



HakiRasilimali



Transparency & Accountability for the
Extractive Industry



MS TCDC

actsonaid.com.my

Extractive Sector Knowledge Transfer Incubator (ESKi)

Venue: MS Training Centre for Development Cooperation

Background

The extractive sector in Tanzania and East Africa in general is expanding and projected to be a major contributor to the national economy and rural livelihoods. Despite this potential, the sector experiences a range of challenges including environmental, social, cultural, and human rights which all negatively affect equitable sharing of the benefits accrued from the sector. Additionally, there is inadequate knowledge and skills for communities to meaningfully participate in the decision across the value chain of the extractive sector. This demands for industry specific skills and knowledge development for emerging community based leaders and practitioners who can engage effectively in the extractive sector governance.

Over the years, various capacity building initiatives have seen sponsored fellows undertake various training on Extractive Sector Management and Governance. These capacity building programs have aimed at building a core of local practitioners with competence in management and governance of the extractive sector in their respective countries.

Drawing lessons from the global and regional capacity building initiatives, East Africa and Tanzania in particular need to develop their own localized capacity building model. This will increase relevance and legitimacy within country and sub national context as well as encourage uptake by key stakeholders. Working with the alumni of international training programs as facilitators of this course, will have a multiplier effect and trickle down of skills and knowledge to the community level.

HakiRasilimali and MS-TCDC (conveners) have co-created a course that will result in the ability of extractive host communities to push for demand side driven advocacy agendas hence influencing sector Policies and Practices. A team of subject experts were involved in designing the draft course curriculum and modules, which was later validated by key stakeholders and trainers. The implementation starts with a pilot course conducted by the Alumni and other identified experts, and the actual training will be preceded by a mini Training of Trainers (TOT).



Objectives

1. To apply the current course modules, training methodology and all other associated logistics for the purpose of identifying gaps and improving all aspects of the course.
2. Facilitate a TOT and team building for experts who will be facilitating future courses.



Outcomes

1. Gaps are identified and improved for the aspects of the course.
2. Course faculty well formed and prepared for upcoming courses.



Output

1. Improved quality and efficient delivery of the course.
2. Requisite Knowledge and skills imparted to participants.
3. A well bonded faculty and rapport created.



Methodology

1. Improved quality and efficient delivery of the course.
2. Requisite Knowledge and skills imparted to participants.
3. A well bonded faculty and rapport created.



Participants (criteria for selection, profile, geographical scope, gender)

The course targets community based practitioners working on or interested in extractive related issues. The participants will be selected based on a minimum criteria such as proof of one being;

- I. Representatives from the extractives host communities;
- II. Representing a gender or special interest group;
- III. Having proven record of presence in the targeted community;
- IV. Having proven interest working in the extractives;
- V. Holding a leadership role in the community;
- VI. Considered having influence in the community;
- VII. Ability to read and write in English/Swahili, among others.

Training faculty (criteria for selection, profile, gender)

Local practitioners with competence in extractive sector management and governance will be involved in course delivery. The alumni will transfer skills, knowledge and competence to empower emerging community level practitioners.

The Trainers' profile will include experience in basic geology, extractive legal/policy frameworks, political economic, fiscal regime, human rights and social impacts, local content, communication and advocacy among others.



Week 1

Monday	Activity
09:00 - 10:00	Official Opening <ul style="list-style-type: none"> - Opening remarks from HakiRasilimali and MS-TCDC - Introduction of participants - Expectation leveling - Objective setting - Overview of the course program
10:00 - 10:30	Health Break
10:30 - 11:00	Pre-course Quiz Objectives: <ul style="list-style-type: none"> -To assess participant's knowledge and understanding of the subject matter.
11:00 - 12:00	Module 1: Fundamentals of the extractive industry <ul style="list-style-type: none"> - Key concepts, initiatives, emerging issues and practices in the extractive sector.
12:00 - 13:00	Exercise
13:00 - 14:00	<ul style="list-style-type: none"> - Political economy of the extractive sector, value chain and key players. - Global and local overview of the principles.
14:00 - 15:00	Lunch
15:00 - 16:00	<ul style="list-style-type: none"> - Experience sharing from Guest speaker on the Political economy of the extractive sector in Tanzania.

