTION OF THE CSO MSG

The meeting discussed the need to have CSO MSG with adequate capacity to be able to have critical engagement in the TEITI MSG.

Resolution:

- To have criteria for candidates who wish to apply (see annex)
- Criteria for the convening organisation

6. ELECTION OF THE NEW CSO MSG

The dates for the outgoing CSO MSG to provide feedback to the wider CSO group has been slated on 9 September 2019 and Election of the new CSO MSG is slated for 10 September 2019

Resolution

- HakiraSimili to make a general notice to the wider CSO group so as they can start to make preparations.
- Within the constituencies they will be responsible to communicate with the convening organisations that will be presented during the election processes
- An online application form shall be generated for assessment
- There shall be a screening team composed of Natural Resource Governance Institute, NRCI, REPOA, ESRI, FCS, Wajibu and Women Fund of Tanzania

7. ANY OTHER BUSINESS

The meeting proposed that the election process should be held at Kisenka Hall, LAPF tower Kijitonyama, Dar es Salaam-Tanzania

TEITI secretariat shall be part of the election observers.

Registration No. 133413

Board of Directors: - Donald Kasongi - *Governance Links* • *Vice Chairperson:* - Semkai Kilongo - *Policy Forum* • *Members:* - Stephan Masehu - *Tunganyika Law Society* - Amani Mustapha Mhinda - *Hakimuladini* • Moses Kulaba - *Governance and Economic Policy Centre (GEP)* • *Secretary:* - Rachael Chaganya

Prepared and signed by

HakiRasillimali secretariat

Meeting convenor

Annex:

1) Online application form Link

https://docs.google.com/forms/d/e/1FAIpQLSeOOLKUfAY3Z002goOPpM8LeuRt-NfYwRa_7LKLDk5-Kcogq/viewform

2) Draft Criteria for the application processes

3) List of constituency representative who participated in the planning meeting

Transparency & Accountability for the Extractive Industry



Hakirasilimali

Hakirasilimali
P.O. Box 38486, Dar es Salaam
Mobile: +255 745 655 655
Email: info@hakirasilimali.or.tz
Web: <http://www.hakirasilimali.or.tz>

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No	Name	Organization	Gender (F/M)	E-mail	Tel No.	Signature
1.	Sophia Ruvumba	NPEI	F	sophia.ruvumba@npei.or.tz	0758 059 16	Sophia Ruvumba
2.	A. C. N. Kossala	ISCEJIC	M	edukasala2002@yahoo.co.uk	0757 72 3274	A. C. N. Kossala
3.	JACKSON NIMARI	WABU	M	niqarkn@wabi.or.tz	0686-314-926	JACKSON NIMARI
4.	Evans Ruvumba	FADEN	M	evans.ruvumba@faden.or.tz	0788180097	Evans Ruvumba
5.	Grace Kissa	TEMP Mahama	F	grace.kissa@temp.or.tz	0713301135	Grace Kissa
6.	Rachael Chaganya	Hakirasilimali	F	rachael@hakirasilimali.or.tz	0745 651655	Rachael Chaganya
7.						
8.						
9.						
10.						



REGISTRATION FORM

Date: 12 Sept 2019

Venue:

Tea Pointe - Kiunga Hall

Activity: MSCA CSC Election

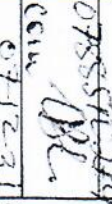
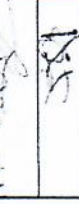
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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	Geremina S. Akilimal	TEG NP	F	geremina.akilimal@gmail.com	0755866184	
2	Abdullahi Omar	SHUGA	M	abdullahi.omar@gmail.com	0718255870	
3	Abdulla Zigi Shude		M	kasi@gmail.com	0713181282	
4	Mohamed Naton	SHUGA	M	Mohamed Naton or Naton@gmail.com	078121455	
5	Geoffrey Muriu	CCF	F	geoffrey.muriu@gmail.com	0784447394	
6	Philomena Ruvumbugu	MSCA CSC	F	Philomena Ruvumbugu@gmail.com	0784781270	
7	Lulu Okumu	BARDA	F	lulu.okumu@gmail.com	0765658808	
8	George Mollo	ILS	M	george.mollo@gmail.com	0717416597	
9	Alfred Muriu	BARDA	M	alfred.muriu@gmail.com	0765149200	
10	Johns Ruvumbugu	TEG NP	M	johns.ruvumbugu@gmail.com	0653200916	

REGISTRATION FORM

Date: 19 Sept 2019
 Venue: Tazara Centre - Kiunga Hall
 Activity: MUG 650 Ethics

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	CHARLES KIBULALA	WUNRS	M	charleskibulala@gmail.com	0754645670 / 0785544229	
2	SHARITY HALEMA	LANE	M	langshindia@gmail.com	0746021000	
3	Beatrice G. Yandiga	GEPC	F	beatriceyandiga@gmail.com	0757655551	
4	NEEFITH KUNIAMBA	GRSS	F		0655 758887	
5	TAMABU MPEMBA	TGNP	F		071230125	
6	THEODORE PETER	TANIC	F	theodorepeter@gmail.com	0656 394667	
7	LAUREN LALIBUT	TANIC	M	laurenlalibut@gmail.com	0774876673	
8	TUKA DANDI	KPSI	M		0713510032	
9						
10	DAVID G. SAMPA	KPSI	M		0717438315	
A	Dr Stephen Mwangi	CEC	M	stephenmwangi@gmail.com		

REGISTRATION FORM

Date: 18 Sept. 2019
Venue: Tazara - Kigoma Hall
Activity: MWT COE Workshop
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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	RASAB M. MIRUMA	Interfaith BAKAIA	M	mirumirumab123@gmail.com 09154370798	0622-344198	
2	MAMU Malyungu	Interfaith BAKAIA	M	Malyungu, h e f - h o r e	0622-344198	
3	FADHIL MEIN	ESTI	M	fadhilmeina@gmail.com 072661221	0786 877210	
4	MUSTAPHA Kinyunda	MRENKO	M	Kinyunda, M - c e l e b e r - e v	0786 877210	
5	VEENA NIWISI	VICCOE	F	Negumaji 15' gheru. com	0712 044 885	
6	FRANKLIN MASIKA	LEAT	M	franklin@leat.co	0753036965	
7	Bishop N. Lesau	ECT	M	lesau@nle@gmail.com	0754210324	
8	ISAAC SULTAN	NUNET	M	isacsultan@nuneftz.co	07169 190809	
9	Isaac Sultan	SALIMAN	F	Isaac Sultan	0113570558	
10	KARUNA STOREN	GAZARON	M	karuna@storen.co	0663715406	



Transparency & Accountability for the
Executive Judiciary

REGISTRATION FORM

Date: 10 Sept 2019

Venue:

Law Courts - Kisumu Halls

Activity: MUGS CO. Meeting

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	Donald Kasongi	Haki Rasili	Male	donaldkasongi@gmail.com	253754830838	
2	Ruth Bethuel	CODESA	Female	dmruthel@gmail.com	0713-345849	
3	Jimmy Lihende	ADLG	Male	Ceo@adlg.or.ke	0754 388 882	
4	SWAGELA AYOGE	NUMET	Male	comrshingela@gmail.com	0156-578047	
5	VICTOR KASSIKA	NUMET	M	victorkassika@gmail.com	0786638944	
6	KERKEN MUGOMA	HAKIRA	F	hofeta2002@gmail.com	0782244890	
7	Z.L. JORODI	NUMET	M	—	07824911287	
8	NELSON RABU	TJ	M	snely2009@gmail.com	0913878992	
9	Richard Chagya	HAKIRA	F	richardchagya@gmail.com	0711829000	
10	DORINE NIMBA	HAKIRA	F	info@hokimili.co.ke	0745 051217	



REGISTRATION FORM

Date: 10 Sept 2019

Venue: Tamboorle - Kiboga Hills

Activity: M.S.G. c/o. Kaduha

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	ESTHER BUZUKA	YFF	F	buzaesther@gmail.com	0455934512	Esther Buzuka
2	NEOMA E. MURUGU	YFF	F	neoma.murugu@gmail.com	0415 366760 0754 324358	Neoma Murugu
3	SALIMA K. ERMEST	YFF	F	skurudi75@gmail.com	0768657454	Salima K. Ermest
4	MARIAM S. MUGANYA	TEFI	F	mariam.mugany@gmail.com	0688386546	Mariam S. Muganya
5	CLEMENCE MURUGU	Dec of HCC	M	cmurugu@gmail.com	0686256257	Clemence Murugu
6	MOSES J. MURUGU	ARETER	M	moses.murugu@gmail.com	0758333773	Moses J. Murugu
7	SALIM MPANDA	YAPO 12	M	salimmpanda@gmail.com	0717311984	Salim Mpana
8	JOYNESS MANDIPU	CHIVANGA	F	joyness.mandipu@gmail.com	0714901803	Joyness Mandipu
9	DOROTHY MARECE	---	F	dorothy.marece@gmail.com	0754-262715	Dorothy Marece
10	ELIMURU SINDYO	---	F	elimuru.sindyo@gmail.com	0715630377	Elimuru Sindyo

REGISTRATION FORM

Date: 10 Sept 2019
 Venue: Jamzele - Kiunga Hall
 Activity: MIA 600 Meeting

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	JALITH JOHN	BITHI Rathimul Educational	F	janethjohn 530@gmail.com	0714351954	John
2	Shakela Tayassuma	IGNP	F	shakela_mahomed @ignp.org	0782-113045	Shakela
3	Section Mpenda	YAPU IGNP	M	satimpenda@ gnp.com	0717311984	Sam
4	Eyore An	HR	M	eyore@hakirasil i.org	076826741	Eyore
5	Luy Shao	HR	F	Rejoice@hakirasil i.org	0745 655 655	Luy
6	Joitha May	-	F	joithamay@gmail .com	68731682	Joitha
7	Bataka Kirango	Hakirasil	M	bataka1990@gmail.com	0762-362413	Bataka
8	Amani Mhinda					Amani
9	Datta Telam	TRAP	M	mupaulat@gmail.com	0919240930	Datta
10	Charles Mgechi	TRAP	M	cmgechi@gmail.com	0774866616	Charles
11	Isaac Munde	GPC	M	isande@gnp.com	0754772112	Isaac



Transparency & Accountability for the Extractive Industry

REGISTRATION FORM

Date: 10th Sept 2019

Venue: Kampala - Kibira Hall

Activity: MRA case studies

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	Edmund Rukamba	FADU	M	edmund.rukamba@fadu.or.ug	0788180097	
2	Francis CHAKES	BHEI	F	francis.chakes@bhei.or.ug	0755455555	
3	Nicomides Kanyungu	Mumet	M	nicomides.kanyungu@mumet.or.ug	07674853371	
4	ANNE P. Ngonzo	MUMET	F	annep@mom.gov.ug	0754823050	
5	Dennis Mubiru	P/c	M	dennis.mubiru@pco.or.ug	0856410610	
6	Grace Thandekwaga	Integrity	F	grace.thandekwaga@integrity.or.ug	0734285585	
7						
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REGISTRATION FORM

Date: 09 Sept 2019
 Venue: Tawana - Kibera Halls
 Activity: NCA 2020 election

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 What You Pay

S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	ALEXIS JIM	Kenya National Judicial Service	F	alexis.jim@njuds.go.ke	0114 351 951	[Signature]
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3	Shukela Mwangi	TGNP	F	shukela.mwangi@gmail.com	0182 113048	[Signature]
4	Blondine Samba	SHAWA	F	blondine.samba@gmail.com	0713571458	[Signature]
5	TONIES MASHA	CHVWA	F	tonies.masha@gmail.com	0714701803	[Signature]
6	Franklin Masika	LEAT	M	franklin.masika@gmail.com	0753036965	[Signature]
7	Abdullahi Shamba	SHAWA	M	abdullahi.shamba@gmail.com	0713811811	[Signature]
8	Mohammed Muten	SHAWA	M	77@gmail.com	0718181455	[Signature]
9	Ashef Mwanjika	CCJ	M	ashef.mwanjika@gmail.com	0754216324	[Signature]
10	Anne P. Ngũgũ	NWMA	F	anne.p.ngũgũ@gmail.com	07154823050	[Signature]

REGISTRATION FORM

Date: 09 Sept 2018
Venue: Tanzania Kigoma Hall
Activity: NIG CSC Workshop

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
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2	Danani Mhinda	HakiRasili	Male	danani.mhinda@gmail.com	076653460	
3	Isaac Munde	YPC	Male	isihunde@gmail.com	0754 772212	
4	Nikemates Kajungu	MANET	Male	nikemateskajungu@gmail.com	0767 48 3321	
5	Zukenda Kasongu	11	11	---	0784 911287	
6	ISAAC MUDAN	NUNET	Male	isaacmudan@gmail.com	0769 190809	
7	SHARIFI MUSA	LANA	Male	sharifimusa@gmail.com	071231614	
8	Claudia Mwanuzi	DEFT	Male	claudia.mwanuzi@gmail.com	0782 25157	
9	Isaac Munde	YPC	Male	isihunde@gmail.com	0754 772212	
10	Isaac Munde	YPC	Male	isihunde@gmail.com	0754 772212	
11	EUGENE JOHN	HG	Male	eugenejohn@gmail.com	0755 405533	



