



WOMEN IN POLITICAL PARTIES-WIP- APPROACH AND EXPERIENCES

PAPER FOR THE AFRICA REGIONAL CONFERENCE ON GENDER IN POLITICS AND POLITICAL PARTIES: EXPERIENCES, CHALLENGES AND PERSPECTIVES FOR THE FUTURE

BLANTYRE MALAWI

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1. INTRODUCTION

Tanzania Centre for Democracy (TCD), Centre for Multiparty Democracy, Malawi (CMD) and the Danish Institute for Parties and Democracy (DIPD) have jointly embarked on a new approach to enhancing women's participation in political parties and in politics. Experience has shown that a lot of training of women has been undertaken with little effect on the numbers of women in political parties and in politics in general. Thus we embarked on a systemic approach also drawing on some of the strong methods used in Denmark and the experiences collected from capacity development. The approach covers addressing the regulatory frameworks, cultures and practices within political parties regarding gender equality; it encompasses high level dialogue and advocacy toward the party leadership for commitment and measures for gender equality and finally it concerns capacitating the women through political mentoring programmes and networking.

For TCD the wish to promote gender equality has been one very strategic objective of TCD since its inception in 2005, now the project provides the means and opportunity to really address it. The challenges facing women in Politics in Tanzania are fairly well documented and there are some interventions to address them including the quota systems whereby now women are reserved 36% of seats in Parliament as special seats and 10% in Local Government Authorities. Apart from legislative initiatives, capacity building programs mostly short term (about 4 day) training have been offered but these have not been of any known impact. After the first cooperation meetings between TCD and DIPD it became obvious that a long term partnership cooperation would be interesting for both and in particular a focus on political parties and women.

For CMD, generally efforts to promote the participation of women in politics and decision making position are not recent. It is part of the policy guidelines of CMD to integrate gender considerations in all its programmes. For example each time CMD conducts activities, it is always ensured that there is a 50:50 participation of women and men. In doing so CMD continues to build the capacity of both gender and thereby provide all with the opportunity to compete for positions of leadership in their respective political parties. From towards the end of 2012, however, a new dimension became possible in the way CMD works in promoting women participation in politics through the partnership with DIPD

For DIPD the new strategy of DIPD puts focus on the enhancing the democratic functions of political parties and especially in representation and accountability. Here the inclusion of women is a key aspect. Since its inception DIPD have been involved in several projects dealing with inclusion of women and DIPD have supported partners in Bhutan and Nepal to take new initiatives in this field. In 2012 the DIPD Christiansborg Conference dealing with Women in Politics concluded with a Copenhagen Statement, which in particular put focus on women in transition, on young women and on women at the local level. The Christiansborg statement has been used by many of our partners in their own programmes and for instance translated to Nepali. Moreover, Denmark has a lot of experiences regarding the involvement of women in politics without a quota system being adopted.

Thus, for all three partners, CMD, TCD and DIPD the motive, means and opportunities for promoting women in political parties were present and since 2012 the Women in Political Party Projects have been implemented in Malawi and Tanzania. In this draft paper we seek to share our approach and experiences with likeminded organisations and interested parties and we hope to include reflections and ideas from the dialogue in Blantyre into the final version of this paper.

2. THE SETTING

In Tanzania, the level of women's underrepresentation in Tanzanian Politics is clearly reflected both in Parliament, Local Government Elections and in Political parties. The situation can be traced back since independence in 1961 and the period during single party system. With reintroduction of multiparty politics in Tanzania, the situation started to change slightly. In 1995, women constituted less than 10 percent (37 women) of total members of parliament (MPs). In 2000 election, the number of women in parliament increased to 48, in 2005 raised up to 75 women (Killian and Liviga 2008). In 2010 the number increased up to 136 but this increase was due to affirmative action of 'special seats' allocated for women rather than through direct competition in the constituencies. Women who won through competition in the constituencies were 8, 12, 17 and 21, who join parliament in 1995, 2000, 2005 and 2010 respectively.