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA

Tuesday
09:00 - 10:00
10:00 - 10:30
10:30 - 11:00
11:00 - 12:00
12:00 - 13:00
13:00 - 14:00
14:00 - 15:00
15:00 - 16:00

Activity

Recap/feedback

Health Break

Module 2: Governance of the extractives.

- Legal frameworks govern the EI sector.
- Principles of the good governance.

- Constitutional provisions, Acts of parliaments, Operational policies guiding the sector.
- Human right instruments, Institutional roles and responsibilities.

Exercise

- Human right instruments,
- Institutional roles and responsibilities.

Lunch

- Experience sharing from Guest speaker on good governance practices in Tanzania.

Week 1

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA	Wednesday	Activity
●	09:00 - 10:00	Recap/feedback
●	10:00 - 10:30	Heath Break
●	10:30 - 11:00	Module 3: Revenue Management in Extractives:
		- Extractives fiscal regime (impact at the local level)
●	11:00 - 12:00	- Revenue categorization and streams; - Collection and distribution; Utilization and Local levy tracking.
●	12:00 - 13:00	Exercise:
●	13:00 - 14:00	- Collection and distribution; Utilization and Local levy tracking.
●	14:00 - 15:00	Lunch
●	15:00 - 16:00	- Experience sharing on revenue collection, distribution and utilization.

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA	Thursday	Activity
●	09:00 - 10:00	Recap/feedback
●	10:00 - 10:30	Health Break
●	10:30 - 11:00	<p>Module 4: Extractives and Local Development:</p> <ul style="list-style-type: none"> - An overview of the linkages between local economic development. - The concepts of local content and supply chain, Employment opportunities and skills development in the sector.
●	11:00 - 12:00	- Benefits sharing for host communities,
●	12:00 - 13:00	<ul style="list-style-type: none"> - Infrastructure investments, potential industrialization, alternative livelihoods opportunities, - Corporate social responsibility/investments and linkages to other sectors/regions,
●	13:00 - 14:00	- Experience sharing on extractives and local development.
●	14:00 - 15:00	Lunch
●	15:00 - 16:00	- Affirmative action for regional balance and development investment

Week 1

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA

Time	Activity
09:00 - 10:00	Recap/feedback
10:00 - 10:30	Health Break
10:30 - 11:00	Module 5: Human Rights and Environmental Impacts in the Extractives. - Human Rights concepts and practices from a global and national perspective.
11:00 - 12:00	- Key concerns on Land Rights, Socio-Cultural rights, Environmental risks, Safety and security.
12:00 - 13:00	Exercise
13:00 - 14:00	Potential negative impact of extractives on land, environment and people.
14:00 - 15:00	Lunch
15:00 - 16:00	Experience Sharing on human rights and environmental impact in the extractive sector.

Activity**Recap/feedback****Health Break****Module 5: Human Rights and Environmental Impacts in the Extractives.**

- Human Rights concepts and practices from a global and national perspective.

- Key concerns on Land Rights, Socio-Cultural rights, Environmental risks, Safety and security.

Exercise

Potential negative impact of extractives on land, environment and people.

Lunch

Experience Sharing on human rights and environmental impact in the extractive sector.

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA	Monday	Activity
●	09:00 - 10:00	Recap/Feedback of the First Week
●	10:00 - 10:30	Health Break
●	10:30 - 11:00	<p data-bbox="381 374 881 438">Module 6: Transparency, Accountability and Integrity in the extractives.</p> <ul data-bbox="381 442 916 583" style="list-style-type: none"> - Importance of transparency, accountability and integrity principles and practices. - Transparency and disclosure requirements across the extractive value chain i.e. Exploration, Licensing, Production, Disclosure;
●	11:00 - 12:00	<ul data-bbox="381 646 916 700" style="list-style-type: none"> - Access to information by host communities, - EITI practices and the effects of corruption.
●	12:00 - 13:00	Exercise:
●	13:00 - 14:00	Role Play
●	14:00 - 15:00	Lunch
●	15:00 - 16:00	<ul data-bbox="381 966 916 1020" style="list-style-type: none"> - Experience sharing on transparency, accountability and integrity in the xtractive sector.

