



**Report on the**  
**BRIDGE Post Election Activities Workshop**

**Held in Tanzania**

**27-30 May, 2016**

Prepared for the Tanzania Centre for Democracy

By

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**AEC**  
Australian Electoral Commission

## INTRODUCTION

Tanzania Centre for Democracy was founded in 2005 by five parliamentary political parties (CCM, CHADEMA, CUF, TLP & UDP), the Tanzania Centre for Democracy (TCD) is a non-partisan, non-religious and not-for-profit political parties' membership organization. It has two categories of members: Full Members are Parliamentary Political Parties. As a result of 2015 elections, the following are Parliamentary Parties: CCM, CHADEMA, CUF, NCCR-Mageuzi and ACT - Wazalendo. It also has nine Associate Members, i.e. political parties without parliamentary representation but have at least it won a seat in a Village, Street or Hamlet seat during the previous Villages, Streets and Hamlets election.

Danish Institute for Parties Democracy funded a three day Post Election Activities training in Morogoro Town. The training involved thirty participants including Senior and other officers from Different Political Parties.

This report refers to the second BRIDGE training of political parties under the auspices of the sponsorship of DIPD. The workshop on Post-Election Activities was held from 27<sup>th</sup>-30<sup>th</sup> May, 2016, in Morogoro, Tanzania. No accreditation was made to the semi accredited facilitator because the time spent for the training (four days) did not meet the accreditation criteria under the BRIDGE rules.

## SCOPE OF WORK

The project scope required that the Lead Facilitator oversees the delivery of the training course to political party's representatives 27- 30 May, 2016. Ancillary responsibilities included the following:

### a) Pre-course preparation

- i. Review course material 23-26 May, 2016.
- ii. Lead team in developing a training course programme assigning tasks adequately to meet required criteria for accrediting semi-accredited facilitators.
- iii. Ensure supply of course materials and resources required for BRIDGE activities are in place.
- iv. Ensure all administrative and logistical requirements of the course are in place.
- v. Coach and supervise semi-accredited BRIDGE facilitator to meet the necessary criteria for progression to full-accreditation.

b) Conduct training using the BRIDGE methodology, from 27-30 May, 2016.

### c) Reporting

The facilitator is required to write a report covering the implementation of the BRIDGE course and submit it to the contracting organization and BRIDGE office.

## **FACILITATION TEAM**

The BRIDGE facilitation team which prepared and delivered the course comprised:

- **Emmanuel Kawishe, (M)** (Accrediting Facilitator) Lead Facilitator
- **Bernadetha Kafuko, (F)** Semi Accredited Facilitator, Program Officer (TCD), Tanzania

## **PARTICIPANTS**

Participants were drawn from five political parties as indicated on the attached Appendix A (Participants' List).

## **COURSE MATERIAL**

The Post-Election Activities falls under Electoral Operations in the BRIDGE curriculum. This module was identified by the TCD in reviewing the 2015 General Election in Tanzania. The course material was therefore packaged in the backdrop of these critical democratic processes that the TCD has to oversee.

## **COURSE AGENDA AND CONTENT**

The four-day course programme covered the following thematic areas:

- Day 1: Democracy Context Shapes, Electoral Cycle, Sustainability
  - Day 2: 0-100% building National Capacity, Exploring Core Ideology, Sustainability Pillars
  - Day 3: Electoral Laws and Regulations, Retaining Good Staff, Access for Women Employees in EMB, Institutional Culture Pillars, Professionalism, assets Strategy Technology Problematic
  - Day 4: Mapping Dangers, Pitifalls and Sustainability solution, The Financing EMB, EMB money flow.
- Detailed agenda attached as Annex B