REGISTRATION FORM

Date: 09 Sept 2019

Venue: Tawaneke - Kiunga Hill

Activity: MSA 450 Fieldwork

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	CHARLES LUBUWALA	MUNRS	M	charleslubu@outlook.com	0754445790 / 095510279	AB
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3	NEEMA MUKHAI	GASS	F		0712 04485	AB
4	SANGELA L. ARORE	MWET	M	comeshop1@gmail.com	0156.578647	AB
5	HAMIS MALIWA	BOLWAHA	M	mbunge.h@yco.co.ke	0612-344188	AB
6	KILIANWA SIMWA	TUSPO	F	elerning@yco.co.ke	0715630352	AB
7	KAMULA THESON	SACHAKA	M	thesonk@yco.co.ke	0655719402	AB
8	DENNIS MUEB	PANETI	M	elito2013@yco.co.ke	0655.916616	AB
9	SWANAL SIKIRIWA	NALANGO	M	swanalg@yco.co.ke	0754310094	AB
10	DORINE NGALA	HE	F	info@elito2013@yco.co.ke	0945655555	AB



REGISTRATION FORM

Date: 29 Sept. 2019

Venue: Teneante - Kiunga Hills

Activity: MIA CSO Talks

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S/N	NAME	ORGANISATION	GENDER (F/M)	E-MAIL	TEL NO.	SIGNATURE
1	Musina Kuthura	INKINDA	Male	Kuthura@gmail.com	0786 877210	[Signature]
2	MUNY Joubin N					
3	Moses J. MURANGA	AKEEB	Female	thamling@gmail.com		[Signature]
4	MARIAM S. ALIYAH	TEFI	Male	mariam.aliyah@gmail.com		
5	NEEMA	TEFI	Female	mariam.aliyah@gmail.com	0115 366700	[Signature]
6	Ph. STELLUS DANIEL	TEC	Male	stellus.daniel@gmail.com	0756 872957	[Signature]
7	NEURO	ILS	Male	neuro@gmail.com		
8	THORON	TAMUC	Female	thoron@gmail.com	0756 872957	[Signature]
9						
10	Pilieta KUMUNYAGA	CSO KISA	Female	Pilieta@gmail.com	0786 781270	[Signature]
10	Ab. Didi Didi	TAS	Male	Abidi@gmail.com	0786 872957	[Signature]

- Conducted some community engagements and interventions as response to the report on Gender equity survey in Geita by providing education of how to establish new referral groups and building capacity on existing forums under government
- Partnered and collaborated with Commission for Good Governance and Human Rights (CHRAAG) in development of National Baseline Assessment (NBA) on Business and Human Rights which will lead to the development of National Action Plan (NAP) on Business and Human Rights in Tanzania
- Adviser on companies Community-sustainable investments projects
- Collaborated with CHRAAG in establishment of Business and Human Rights team/task force within the commission
- Act as mediator between Government (TPDC), Company and Community members in Njia ne-Kilwa on conflicts related compensations of pipeline passage. The parties were brought together and resolved the disputes peacefully.
- Conducted training on corporate/community sustainable investment in the area around the mining areas.
- Conducted Round table discussion with government and corporates on issues of policies and Business and Human Rights in Tanzania
- Have conducted training to Members of Parliaments, Councilors, CSOs and Community members on various issues of gender, transparency, accountability, policies, environment, labour, taxation, land rights protection and importance having shared agreements in the investments areas.
- Production of reports exposing violations of human rights by corporate bodies in the area of labor, land, environment, gender, taxation and other accountability issues.
- Providing Legal service and Legal Aid based services to community members who cannot afford the cost of hiring advocates
- Participated in the development of the Legal and Human Rights Centre operation for the Year 2012-2018 as well as Departmental Technical Approaches for the FY 2012-2018.
- Researcher, Founder and Coordinator of the publication of yearly report on Human Rights and Business since 2011 to 2015; the report is being produced to date
- Carried out Training, Capacity Building and Mentoring Consultancy Assignment with Government representatives, National and International NGOs participants, Civil Society and Community Based Organizations after developing Short and Tailor made courses on Advocacy and Policy.
- Documented and disseminating Promising practices in Development, Advocacy and policy implementation on affecting marginalized Youth, Children, women and men in communities.
- Developed Concept papers and project proposals on citizenry rights based empowerment projects.
- Participated in Advocacy Programmes Participatory monitoring and Evaluations- midterm and End-term evaluations.
- Participated in the UN meetings 55th Sessions on Commission and Status of Women (CSW) specifically focusing on the achievements, challenges and Way forward plans to promote Education and Training.
- Participated in the UN forums of Human Rights and Business held in Geneva, Switzerland
- Participated and presented a paper on International Bar Associations (IBA) held in Brussels, Belgium
- Participated and delivered a speech in the International Bar Association in Japan
- Participated and delivered a speech in Uganda Lawyers Association Annual general meeting
- Participated and delivered a speech in East African Lawyers Association held Rwanda
- Participated in 3 training of International Standard Organizations (ISO) 26000 on Social Responsibility held in Serena hotel Dar es Salaam and Boma Hotel, Nairobi Kenya.
- Trained about 100 stakeholders from different companies, government departments and NGOs on International standard Organizations (ISO) 26000 on Social Responsibility held in Tanzania.
- Editor-Business and Human Rights Journal (BHRJ), Published by Cambridge University Press since 2016 to date

- 4. COMPETENCIES**
- International Speaker at International Congress of Global Justice and Human Rights held in March 2018 at University of Externado de Colombia in Bogota, Colombia; Organized by University of Toronto Canada and Mining Institute at Faculty of Law at the University of Externado de Colombia. The congress brought experts from about 10 countries and involved more than 200 experts and participants including representative of Colombian army and government
 - Represented in Malawian court 8 Tanzanian/local community detained in Malawi prison and charged with espionage/spying case after visiting Malawi (Karonga) for a study tour. The 8 Tanzanian were found innocent by Malawian court after 6 months of vigorous court processes.

I have the following skills:

- Carrying out Gender Analysis and Gender Planning tools
- Carrying out training on women aspirants of various political post and other related posts
- Establishing links and good working relationship between government, Community members, Civil Society organizations, companies, international organizations in the area of Business and Human Rights.
- Negotiations and Analytical skills
- Carrying out secretarial works and report to Council of African Bar Association (AFBA) and to the Board of Business and Human Tanzania(BHRT)
- Carrying out strategic litigation
- Leadership and Management Skills in Effective Organization
- Carrying out Policy Advocacy Needs Assessment, developing Policy Briefs and presentation during lobbying meetings with decision makers, Concept papers and Proposal, and Project Design Development, Policy research to gather evidence in influencing policy during agenda setting, implementation and monitoring.
- Carrying out training needs assessment and developing training objectives, content, implementing and evaluating training.
- Project management and Results Based management
- Programme/projects designing, monitoring and Evaluation with assessment skills/Baseline Surveys.
- Training, developing and applying Results Based management during assessment, programme design, monitoring, evaluation and redesign.
- Basic facilitation and presentation skills
- Research, documentation of best practices and sharing research results for policy influencing and developing program interventions.
- Developing training manuals and translations.

5. SELECTED PUBLICATIONS AND PAPERS PRESENTED

- Postgraduate Diploma in Law, Mediation and Arbitration: Published Dissertation on the Role of State Organs in Combating Child Trafficking, Institute of Social Science, Tanzania. (2011).
- Masters in International Law and Human Rights; Published Dissertation on Permanent Sovereignty over Natural Resources, University of Coventry, UK. (2006).
- Degree in Law; Published Dissertation on the Right to Education to Young Girls, University of Dar Es Salaam, Tanzania. (2004).
- Human Rights and Business in Tanzania Paper: Presented in Lima, Peru Workshop Organized by FIDH, 2012.
- Presented and shared experience on the Right to Health, Clean and Safe Environment held in Naivasha, Kenya, 2013.

- Presenter of Tanzania best practices on Human Rights and Business in a 2nd UN Forum on Business and Human Rights; Geneva, Switzerland 2014.
- Founder, Researcher and Coordinator of only research and publications/report on Human Rights and Business since 2011 to date. The report provide voices and analysis of the situations of Human Rights and Business in Tanzania ranging from labour, land, environment, consumer rights protections, taxation, community engagements, gender and other accountability issues.
- Involved in developing and translating a Human Rights Quick Check for Corporate Social Responsibility-2010. Assigned by Legal and Human Rights and Aim for Human Rights.
- Coordinated and prepared a booklet on Corporate Social Responsibility-March, 2011.
- Coordinated and prepared the booklet on Community Rights in the Investment area, 2012
- Coordinated and developed a booklet on the right to clean, health and safe environment-June, 2012
- Coordinated the research and took part in preparation of the 3 booklets on corruptions, Rights to health and Rights to Education in Tanzania
- Coordinated a translation of UN Guiding Principles of Business and Human Rights (UNGPs) into user friend language of Swahili.
- Participated in consultative meeting with UN special Rapporteur on Peaceful assembly and of association in sustainable development, 2019
- Participated in African commission sessions both at Banjul-Gambia, 2018 and Sharm El Sheikh-Egypt
- Participated in reviewing laws under certificate of urgency in extractive sector and presented recommendations to the Parliament under Tanganyika law society in 2015
- Conducted and Published the Fact Finding Mission on:-
 - i. North Mara-On water spillage from African Barrick Gold Mining to River Tighite, The Fact finding mission was carried from 2010- 2011.
 - ii. Mkuju River Project: Fact Finding Mission on Environmental Protection following Uranium exploration on the Selous Game Reserve which is under World Heritage Site. The mission was meant to come up with findings which will be used to advice the government in ensuring that during the exploration the Biodiversity was not in danger and rights of community members are protected; 2011.
 - iii. Bahi and Manyoni-On Uranium Exploration Activities-Community members' Rights and impacts of uranium mining to people's health 2011. The report was shared with relevant authorities
 - iv. Lolondo Saga between foreign Investor and Pastoralists and on environmental destruction on Lolondo Game Reserve-2010.
 - v. Nzeza-Resolute Gold Mining: Environmental pollutions and destruction; investigated on reported pollution and bore holes which were about to be left after the Mining was about to be closed.
 - vi. Geita Gold Mine-On the issue of water pollution and air pollution and other related human rights violations.
 - vii. Separate fact finding mission in six regions of Tanzania on the Rights to education in government secondary schools (Why failure?) under LHRC
 - viii. Fact finding mission on the Right to Health in the selected Hospitals and Dispensaries based in three districts of Dar es Salaam-Ilala, Kinondoni and Tembeke under LHRC
 - ix. Fact finding mission on corruption in 8 regions of Tanzania under LHRC
 - x. Fact finding mission on community engagement and investment in the areas of investments in Tanzania-2013
 - xi. Fact finding mission on Impact of mining to community members around Mwadui mining in Shinyanga Region.