Week 2

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA	Tuesday	Activity
09:00 - 10:00		Recap/feedback
10:00 - 10:30		Health Break
10:30 - 11:00		Module 7: Artisanal and Small Scale Mining (ASM)
		<ul style="list-style-type: none"> - Concept of ASM in the Extractive Industry Section - ASM Power Dynamics - stakeholders, ownership, participation, inclusion, interface.
11:00 - 12:00		<ul style="list-style-type: none"> - Analysis of policies and practices of ASM within Tanzania
12:00 - 13:00		- Exercise:
13:00 - 14:00		<ul style="list-style-type: none"> - ASM value chain impact to the local community sustainable development
14:00 - 15:00		Lunch
15:00 - 16:00		<ul style="list-style-type: none"> - Experience sharing on artisanal and small scale mining.

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA

 **Wednesday**
Activity

09:00 - 10:00

Recap/feedback

10:00 - 10:30

Health Break

10:30 - 11:00

Module 8: Gender and the extractives

- Introduction to Gender and Power Relations at Community level
- Overview of Gender discourse within Extractives (Including laws and gender, and child labour)

11:00 - 12:00

- The impact of extractives on gender dynamics - women, men and youth.

12:00 - 13:00

Exercise

13:00 - 14:00

- Building Community Voices: Representation,

14:00 - 15:00

Lunch

15:00 - 16:00

- Experience sharing gender and the extractives.

Week 2

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA	Thursday	Activity
	09:00 - 10:00	Recap/feedback
	10:00 - 10:30	Health Break
	10:30 - 11:00	Module 9: Community-led advocacy (policy and practice)
		<ul style="list-style-type: none"> - Introduction to Advocacy (policy and practice) - Advocacy in extractives governance
	11:00 - 12:00	<ul style="list-style-type: none"> - Advocacy methodological cycle - The role of evidence and documentation for advocacy
	12:00 - 13:00	Exercise
	13:00 - 14:00	<ul style="list-style-type: none"> - Elements of Community-led Advocacy - Multi-stakeholder engagement platforms - Participatory tools for Monitoring and Evaluation in Advocacy
14:00 - 15:00	Lunch	
15:00 - 16:00	<ul style="list-style-type: none"> - Experience sharing on community-led advocacy (policy and practice). 	

MONDAY 21 – FRIDAY 02 OCTOBER 2020, MS TCDC CAMPUS ARUSHA TANZANIA

Friday

09:00 - 10:00

10:00 - 10:30

10:30 - 11:00

11:00 - 12:00

12:00 - 13:00

13:00 - 14:00

14:00 - 15:00

15:00 - 16:00

Activity

Recap/feedback

Health Break

Module 10: Communication and information dissemination techniques

- Introduction to traditional and new media
- Communication tools in traditional and new media for influencing change

- Effective communication through traditional and new media tools.

Exercise

- How to plan your multimedia campaign

Lunch

Experience sharing on communication and information dissemination techniques.

Coordination



Racheal Chagonja
Executive Director
-HakiRasilimali



Ivan Atuyambe
MS TCDC - Regional Training
Development Advisor



Lucy Linus Shao
Communication and
Advocacy-HakiRasilimali



Paul Mikongoti
Research and Policy
Analysis-HakiRasilimali

Facilitators' Profiles

Amani Mhinda



Amani Mustafa Mhinda is the founder of HakiMadini, a policy-advocacy organization working on mining sector governance, environment and community rights. Trained as a lawyer and political scientist, brings wealth of professional experience in mineral sector governance and petroleum policy development. He has been a key member of the Civil Society coalition working on extractives in Tanzania capacity building programs on Mining, Oil and Gas. These includes Civil Society and legislative bodies within East and West Africa regions. He currently represents Civil Society in the Tanzania's Extractive Industry Transparency Initiative (TEITI) Multi Stakeholder Group since 2012

Stephen Msechu (Adv)



Stephen Msechu is an advocate of the High Court of Tanzania, employed as a Programs Manager at the Tanganyika Law Society. In the past four years he served as a Program Officer on Research, Advocacy and Publications and thus supervised and implemented numerous projects including being the Project Manager on Supporting Inclusive Resource Development (SIRD) in Tanzania. Stephen Msechu is currently a member of HakiRasilimali Board of Directors. He has undertaken numerous trainings on the extractive industry governance since 2010 and has published several legal and policy briefs on the extractive industry in Tanzania. His Masters of Law Degree research was a comparative study on the adherence to environmental principles in the extractive industry in Tanzania and Uganda.

