

# YLTP Newsletter

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## The Resident Director's Statement



Executive Committee, as well as Director for Organization and Elections in the Civic United Front (CUF).

The first challenge of Mr. Sanani was to organize and spearhead his party's campaign during the Magogoni constituency by-election. Although not winning the constituency, CUF demonstrated firm democratic maturity by accepting defeat. These are democratic values that need to be demonstrated by all during elections, especially the forthcoming general elections in 2010.

Dear Reader, I would also like to share with you my concerns about the negative impact of corruption in our society. This is a serious problem all over the world, and not only in Tanzania. Corruption is known to happen everywhere; there are corruption cases in rich countries as well as in countries where resources are scarce and limited, like Tanzania.

However, the consequences of corruption in countries with a strong system of rule of law and stable economies are not as significant for social development as in so-called developing countries. In developing countries, corruption is a major obstacle to the path of development; it is a hindrance to social services such as education, health and infrastructure. It affects particularly the poor people as it diverts precious and scarce resources from those social services.

Corruption is a symptom of bad governance; it harms democratic participation and a just distribution of social services to the population. It excludes most of the population from an equal distribution of resources. It is a crime. To curb all its diverse negative effects, it must be fought from all angles.

The YLTP program aims at nurturing a cadre of socially responsible as well as ethically committed young leaders who should be ready to fight corruption and certainly not to abuse public office for personal gains.

Dear Reader (s),

Welcome to our eighth issue of the YLTP Newsletter published by the FES-Tanzania office. The publication of this issue shows our commitment and fulfils the promise I made to keep you updated about the YLTP as well as about other developments taking place here at FES in Tanzania with regard to leadership and development topics.

The YLTP VIII is progressing well; about six regular sessions have been held so far including the summer school, which took place in July, 2009. The trainees gathered at the Kibaha Conference Hall, in the Coast Region, for a five day intensive training program!

Dear Reader, the beneficiaries of our top-notch program are steadily establishing themselves as leaders in various institutions, from political parties to trade unions, and from non-governmental organizations to media houses. Mr. Beno Malisa, for instance, is currently holding the national vice-chairmanship of the ruling Chama Cha Mapinduzi (CCM) Youth League. This is a senior post that will allow him to share the same table and rub shoulders with the top ranking officials of the ruling party, while pursuing the mission towards the vision of the ruling party.

Mr. Malisa is not the only one who is currently holding senior political leadership position. In February 2009 another former YLTP trainee, Mr. Juma Said Sanani, was elected a member of the National Governing Council, National

The YLTP program is designed to improve leadership skills among youth from various institutions in the country.



We praise the Government's decision to file court cases against public servants and politicians for abuse of office as a sign that the strife against corruption is fully supported by the highest office in the country. It is in this regard that I urge the current and former trainees, whistle blowers and critical citizens to join their efforts and support the institutions that are in the front line in fighting corruption.

Dear Reader, our core mission at the Friedrich-Ebert-Stiftung (FES) is to foster democracy and social development. For us, there is no doubt that one of the defining pillars of democracy is the holding of free and fair elections.

As we head for the 2010 general elections both in Tanzania Mainland and Zanzibar, we are hopeful that important social actors such as the media, political parties, and the election bodies, supported by the citizens in general, will play well their respective roles to make elections free and fair.

I would also like to urge both young female and male leaders to take responsibility and be ready to stand for various leadership positions. I truly believe that the youth can become conscious LEADERS if given training, time and space to practice good and ethically committed leadership.

I am grateful to the team of trainers and tutors who have dedicated their valuable time, ideas, vision and resources to this unique program since its inception. I do appreciate their effort and commitment. I am also thankful to the FES staff who have been strong supporters of this program.

Finally, I would like to invite partner organizations - civil societies, students' and other non-governmental organizations, beside government institutions and the media, to contribute actively and to share their ideas with us on how we can further improve the YLTP program. Get in touch with us and let us know your recommendations and ideas.

Asante Sana

Peter Häussler  
Resident Director

## A word from the YLTP Coordinator



Dear Reader,

Let me start by welcoming our new readers to the Young Leaders Training Program Newsletter, a platform of its graduates and its spectrum of stakeholders.

The current program started in February 2009 and is now midway towards its conclusion. Our founding principles which remain to be our guiding ideals is to contribute to the building of a cadre of committed, ethical, diligent and meticulous leaders through education and training.