Table 1: Members of Parliament by Gender: 1961-2010

Year	Males	Females	Special seats	Total	% females
1961	73	-	6	79	7.5
1965	176	-	6	183	3.3
1970	185	-	9	194	4.6
1975	194	-	13	207	6.7
1980	161	-	6	167	3.6
1985	216	1	22	239	9.6
1990	216	2	19	242	8.7
1995	224	8	37	269	16.7
2000	202	12	48	262	22.6
2005	222	17	80*	319	30.4
2010	218	136	115	350	36

*Note: * Includes those MPs appointed by the President*

Gender representation at the local level is even worse where there is a large gender disparity in representation in the Local Government Councils. Women's representation remains very low. During the 2000 general elections, only 3% of elected district councilors were women. Likewise,

the number of women who were nominated by their political parties during the 2005 and 2010 general elections was only 5.8% and 7.1% respectively. Although one might think that this is an increase of 1.3%, it is actually a decrease. This is so because the difference between women and men who were actually nominated in 2005 was 6,679 men (Killian & Livigal, 2008). In 2010 the difference increased to 6,816 men. Therefore the increase of 1.3% is actually an increase of men by 137.

The situation on women in politics and in political parties is such that most of the existing political parties are male dominated in decision making positions and that hinders women to occupy other high position in other decision making bodies. Many leadership positions require a political party affiliation.

A report of the study conducted recently by Dr. Makulilo from University of Dar es Salaam commissioned by TCD (Baseline Survey for nomination of women, Youth and People With Disabilities, August, 2014) states that, women are excluded from top leadership of almost all political parties in Tanzania particularly from the posts of chairperson and secretary general. Notwithstanding, it is only the Democratic Party (DP) that has a woman as a Secretary General, and CUF has a woman as Deputy Secretary General, and NCCR-Mageuzi has woman as Vice Chairman elected early this year (January, 2014).

Therefore no political party in the country has attained gender equality in the party top national leadership cadres, and that means the set back to the active participation of women in political parties.

Also the report stated that the strongest and largest parties like CCM nominated 7 women candidates in 1995 and all won. In 2000 CCM nominated 13 and 12 of them won. In 2005, the party nominated 19 women candidates and 17 of them won. In 2010 it nominated 24 and 19 of them were successful. This is contrary to the statement which is regularly made that, women are unelectable. It is interesting to note that in Tanzania only women nominated by strong parties are likely to be elected through the constituencies. Women nominated by CCM which has resources and a well-established electoral support base from the national to the village level have a higher probability of winning than women candidates of other parties.

Tanzania is a signature to a wide range of AU and international conventions on the rights of women including the Convention on the Elimination of All Forms of Discrimination against Women (1979), the African Charter on Human and People's Rights (2001); the New Partnership for African Development (2001), the African Peer Review Mechanism (2003), the Protocol to the African Charter on Human and Peoples' Rights on the rights of women in Africa (2003), SADC Protocol on Gender and Development (2008), and the Constitutive Act of African Union (2000) to mention just a few. The Constitution of Tanzania 1977 provides for full and equal participation of women and men in all aspects of the political process, but women continue to lag behind in the political sphere with a representation of 36 percent of members of Parliament.

Also, the Government of the United Republic of Tanzania made a commitment at the Fourth World Conference on Women held in Beijing, China in September, 1995 to address the areas of concerns to women. These are enhancement of women's legal capacity, women's economic empowerment and poverty eradication, women's education training and employment, political empowerment and decision making. Following that Conference the Government endorsed in 1996 two important interrelated strategies namely; the strategy to implement the Government commitment to advance the Gender and Community development policies as a means of strengthening and enhancing gender equality in Tanzania under the Ministry of Community Development Women Affairs and Children. These efforts and initiatives are implemented at the state institution level, but not in the Political Parties.

In Malawi, the situation was similar but also with some important differences. To begin with, Malawi has legal, policy and institutional frameworks that are meant to advance the participation of women in public life in general, politics in particular. The Constitution of the Republic of Malawi (1995) entrenches gender equality as one of its Principles of National Policy. Among others the principle seeks full participation of women in all spheres of national life (see section 13, a). There are also other laws and policies that seek to promote gender equality and these include the Prevention of Domestic Violence Act (2006); the Deceased Estates-Wills; Inheritance and Protection Act; the National Gender Policy (2000), and the National Response to Combat Gender Based Violence (July 2008), and the Malawi Growth and Development Strategy II.