6. PROFESSIONAL TRAININGS ATTENDED

- Training on Corporate Governance, Organized by the Centre for Corporate Governance at Saroya White sands Beach and Resort Hotel in Mombasa, Kenya- 2011.
- Training on Mediation and peace building mission by FEMWISE under African Union, 2019
- Training on Negotiation, Mediation and Arbitration in Swaziland; coordinated by Law Reform Commission of Tanzania (LRCT)
- Training on Regional and International Human Rights mechanisms held in Zanzibar and Ethiopia under United Nations Human Rights; Office of the High Commissioner for Human Rights (OHCHR)
- Regional Workshop on the Promotion and Protection of Human Rights through Monitoring and Engaging in Strategic Advocacy 18-20 June 2018 Addis Ababa, Ethiopia under the United Nations Human Rights; Office of the High Commissioner for Human Rights (OHCHR)
- Participant in Leadership Training programme carried out by EISA, Johannesburg-South Africa, 2004.
- Training on Research Skills Development Programme at Eastern and Southern African Management Institute Arusha, Tanzania- 2009.
- Training on Global leadership Summit (GLS) in Tanzania, Supported by Willow Creek Association founded by Bill Hybels: Chicago, United States of America-2011.-2014
- Training on Advocacy, Policy, Development (Programme) and Gender in Addis, Ethiopia-2009.
- Training on project coordination under Aim for Human Rights held in Aim for Human Rights offices in Netherlands, 2010.
- Training on Social Responsibility (SR)-ISO 26000
- Training on Legal practice/internship at IMMA Advocates
- Training on Project Management: Tools and Skills" conducted by MDF-ESA Trainers and Consultancy Company situated in Arusha, Tanzania-2011.
- Training on Grievance mechanism held in Naivasha, Kenya under SOMO in 2013
- Training on Uranium mining held Germany, France and Czechoslovakia (from 19th October to 2nd November, 2015).
- Advanced training on Business and Human Rights held in Pretoria, South Africa, July 2016
- Advanced training on Rights to development held Pretoria South Africa, September, 2016
- Training on Legislative drafting carried out in Morogoro; coordinated and organized by the Law Reform Commission of Tanzania (LRCT) in 2010
- Advanced Training on Research and Report writing skills at ESAMI coordinated by the Law Reform commission of Tanzania(LRCT)-2009
- Media and Advocacy Training by Mwananchi communication Ltd under Law Reform Commission of Tanzania (LRCT).
- Training on Regional and International Human Rights Mechanisms under
- Training on Security management under Human Rights Defenders Coalitions (THRDC) held on 2018.
- Training on Human rights/Public interest litigation, Security Management and Risk Assessment to Tanzania Human Rights Lawyers held in Dar es Salaam at Kissenga Hotel Kijitonyama from 3rd to 5th October 2018.
- Training on Human Rights Cases, Public Interest Litigation and Security Management to Human Rights Lawyers in Tanzania held on 26th -27th June 2019.
- Regional Workshop on the Promotion and Protection of Human Rights through Monitoring and Engaging in Strategic Advocacy 18-20 June 2018 Addis Ababa, Ethiopia under the United Nations Human Rights; Office of the High Commissioner for Human Rights (OHCHR)
- Training on Women Human Rights Defenders-WHRD held at Yaya Village, Addis Ababa, Ethiopia from 28th -31st November, 2018

7. EDUCATIONAL QUALIFICATIONS

- Training on Inclusive Resources Development-Fundamentals from 8th-9th March 2019 under the Tanganyika Law Society in collaboration with the Canadian Bar Association (CBA), under its Supporting Inclusive Resource Development in East Africa (SIRD) project, a ten days training for lawyers in Natural Resources Management in Tanzania.
- Training on Community Engagement and Developments from 28th-29th March 2019 under the Tanganyika Law Society in collaboration with the Canadian Bar Association (CBA), under its Supporting Inclusive Resource Development in East Africa (SIRD) project, a ten days training for lawyers in Natural Resources Management in Tanzania.
- Training on Land Acquisition, Resettlement and Compensation held at Double Tree by Hilton Hotel, Dar es Salaam; 13th and 14th June, 2019 under its Supporting Inclusive Resource Development in East Africa (SIRD) project, a ten days training for lawyers in Natural Resources Management in Tanzania.
- Training on health, Safety and Environment; 18 and 19th June, 2019 at held at Double Tree by Hilton Hotel, Dar es Salaam; 18th and 14th June, 19th under its Supporting Inclusive Resource Development in East Africa (SIRD) project, a ten days training for lawyers in Natural Resources Management in Tanzania.
- Training on Natural Resource governance held in Dar es Salaam under the Tanganyika Law Society in collaboration with the Canadian Bar Association (CBA), under its Supporting Inclusive Resource Development in East Africa (SIRD) project, a ten days training for lawyers in Natural Resources Management in Tanzania.

Name of Institution (Date from-to)	Degrees and Diplomas Obtained
Coventry University; London, United Kingdom: 2005-2006	Masters in International Law and Human Rights.
Institute of Social Works; Dar es Salaam, Tanzania: 2010-2011	Postgraduate Diploma in Law, Mediation and Arbitration.
University of Dar es Salaam; Dar es Salaam, Tanzania: 200-2004	Bachelor of Law Degree, LL.B

8. LANGUAGE SKILLS: (Indicate Competence on a Scale of 1 to 4 (1-Excellent; 4-Beginner)

Language	Reading	Speaking	Writing
English	1	1	1
Swahili	1	1	1
French	4	4	4
Spanish	4	4	4

9. MEMBERSHIP TO PROFESSIONAL BODIES

- Member African Union's Network of African Women in Conflict Prevention and Mediation/Peace building network (FemWise-Africa) since 2011 to date
- Member to East African Law Society since 2011 to date.
- Member to Tanganyika Law Society to date

- Member of University Council, University of Dar es Salaam, 2002-2003 (appointee of University Students' Organization styled as DARUSO.
- Members, International Bar Association (IBA)
- Member-Tanzania women Lawyers Association (TAWLA)
- Members African Bar Association (AFBA)
- Member African Coalition for Corporate Accountability (ACCA)
- Member Haki Rasili Mali Coalition
- Member of editorial board of Business and Human Rights Journal (BHRJ), Published by Cambridge University Press

10. PROFESSIONAL INTERESTS

- Conducting Research
- Carrying out Advocacy Research, training, Program design, needs assessment, developing policy briefs for engagement with decision makers, monitoring and evaluating advocacy efforts
- Project management using Results Based management, proposal and concept paper development.
- Strategic Planning for Organizations and Institutions
- Management for Development Organizations
- Writing books, reports, booklets and fliers for educational purposes
- Reading motivational books
- Teaching and counselling people on different issues

10. PERSONAL PARTICULARS

Family Names
First Names
Date of Birth
Nationality
Marital Status
Contacts
Kuyava Mayutta
Flaviana Charles
December 27th, 1978.
Tanzanian
Married
P.O.BOX 80105, Dar es Salaam
+255 755 455 555
flaviacharifz@gmail.com

11. REFERENCE

1. Dr. Lillian Mongella, Dean of Faculty of Law,
University of Ruaha- Iringa
Mobile: +255 (0) 713453460
Dar es Salaam, Tanzania.
Email: lillian_mongella@yahoo.com
2. Raphael Bahati Mgaya (Advocate);
Dar es Salaam, Tanzania
Mobile: +255 (0) 788523649
Email: raphael.mgaya@gmail.co
3. Pro. Esther Lugwisha, Senior Lecturer
University of Dar es Salaam, Dar es Salaam
Dar es Salaam, Tanzania.
Mobile: +255 (0) 715 24 76 61;
Email: elugwisha@gmail.com

4. **Attorney General Chamber, Tanzania**
Prof. Adelardus Kilangi, Attorney General
Dodoma, Tanzania.
Mob: +255753681539
Email: kilangi@hotmail.com

- † Got some members of parliament requesting for policy briefs so that they extract points for use during parliamentary sessions.

ii. Capacity building activities in Social Protection Project component - UNFPA Funded Project (2012-2015): This involved working with Regional and district administration as well as the Social Welfare department in the ministry of health and Social welfare on sensitization sessions and capacity building and formation of child protection teams in project areas.

Achievements:

- † Formation of Tarime District Child protection teams
- † Sensitization of the Mara regional security and safety team on child protection issues in the region as well as the Tarime district administration.
- † Managed to work with the Tarime district child protection team and convinced UNFPA to support the Tarime District Council Welfare Officer by providing a computer and a printer to easy storage of data and reporting of cases.

iii. Gender, Democracy and Constitution-a Foundation for Civil Society Project (2012-2014) In this project, I mostly coordinated trainings and trained in Dar es Salaam where CSOs, CBOs, and other NGOs in four zones of the country so that they take part in sensitizing community members in their areas so that they participate in the constitution making process and the referendum (which did not take place).

Achievements:

- † The institutions trained managed to train in their communities as planned
- † An association for the elderly in Zanzibar managed to write to the parliament and travel to the parliament and there is a clause in the proposed constitution on rights of the elderly.

5. CONSULTANCIES:

Training on Gender Based Violence in relation to Sexual and Reproductive Health to secondary school teachers from various regions in Tanzania during the FEMINA Hip National Youth Conference (2018) in Dar es Salaam

Training to potential aspirants seeking primary party nomination for 2015 General Election in Tanzania-a UN Women election project implemented by TGNP & LHRC (June, 2015)

Training to Women, Youths and People With Disability candidates for 2015 General Election in Tanzania-a UN Women election project implemented by TGNP & LHRC (October, 2015)

Co-Facilitator during Awareness raising session to the Tarime District Council on the Role of District Officials in Supporting Child Protection issues in the district (December, 2015)

7. CONTACTABLE REFERRES

1. Anna Holmstrom Mgone (Programme Analyst - UNFPA Tanzania)
E-mails: holmstrom@unfpa.org/holmstrommmgone@gmail.com
Dar es Salaam/Tanga, Tanzania
Mobile: +255 683 501 990

2. Ms Zuki Njalei Mihyo (former GTI Principal)
P. O. Box 35192,
Dar es Salaam, Tanzania

Email: zukimihyo@gmail.com
Mobile: +255-755 875 826

I, *Shakila Mayumana*, declare that all the information I have provided in Curriculum Vitae is true to the best of my knowledge.



Signature

02 September, 2019

Date

CURRICULUM VITAE

Name: Moses Julius Muganga

Date of Birth: July, 20th, 1981

Place of Birth: Ikizu, Mara, Tanzania

Address: Alpha and Omega Reconciliation and Peace Building (AREPEB)
P.O Box 8867 Dar es Salaam

Tanzania
Email: mosesmuganga@gmail.com,
mosesmuganga@arepeb.or.tz

Website: www.arepeb.or.tz

Mob: +255 752 309897

+255 758333773

Qualifications:

- 2018 The Role of None-State Actors in Mass Atrocity Prevention
- 2017 Certificate of Early Warning and Mass Atrocity Prevention, The Auschwitz Institute for Peace and Reconciliation, April, 2018
- Certificate of Foundations in Mass Atrocity Prevention, The Auschwitz Institute for Peace and Reconciliation, November, 2017
- Masters in Humanitarian Action Development and Cooperation at The Open University of Tanzania Dar es Salaam Centre 2017 ongoing
- Bachelor of Arts in Conflict Resolution and Peace Building, Kampala International University, December, 2013
- Cert. Advanced level Secondary Education, Midland High School, Kawempe, Kampala, Uganda, 2007
- Cert. Ordinary level Secondary Education, Aldersgate Secondary School, Babati 2005
- Certificate of Primary School, Mugea Primary School, 2001

Course and Study attended

- Foundations in Mass Atrocity Prevention, The Auschwitz Institute for Peace and Reconciliation (AIPI), November, 2017
- Early Warning and Mass Atrocity Prevention, The Auschwitz Institute for Peace and Reconciliation, April, 2018
- Practical Approaches to Building State Capacity to Prevent Genocide and Mass Atrocities. Kigali Rwanda, April, 2018 under AIPI Training
- Collective Memory, Memorialization and Prevention, The Auschwitz Institute for Peace and Reconciliation, May, 2018.
- The Role of Non-State Actors in Mass Atrocity Prevention, The Auschwitz Institute for Peace and Reconciliation, December, 2018

Employment Record

- Volunteer, and Founder (NGO) Alpha and Omega Reconciliation and Peace Building (AREPEB) December, 2014 to date
- Legal Services Support, Ecobank Tanzania Limited, July, 2012-March, 2018
- UBER DRIVER at Dar es Salaam March, 2018 up-to-date.

Objectives

Moses Julius Muganga



- Promoting human rights activities, reconciliation and peace building as the only key of resolving all issues concerning conflicts.
 - Charitable activities to the orphanage centers, refugees camp, hospitals, old people centers and schools.
 - Promoting peace harmony and cooperation's within our communities.
 - Promote arms control and disarmament measures with the motive to improve and develop peace, harmony and tranquility
- ECOBANK TANZANIA LIMITED**
- Documents fillings, Collecting all Company Search from all Branches to be registry in BRELA, to make sure all documents from Corporate Banking and Domestic Banking are signed by Manager Business trips with speed and accuracy, receives Contract Register in professional manner to the Head of Legal/Legal Officer, ensures safe keeping of all Legal Documents e.g. Security Documents from Customers, ensure that all immediate actions required by rules and regulations are taken to help customers following all procedures of filling the Documents, working together as a team work, and maximum satisfaction index to internal and external customer

Referees

1. Dr. George Kanile
Director of Admission
Kampala International University-Dar es Salaam Campus
P.O. Box 9790
Dar Es Salaam, Tanzania
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2. Felistas Joseph Mushi
Ministry of Constitutional Affairs and Justice
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Email: felistatz@yahoo.com
3. Samson Gesogwe
Country Head, Human Resources
Ecobank Tanzania Limited
P.O. Box 20500
Dar es Salaam
Tanzania
Mobile: +255 754 293 756
Email: sgesogwe@ecobank.com

DR. KASSALA



A CURRICULUM VITAE (CV):

DR. CAMILLUS D. N. KASSALA, Ph.D.,

- Senior Lecturer & Dean of Students
Eastern Africa Statistical Training Centre, Dar es Salaam – Tanzania
- Editorial Board Member
National Bureau of Statistics, (Ministry of Finance and Planning) - Tanzania.
- Research Fellow, Extractive Industry
Interfaith Standing Committee for Socio-economic Justice and Integrity of Creation - Tanzania
- Member of the Scientific Council
Ordo Socialis of Cologne, Germany,
- Member of TEITA MSG Committee
United Republic of Tanzania
- Chief Statistician
SADC 'Basic Income Grant' Campaign Secretariat
- Contacts:

E-mail: cdnakassala2002@yahoo.co.uk; camillus.kassala@eastc.ac.tz
Mob.: +255 754 72 22 74

P.O. Box: 35103 – Dar es Salaam, TANZANIA.