Since the inception of the program about 9 years ago, more than 130 young leaders have gone through it. Among its beneficiaries occupy strategic spaces not only in the august House, the Tanzanian Parliament in Dodoma making laws and exercising oversight role on the Government but also in the Judiciary, contemplating different interpretations of the laws, and in Non Governmental Organizations, etc.

The current program has so far executed six regular sessions and one residential training program (summer school). It is gratifying that its participants have exhibited particular qualities of potential dependable leaders with eagerness and group cohesion.

It is in this regard that I urge the sponsoring agent, the Friedrich-Ebert-Stiftung (FES) and the team of trainers and tutors to once again pull up resources together so as to nurture and mould these potential young leaders into eminence.

Dear Reader, my role as the program coordinator is to oversee and improve the YLTP program that it responds to contemporary leadership challenges.

As a step towards achieving that objective, the YLTP curriculum has been creatively restructured to reflect more practical orientation, case studies analyses and inclusion of emerging topical issues of immediate application in the program.

Lastly, I would like to extend my sincere thanks to all stakeholders who in one way or the other have been part of this program either directly or indirectly in fulfilling our commitments.

Besides the team of trainers and tutors they include external resource persons, our host organizations the FES and their staffs that have tirelessly enabled the program to attain this milestone.

Prof. Max Mmuya  
Coordinator-YLTP



YLTP VIII participants listen attentively to the facilitator (not in picture) during the on-going sessions at FES offices in Dar es Salaam.

## Message from the Editor



Dear reader,

Welcome you to another bulletin of the Young Leaders Training Program (YLTP). This bulletin is exceptional. It contains a full interview with one of our former trainee for YLTP III, Mr. Beno Malisa, who holds a very top position in the ruling party as a Vice Chairperson of the CCM Youth League.

Mr. Malisa's testimony of the YLTP program is pulsating and inspirational. He tells of the YLTP program as a platform for moulding political tolerance by various parties in the country, such that should any political controversy arise, the active young politicians look at YLTP as a the foundation of peace that unites them together. This would make them ready to compromise and settle down the hullabaloo amicably as family members. Mr. Malisa's testimony is a signal that the efforts of this program do not go in vain.

We also have a testimony from Ms. Catherine Masingisa, whose knowledge acquired at YLTP supported her in nurturing her moral standing.

Ms. Regia also tells of the condition of disabled people in the country and how they are underrated by some people. She urges the society to make a distinction between disability and the weaknesses of an individual person. "Inability", she says, "should be judged as a particular individual problem".

As we head towards the next coming general election, Elizabeth Maginga is not behind. She reminds youth to play their role to educate the society on the values of a good leader who would listen to them and implement their needs. She underscores some of the qualities of a good leader that the society should look into before endorsing him/her to represent people for any political post.

As we read this newsletter, we should not forget that another batch of the YLTP VIII is in progress. The presence of these participants should not be taken for granted. Every year, a new set of responsible, accountable, tolerant, honest and committed leaders are bred through this program.

Indeed one can see the fruits of the program from some of the former graduates like Hon. Zitto Kabwe, John Mnyika and Beno Malisa, just to mention a few. These are shaping democratic values, accountability and good governance.

So far, there are more than 130 committed young men and women who serve this nation earnestly after a comprehensive acquisition of knowledge at the YLTP. It is the hope of the Friedrich-Ebert-Stiftung (FES), sponsors of this program, that more young men and women will get enrolled in future.

The corrupt allegations directed toward former leaders of this country symbolize that somewhere somehow, ethics was set aside and the leaders put forward their self-interest ignoring the misery of the exploited, whose toil, tears and sweat have turned into haunting shadows.

Just in April this year, at the commemoration of the World Malaria Day in Mtwara, it was stated that more than 80,000 Tanzanians die every year due to this preventable disease. Malaria kills a Tanzanian every 5 minutes, leave alone HIV/AIDS, cancer, Tuberculosis, Kwashiorkor and Marasmus, just to mention a few.

Yet, we have people who divert funds for their personal gains, leaving poor people suffering and always weeping for the death of a family member every 5 minutes. I wish they would be witnessing such deaths and burial ceremonies and see how deaths tear the families apart!

That is what the FES through YLTP program is working hard to reverse these bad practises. Good leaders for good health and national development. I welcome you to read on.

Godfrey G. Kalagho  
Editor



Last year's graduation for YLTP VII, held at the Courtyard Hotel in Dar es Salaam. The graduation marked the end of one year program conducted by FES to young leaders. It also marked the beginning of a long leadership challenges for Young leaders.