Internationally, Malawi is signatory to such instruments as the Convention for the Elimination of All forms of Discrimination Against Women (CEDAW), the Convention on the Political Rights of Women (1952); the Convention on the Nationality of Married Women (UN Office of the High Commissioner for Human Rights, 2008); the Gender and Development Declaration by Heads of the Southern African Development Community, and the Protocol to the African Charter on the Human and People's Rights on the Rights of Women in Africa (2005)

In terms of political participation, the overall picture is not as encouraging. Although over the years since independence in 1964, Malawi has adopted considerably robust legal, policy and institutional frameworks, local, regional and international, in order to advance the participation of women in politics and decision-making positions, the results in practice remain meagre. For example, dating back to the period from 1966 when Malawi attained a republican status and all the way up to 1992, just two years before the reintroduction of democracy in 1993/94; out of a total of 478 members of parliament that the country has had over a period of 26 years; a total of 415 were male of which 363 were elected and 52 nominated; while 63 were women of which 23 were elected and 40 nominated (Grace Malera, 2005). The similar picture obtains in relation to the period between 1994 and 2009. Over a period of fifteen years, out of a total of 748 members of parliament the country has had during this period, 651 were men while 92 were women (Martin Ott, 2009).

In terms of representation in cabinet, between 1994 and 1999 over a period of five years, Malawi had 9 full female cabinet ministers and 9 deputy female ministers. In 2008, out of a total of 41 ministers of which 20 were full ministers, 16 were men while 4 were women; and similarly out of 21 deputy ministers in the same cabinet, 18 were men and 3 were women (Martin Ott, 2009). Again in 2009, out of a cabinet of 42 members, 22 were full ministers of which 16 were men and 6 were women; and out of 20 deputy ministers, 15 were men while 5 were women (NGO-GCN Report, 2009).

At present following the May 20, 2014 elections, of the 193 parliamentary seats, 32 were secured by women, a 16% drop from 2009 when women managed to get 43 seats representing 22% of the total at that time. Therefore, the overall picture is that for 50 years since independence in 1964 to date there has not been significant progress in as far as the participation of women in both appointed and elected public positions is concerned.

3. THE CHALLENGE

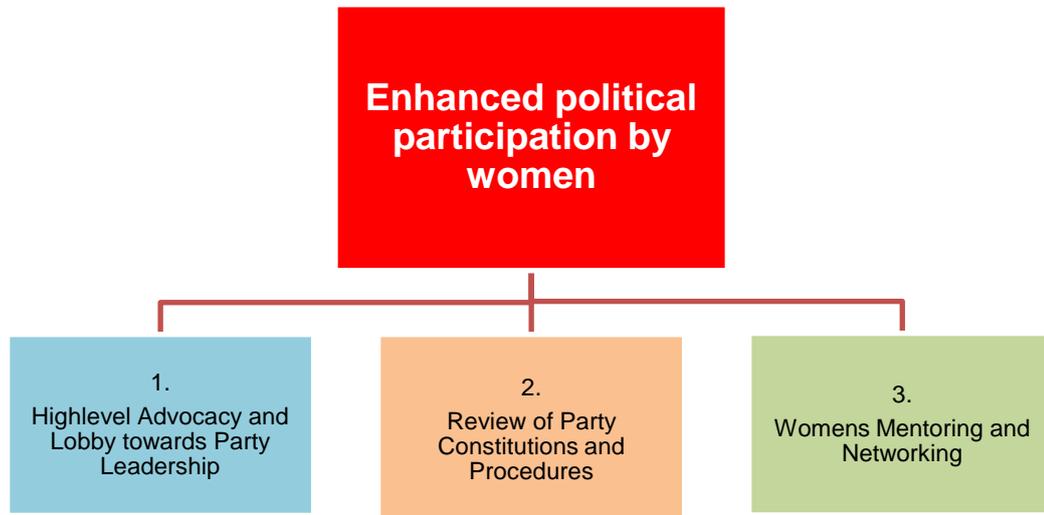
The challenge was readily recognised by all actors – women in political parties are few in numbers and there are many obstacles to paving the way. Moreover, there is a certain fatigue in this area as in both Malawi and Tanzania women in politics have been on the agenda for some while with little effect.

The challenge was thus very clear: To enhance women's political participation in parties while also creating a new momentum, excitement and energy to taking this forward.