Facilitators' Profiles

Silas Olang



Profile

Silas Olan'g, is the Africa Co-Director at Natural Resource Governance Institute (NRGI). Mr. Olan'g has over 25 years as development practice, academia, and civil service. He has also been engaging with regional initiative – AMV, EU-Africa Raw Material Initiative and many others. Prior to NRGI, Mr. Olang held different positions and led a number of initiatives including - Joint Oxfam Livelihoods Initiative for Tanzania; Advisor, Financial Services - Netherlands Development Organization (SNV); Program Office, European Development Fund (EDF)-Micro Project Program in Tanzania. Also headed the Planning Departments in various Local Government Authorizes in Tanzania responsible for coordinating district development planning and implementation. Lectured (Economics) at Mzumbe University. Served in various boards of CSOs and parastatal. Currently serving in the National Multi-Sector Local Content Technical Committee, and the Governing Council of the Tanzania Oil and Gas Service Providers (ATOGS). Mr. Olan'g holds MSc. in Development Economic and Finance from the University of Bradford (UK) and, an Advanced Diploma in Economic Planning - Mzumbe University) in Tanzania.

Alice Swai



Alice J Swai currently works as a Senior Programme Officer for Swissaid Tanzania Extractive Projects. Formerly she worked as a Legal Adviser for Tanzania Extractive Industries Transparency and Accountability Secretariat under the Ministry of Minerals. An EITI Expert in a global standard for good governance in Mining, oil and gas sectors. She holds Masters in International Trade Law, Contracts and Dispute Resolution.

Facilitators' Profiles

Pasiense Mlowe (Adv)



Mr. Pasiense Mlowe is an Advocate of the High Court of Tanzania and Subordinate courts thereto save for primary courts. He holds Postgraduate Diploma in Legal Practice from the Law School of Tanzania (LST), and Bachelor of Laws (LL.B) from the University of Dar es Salaam (UDSM). He has worked as researcher and writer of the Tanzania Human Rights Situation Reports published by the Legal and Human Rights Centre for the past 9 years. He is writer, researcher, analyst, media personnel, public speaker and trainer in Civil Societies. He served as Steering Committee member of the African Coalition on Corporate Accountability (ACCA) from 2013 to 2018. He is the founding member of the Business and Human Rights Tanzania (BHRT) and member of the East Africa Health Commission working group on (Ethics, Regulatory Affairs and Research Environment EWG 2018 -2021). He has participated in a number of international human rights forums including the Universal Periodic Reviews sessions, UN Forums on Human Rights and Business, the 1st UN African Regional Forum on Human Rights and Business, Alternative Mining Indaba and the African Commission on Peoples and Human Rights Ordinary sessions.

Bill Marwa



Bill is an accomplished media and communications personnel and has worked with various organisations, government institutions and corporate entities in Tanzania and beyond. Over the years, Bill has taken part and in most cases a lead role in generating ideas, developing and executing communication strategies, providing training, brand management, and overseeing media relations for various clients.

Bill currently works for Oxfam as the Program Specialist, Digital Rights for the Horn, East and Central Africa (HECA) region. Bill drives the

operationalization of the strategic technology for development agenda in HECA, responsible for supporting Oxfam programs and projects in the use of information and communication technologies (ICTs) for program delivery and innovation. Bill is the key point person in HECA supporting data-driven decision-making and building out Oxfam's portfolio of approaches for using ICT for social accountability, transparency, and change-related initiatives

Semkae Kilonzo



Semkae Kilonzo is the Executive Director of Policy Forum, a network of 62 Tanzanian Civil Society Organisations that seek enhanced governance and accountable use of public resources by strengthening capacity of civic actors to influence and monitor the implementation of policies and enhancing state responsiveness to civic society's advocacy agenda relating to the accountable use of public resources. Semkae has extensive experience working in policy advocacy with civil society in Tanzania, is passionate about curbing illicit financial flows relating to extractive industries and making natural resource revenue management work for the people through strategic engagement and collaboration with government, industry and communities. Semkae holds a Masters degree in Journalism and Media Studies from Cardiff University, U.K. and received his earlier media training in Dublin Ireland and the Tanzania School of Journalism. He is also an alumnus of the Public Service Accountability Monitor (Fundamentals of Social Accountability Monitoring Course) of Rhodes University, South Africa. Semkae is the co-founder and serves on the Board of Hakirasilimali, a platform of Civil Society Organisations working on strategic issues around minerals, oil and gas extraction in Tanzania. Hakirasilimali is affiliated to the global Publish What You Pay (PWYP) movement.