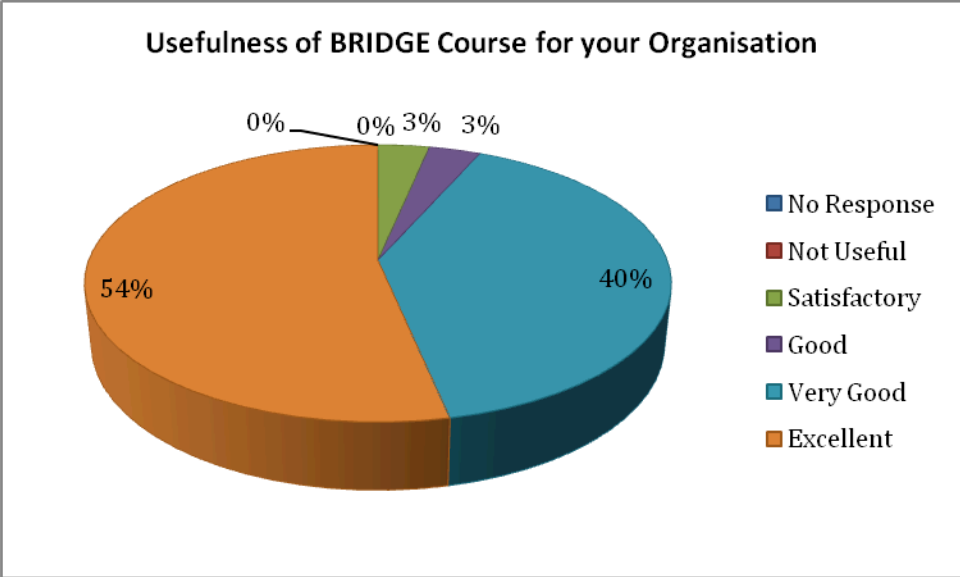
The session on Sustainability brought to the fore critical issues on funding and maintenance of institutions. This detail was reflected on the type of information participants indicated in the political grounds, during and after elections.

## **COURSE EVALUATION**

The following questions were posed to all participants:

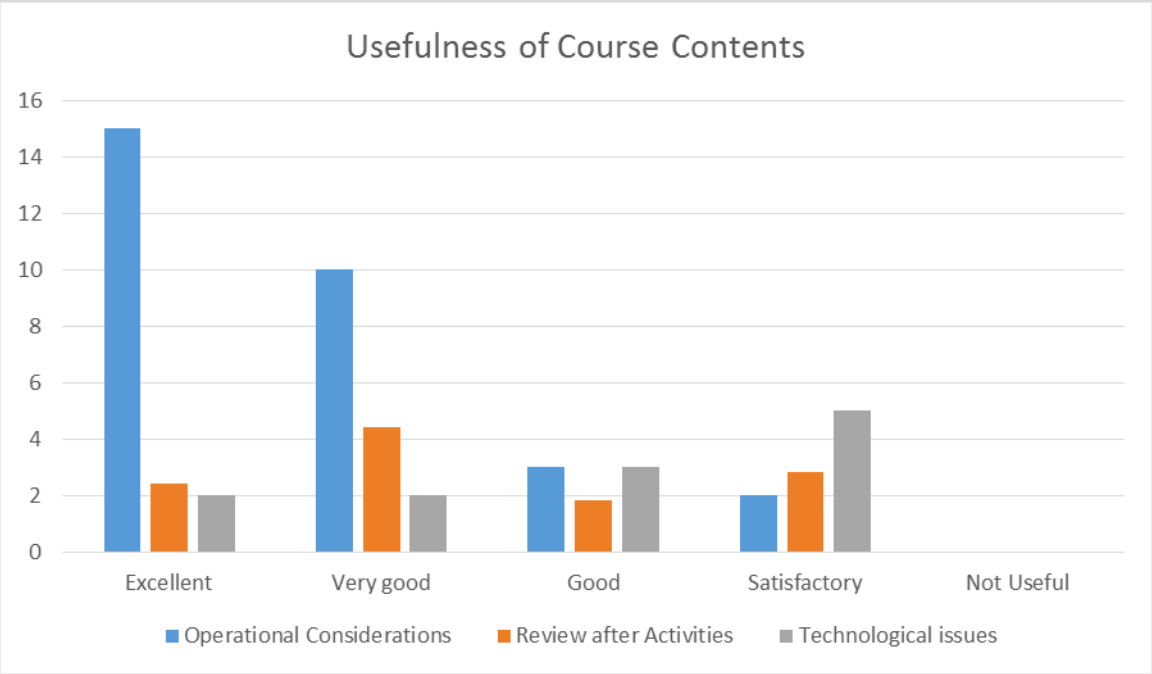
### **Usefulness of the BRIDGE course**

Most participants rated the course between excellent and very good. Of the 31 participants one rated it as good while the other as satisfactory.