The situation analysis clearly also indicated that working with the women only – as has often been the case in the past was necessary but not sufficient. Inspired by Danish experiences in mentoring and by DIPDs systemic capacity development approach and drawing on the expertise and network of the multiparty platforms in Tanzania and Malawi, a new approach was developed.

4. THE APPROACH

The Women in Political Parties (WIP) programmes in Malawi and Tanzania are implemented by the national multi-party platforms of Malawi and Tanzania and have three pillars:



The approach developed in 2012 has since been reflected in DIPDs strategy, which underlines the importance of change strategies that work at three levels:

- the regulatory level,
- the cooperation level between parties and finally
- the parties themselves.

Moreover, the WIP highlights key dimensions of DIPDs capacity development approach, which stresses the importance of working both with the leadership, with competence development and with organisational development in a holistic manner and driven by a clear understanding of what needs to be changed.

All three areas have been pioneering for the WIP projects. Undertaking gender review of party constitutions was a new endeavour; rolling out women’s political mentoring programmes was the first time on the continent. Lobby and Advocacy towards leadership on women’s issues have been done before, but seldom to address the demand for more women and gender equality within the rank and files of the party itself.

The process was also unique in the way that the Danish organisation, Danish Centre for Information on Gender, Equality and Diversity (KVINFO)¹, specialising in mentoring programmes, developed tailor-made training in Denmark for representatives from Tanzania, Malawi and Bhutan and then had follow up sessions, training and launching of the mentoring programmes in each country. Thus, a careful adaptation of the strengths of the Danish experiences to the realities of our partners were sought.

Moreover, Danish female politicians have met and exchanged ideas and approaches with the women’s mentor/mentee network in Tanzania.

As a pilot the partners have decided to monitor carefully the approach, the implementation and the immediate results and critically reflect on the strengths and weaknesses in order to see how it could be improved and possibly continued at a larger scale.

The good news is that both CMD and TCD boards have decided to continue and extend their WIP projects and the DIPD board has decided to continue the commitment and partnerships on these initiatives for the next three years. Below we describe in more detail each component of the WIP programme.

¹ KVINFO (www.kvinfo.dk) has long experience in mentoring of women in Denmark and their approach has also been replicated in several European countries.

5. MENTORING AND NETWORKING

In Malawi, in August, 2013, CMD organized a two day event on mentoring. The event had two objectives. In the first place it was organized to train prospective mentors from selected political parties. Secondly, the function was meant to assist in establishing the mentor-mentee relationships. At the end of the function it was clear that the training was a great success. A cross section of women politicians were involved some of them were former cabinet ministers and members of parliament. An internal review that was done before the end of the year showed that some of those who were trained had already created networks of mentees with whom they were closely working. Another indicator of the success of this initiative was that some of the mentors and mentees felt encouraged to run and contest for parliamentary and council seats during the May 2014 elections.



Photo:Launch of the Mentoring Programme

During the month of August and September, CMD finalised the development of the training module of mentoring. And this was followed by training of mentors in their own regions as discussed earlier. In total 60 mentors have been trained from five political parties at the rate of 12 mentors per party represented in parliament (AFORD, DPP, MCP, PP and UDF). These mentors will recruit mentees, at least five mentees per mentor are expected and they will work together for a period of six months and then a fresh round of mentees will be taken on board for the next six months. The expectation is that by the end of each implementation year, at least a minimum of 60 mentees per party shall have been recruited and a total of 300 for all the five parties. The mentees were trained on what mentoring is all about, its benefits to political parties and how to go about recruiting, organising and conducting mentoring in political parties.



Beatriz Hernandez de Fuhr, KVINFO.

“Most of the participants in the mentoring workshop decided afterwards to contest in the municipal elections in 2014”

During this period CMD managed to develop training materials on mentoring, sensitizing the party leaders, in particular the secretaries general and directors of women on the training module on

mentoring as well as to establish the “mentoring regions”. There are four mentoring regions, i.e. Blantyre, Zomba, Lilongwe and Mzuzu. Several districts comprise each of the four mentoring regions. The idea of coming up with these regions was a result of the experiences during the pilot phase. It was noted that there was no proper structure through which to champion mentoring programmes even within the parties. This created lots of difficulties in terms of periodic monitoring of the activities and follow-ups on progress. But with these regions, it is now easier to organise activities and even to make follow-ups. In addition, these regions are seen to be spring boards in taking the mentoring programme further to the districts and even beyond



Photo: Cover of the “Women in Politics” newsletter, July-September 2013

In Tanzania, the launching workshop, according to the participants, has exceeded the expectations. The launching event started on Sunday 25th 2013 by training the coordinator and the leaders of Political Parties (TCD Technical Committee) who at the end appreciated the simplicity and the effectiveness of the programme.