Facilitators' Profiles

■ Flaviana Charles (Adv)



Flaviana is a leading Business and Human Rights Expert in Africa and the Executive Director at Business and Human Rights Tanzania (BHRT). She is also a Chairperson of Women Human Defenders Coalition of Tanzania (WHRDs) and the Secretary General of the African Bar Association (AFBA). She is a Board member of Tengeru Institute of Community Development (TICD); Board Member for HakiRasilimali (Natural justice forum); Board Member for Tangible Initiative for Local Development; Board member for Tanzania Women Lawyers Association (TAWLA) and Legal Adviser for Tanzania Fellowship of Evangelical Students (TAFES). Flaviana has previously served as the Vice President of the Tanganyika Law Society (TLS); Vice President of Dar es Salaam University Students Organization (DARUSO); President, Vice President and head girl from Primary school to High School; President of Toastmasters International club- Dar es salaam chapter and as a member of the Steering Committee of the African Coalition for Corporate Accountability (ACCA).

Flaviana has more than 15 years' experience working with leading firms, offices and corporations in Tanzania and consulting on Business and Human Rights for various Companies, governmental and international development agencies. She is also an editor for Business and Human Rights Journal (BHRJ) published by Cambridge University Press. In addition to consulting on Human Rights Impact Assessment on the proposed the Uganda/Tanzania oil pipeline and associated facilities, Flaviana has also participated in Review of Informal Economy Support Initiative (IESI)-Tanzania under DANIDA through Nordic Consulting Group A/S (NCG) of Denmark. She has also conducted Training, Capacity Building and Mentoring Consultancy Assignment with Government representatives.

National and International NGOs participants, Civil Society and Community Based Organizations, defended and represented 8 Tanzanians-environmental human rights defenders arrested in Malawi and charged with espionage where she won the case, Researched and Participated in drafting various bills while working at Law Reform Commission of Tanzania and Participated in the various UN forums of Human Rights and Business held in Geneva, Switzerland, Addis Ababa, Ethiopia, Lima, Peru, Brussels, Belgium and alike.

Flaviana is also Trainee of Trainers (TOT) and have trained various political Parties' leaders from Tanzania mainland and Zanzibar under UNDP and Electoral Reform International Services (ERIS) on election matters; A Trainee of Trainers (TOT) and have trained women aspirants on leadership position under UN Women; A Trainee of Trainers and trained Probono lawyers on Natural Resources and Governance under the project titled, Supporting Inclusive Resource Development in East Africa Project (SIRD) by Tanganyika law society (TLS) and Canadian Bar Association (CBA); She is also a trainee on National, Regional and International Human Rights Mechanisms; Flaviana is a Mediator under Women in Peace and Security (FEMWISE) under Peace and Security Department of African Union (AU). She is a law graduate from University of Dar es Salaam and further holds a Postgraduate Diploma in Law, Mediation and Arbitration. She also holds a Masters in International Law and Human Rights from the University of Coventry in UK.

Facilitators' Profiles

Jimmy Luhende



He is one of skillful and resourceful Training Facilitator with passionate for Social transformation, public resource management, especially supporting and engaging communities in using accountability seeking tools, such as: Public Expenditure Tracking, Social Accountability Monitoring, Community Score Card and Community animation.

Jimmy Luhende is an independent in Community Engagement, media and communication strategist. He has more than 15 years' experience in CSO sector especially in areas of Governance, Public Policy advocacy, Local Democracy and Activism, Human rights, Community Voice and Representation and Citizenship and Human Rights education.

He has developed several Training manual and Training notes/kits: including those on Anti-corruption at LGA, Media and Democracy, Election observation, Policy analysis for media practitioners, Gender Based Violence reporting, Community animation, Civic education for citizens, social accountability and Transparency.

He has demonstrable experience in enhancing peoples' knowledge and skills in seeking inclusive democracy, community dialogues, prevention of gender based violence, working with Community Groups and Media strategically.