**Usefulness of course content on different days**

Participants mostly rated the usefulness of the BRIDGE Post elections activities course between very good and excellent. Three participants rated it as good.



**The single most important thing learnt during the course.**

- Bridge Overview
- Key Understandings,
- Learning Outcome and Assessment Criteria
- This module in BRIDGE, Objectives

- Cross Cutting Themes
- Democracy Context Shapes Exercise
- Electoral Cycle Context Presentation
- Finding a definition of sustainability
- Sustainability Questions
- Sustainability Program Design
- 0 - 100% - building national capacity
- Exploring the Core Ideology
- Sustainability Pillars Presentation and Discussion
- Retaining Good Staff Strategies
- Access for Women as Employees of an Electoral Management Body
- Institutional Culture Spirals
- What is professionalism?
- Assets Strategy
- Technology Problematic Presentation
- Electoral Law and Regulation Exploration
- Mapping Dangers, Pitfalls and Sustainability Solutions
- The Financing of EMBs
- EMB Money Flows
- Service Role Play

#### **Course improvements**

- A lot in the manner in which we conduct elections.
- Insufficient time for discussion.
- Increase the number of case studies for ease of understanding.
- Increase the number of days for the training in order to have enough time to read the training manual.
- Time – the number of days are not enough. We need to have cocktails and share knowledge.
- More details and allow for longer time to discuss and debate.
- To know more about post-election activities.
- Increase the number of days for the course.
- Increase 4-day training to 8 days.
- Increase case studies from different countries.
- Supply all participants with a workshop bag and soft copies all course material.
- There is a lot of material but insufficient time.
- Allow for more time for some topics.

#### **Comments on course facilitation**

- Really good.
- Excellent. They did the best they could to ensure that we achieve the objectives of the course.
- Good.
- Very good.
- They were knowledgeable and understand our operations as Political Parties.
- Facilitators were good and had in depth knowledge.
- Well prepared and very good facilitators.
- I liked the method used in imparting knowledge to participants.
- It was good – and good reading materials which made all of us to participate. It was great.

- Good.
- Very good.
- Very professional.
- Facilitators know how to deliver matter and I congratulate them.
- Excellent.
- Well-organised.
- Well-prepared.
- Very good facilitators.
- Facilitators were good, amazing!
- Very helpful.
- Knowledgeable.
- Great job.
- Friendly.

### **Usefulness of BRIDGE to the Political Parties**

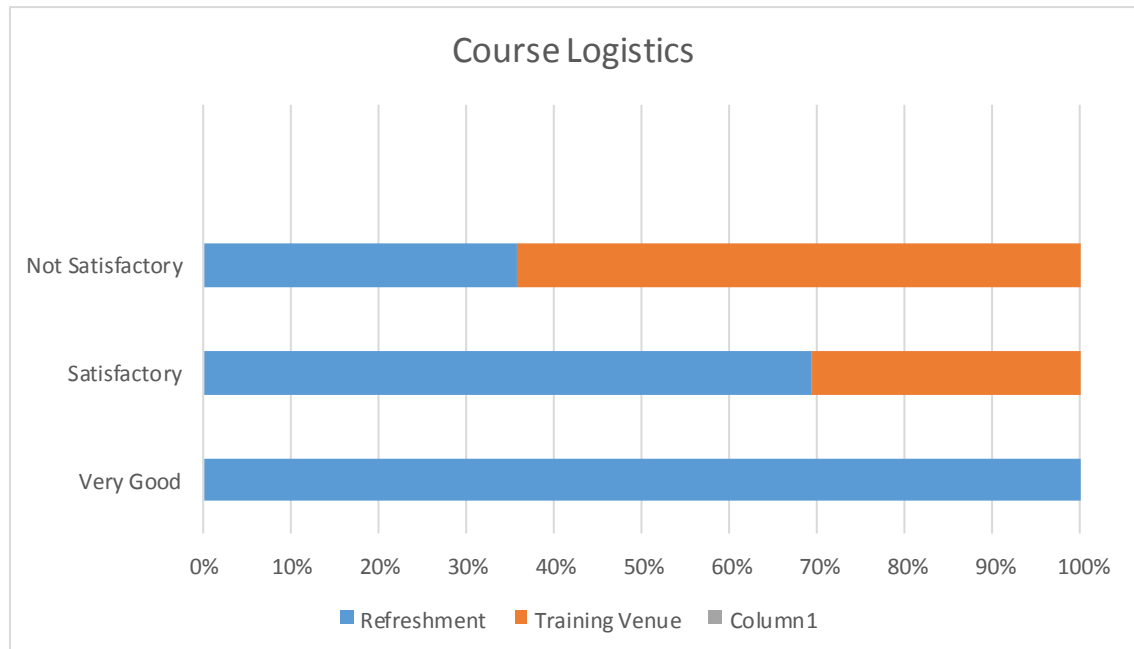
All participants recommend the course to be very useful to their political parties.