The dream of most mentees in the programme is to become MPs, and they are all totally against quotas. The matching of mentors and mentees in Tanzania was done across political parties. All Political Parties agreed on the Cross Party Mentoring in order for mentees to share wider experiences from other parties, but this was agreed because of the lack of experienced mentors within other parties

The mentoring programme is also complemented with training and networking activities. TCD prepared training materials for mentees, which are used in the monthly meetings. The trainers are among the mentors who have experience in leaders and training skills. The first Monthly meeting was held on 17th -19th September, 2013. Mentees came together with their mentors for three days for training, and reflecting their couple meeting. Also they got time to network among themselves.

The second group meeting was organized in February 17th -19th, 2014. They had another training, networking and couple meetings. At the end of this session they were assigned to visit their constituency they want to contest, and study the geography of the area, population size, challenges of the constituency/ council, establish budget, and create the campaign team and campaign strategies. This assignment was presented in May, 28th 2014 one day group meeting.



Photo: Women from political parties in Tanzania came together 28 May 2014 in Dar Es Salaam as part of the mentoring programme for women in politics initiated by Tanzania Center for Democracy.

On May 28th, 2014, the group gathered for another meeting. It was a special day for mentees as they got new experience from Former MP and former DIPD board member who joined the session. Helle Sjelle (Former MP and experienced Denmark woman Politician) got chance to comment on their presentation and shared her experience in politics and leadership.

At the meeting in Dar Es Salaam, the mentors and mentees came together to reflect on lessons learned and how to move forward in terms of addressing the challenges facing the different constituencies and how best to prepare for campaigning for the upcoming 2015 elections.

Helle Sjelle, member of the Conservatives People Party and former MP, took part in the event to share her experiences as a female politician, former spokesperson for gender equality and long-term member of the Women's Council in Denmark. She was really impressed by the level of enthusiasm and political drive among the mentees and encouraged them to keep struggling to increase women's representation in politics in Tanzania.

Also the DIPD Board Member, Hanne Agersnap, former MP and currently Local Councillor has met with the network and provided ideas and inspiration.



Helle Sjelle, former Danish MP for the Conservative party

"It was a real pleasure to experience so many enthusiastic and politically active women in Tanzania, who are really keen to make a difference"

In June 2014 the mentors and mentees met again as they headed to the Parliament to meet with MPs, leaders of the political parties and Speaker of the House, Hon. Anne Makinda. The objective

of the trip was to learn how the Parliament works, and also to inspire the mentees. In the program, it was proposed to meet the Speaker of the House, Hon. Anna Makinda, Unfortunately, the group could not meet with the Speaker of the House, as she was out of the Country. Notwithstanding, they had chance to meet and get experience from Women members of Parliament and few Women Ministers, who shared their experiences on how they became MPS, challenges faced, and how they overcome their challenges, but encouraged them to contest in the constituency in the coming general election. On 19th evening they had dinner with leaders of Political Parties, few women MPs and few Women Ministers. It was a wonderful evening for both of them, as also, the MPs, Political Leaders were very happy to see how mentees were determined to contest for elections.



Photo: Mentees and Mentors in the Parliament of United Republic of Tanzania on 18th June, 2014

6. HIGH LEVEL ADVOCACY AND LOBBY

In both countries the launching of the mentor network provided the first opportunity to seek the commitment of high level leadership in the political parties.

Thus, at the launch in Tanzania all the Secretary Generals made their commitment public to support women to contest for elective seats. Also some made commitment to support women in the internal party election at the top positions.

Moreover, in Tanzania the mentoring network work with the cross-party platform, which is already lobbying on this to have bilateral high level talks with each individual party and see the concrete measures to be taken.

TCD will organize stakeholders meetings with party leadership to ensure their commitment to increase leadership and nomination of women in the coming election 2015. TCD plans to invite Leaders of Political parties, leaders of women wings, leaders of youth wings and representatives of National Electoral Commission (NEC) and Registrar of Political Parties and other organization dealing with women empowerment.