Having obtained two Bachelor's degrees (Philosophy, 1981 *Milltown Par Institute – Dublin* and Theology, 1985 *Pontifical Gregorian University – Rome*), he taught for some years (Maths, Chemistry, Physics, English Language) in intermediate higher learning institutions, in 1990 he joined the Institute of Finance Management (IFM) as a lecturer, got a Master's degree (1994, Warwick University-UK) in sociolinguistics and followed a PhD course (2004-2009, Groningen

University-Netherlands). His thesis was about 'Critical Sociolinguistic Competence in Strategic Managerial Performance: the Case of EAC', and taught Communication Skills, Business Communication and International Business Communication at IFM until he retired in July, 2011.

He is currently serving as Dean of Students and Senior Lecturer at the Eastern Africa Statistical Training Centre, as well as Member of the Editorial Board of the National Bureau of Statistics, Dar es Salaam – TANZANIA.

Dr. Kassala, is also currently working with the Interfaith Standing Committee for Socioeconomic Justice and Integrity of Creation in Extractive Industry. The Committee comprises the leaders of the faiths' communities in Tanzania, under the National Muslim Council (BAKWATA), Christian Council of Tanzania (CCT), and Tanzania Episcopal Conference (TEC). His area of involvement is socioeconomic justice in extractive industry (mining, oil and gas). He is now developing a Corporate Social Responsibility (CSR) index to measure the contribution of mining investors to the welfare of the local communities in mining areas. He has recently began to work on African Political Risk Index to measure the likely hood of political conflicts which are the main causes in Africa of the syndrome of IDP's.

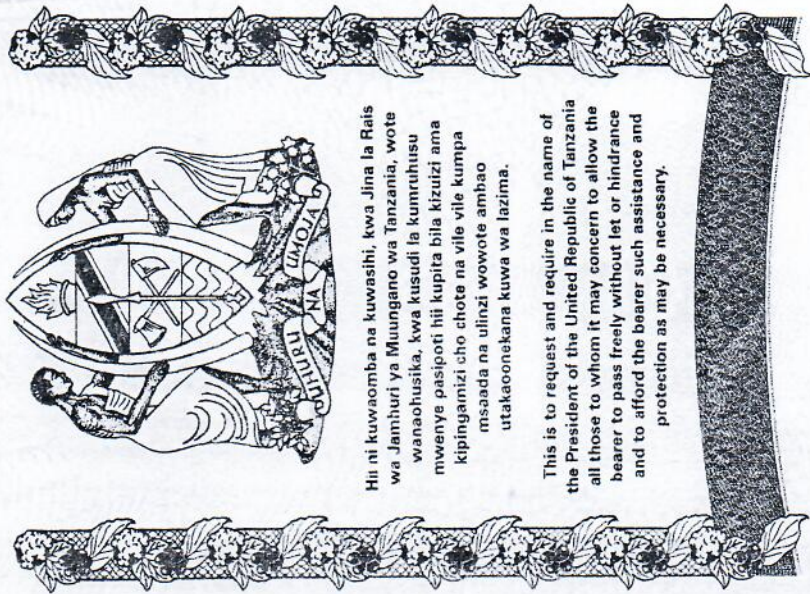
Apart from on-site study tours in the mining areas in Tanzania (Geita, North Mara, Kahama-Buzwagi, etc.- 2011), as well as South Africa (2010) and Ghana (2010), Dr. Kassala has written and presented papers in different forums, conferences, workshops and seminars, recently, as follows:

- ✓ 2016 – March: Dar es Salaam (TANZANIA) Konrad Adenaur Stiftung Symposium on Ethical Leadership and Sustainable Development: the Case of Africa and the SDGs, Experiences and Lessons from Tanzania's 2015 General Elections.
- June, Rome (THE VATICAN) Pontifical Council on Justice and Peace, *The Socio-political, socio-economic and socio-cultural Impact of the Social Doctrine of the Church in Africa*.
- June, Dar es Salaam (TANZANIA) Mwalimu Nyerere Memorial Academy Natural Resources Symposium, *Natural Resources and Good Governance in Tanzania: Challenges and Opportunities*

- November, Johannesburg (SOUTH AFRICA), IFAISA Stakeholders' Conference on Activism Against Corruption in Africa, Panel Session Chair: Trade Unions
- ✓ 2015 - February: Dar es Salaam (TANZANIA) 4th East Africa Oil and Gas Summit, *The Sociocultural Implications of Extractive Investment in East Africa.*
- June: Dar es Salaam (TANZANIA) Dar es Salaam Stock Exchange Capacity Building Forum on Market Research for DSE Intermediaries, *Importance of Correct Statistics in Research Activity and How to Use NBS Data Base as Major Source of Data.*
- ✓ 2014 - July: Dar es Salaam (TANZANIA) TOGCS Conference, *From Policy Formulation to Management of Local Content Strategies in the Petroleum Sector: The Critical Case of Tanzania's Development Vision 2025*
- ✓ 2013 - March: Visited Statoil in Mtwara (TANZANIA) on a Fact-finding Mission with Interfaith Standing Committee.
- July: Brasilia, (BRAZIL) - *The Justice Implications of the Legal Frameworks in Extractive Industry in Africa*
- ✓ 2012: November - Brussels (BELGIUM) - *Responsibility of Emerging Democracies in Sustainable Economic Activities.*
- ✓ 2012: October - Dar es Salaam (TANZANIA) - *Capital Flight and Tax Havens: Their Impact on Africa's Development.*
- ✓ 2012: September - Kinshasa (DRC) - *The Impact of the Social Doctrine of the Church on Africa.*
- Dar es Salaam (TANZANIA) - *The Social Market Economy and its Relevance to Africa.*
- ✓ 2012: August - Dar es Salaam (TANZANIA) - *The Role of SMEs in Growth, Economic Development and Sustainability - The Case of East Africa.*
- ✓ 2011: December - Cologne (GERMANY) - *The Impact of the Social Doctrine of the Church on Africa.*
- ✓ 2011: May - Kingston (JAMAICA) - *Socio-economic Justice in the Extractive Industry Sector: The Case of Africa.*

- ✓ 2011: March – Cotonou (BENIN) - *The Impact of the Social Doctrine of the Church on Africa.*
- ✓ 2011: February – Nairobi (KENYA) – *Economic Policies and Development in EAC Members: An Appraisal*
- ✓ 2010: July – Bujumbura (BURUNDI) – *The Role of EAC Parliaments as Overseers in the Mining Sector in Eastern Africa*

E-mail: cdnkassala2002@yahoo.co.uk
 Mobile: +255 52 757 72 22 74
 Fax: +255 -732 991395



Hii ni kuwaomba na kuwasili, kwa Jina la Rais wa Jamhuri ya Muungano wa Tanzania, wote wanaohusika, kwa kusudi la kumruhusu mwenye pasipoti hii kupita bila kizuizi ama kipingamizi cho chote na vile vile kumpa msaada na ulinzi wowote ambao utakaonekana kuwa wa lazima.

This is to request and require in the name of the President of the United Republic of Tanzania all those to whom it may concern to allow the bearer to pass freely without let or hindrance and to afford the bearer such assistance and protection as may be necessary.

**PASIPOTI
PASSPORT**

JAMHURI YA MUUNGANO WA TANZANIA
UNITED REPUBLIC OF TANZANIA

TAHADHARI

Pasipoti hii ni mali ya Serikali ya Jamhuri ya Muungano wa Tanzania na inoweza kuchukuliwa na serikali wakati wowote. Ni hali yenye maana sana na hakuna ruhusa kubadilisha kwa namna yoyote wala kuacha ichukuliwa na mtu ye yote asiyestahili kuwa na pasipoti hiyo. Kama kipotea au kuharibiwa ni lazima taarifa kamili ipelekwe mara moja kwenye Kituo cha Polisi na Ofisi ya Uhamiaji au Ubalozi wa Jamhuri ya Muungano wa Tanzania iliyo karibu. Pasipoti mpya zinawezwa kutolewa tu baada ya kufanya upelelezi wa kutosha.

CAUTION

This passport remains the property of the Government of the United Republic of Tanzania and may be withdrawn at any time. It is a valuable document and should not be altered in any way or allowed to pass into the possession of an unauthorized person. If lost or destroyed the fact and circumstances should immediately be reported to the Local Police and to the nearest Office of Immigration or foreign Mission of the United Republic of Tanzania. New passport can only be issued in such cases after exhaustive enquiries.

RAIA WA JAMHURI YA MUUNGANO WA TANZANIA
CITIZEN OF THE UNITED REPUBLIC OF TANZANIA

AB 200953

Kuna kurasa 48 katika pasipoti hii
This passport contains 48 pages

Ihr Reiseplan



Westours
Lufthansa
City Center

An FRAU DAVID

Von ANNA MUSZYNSKI
Tel: +49(0)30 526 850 231
Fax: +49(0)30 526 850 311
Email: "ANNA MUSZYNSKI"

Datum 18.09.2012
Reiseplan für

Buchungsnummer 3NHCB
KASSALA/CAMILLUS DR MR

Sehr geehrte Damen und Herren,

Wir freuen uns, Ihnen Ihre Buchung bestätigen zu können. Bitte prüfen Sie umgehend die Buchungsdaten und beachten Sie eventuell wichtige Mitteilungen nachfolgend unter der Überschrift "Wichtige Informationen zu Ihrer Reise". Nach Ausstellung der Dokumente ist eine Änderung in den meisten Fällen mit Kosten verbunden. Änderungen innerhalb der Tarifbedingungen sind jederzeit möglich.

Wir haben ein E-Ticket für Sie veranlasst
SIE ERHALTEN IHRE BORDKARTE GEGEN VORLAGE
VON PERSONALAUSWEIS ODER REISEPASS AM CHECK-IN.

Flugverbindungen

SERVICE	VON	NACH	ABFLUG ANKUNFT
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KLM ROYAL DUTCH AIRLI - KL 569	DAR ES SALAAM TZ	AMSTERDAM NL	07:35
NON-STOP	JULIUS NYERERE INTL SCHIPHOL AIRPORT		25NOV
BUCHUNG BESTÄTIGT - K ECONOMY CLASS			9:38
AN BORD: MAHLZEIT			
VERKEHRSMITTEL: AIRBUS INDUSTRIE A330-300			
SITZ 17B NICHTRAUCHER BESTÄTIGT KASSALA/CAMILLUS DR MR			
KLM ROYAL DUTCH AIRLI - KL 1723	AMSTERDAM NL	BRUSSELS BE	10:10
NON-STOP	SCHIPHOL AIRPORT	BRUSSELS AIRPORT	09:20
BUCHUNG BESTÄTIGT - K ECONOMY CLASS			
AN BORD: IMBISS			
DURCHGEFÜHRT VON: KLM CITYHOPPER			
VERKEHRSMITTEL: FOKKER 70			
KLM ROYAL DUTCH AIRLI - KL 571	AMSTERDAM NL	DAR ES SALAAM TZ	22:50
1 STOP	SCHIPHOL AIRPORT	JULIUS NYERERE INTL	10:15
BUCHUNG BESTÄTIGT - T ECONOMY CLASS			
AN BORD: MAHLZEIT			
AMSTERDAM - KILIMANJARO			
KILIMANJARO - DAR ES SALAAM			
VERKEHRSMITTEL: AIRBUS INDUSTRIE A330-300			
SITZ 17B NICHTRAUCHER BESTÄTIGT KASSALA/CAMILLUS DR MR			

Wichtige Informationen zu Ihrer Reise

67027

CURRICULUM VITAE

GLORIA MAFOLE (ADVOCATE)

PERSONAL INFORMATION

Nationality: Tanzanian
Resident of: Tanzania
Birth date: 29th May 1978
Gender: Female
Marital Status: Married
Contacts: +255784445394, +255652246011

mafoleglory@yahoo.com, mafoleglory@gmail.com

PROFESSIONAL EXPERIENCE

April 2013 to date: Senior Advocacy and policy analyst at Christian Council of Tanzania (CCT)

Area of responsibility

To advise the Council on different policies and laws on issues of democracy, governance, transparency and peaceful coexistence. Identify, expose, share widely and advocate for policies, law reforms and issues of practice for the attainment of social justice in Tanzania and democracy. Participate in networks dealing with Extractive and accountability to advocate for transparency and accountability. Organize and conduct interfaith dialogues and trainings for peaceful coexistence. Coordinate and lead regional advocacy and policy arenas in Eastern and Southern Africa in relation to the following thematic areas: Gender justice, land, social protection, the extraction industry, sustainability and the Agenda 2030

June 2009 to March 2010: Program Officer Government Watch Legal and Human Rights Centre (LHRC)

Area of responsibility

Identify, expose, share widely and advocate for policies, law reforms and issues



of practice for the attainment of social justice in Tanzania. Conduct follow-ups in different issues to make sure that the government is accountable, responsible and transparent to ensure rule of law. Organize workshops, dialogue and round discussions with different decision maker. Prepare project proposals for the unit Preparation of user friendly booklets for advocacy

July 2004 to June 2009: Program Officer Mass Education Legal and Human Rights Centre (LHRC)

Area of responsibility

Legal officer and trainer in the Outreach Unit. Coordinating needs assessment, training, and follow up activities in LHRC focus areas, preparing reports. Prepare thematic manuals or user friendly training manuals and booklets for Paralegals, Councilors and Police. Coordinating and production of TV and Radio Programmes on different topics on legal and human rights issues. Preparing constitutions for, and registration of Paralegals organizations. Coordinating Paralegal's Festival and forums.