## My turning point with YLTP

I am so much grateful to get this chance to share my feelings and experience in response to the Young Leaders Training Program (YLTP). I always count myself as one among the luckiest ladies who were selected to join in this remarkable program.

At first, I did not know how useful and effective the course would be, but as days went on, I realized that YLTP is the most important training to anybody who earnestly aspires to save the society in any institution.

Before I joined the training, I was just a normal person without skills of leadership, although I had the spirit of serving my nation in future time. I lacked potential information of different issues that are valuable to any person.

I talked about issues which I was not even sure of, just to make stories alive. As soon as I started to attend YLTP sessions, I realized that I was becoming transformed into a more reliable human being. I became someone else who was gradually being admired, appreciated and trusted by my colleagues.

This development was accelerated by the well designed themes of the YLTP. Briefly explaining, politics and public administration provided us with more details on what is going on in our country and the world at large.

Leadership and management skills have shaped my personality in the sense that I internalized the qualities of a good leader. This has made me to think as a leader.

I know how to lead and to utilize resources to bring about sustainable development. YLTP has also enriched me with negotiation skills. This enables me to make proper decisions at the right time. Media and communication skills have led me to improve my communication skills and have proper use of media.



These themes have really helped me to decide what to talk and how to present my message so that it reaches the targeted audience. I am now able to make well organized speeches with confidence, something which most people lack.

The economic theme expanded my knowledge on issues of economics and utilization of our national resources. We learnt much on the integration of the East African Community and how it can improve the economy of our nation. Both merits and demerits of the EAC were deeply analyzed. Trainers and tutors were more than teachers to us. They were parents to us who wished to see remarkable progress of their children's performance.

That is the spirit of leadership whereby one treats another's child as his/her own. This spirit is what YLTP instills youth with. Generally, the sessions were good with a very impressive participatory teaching style.

The summer schools that made us to spend many days together accorded us time to know each other well and share one's professional experience.

This network helped us to discuss various ways of overcoming challenges through sharing experience of other sending institutions.

FES through YLTP is doing great things. I take this opportunity to give special thanks to FES and encourage them to continue sponsoring the YLTP in order to allow many Tanzanians to benefit from the program. YLTP is a very important program for preparing future leaders to be really committed, responsible and accountable to their people.

I wish to urge all trainees to make good use of the training so that the nation should also benefit from them. Work hard and you will achieve your aspirations.

YLTP gives you not only skills, but it also tops up your networks and recognition through the certificate provided by FES. These benefits have put me on the spotlight and make me to move forward forever.

**Catherine Masingisa**  
YLTP VII

*Mr. Beno Malisa is a beneficiary of the YLTP III for the 2004 intake. He joined the program while pursuing Bachelor of Laws at the University of Dar es Salaam. At the same time, he was an active member of the Youth League of the ruling Chama Cha Mapinduzi. Recently, he was elected as a Vice Chairperson of the UVCCM. He recounts his experience with Godfrey Kalagho, the Editor of YLTP Newsletter that is published by FES. Below is the excerpts;*



**As a vice Chairperson of CCM Youth League, what are some of your duties?**

I do implement the agenda of the ruling party Chama Cha Mapinduzi (CCM) and youth league. I do also groom new members and impart them with the party ideology, hence assisting them to become good leaders. It is also my duty to make sure that new members know and abide by the party ethics. I do also implement the party's propaganda. I also assist members to get opportunities in the Youth League (UVCCM) and the National League for Women (UWT).

We do also evaluate the implementation of the national policy on youth and establish a political council involving various parties, despite different political ideologies. The significance here is that we all work to assist youth to make sure that their ambitions and priorities are known and addressed at national level. So we do work with every youth despite his/her welfare and assist them to become more responsible and accountable in different spheres while at the same time making sure that we assist them to voice their concerns at national level.

Again as a youth role model, I inspire others to use their education and leadership in their respective families, jobs and also in politics. I also insist them to become more patriotic to love their nation and develop it.

**What factors motivated you to compete for such a challenging post?**

The first one was my willingness to assist my fellow youths by influencing policies which favour their priorities. I also wanted to make sure that UVCCM continues to operate smoothly and accommodate youth priorities.

Finally, I wanted to make sure that CCM continues to be trusted and fight for my party so that it remains in power. I fulfill this by mobilizing more youth into CCM and impart them with ideologies so that the party continues to grow and expand.