Also through internal Governance of TCD (Summit) deliberate on the progress on the implementation of the agreed recommendations and strategies proposed during stakeholder's meetings. This is to be done between mid-October, 2014 and early February, 2015.

In Malawi the launch of the mentoring project took place at two levels. At first, the project was introduced to the board of CMD. This is a governance organ of the CMD and before any intervention is initiated in political parties, the board is thoroughly briefed and its views sought. When the project was introduced the board had the opportunity to provide input on how best the project could be implemented to assist political parties open up for increased participation of women in leadership and decision making positions. Then thereafter, the project was launched after the end of the two day training of prospective mentors in August, 2013. Since then there is a growing network of women mentors and mentees within the participating political parties.

7. GENDER REVIEW OF PARTY CONSTITUTONS

In Tanzania all political parties affirm their commitment to general principles of human rights and human dignity. Yet, some of the provisions in the same constitutions set some thresholds of women representation that do not guarantee gender equality; or remain silent in stating specific gender-balanced provision. For example the election manifestos of five political parties (CCM, CHADEMA, CUF, NCCR-Mageuzi and TLP) are more specific in providing some measures and provisions geared at promoting gender equality and women's empowerment. It is important to note however that there is a great discrepancy between what is stated in the policy documents and what is happening in reality. All constitution of 5 political parties affirms their commitment, in principle, to recognize and protect rights of all human beings irrespective of their gender.

However, on the whole, the nomination processes used by various political parties at times have been non-transparent and male-driven; using criteria and procedures which are neither clear nor institutionalized. Much of the selection of women candidates in these parties appears to be based on the degree of party loyalty and support to party candidates (mainly men) during the election process.

In mid-October and November 2014, TCD will organize a review of Political party's instruments in Tanzania. It will include the review of the party manifestos, constitutions, rules and regulations and nomination procedures within political parties. Studies have shown that, party regulations, structures, constitutions and manifestos are not adequately supportive to women's participation. This review will strive to suggest measures to ensure increased nomination of women, for elective seats.

In Malawi, during the first quarter of 2014 CMD engaged a consultant to undertake a review of party constitutions and manifestos. The overall objective of this exercise was to assist political parties realign their constitutions along the principles of gender and women's rights. The results of the review showed that there are still gaps in party constitutions in Malawi regarding the inclusion of women in leadership and decision making positions. Based on the findings, recommendations were drawn on how best parties can integrate provisions in their constitutions that would enhance the participation of women. However, due to the preparations for the May 2014 elections, the integration of these provisions into party constitutions did not take place. Political parties were busy with campaign and as such could not find the necessary time to focus on these recommendations. However, since the elections are now over, it is expected that the final step of integrating the recommendations of the review will be done.

8. POINTERS FOR THE FUTURE

8.1 A STRATEGIC COCKTAIL

The pilots show that advocacy and leadership commitment, procedures and constitutions and women's own capacities need to be addressed in a strategic cocktail to make a change. Strategic alliances with women's movements and caucus can also be an important wheel turner. Of significance is also the building of alliances with networks and professional organisations not necessarily focusing on women only –i.e. making teachers union support the call for more women in political parties can be a powerful trailblazer.

8.2 PROGRESS MADE

In Tanzania, The proposal by different women caucus to 50/50 in all decision making bodies has been taken in the draft constitution and the debate continues. Also with Affirmative Action, now Tanzania has 36% women parliamentarians through special seats.

TCD has been able to launch the Women Political Mentoring Centre in Dar es Salaam with 27 Mentees and 12 mentors. The response to the programme has been very positive by all political party leaders and other stakeholders. All political parties accepted the cross party mentoring, and there have been no complaints from Political Parties with regards to mentors.

In the view of TCD it is the most effective programme to empower young women politicians. Short trainings, seminars and workshops are not effective as compared to mentoring programme where the mentee get enough time to learn by practice for entire year.

Mentees themselves have been able to build a strong network and strategies for winning among themselves and other networks. They have been inspired by women and men experienced politicians who shared their experience in different occasions.

In Malawi, so far as stated above, the project has registered positive impact since its launch in 2013. There is acceptance of the project within the political parties. The regular publication of the newsletter on women in politics is another indicator of the popularity of the project within and beyond political parties.