PROFESSIONAL CONSULTANCIES

1. Consultancy on land rights and land policy advocacy prepared by Concern Tanzania for partner organizations in may 2005.
2. Consultancy on HIV AIDS bill by FUTURES (organization) on Advocating for HIV law, training and preparing a simplified manual for training 2007.
3. ORGUT consultancy on Land rights training to Councilors, Village Legal workers and village councils 2005, 2006 and 2007.
4. Research on Local Government council oversight role organized by World Bank, 2007.
5. Evaluation of paralegals of Tanzania women and children Welfare Centre, 2008 and Zanzibar Legal Aid Services Centre, 2009.
7. Participated in the training of women candidates for the 2010 General Elections prepared by UNIFEM 2010, 2015 prepared by TGN and LHRC(UNWOMEN)
8. Research on uranium titled 'Is Tanzania ready to mine Uranium' commission by interfaith committee in support of Norwegian Church Aid (NCA), 2012

EDUCATION

December 2010:	Masters in Public Administration-Mzumbe University Dar Es Salaam School of Business
December 2003:	Bachelors of Law (LLB)-University of Dar Es Salaam
March 2012:	Certificate in public social accountability monitoring- Rhodes University
May 1998:	Advanced, Certificate of Secondary Education Examination (A.C.S.E.E)-Lutheran Junior Seminary
November 1995:	Certificate of Secondary Education Examination (C.S.E.E) St. Mary's Mazinde Juu Secondary School
October 1991:	Certificate of primary school-Huruma Primary school

SKILLS

Computer skills, University of Dar Es Salaam Computer Centre

ASSOCIATION AND BOARD ASSIGNMENTS

Position	forum	Period
Member	Tanganyika law society	2011-to date
Member	Legal and human rights centre	2005-to date
Board member	Lawyers environment action Team	2014-to date
Member	International advisory Group church of Sweden	2019-to date

TRAINING AND WORKSHOP ATTENDED (SELECTED)

1. Training on Monitoring and evaluation phase one organized by FES in three different sessions in from Feb 2004 to December 2004 and April 2009 to September 2009.
2. Training on Gender mainstreaming prepared by TCNP, 2006
3. Training on HIV and gender prepared by Health scope Tanzania.
4. Workshop in preparation for the action plan for the implementations of the land laws 1999 prepared by the Ministry of land and settlement.
5. Alternative mining Indaba in Cape Town organized by EFN and NCA Feb 2011, 2013, 2016, 2017
6. Regional Meeting of Publish What you Pay Coalitions in Kinshasa May 2011
7. Regional consultation on democratic governance and electoral processes in Africa: Role of churches in Zimbabwe may 2013.
8. Ecumenical Election Observers from FOCISA in Zimbabwe, July 2013
9. Regional conference on: identity conflict transformation and prevention of genocide and crimes against humanity in the great lakes in Bujumbura, June 2013.
10. UNFCCC conference of state parties on climate change (COP 19) in Warsaw, Poland, November, 2013
11. Fourth Forum of human rights and Business in Geneva November 2015

LANGUAGES

Language	Written	Spoken
Kiswahili	Excellent	Fluent
English	Excellent	Fluent

REFEREES

Name	Title	contacts
Dr. Josephine Sundqvist (PhD)	Program manager	Phone: +46 720842886 Email: Josephine.Sundqvist@sida.se
Harold Sungusia	Legal consultant	Phone no. 0713294542, 0762742910 Email: sungusia@gmail.com
Rev. Moses Matonya	General Secretary	Phone no. +255782536366 Email: gs@cct-tz.org

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RACHEAL CHAGONJA

P.O.BOX 38486, Msasani Peninsula Choler d. Plot no.53

Mob: +255 757 868674, Mailto:rachealchagonja@gmail.com

CURRICULUM VITAE

1.0 PROFILE

NAME: Racheal Chagonja

SEX: Female

AGE: 30 Years

E-MAIL ADDRESS:

rachealchagonja@gmail.com; coordinator@hakirasillimali.or.tz

MOBILE PHONE NO:

+255 757 868 674

MARITAL STATUS:

Single

NATIONALITY:

Tanzanian

LANGUAGES:

Swahili (Native), English (Fluent), French

(learner)

PROFESSIONAL SUMMARY

Ms. Racheal Chagonja works as the National coordinator for Hakirasillimali-PWYP in Tanzania, a civil society organization working on strategic advocacy issues around mining, oil and gas in Tanzania. Ms Chagonja has more than 7 years' experience in the field of project management working with both national and international organizations and; currently undertaking a M.Sc. Natural Resource Assessment and Management (University of Dar es Salaam); holds a bachelor's degree in Geography and Environmental Studies from the University of Dodoma- Tanzania.

She is an alumnus of the SDG Academy, Natural Resource Governance Institute and MS-Training Centre for Development Co-operation.

Ms. Chagonja is a member of the National Advisory Committee-NAC for the Tanganyika Law Society under the SIRD project

She is also a member of the National Multi sector Local Content Technical Committee for the National Economic Empowerment Council-NEEC

CORE QUALIFICATION

RACHEAL CHAGONJA CHAGONJA

PROFESSIONAL EXPERIENCE

Jan 2016-DATE

National Coordinator for HakiRasilimali: A Platform of civil society organizations working on strategic issues around mining, oil and gas in Tanzania. HakiRasilimali is also affiliated to the global Publish What You Pay (PWYP) and also the platform through a wider CSO group was mandate to convene election processes, outreach and engagement of the Civil Society Multi Stakeholder Constituency in relation to the Tanzania Extractive Industries Transparency Initiative. This group consists of the following sub-constituencies: Conventional NGOs; Trade Union; Gender and Disability; PWYP and the Interfaith.

Roles for the Coordinator:

- 1) To facilitate the platform to effectively advocate for the formulation and changes to policies and laws which govern the Extractive Industries in Tanzania.
- 2) To generate and share information as a mean of broadening their awareness of the value and role of the extractive industry contribution to the economic and social prosperity of the people of Tanzania.
- 3) To organize and mobilize the forum members to pro-actively engage in relevant and private sector led dialogue processes to increase their voices and influence decisions over investments and revenue of the EITI.
- 4) To ensure that an annual plan for the year is developed, and monitored in consultation and collaboration with the Steering Committee and Members.
- 5) To support the Steering Committee in the negotiation of funding agreements.
- 6) To proactively seek policy information that may be of interest to HakiRasilimali Members and to ensure that it is shared in a timely manner.
- 7) To represent HakiRasilimali in various for a for the purpose of enhancing the reputation of the platform and meeting platform objectives.
- 8) To convene regular Steering Committee meetings in order to enhance governance of the platform.

- 9) To initiate and encourage synergies with other like-minded networks so as to encourage constructive linkages between civil societies working the extractives.
- 10) To lead and manage a team of staff within the secretariat who will support the Coordinator in delivering the above.

Committee Member of the National Advisory Committee (NAC) for the Tanganyika Law Society under the "SUPPORTING INCLUSIVE RESOURCE DEVELOPMENT IN EAST AFRICA (SIRD)" project. SIRD is a project implemented in the East Africa region by East Africa Law Societies in collaboration with the Canadian Bar Association (CBA), to increase sustainable economic growth for East Africans, in particular, women through inclusive resource development. The Committee members act as advisory to the National Project Office in matters relating to the implementation of the SIRD project. The committee should continuously develop and advice on innovative approaches to implement the project.

Member of the National Multi-Sector Local Content Technical Committee (NMLCTC) of the National Economic Empowerment Council (NEEC) – Under the Prime Minister's office. The role of the NMLCTC is to advise and direct NEEC on policy issues and to enhance improved implementation of the local content in Tanzania

2015 (1st Sept-30th Oct) (LTO) long term Domestic Observer- 2015 Tanzania. General Elections under Legal and Human Rights Centre and TACCEO (Tanzania Civil Society Consortium on Election Observation.

2013-May 2015 Assistant to Program & Admin support Officer at Rosa Luxembourg Foundation, East Africa Region.

VOLUNTEER EXPERIENCE

2009-2012

Volunteer for Civil Education is the solution to Poverty and Environmental Management. The work involved voters' community education, advocacy around Uranium Mining in Tanzania.

EDUCATION

Since Sept 2017- Currently

Undertaking MSc. Natural Resource Assessment and Management at the University of Dar es Salaam (University of Dar Es Salaam-Institute of Resource Assessment)

November 2018

Short Course on Communication in Resource Governance-Beirut, Lebanon: This course was organized by Norwegian Oil for Development, NRCI and Chatham House (The Royal Institute for International Affairs). This course aimed to couple transparency and accountability guidance with advanced communication

strategy skills specific to the natural resources sector. Using case studies of public engagement that have been more or less successful in resource rich countries.

December 2016- May 2017: **Short Course:** Natural Resources for Sustainable Development (SDC Academy) - Columbia Centre on Sustainable Investment, Natural Resource Governance Institute and World Bank).

August 2016-Sept 2016 **Short Course:** Natural Resource Governance for Sustainable Development-Accra Ghana

May 2016 Short Course on Middle Managers Leadership Development Program (MMLDP). This was taken at the M5 Training Centre for Development Cooperation in funded by Action Aid

2009-2012 Bachelor of Arts in Geography and Environmental Studies, University of Dodoma. **RESEARCH WORK:** **CHAGONJA RACHAULT/UDOM/2009/11208:** The Role of Community in Solid Waste Management, Dodoma municipality: A case study of Sabasaba-Viwandani ward using S.P.S.S, submitted in partial fulfillment for the requirement of the bachelor degree.

2007-2009 Advanced Certificate for secondary school, Agape Lutheran Junior Seminary (Chemistry Biology and Geography)

2003-2006: Ordinary certificate for secondary schools, St Peter's senior secondary school, Naalya (UGANDA).

KNOWLEDGE AND SKILLS

Software Internet, Word, Excel, Access, Power point, and Statistical Package for Social Sciences (SPSS)

LANGUAGES

- a) Kiswahili
- b) English
- c) French
- Mother Tongue
- Fluent
- Level A1 (Beginner)

PERSONAL ACTIVITY/INNOVATION

2012-2015

Brainchild of the K-Project for peace, held at Mount Kilimanjaro in Tanzania (<https://www.youtube.com/watch?v=s5UpQJD4CE>): **K-Project for Peace** started as an appeal by Rachael Chagonja in 2015 as an environmental student and peace activist from Tanzania, when she saw the devastating effects of uranium mining (U-mining) to the environment, health, and rights of indigenous people in other African countries like Niger and Mali. She did not want to see this happen to her country Tanzania, a potential future U-Mining country and sensed the urgency to halt U-mining in active sites and stop potential future U-

mining sites in other African countries like Tanzania. Racheal reached out to like-minded civil society organizations in Africa to join her.

The project aimed at raising public awareness in Africa on the catastrophic and humanitarian consequences of nuclear weapons, and the damaging effects of uranium mining.

<http://ippnwefrica.org/index.php/programs/k-project-for-peace/>
<https://www.european-environment-foundation.eu/en-environmental-network/profiles/chagonja-a-racheal>

30 June -4 July 2015 Trek Mount Kilimanjaro

SELECTED NATIONAL AND INTERNATIONAL CONFERENCE

March 2019-

Speaker at the International Conference on Information Commissioners, Pretoria South Africa. Areas of corruption in the extractives sector? To what extent, in my experience, has disclosure of contracts supported public accountability and the fight against corruption?