Sara Ezra



Sara Ezra Teri is a social development specialist – Development Studies (MA) and Political Science (BA) – with over 13 years working in Civil Society and the Private Sector.

Currently Sara is the Programs Director at MS TCDC, in Arusha Tanzania where she provides strategic and technical oversight to the Programs Directorate – Learning, Knowledge, Intercultural, Communication and Philanthropy units.

Facilitators' Profiles

Prior to this Sara has held various middle management positions in the Community Relations Department at Acacia since February 2011. Starting from February 2012 to July 2013 as Coordinator, Community Development at the Regional African Barrick Gold Offices; from July 2013 to December 2013 she served at Tulawaka Gold Mine (a subsidiary of African Barrick Gold), in Biharamulo District, Kagera as Coordinator, Community Development. Upon completion of successful delivery Mine Closure through implementation of community development activities as part of Social Closure Plan, Sara took up another role at Bulyanhulu Gold Mine Limited (a subsidiary of African Barrick Gold) in Kahama/Msalala District, Shinyanga from December 2013 where she served as a Superintendent, Community Relations and subsequently a Section Leader, Community Relations until September 2017.

Prior to this, Sara acquired extensive experience with national and international NGOs, including being Senior Programme Officer for Health Equity with Women's Dignity, an Irish-Aid funded project that focused on maternal mortality reduction; Programme Coordinator of the Health Equity Group (a network of four organizations- CARE Tanzania, Sikika, Tanzania Gender Networking Programme and Women's Dignity) that focused on improving maternal and new born health as a way of promoting health equity in Tanzania; Program Officer-Policy Analysis and Advocacy with EngenderHealth/CHAMPION Project in support of male participation in HIV/AIDS Prevention; Policy and Advocacy Program Officer with Youth Action Volunteers (YAV currently called Sikika) on health sector governance. Throughout her career Sara has acquired relevant knowledge and skills essential for designing, planning, managing & undertaking various development strategies. Some of Sara's core strengths include

Facilitators' Profiles

public-private partnership development and management, networking and strategic stakeholder engagement, management of corporate social responsibility activities, culture change management, training and facilitation skills, project coordination and management, corporate communication, people management & leadership, financial/budget & fund management, policy analysis and advocacy, community mobilization.

Barbara Among



Barbara Among has worked as a journalist and communication specialist for 16 years now. She is also a media trainer. She is currently head of communication at MS Training Centre for Development Corporation, in Arusha, Tanzania. Previously, she worked as Country Trainer for the International Women's Media Foundation, Editor-in-Chief, Uganda Radio Network. News Editor at the Daily Monitor publication, under the Nation Media Group (NMG) Uganda and also as Diplomatic Affairs Editor. She also worked with the regional publication The EastAfrican and Uganda's national publications the New Vision newspaper.

Her work has appeared in the Guardian, UK, the Observer, UK, the Independent, UK, Reuters and Daily Nation newspaper, Kenya. Barbara Among was part of the team of communicators trained by the Natural Resources Institute on Extractive industries communications and reporting. She has also developed content for a Diploma in Land and Journalism course, for the MS-TCDC. She was also part of the team that developed a Toolbox for Conflict Sensitive Reporting for the Sol Plaatje Institute for Media Leadership, School of Journalism and Media Studies, Rhodes University. She holds a degree in Mass Communication from Makerere University, Kampala.

Pilot Class Trainees

1. Rehema Mkuli
2. Rehema Matowo
3. Bernadeta Petro
4. Rosemary Mashimba
5. Asia Hussein
6. Aina Pero
7. Mary Masanja
8. Salma Kundi
9. Leah Gevenus
10. Joyce Komanya
11. Farida Kiobya
12. Bahati Samsoni
13. Robert Danda
14. Justine Godson
15. Kwaresma Manko
16. Francis Mkasiwa
17. Eugene John
18. Marco Maduhu
19. Michael Mwanga
20. Betty Chenge
21. Mustapha Kwiyuba
22. Malili Lubasha
23. Beatrice George
24. Mariam Shabani
25. Yohana Shida

Supporting partners:

1. Swissaid
 2. NRGi
 3. Wellsprings Philanthropic Fund
 4. OSIEA
 5. Women Fund of Tanzania
 6. PWYP
 7. Oxfam- Tanzania
 8. Hivos
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