**What are some of the skills you learned from YLTP that help you to execute your duties?**

The program has made me to be well informed about political and socio-economic issues. The curriculum training, exposure and different lecturers from various sectors make participants to be well informed. The course also equipped me with confidence as I became knowledgeable of so many things, like the integration of the East African Community, The Economic Partnership Agreements etc.

The materials provided by the program are very good resources for any leader to boost the society in terms of development. The materials made me to be very constructive and eventually got transformed into becoming a responsible and accountable human being.

The other one is networking. I am a CCM cadre, but the YLTP provided a platform that enabled me to meet various other party followers from the opposition camp. There were representatives from the Civic United Front, NLD, NCCR-Mageuzi and Chadema. We were together for the whole year. So if any controversial issue arises, we are able to discuss it. The instance is when I meet George Kahangwa of NCCR-Mageuzi, John Mnyika and Hon. Zitto Kabwe of Chadema, we discuss issues in a very friendly way as we have all been groomed under one umbrella of the YLTP. This creates political tolerance.

**Would you tell us some of the challenges and how you address them?**

The first one is that youth's expectations are

very huge so that we just have a very great job to do. My greatest task is to assist those who are educated to get job. The UVCCM has a well developed internship program for graduates that avail them to learn politics and how to implement various activities. This helps youth to easily get job after getting practical experience from the program.

I also push policies to be implemented and expand labour policies to recruit more graduates. The challenge here is to make sure that the labour exchange centre expands the labour sector to employ more Tanzanian youths.

For those who are not graduates, I mobilize them to form groups and facilitate them to get small loans so that they can do business. Others are now joining the National Service and that has created a vacuum for youths.

Though, the biggest challenge is youth awareness. Most youths do have very great aspirations to open up opportunities so that they hold top positions to lead. This is also a challenge to other public and private institutions as well as NGOs.

**What is the contribution of CCM youth league to good governance and accountability in the country?**

Our rules are very clear. We are very transparent. We debate openly and insist our members to abide by ethics. We also encourage and insist our members to be honest – honesty is a source of everything. It is also one of our greatest priority to make sure that people are groomed to be honest.

**What advice do you have to youths in the country?**

They should always believe that they can do it in whatever undertakings they make. This nation is their parent. The youth should make sure that they advance themselves and explore other opportunities to widen up the peripheries and see themselves as leaders where they are. They should use every opportunity they get to advance their future and the nation.



A study tour at CCM Headquarters in Zanzibar. YLTP VII candidates make visits to various institutions in the country to familiarize themselves with office bearers and also network with other young leaders. This helps them to learn how to address various challenges facing leadership in the country.

## Disability is not inability



Many years have now passed since Tanzania got her independence in 1961. It is 48 years of full independence since we lit the torch of freedom. This long duration is just enough for the country to have attained enough development.

In this article, I have used the term development to include many things like promoting, protecting and implementing the rights of the citizens. These do not need to take so many years. What is needed is just to accept the fact and facing the reality that the rights no matter what, must be realized, recognized and implemented.

The implementation of the rights of the citizens is not proportional to time. It is just a matter of realization. The Universal Declaration of Human Rights by the United Nations came into being in 1948. It's over 50 years now! We still crawl in mud. We are yet to be free.

This influences me to send this message to leaders of different sectors like; policy makers, planners, law makers, activists, politicians, normal citizens, people with disabilities and other key stakeholders on the rights of the citizen.

As a disabled person and activist on issues affecting various people of my kind, I have noted that some people have negative attitudes or assumptions toward disabled people. They relate disability with the weakness of an individual person. These people think that when a person is disabled, he or she would not do well in education, employment, and can not lead others.

By extension, they also think that the disabled cannot take part in many other activities like having a family and enjoying life. Being disabled does not mean that someone is unable to perform or fulfill the roles and responsibilities of a human being.

The truth is that disability is not an issue. The main issue lies with whether there is a conducive environment to accommodate a person with disability to play his or her part. The environment has to be user friendly, to foster and simplify the life of a person who is disabled.

It does not mean that a disabled person cannot acquire knowledge and skills, or get employed, or cannot become an entrepreneur, an activist, or politician. Nevertheless, people with disabilities just need friendly environment that allow them to perform their work well.

What is needed is to have conducive environment that favor the disabled. If we had committed leaders in the government, with committed policy makers, planners, law makers, activists, politicians, implementers, normal citizens, persons with disabilities and other key stakeholders on the rights of the citizen, they would truly provide enough special learning gadgets like wheel chairs and special trained teachers etc, to make sure that the infrastructure and superstructures are conducive to every disabled person.