Organisations like UN Women, the NGO-GCN, and the Ministry of Gender have widely applauded this initiative. It is not a surprise that because of this unique project, CMD is incorporated as a member of the Technical Working Group (TWG) on gender.

Looking to the future, CMD will focus on strengthening the regional networks on mentoring which have been established and are trained. The prevailing picture of the future is that once the regional networks on mentoring are vibrant and working well, then the mentees who will have graduated from these networks after a period of six months will be encouraged to initiate district level networks on mentoring. Eventually, CMD sees a situation where such networks on mentoring will be a feature cascading down to the constituency and even branch level of political parties.

The evaluation of the pilot phase that was done in Malawi in early 2014 showed that the project had ignited great interest and enthusiasm among the key stakeholders including political parties.

Key achievements during this phase included the review of the party constitutions and manifestos in readiness for the May 2014 tripartite elections; radio programmes in support towards the levelling of the playing field so that women have equal opportunity to compete for presidential, parliamentary and ward seats. Under the same phase, CMD embarked on a very unique activity, and that was the publication of the newsletter, called: *Women in Politics*. The quarterly edition is meant to promote women in politics and decision making positions. It regularly features prominent women who are in political leadership positions as well organisations that are working towards women political empowerment. The successes registered under the pilot phase of the project

paved way to the negotiation and development together with the political parties and mentor networks of a three year project which runs from July 2014 to June, 2017.

8.3 STRENGTHS AND WEAKNESSES OBSERVED

In Malawi, the project enjoys support from political parties. This is strength in that there is an enabling space within the parties to work. There is also support from leading women politicians themselves. This is demonstrated by their readiness to work voluntarily as mentors.

During the pilot phase a few weaknesses were identified. Some of these were due to the manner in which the pairing was done. Nearly in all cases, the pairing was done by CMD during the training in August 2013. When it came to actual implementation, it became very clear that the involvement of the third party in pairing was not appropriate. Among other things, it failed to create the atmosphere of mutual trust and confidentiality among some of the mentors-mentees. Besides, it also had logistical challenges. In some cases, the pairing involved people who lived hundreds of miles apart and that created logistical challenges in terms of accommodation and transport each time the pairs could decide to meet.

This time around, these have been rectified by the creation of regional mentoring networks that are based in the four cities of Malawi and they are expected to cater for mentees from the neighbouring districts. It is expected that with this kind of arrangement, there will be frequency of interaction between pairs with very minimum costs on the part of the mentees.

In Tanzania, the programme has enjoyed full support from leaders of Political Parties, Women Wings and other stakeholders. It has been seen as an effective methodology to empower and build confidence of women.

Some mentees have won internal party elections. From CUF party, one mentees is a member of NEC, and another won as a Party Chairman at the District level. From CHADEMA, three mentees contested different positions in their party, two of them lost; one was elected as a Vice Chairperson of the Women Wing (BAWACHA).

It was also agreed by members of Summit to extend the programme in other three regions in order to expand the programme countrywide.

In Tanzania, the following weaknesses or difficulties have been noted:

- The mentoring programme requires a minimum of time and finance to run smoothly. Because of the financial difficulties for both mentees and mentors to cover the travel expenses, the platform had to organize monthly meetings for the couples, which can be expensive.
- Weak spirit of voluntarism: Many potential mentors are not ready to volunteer to train young women politicians. They want to be paid for the work they do, which is a positive and assertive attitude, but which in turn will limit the potential growth of the mentor network.
- The programme is urban based. Most political mentors are found in urban areas. In rural areas where this programme is highly needed it is difficult to get experienced political leaders as mentors.

8.4 REPLICATION AND CASCADING?

For Malawi, as stated earlier the overall picture is that from the regional networks of mentoring, the project should go to the next level whereby similar networks are to be created at districts, constituency and even branch level.

Also in Tanzania the project will now move to the regions of Mwanza, Arusha and Zanzibar. TCD expect to expand the network throughout the country. TCD will start with these few regions but the goal is to reach the women at the grassroots level.

When sharing the experiences of the WIP projects here at the ARP conference it is also in the belief that the approach could be replicated or rather adopted and adjusted in other countries where multi-party networks are functioning and where the means, motives and opportunities for advancing women in political parties exist.