### **How participants have impacted on learning**

- Different political parties sitting together and being trained, marvelous.
- I shared the knowledge and they helped me gain confidence in myself.
- Some of my colleagues brought politics in the training
- By sharing experiences with colleagues.
- Participants shared their knowledge and it was really good.
- The examples shared in the training were very helpful.
- We read case studies and got to understand the topics.
- They assisted me to understand the real situations of the seriousness required when we will be reviewing our constitutions and ideologies of our political parties.
- Shared interesting experiences and knowledge.
- Incredibly assisted my understanding especially when we worked on case studies together.

## Course logistics

Participants rated workshop logistics, refreshments and training venue, either as satisfactory or very good. One participant rated the accommodation as unsatisfactory.



## Additional comments

- I plan to keep learning and improving in the way I do things at work.
- The course is very useful and it has renewed my interest in party operations with a better understanding.
- The training was very good! I was reflecting on quite a number of activities that we do and can improve on. It is a pity that Secretary General, the Chairperson, were not present and yet they are the decision-makers. They are the ones who need this course to inform their decisions.
- The course was so good that the facilitators should conduct many of such courses.
- I shared a lot of information with colleagues and gained a lot from them though we are different parties with different ideologies.
- This kind of training needs to be repeated over and over again.
- The training was very good and helpful. I suggest that the facilitators should plan for training for us to learn.
- I would like my party to be trained alone.
- We would like to have this BRIDGE course with participants from other countries to share their experiences too.
- If we can have another training on the post elections activities it can help our parties.
- I need more training on BRIDGE courses.
- The training is essential for all political party leaders
- Invite decision-makers to participate in this course such as all Directors, Managers and Committee Members.
- Congratulations to you facilitators. You inspired me!
- If we can have more training like this one especially to train us as BRIDGE facilitators in election management.
- Congratulations to facilitators and job well done!

- This BRIDGE course is relevant to my daily job. I suggest that we have another training.
- All management including the top leaders must attend this course.
- The next workshop should follow this one so that people do not forget what they learnt over the past three days.
- I want to advance to the next level of BRIDGE training.
- This course must be conducted as many times as possible for all to understand the process of voter registration and the election process.
- This course should be for all EMB staff and Political Parties in order to have a common understanding.
- This kind of training should be trickled down to the council's level.
- The TCD should ensure that such workshops are conducted regularly because we need them.

## CONCLUSION

The BRIDGE course was overall rated very highly by participants. This is borne out by their evaluation comments and ratings with regards to usefulness of the course. Time was a consistent problem across the course and the participants identified this. While every effort is made to accommodate both the participatory nature of the course with the programme, this remains a perennial problem with all BRIDGE courses. In a different look, this module POST ELECTION ACTIVITIES may be reviewed to add a component that specifically reflect on past elections. It is highly based on Sustainability.

### Annex A

#### GE TRAINING - POST ELECTION ACTIVITIES PARTICIPANTS

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