29 Jan-1 Feb 2019

Participant at the Global PWYP summit-Dakar Senegal: HakiRasiliimalli is an affiliate of the global PWYP. Our role in this meeting was to participate in the discussion in order to learn and share experiences among PWYP members. But also participate in the election process of the new Global Council Representatives.

August 2018:

Participants at the East Africa Multi-Stakeholder Dialogue on Mining, Oil, and Gas-Nairobi Kenya. The aim of this meeting was to facilitate knowledge exchange and experience sharing on extractive industries governance in East Africa. But also to foster joint / collaboration work and working frame on the extractive industries among Civil Society Organizations in the region.

December 2018:

Inspirational Speaker-Tanzania Youth Human Rights Defenders Dialogue Commemorating 70th Year of UDHR. The theme for the event was based on Nurturing future Human Rights Defenders in Tanzania.

March 2017:

Speaker at the Corporate Social Responsibility Forum Organized by the High Commission of Canada partnership with the Tanzania Chamber of Minerals and Energy-Dares Salaam-Tanzania. The focus of this meeting was on women empowerment in communities surrounding mining areas through CSR projects.

SELECTED WRITTEN REPORTS, RESEARCH AND ANALYSIS WORK

Reports and Communiques- Tanzania Extractive Industries Conference (Jukwaa la Uzidugaji) 2016, 2017 and 2018

Analysis: (

1) August 2018: Documenting lessons on the implementation of the

Tanzania Extractive Industries (Transparency and Accountability) Act, 2015

2) May 2018) - Matarajio na Mapendelezo Ya Hakikiasili mali Kuhusu Bajeti ya Wizara ya Madini kwa mwaka wa Fedha 2018/19 (Analysis of the ministerial budget for the Ministry of Mining and Energy for financial year 2018/29).

3) Enhancing Transparency and Accountability in the extractive sector in Tanzania 2017/208 news letter

4) Sept 2017: Uganda Tanzania Civil Society on the East Africa Community and the Crude Oil Pipeline.

5) July 2017; Analysis on the resource Wealth Bills- 2017

HOBBIES

- Travel and outdoor life, inspirational Reading; Basketball

REFERENCES

Mr. Silas O'lang

Co-Director Anglophone Countries

Natural Resource Governance

Institute

P.O.BOX 3955

Dar Es Salaam-Tanzania

Email:

solang@resourcegovernance.org

Mobile: +255 784 807 219

Semkae Kilonzo

Coordinator-Policy

Forum

P.O.BOX 38486

Email: coordinator@policyforum.or.tz

Mobile: +255 788 073 123

Joan Leon

Senior Program Manager-Rosa Luxembourg Foundation East

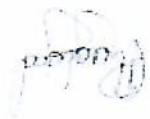
Dar es Salaam

Mailto: leon@rosalux.de

Tel: +255 757 028828; +255 777 903894;

Acknowledgement

I, **Rachael Chagonja** declare that the information provided herein is to the best of my knowledge and belief a true verdict and I shall be responsible if proved otherwise



Signature

1 March 2019

Date

HAD 107 Malimusi

CURRICULUM VITAE FOR HADJIA MALIMUSI

PERSONAL DETAILS:-

NAMES: Hadja Hamisi Malimusi
DATE OF BIRTH: 16 April 1978
SEX: Female
PLACE OF BIRTH: Kilimanjaro
NATIONALITY: Tanzanian
PROFESSIONS: Gender, Climate Change and Environment
activist, Research associate on Extractive Industry
CONTACT: P.O. BOX 1923, Mwanza
CELL PHONE: +255 714 660 366/+255 689 279 994
E-mail: hadjamalimusi@yahoo.com

EDUCATION BACKGROUND

YEAR QUALIFICATION INSTITUTION

2010 -2012: Masters' of Arts in Development Management, University of Dar es Salaam
2002 - 2006: Bachelor of Arts with Education (Hons), University of Dar es Salaam
1999 - 2001: Diploma in Education, Marangu Teachers' College
1996 - 1998: Advanced Secondary Certificate, Kibosho Girls High School
1992 - 1995: Ordinary Secondary Certificate, Mawenzi Secondary School

DISSERTATION TITLE

Community Readiness towards REDD+, Prospects and Risks of REDD+ Payments and Livelihoods in Two Case Study Communities of Liwale District

PUBLICATIONS

2018: Strengthening the Routine Health Information System: incorporation family planning quality assessment indicators in Magu District.
2013: Sheba A, et al; Forest Management through Participation: History of Knowledge-Power Relation in Angai Forest, Tanzania; ISSRM 2014 Hannover Session No. 18.1: Science and Power in Participatory Forestry.

WORK EXPERIENCES:-

❖ 2016 to date: Gender and Advocacy Officer – Governance Links Tanzania
Coordinator- ESARUP (Eastern and Southern Africa University Research Program) in "Katiba Bora" Project. The projects aimed at educating and advocating the public on the newly Constructed Tanzania's' Constitution.

TRAININGS ATTENDED

2019: How can Tanzania harness Natural Resources for the realization of its development goals by REPOA and NRCI

2018:	Beneficial Ownership by HAKIRASILIMALI (Publish What You Pay)
2018:	OCDS & Data Analysis by HAKIRASILIMALI (Publish What You Pay)
2017:	Gender Dimensions of the Extractives Industries in Tanzania by HAKIRASILIMALI
2017:	Mapping the Socio-economic and Human Rights Impact of Small and Large – Scale Mining in Northwest Tanzania by IPIS
2012:	African Presidential Roundtable: 21 st C Energy Agenda for Africa – University of Witwatersrand by African Presidential Centers

RESEARCH ASSOCIATE

2018:	Mwanza Environment Partnership for Climate Resilience – GLT
2018:	Mapping the socio-economic and human rights situation of small and large-scale mining in northwest Tanzania Regions of focus are Geita, Shinyanga, Mara and Kigoma by IPIS, Tanzania
2018:	Strengthening the Routine Health Information System: incorporation family planning quality assessment indicators in Magu District – GLT
2017:	Mentoring for employment: Impact of mentorship and skills training on labour market transitions of Tanzanian youth – Mbeya Region by International Development Research Center (IDRC)
2016:	Maternal and under five Health Survey (Mobile Data Collection) in Nchemba and Kongwa Districts of the Dodoma Region by World Vision Tanzania

LEADERSHIP POSITIONS HELD

YEAR	POSITION	INSTITUTION
2016	Gender and Advocacy Officer	Governance Links Tanzania
2013	Coordinator	ESAUERP

REFEREES:-

Mr. Donald Kasongi
Executive Director,
Governance Links Tanzania
P.O.Box 1923
Mwanza
Mobile: +255 (0)754830828
E-mail: donaldkasongi@yahoo.co.uk

Mr. Elard Mawala
Project Coordinator
International Peace Information Service (IPIS)
P.O. Box 357
Mwanza
Mobile: +255(0)787159493

Email: elard.mawala@ipisresearch.be

Prof. Bertha Koda

Institute of Development Studies,

University of Dar es Salaam,

P.O. Box 35169, Dar es Salaam.

Mobile: +255 783783577

E-mail: berthakoda@gmail.com

I hereby declare that, the information provided above is correct and true.

HADIJA H. MALIMUSI

DATE: September, 2019

KASSIM SAID MASIMBO

Phone +255716033634
Email kassymasimbo@gmail.com
Postal P.O. Box , 62574, Dar es Salaam, Tanzania

Personal summary
An astute Human Resource Management and Industrial Relations professional with more than six years in the field; where he has devoted 90 percent of his practice dealing with labor grievances, mediation, and arbitration, representing clients of different caliber, conducting trainings on labor related issues, involved in reviews of organization structures, human Resources policy and Strategy, drafting legal contract and documents, organization restructuring, shaping up managerial settings to bring effectiveness and efficiency within organizations.
Work experience
Program Officer cum Coordinator
Tanzania Mines, Energy, Construction and Allied Workers Union (TAMICO)
responsibilities

- Coordinating all union activities to all levels of union services
- To handle and administer all members dispute and grievances at workplace.
- Conducting research and mapping on Construction, mining and Energy companies
- To lead negotiation and recruitment team
- To Plan, Coordinate, organizing and reporting all international project and training activities

R & Labour Relation Consultant
May 2015 – To date
Dar es salaam, Tanzania

- Responsibilities**
- Develop management guidelines by preparing, updating and recommending human resources policies and procedure.
 - Ensure planning, monitoring and appraisal of the employee work result by training managers and discipline employee, conditions hearing, resolving employee grievances, counselling employees and supervisors.
 - To create and advise on the best Organization Chart/Structure suitable to the organization business and investigations
 - To supervise and manage a performance appraisal system that drives high performance.
 - To maintain a pay plan and benefit program which is effective and produce self-driven performances while serving costs of management to the Organization.
 - To develop and monitor general HR policies arrangement, tactics and procedures across the organization.
 - To develop and implement HR policies and creativity aligned with the general business plan.
 - Instruct the management on personnel policies and practices.
 - Taking up the individual and collective grievances of the workers with the management.
 - Conduct training in various work place labour law especially dispute handling management, conflict management, Human Resources strategic and performance management, negotiation skills, payroll management
 - Representing workers and Employers in labour dispute before CMA and Labour Court
 - Developing and implementing HR policies and creativity aligned with the general business plan.
 - Monitoring implementation of policies concerning wages, and working conditions, ensuring compliance with terms of labour contract.
 - Furnishes information, like reference documents as well as statistical data concerning labour legislation, labour market conditions, prevailing union plus management practices, wage and salary surveys, and also employee benefits programs, for use in review of current contract provisions proposed changes.
 - To represent management in labour contract negotiations.
 - To supervise employees as well as be known as Labour Relations Supervisor.

KASSIM
MASIMBO

10

KASSIM SAID MASIMBO

Tanzania Mines, Energy, Construction and Allied Workers Union (TAMICO) December, 2017 - to July, 2019	Facilitation on Development and review of Strategic Plan, Negotiation and Recruitment strategies and Constitution Drafting and leading the negotiation team of Collective Agreement, at YAPI MERKEZI, M&P exploration and Production, BAM International, Central Electrical LTD, China Civil Engineering Corporation (CCECC), CRSG, CHICO, GRB Mining, MMC LTDS and many others Proper handling labour Disputes at Commission for Mediation and Arbitration and Labour Court and manage workplace conflicts at all mentioned workplaces and many others conservation, Hotels, Social services and Consultant and Allied workers Union CHODAWU October, 2012 - April, 2015	• Drafting and leading the negotiation team of Collective Agreement at Hyatt Regency The Kilimanjaro Hotel, Southern Sun Hotel, Holiday Inn Hotel, Dar Es Salaam Gymkhana Club, Trade Union Congress of Tanzania (TUCTA), Dar es Salaam Serena Hotel, The Salvation Army, Msimbazi Center, LSG Sky Chefs Dar es Salaam. • Proper handling labour Disputes at Commission for Mediation and Arbitration and Labour Court and manage workplace conflicts Dayport Financial Services Tanzania LTD • Restructuring consultation Process from June, 2018 to date • Facilitation and consultation of new model of organization structure to June, 2018 • Facilitate the negotiation and improving terms and condition of employment contract to Managerial Position June, 2018 • Proper handling labour Disputes at Commission for Mediation and Arbitration and Labour Court OTHER Training Human Resources manager on Disciplinary Hearing Process From 10 Institution and Mbezi Beach Hotel, December, 2018 Organized Senior Human Management Of Pepsi T LTD Trainings/Workshops Financial Management Workshop by FNV 5th - 7th, November 2018 Mombasa, Kenya The training covered items such as cost sharing and other budgeting essentials, ingredients of an effective administrative system, designing an accounting system the central role of the chart of accounts, the financial accounting process, the central role and impact of governance structure, types of financial reports, budget monitoring reports - interpretation and analysis and Auditing essentials. Transaction Analysis and Building Productive Work culture by Advent Construction 6th - 9th February, 2017 Morogoro, Tanzania	about Disputes Prevention and Resolution at workplace phase II by Tanzania United Republic of Tanzania Commission for Mediation and Arbitration Training Covered Communication and Leadership Skills as Dispute solving Mechanism at Workplaces, Grievances Handling Procedures at Workplaces, Disciplinary Hearing Procedure at Workplaces, Practical aspects in Collective Bargaining, Dispute Referral Procedure at CMA, Mediation and Arbitration Procedure (Theory and Practical), The role of Trade Union Leaders at Workplaces 22nd - 25th June, 2015 Morogoro, Tanzania
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KASSIM SAID MASIMBO

