



“INCLUSIVE ELECTION PROJECT” SHIVYAWATA

TERMS OF REFERENCE FOR A TRAINER OF TRAINEE (TOT)

- A. BACKGROUND:** The Tanzania Federation of Disabled People Organizations - SHIVYAWATA has signed a one-year agreement with UN women on 20th May 2015 to implement the project called “*Inclusive Election*”. This project is geared to “Support People with Disabilities’ Participation in Political and Electoral Process in Tanzania Mainland and Zanzibar”. SHIVYAWATA has partnered with Umoja wa Walemavu Zanzibar – UWZ to support implementation of the project in Zanzibar.

The project is supported financially and technically by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). The project is aligned to the UN Women “Women’s Leadership and Political Participation Project” (WLPP) known in Swahili as *Wanawake Wanaweza* Project, which is a three year project contributing to the UN Women’s Strategic Plan 2014-2017 Impact area 1 that aims at ensuring increased women’s leadership and participation in decision-making at all levels.

In view of the forthcoming general elections in 2015, UN Women through the WLPP is partnering with UNDP, UNESCO and other partners NEC, ZEC, ORPP and CSOS (TGNP, LHRC, TAMWA, TCD, TWCP, Femina Hip e.t.c) to mainstream gender equality and inclusiveness in the current electoral cycle project, the Democratic Empowerment Project (DEP) to ensure effective participation of women, youth and PWDs and the SHIVYAWATA project contributes to it as well.

- B. General Objective:** The project’s overall objective is to promote inclusion and equality of opportunity of people with disabilities in electoral processes as voters and candidates.

The specific objectives of this project target three major areas of intervention as follows;

- i) To raise awareness of NEC and ZEC on the key challenges affecting PWDs’ participation in electoral processes and propose appropriate measures to be taken to address those challenges to ensure inclusion and effective participation of PWDs in electoral processes.
- ii) To raise awareness of PWDs’ leaders in the selected regions on PWDs’ rights and opportunities to engage in democratic process including elections both as candidates and voters. This will facilitate mainstreaming of the acquired knowledge into their

work including to encourage and mobilize PWDs' participation in the different electoral process, i.e. registration, contesting, campaigns, voting.

- iii) To raise awareness of the media practitioners on PWDs leadership, political rights, and challenges to facilitate availability of space in the media and sensitive reporting to reduce stigma and misconceptions.

C. SCOPE OF THE ASSIGNMENT: SHIVYAWATA through this project intends to conduct series of training seminars targeting 520 leaders of Disabled People Organizations (DPOs) and 100 Members of the media in 13 regions namely: -Dar es salaam, Mtwara, Tanga, Dodoma, Shinyanga, Tabora, Mwanza, Mara, Manyara, Ruvuma, Iringa, Mjini Magharibi in Unguja and Kusini Pemba in Pemba.

The training seminars target at least 40% of men and 60% of women.

Training Module 1: Training to PWDs Leaders

The trainings to DPO leaders aims at strengthening awareness of PWDs' leaders in the on PWDs' rights and opportunities to engage in democratic process including elections both as candidates and voters.

The training is expected to cover the following key topics:-

- An overview of PWDs' representation in decision-making positions and political parties and leadership;
- PWDs' political participation and leadership rights as highlighted in the URT constitution, CRPD and the Tanzania Persons with Disability Act, 2010;
- An overview of the electoral system of Tanzania; functions of NEC and ZEC, laws, rules and regulations that govern elections and all electoral processes, i.e. voters registration, nominations, campaigns, engaging with political parties, voting, e.t.c;
- The role of the Office of Registrar of Political Parties, political parties and other actors, e.g. CSOs, including the Tanzania Centre for Democracy (TCD) and Tanzania women Cross-Party Platform (TWCP) Police, Judiciary, e.t.c;
- Engaging with political parties including their role on nominations;
- Election monitoring/observations and roles played by electoral observations;
- The role of PWD leaders in advancing PWDs leadership and political participation

Training Module 2: Training to Media

Shirikisho la Vyama vya Watu wenye Ulemavu Tanzania (SHIVYAWATA). P.O. Box 42984 Dar es Salaam - Tanzania.

Mob: 0754 698820, Email: info@shivyawata.or.tz, Mwananyamala - Vijana Plot 367, web: www.shivyawata.or.tz

The purpose of this training is to raise awareness to media practitioners on PWDs rights to leadership and political participation and challenges to increase general public understanding of the issues for increased acceptance, support and opportunities to PWDs.

This particular training targets owners of media houses, editors and coordinators of community radios and some news papers.

The training will mainly cover the following topics among others:

- An overview of PWDs' representation in decision-making positions and political parties and leadership;
- PWDs' political participation and leadership rights as highlighted in the URT constitution, CRPD and the Tanzania Persons with Disability Act, 2010;
- An overview of PWDs' participation in electoral system and functions of different actors; i.e. NEC, ZEC, ORPP, political parties, Police, CSOs e.t.c. as well as laws, rules and regulations that govern elections and all electoral processes,
- Barriers that impede PWDs' leadership and participation in the different electoral processes, i.e. voters registration, nominations, campaigns, engaging with political parties, voting, and
- The role of media in promoting PWDs leadership and political participation.

D. RESPONSIBILITIES OF TRAINER OF TRAINEE (TOT)

- To conduct a number of political awareness trainings to leaders of Disabled People Organizations – DPOs
- To conduct awareness raising trainings to media practitioners with guidance from the project team.
- To prepare training reports and submit them to SHIVYAWATA a week after each training.
- Perform any other mutually AGREED relevant duty important for furthering the completion of this task.

E. TRAINER OF TRAINEE (TOT)'S PROFILE

A desired Trainer of Trainee (TOT) should possess the following qualities:-

- At least a Bachelor's degree in Political science or equivalent, Social Sciences or relevant discipline.



- A previous experience in conducting trainings to PWDs on the said topics will be an added advantage
 - A proven understanding of the political system of the United Republic of Tanzania
 - Profound insight on issues, needs, civic and political rights of Persons with Disabilities in Tanzania.
 - Not less than three years' experience in working with Disability community in Tanzania
 - Ability to accomplish duties within shorter deadlines and work under pressure of time
 - A candidate must have strong report writing and presentation skills
 - A candidate must be gender-sensitive person
 - A candidate must be conversant with both English and Kiswahili languages
 - A candidate must be a Tanzanian above over 30 years of age.
 - **Women and Persons with Disabilities** are highly encouraged to apply.
- F. TIME FRAME:** The trainings will be realized at various dates between June to September 2015. The training schedule will be provided later on by the project team.
- G. REPORT:** A Trainer of Trainee (TOT) shall submit the training reports within one week after each training.
- H. PAYMENT:** Negotiable.
- I. APPLICATION PROCEDURES**
- All interested parties must submit application letter indicating their skills and experience together with updated curriculum vitae by e-mail before **19 June 2015 at 4:00 p.m.** to info@shivyawata.or.tz or submit it by hand directly to the following address:-
- Secretary General,**
SHIVYAWATA Head Office,
P.O. Box 42984, Kinondoni district, Dar es salaam.
Physical address: Ruhombo Street, Plot no. 367, Kinondoni Vijana, off
Mwananyamala road