If the above can be done, all people with

disabilities in Tanzania would get equal opportunities to education, employment, health services, leadership, and equally participate fully in all other development activities.

If we can achieve the above efforts, we would witness a reduction of beggars along the streets. There would also be a decrease of children and maternal mortality rate as persons with disabilities will become knowledgeable as a result of increased enrollment ratio for children with disabilities in school. This is what it means by poverty reduction in practical terms!

People with disabilities have good attributes like all others. They do also deserve equal rights and opportunities. It's high time now that people have to think of inability as one's individual problem.

I have seen so many able bodied people who are unable to perform their tasks at their work places. Conversely, I have also witnessed people with disability who perform well in various activities.

It is undisputed that despite their disability or sex, they handle their families properly and perform well in various institutions. One can see them in academic institutions, law firms, political parties, parliament, famous NGOs, Government, CSOs and various other institutions.

It's time now that we need to realize the need to increase people with disabilities in all sectors because they can just perform well just like any other person. I accordingly urge the government and other development partners to enable people with disabilities participate fully in all development activities, thus meeting the needs of disabled people.

**Regia Mtema**  
YLTP VI



It is not always easy to finish the course for YLTP. The participants are sometimes given very tough assignments that require logical reasoning.

# Leadership is about commitment and responsibility

Leadership is a challenge in Tanzania. Leadership can have merits and demerits. It is significant to realize that through leadership, lies the nation's vision and direction.

A true leader is that one who admits mistakes and become ready to learn, no matter how intelligent he/she may be.

I get surprised why these leadership challenges arise at this particular time. It is said that Tanzania is a haven of peace, but if truly those whom we have entrusted leadership in their hands fail to deliver, that peace will vanish.

Where does someone start to address leadership challenges? Commitment and willingness to change to bring about development is the number one thing. As leadership is a service, it needs fulfilling the needs of people.

As a leader, one is expected to work hard by making every moment of his/her service count to people's common good. Indeed it is hard to find committed leadership to meet people's demands, but as we are young leaders, this is our time to begin shaping ourselves in preparation for high offices in future so that we deliver to the expectations of the public.

Some leaders in this country take things for granted. The instance is that once elected by people, they do not turn back to address the problems of those who put them in power. Instead, they implement what fit their interests. That is total betrayal. What then are our contributions to put an end to this hypocrisy? Do we stand for the exploited masses or leaders?

We have also seen that in most cases, it seems national interests are often put aside and our leaders heed to international capitalists' demands. Our nation for instance, is very rich in natural resources. We have minerals, the ocean is endowed with plenty of fish, national parks, fertile land and the forests. The question is who benefits from such things?

Imagine the minerals contribute to less than 3 percent of the country's GDP! Talking of fish and forests' contribution to the GDP is shameful! Do our leaders really serve the people? Look at the infrastructure, it is a mess. We do not talk about utilities. Every day there is power cut offs, yet no one seems to care.

*A true leader is that one who admits mistakes and become ready to learn, no matter how intelligent he/she may be.*

Conversely, look at the poshy cars that are used by those in-charge of our resources! When people complain, they pay them with deaf ears. Do we only have to hold people accountable when they retire from their posts, leaving those who mess offices now?

As we head toward the next coming



general elections, our role should be to educate the masses so that they do not make mistakes to put irresponsible people in power. We should keep in mind that the knowledge we acquire should not end with us, but should spread and set people free from the bondage of ignorance.

As youth leaders, we know what the society lack and we know who impede development. We know that the funds directed towards development go into the pockets of the few, leaving many unresolved issues. Do we have to sit back and relax when poverty increases every day? Do we just have to relax seeing people dying from preventable diseases like malaria? I think the answer is No!

Let's take leadership as something crucial in protecting and promoting the welfare of the nation and all people. Our efforts as youth leaders are to make sure that we come up with good leadership. Yes, we can make a change and this is the right time.

**Elizabeth Chacha Maginga**  
YLTP VII

## Next Issue

*In the next Issue, we will continue sharing with you the articles from our trainees and some more beautiful colours from the first summer school held at Kibaha Conference Centre. You may also have the chance to see the faces of the people behind the FES*

## EDITORIAL BOARD

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Leadership is about sharing knowledge. Participants learn how to solve various challenges that face them through sharing experience.



Commitment and hard work are always key ingredients for a participant to successfully finish up the YLTP Program that is conducted by FES.

**Young Leaders Training Programme  
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