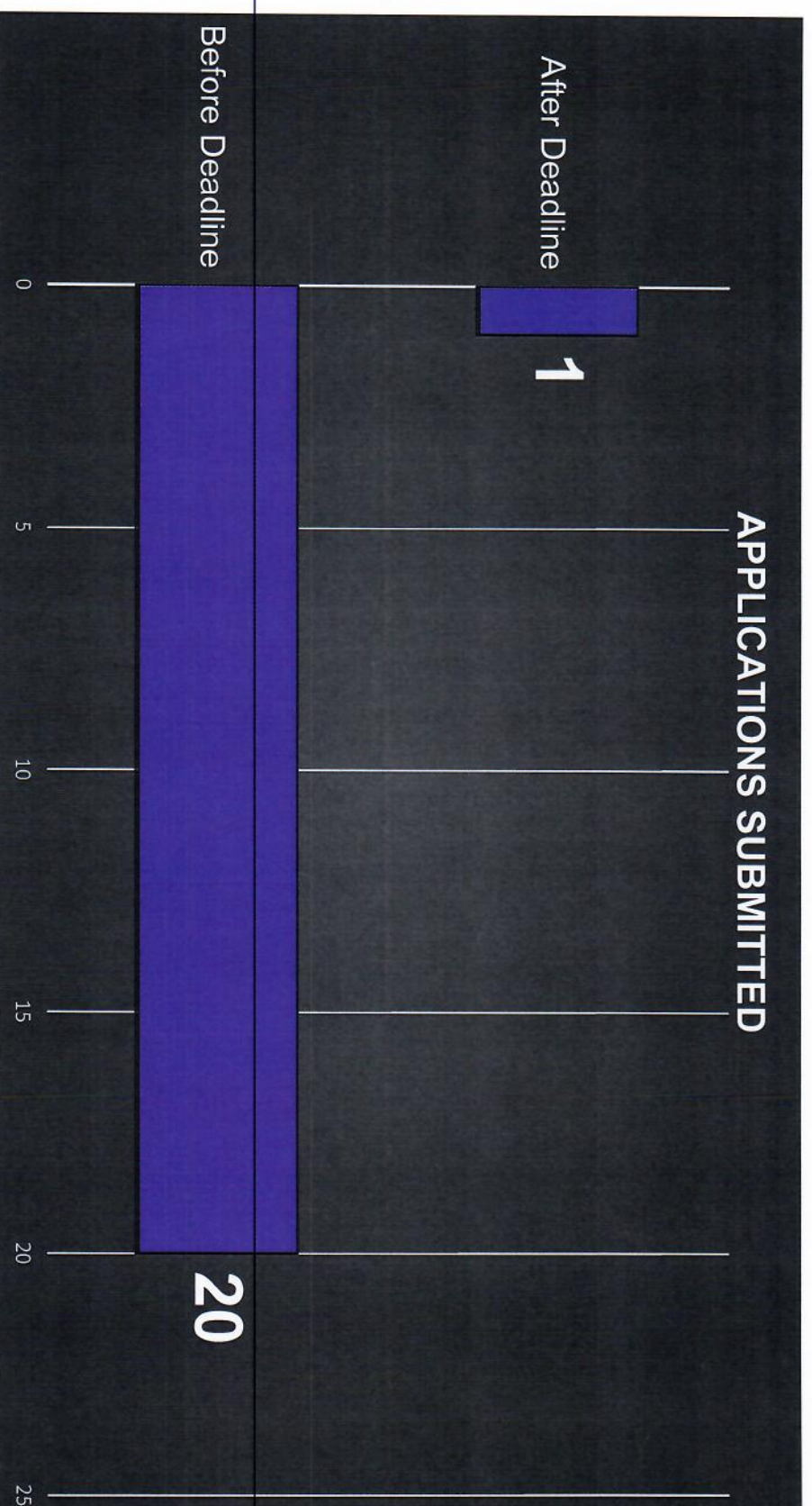
U Training on promoting and defending the rights of domestic workers by International Labor Organization	
Introduction to international labour standard, freedom of association and collective bargaining principals, standards and procedures	
Education and other qualifications	
Institute of Social Work	
Bachelor's Degree in Industrial Relations	
Mbezi Beach Secondary School	
Advanced Certificate of Secondary Education	
Mtwara Teachers College	
Certificate of Teaching Education Grade A	
Hydra Secondary School	
Certificate of Secondary Education	
Additional skills	
Skills in Computer related software such as MS-Word, Excel, Access, Publisher, PowerPoint	
Referees	
Maunus Mpunga	Name
Institute of Social Work	Organization
Lecture and Facilitator	Role
Isabel Mwangangi	Name
Advent Construction Limited, Dar es Salaam	Organization
Administration Manager	Role
sam@adventconstructions.com	Email
+255 767 261 152	Phone
Hamisi Makumbuli	Name
LSG Skycheffs (Julius Kambarage Nyerere International Airport) Dar es Salaam	Organization
Chodawu Regional Chairman	Role
hmakumbuli@yahoo.com	Email
+255 655 643 698/+255 754 643 698	Phone
December 2012	
Kisumu, Kenya	
Dar es Salaam, Tanzania	
Dar es Salaam, Tanzania	
2009 - 2012	
Dar es Salaam, Tanzania	
2007-2009	
Mtwara, Tanzania	
1994-1996	
Mtwara, Tanzania	
1990 - 1993	

CIVIL SOCIETY

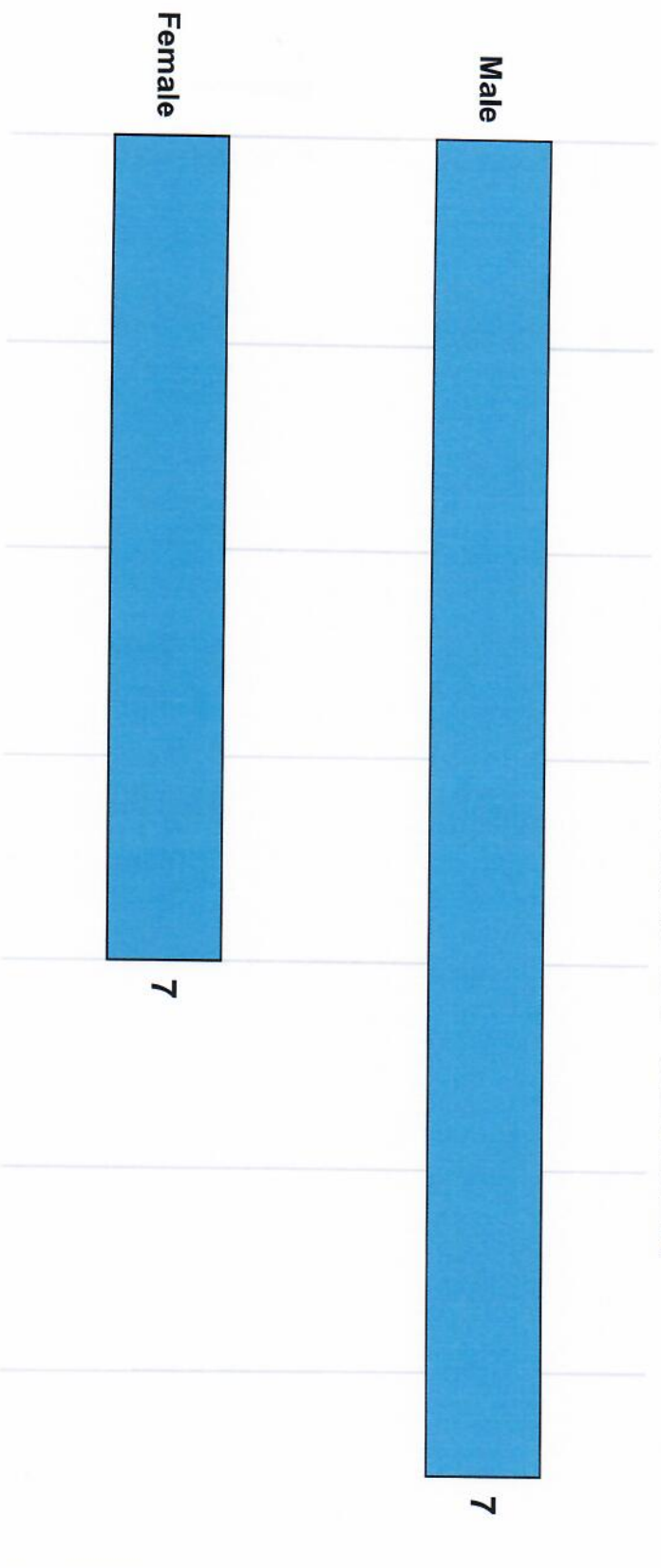
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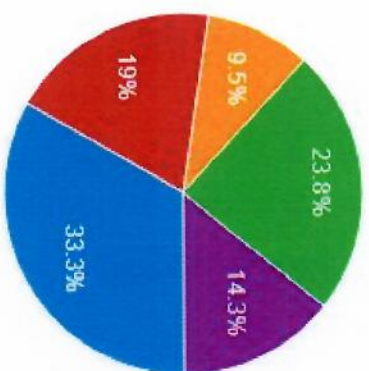
- Applications launched on 28 August 2019
- Applications closed on 8 September 2019



APPLICATIONS BY GENDER



APPLICATIONS PER CONSTITUENCIES



- Conventional NGOs
- Gender and Disability
- Interfaith
- Trade Union
- Publish What You Pay (PWYP)

Criteria used.

- Interest and Motivation articulation of the TEITI role
 - Education/Training qualification
 - Leadership history(organizational or program level)
 - Extractive sector related knowledge and skills
 - Experience in government and corporate engagement
 - Analytical/Problem solving skills
-

INTERFAITH APPLICANTS

- Gloria Baraka Mafole
 - Camillus Kassala
-

INTERFAITH -SCORES

; Kassala

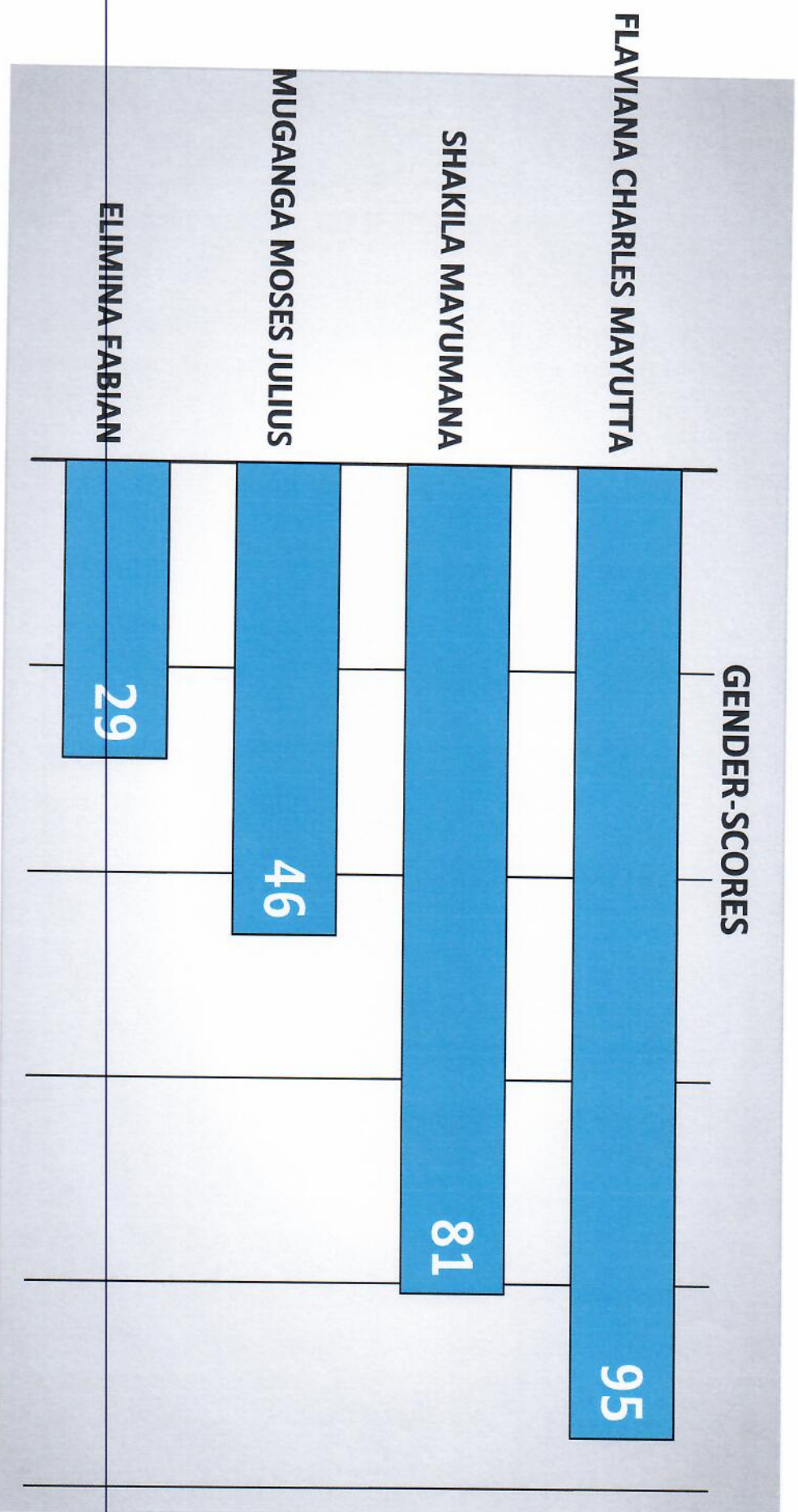
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ca Mafole

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GENDER-APPLICANTS

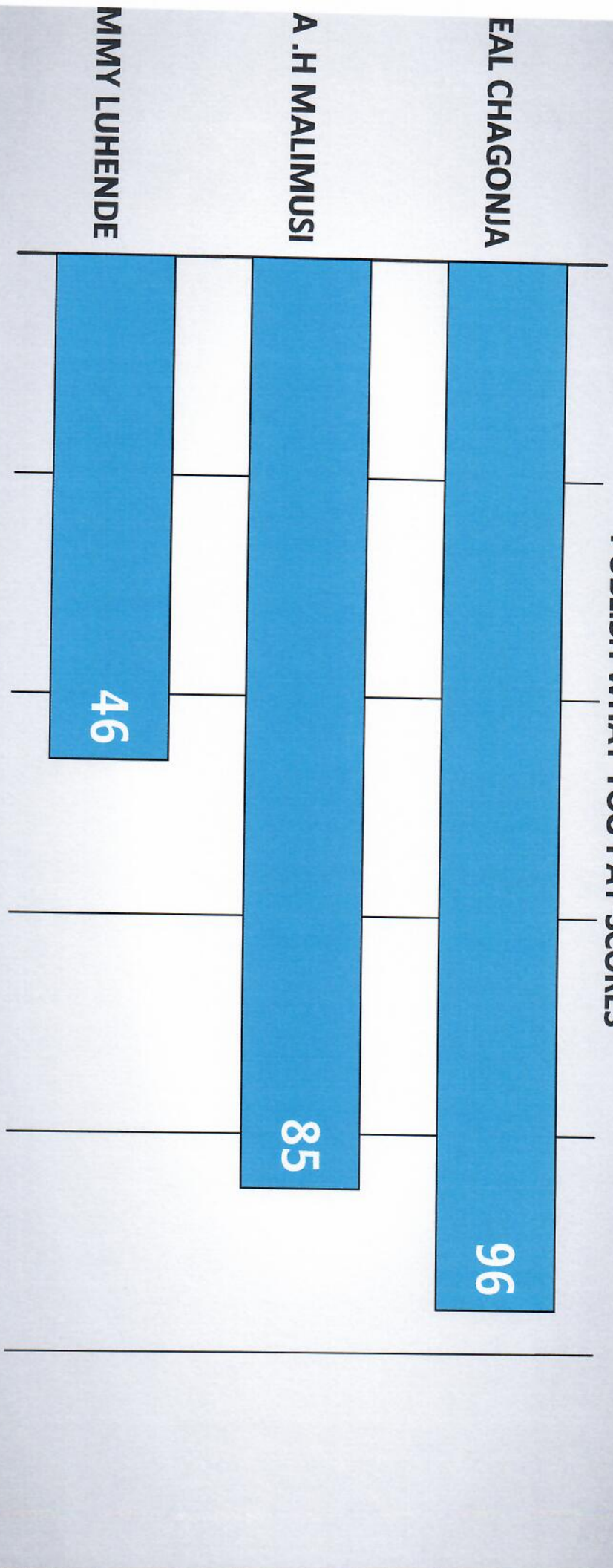
- Elimina Fabian
 - Shakila Mayumana
 - Flaviana Charles Mayutta
 - Muganga Moses Julius
-



Publish What You Pay-Applicants

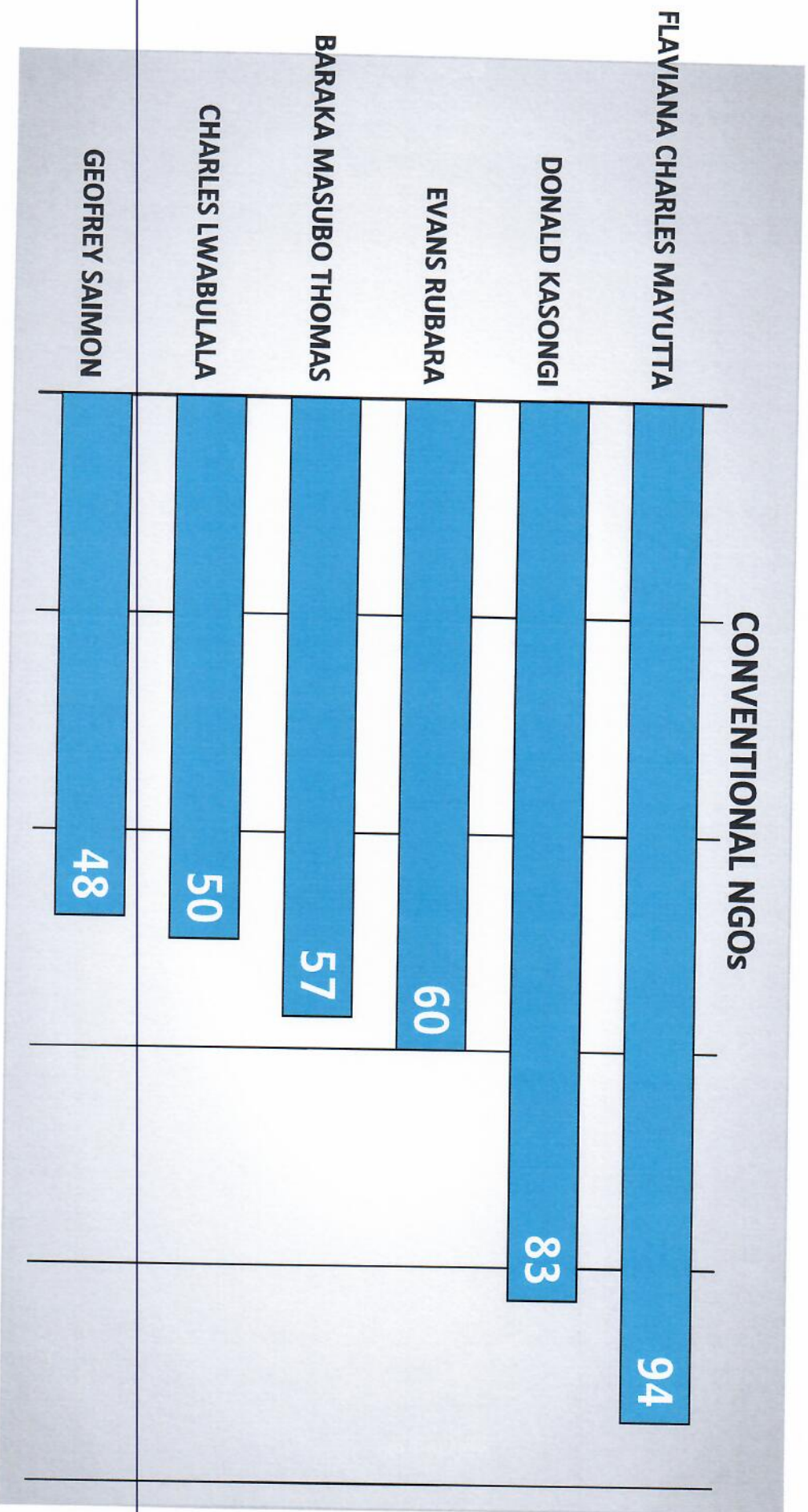
- Racheal Chagonja
 - Jimmy Luhende
 - Hadija .H Malimusi
-

PUBLISH WHAT YOU PAY-SCORES



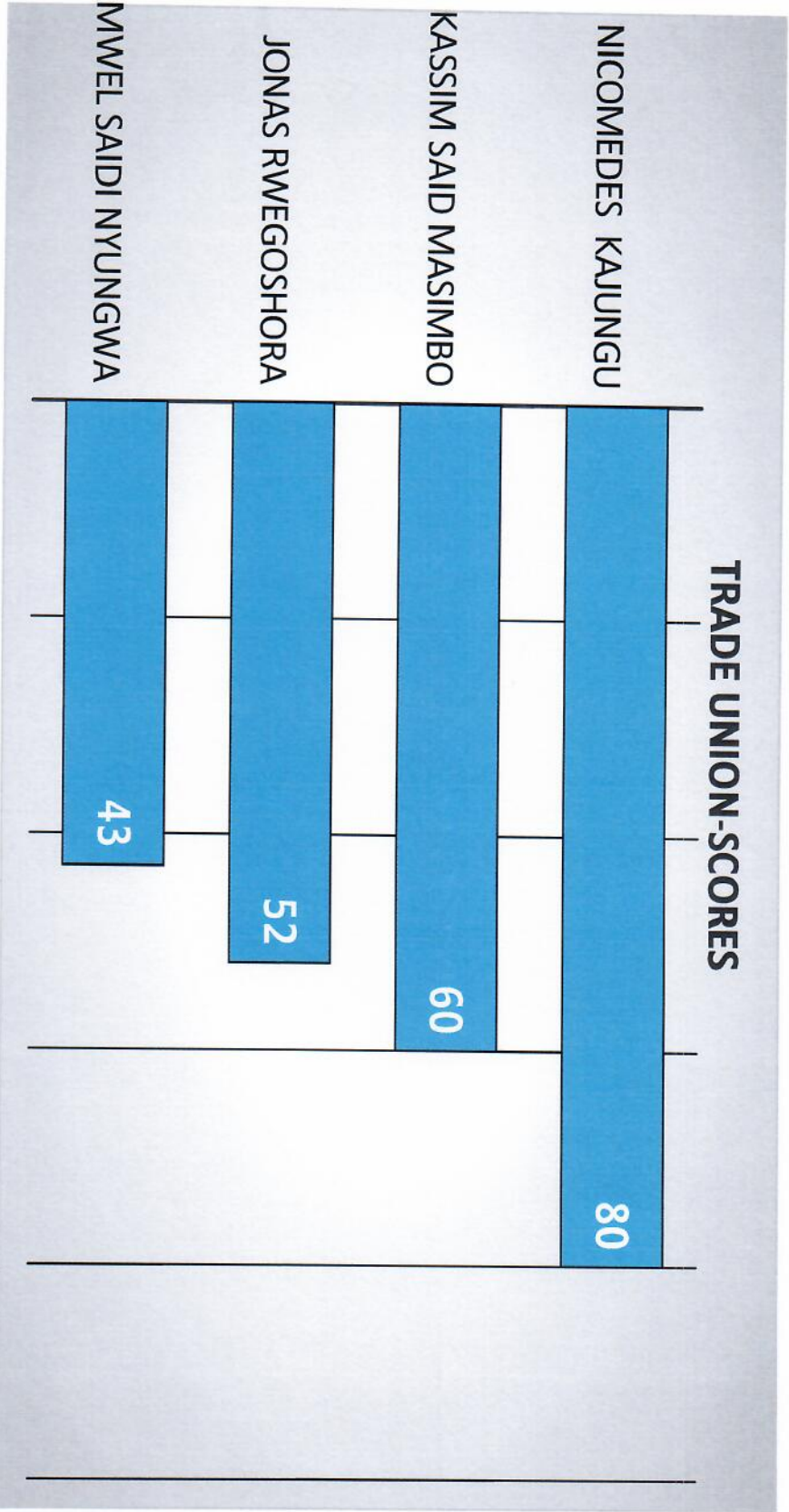
Conventional NGOs-Applicants

- Donald Kasongi
 - Flaviana Charles Mayutta
 - Evans Rubara
 - Geoffrey Saimon
 - Baraka Masubo Thomas
 - Charles Lwabulala
-



TRADE UNION-APPLICANTS

- Kassim Said Masimbo
 - Jonas Rwegoshora
 - Samwel Saidi Nyungwa
 - Nicomedes Kajungu
-



General Observations

- Inadequate Information provided by applicants in their application package
 - Inappropriate selection of constituency
-

RECOMMENDATIONS

- Specific criteria per constituency
 - Custodian of the election process
 - Dispute mechanism (the committee propose TEITI)
-